



Within a joint agreement
between the State of Kuwait &
the Kingdom of Saudi Arabia

Launching Dorra Field development

Within the reinforcement of utilizing the oil resources shared by the State of Kuwait and the Kingdom of Saudi Arabia in the Joint Operations area, particularly the gas reservoirs resources, and during an official visit to the State of Kuwait on Monday, March 21, 2022, HE Prince Abdulaziz Bin Salman, Saudi Minister of Energy, signed an agreement with HE the Kuwaiti Minister of Oil, Minister of Electricity & Water, and Renewable Energy, Dr. Mohammed Al-Fares, to develop Dorra Offshore Field.

Under this agreement, KJO, represented by the Saudi side of Aramco Gulf Operation Company, and the Kuwaiti side of KGOC, will agree to select a consultant to conduct the engineering studies needed to develop "Dorra Field" according to the best modern methods, technologies and practices that consider the preservation of HSE, and develop the most efficient and effective engineering designs, both capitally and operationally. This development is expected to produce one billion standard cubic feet of natural gas per day, in addition to 84,000 barrels of condensate per day.



The production is to be divided equally between the two sides, in which the Aramco's share of natural gas, gas liquids and condensates will be transported to its facilities in Khafji, while the KGOC's share will be transported to its facilities in Al-Zour.

This agreement is in accordance with the Memorandum of Understanding signed by the two countries on December 24, 2019, where one of its clauses included joint work to develop and utilize Dorra Field in a way that supports the growth of vital sectors in the two brotherly countries.

Organized by the PR & I Team

Graish Ceremony

In the scope its annual custom shortly before the holy month of Ramadan, the PR & I Team organized the Graish annual ceremony and competition. It was held on Thursday, March 31, 2022, at Hubara Center- Ahmadi.

At the beginning of the ceremony, the Company's Executive Management, represented by DCEO of Finance & Administration Affairs Mr. Nayef Al-Anezi, congratulated the employees on the holy month, hoping Allah Almighty to accept the worship and good deeds of everyone, and to return it to them and their families with goodness and blessing.

It was attended by many employees from HO & WJO, who competed through their distinct dishes, which included appetizers, main dishes, and desserts to win the first 3 places. At the end of the ceremony, the winners have been announced and honored.



Honoring the long-service employees

In appreciation for their great effort and giving, KGOC honored its long-service employees who have over 15-year service in the Company and the oil sector. The Financial Payments Team and the PR & I Team welcomed the honorees and presented them with certificates of appreciation. It took place on Monday and Tuesday, March 28 & 29, 2022, at

the Company's HO-Ahmadi.

The honored colleagues were thanked for their continued sincerity and dedication to the Company and the oil sector. In turn, the honorees expressed their gratitude and appreciation to the Company for its constant keenness on various occasions to honor them for their service and giving.



Linking KGOC-KJO Staff to the Head Office

On Wednesday, March 23, 2022, the IT Team held a training workshop to activate the electronic linking between KGOC's Head Office and the Kuwaiti staff in KJO through Cloud Computing for the first time in the Company's history. The Team Leader of IT Eng. Ahmad Safar was received by the Acting Executive Manager of HR Dr. Saleh Al-Marri, at KJO headquarters.

During the workshop, how to register and access the systems of the KGOC's Head Office was explained.



Regarding the HR systems, the following (6) services were provided via the MOZON System:

1. Marriage Gratuity:

It is a service provided to employees who have updated their social status from single to married with effect from March 2019 and wish to receive a marriage gratuity.

- Be a Kuwaiti citizen.
- Payable for one time for all oil sectors.
- Payable on the basis of the total salary for one month of a single Kuwaiti employee (Male/Female) upon first marriage while serving in the Company.
- Submitting a copy of the marriage contract provides that it is the first marriage while serving in the Company.
- The wife must submit an "To Whom It May Concern" certificate issued by the Public Institution for Social Security. If she works in the oil sector, a certificate is submitted stating that she has not received marriage gratuity from her employer.
- Male/Female employee must submit a detailed salary certificate.

2. Accommodation Gratuity:

- Be a Kuwaiti citizen on Grade 13 and above.
- Non-Kuwaiti employee (married and has a family or married without a family) on Grade 16 and above.
- No accommodation gratuity will be paid if accommodation is provided.

3. Furniture Gratuity

- The male /female employee must be a Kuwaiti citizen
- Payable after the probation period based on grade, marital status, and nationality.
- Payable for one time only throughout the service in the oil sector, including the employees appointed at KJO.

4. Amendment of the Marital Status:

Employees update their marital status data to receive the financial benefits of marriage allowances and children's allowances.

5. KGOC Loans Gratuity:

- The employee may be granted a loan after the lapse of 5 years of continuous service in KPC or its subsidiaries.
- The loan value is equal to the total salaries of (4) months and up to a maximum of KWD15000.
- Four years at least must elapse between each loan and another.

6. Advance Salary:

- An advance salary may be requested within the first (10) days of each month.
- The number of requested days must be less than (10) and more than (1).
- The days must be equal to the working days of the current month.
- The employee cannot request this service more than twice a year.