



# COMPANY PROFILE

**“**We are proud of how far we've come, and we look forward to continuing our journey. A journey we are on together with our customers, our shareholders and our employees. **”**

Amer Huneidi -  
Executive Chairman of Gulf Cryo

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### Progressive by nature

[www.gulfcryo.com](http://www.gulfcryo.com)

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# Introduction



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## INTRODUCTION

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# COMPANY PROFILE

## INTRODUCTION

Covid-19 has caused significant disruption. When the pandemic struck, we responded with resilience and adapted quickly across our network to support all our stakeholders and customers during this unprecedented time. Protecting the safety and security of our people and preserving jobs. Working with clients to deal with the immediate impacts of the pandemic. Utilizing our knowledge to seamlessly deliver quality products and solutions to a broad range of industries.

Looking ahead, the breadth and depth of the knowledge that we have at Gulf Cryo and our ability to provide a comprehensive range of products and solutions have never been more important considering the significant environmental and health challenges. Our response to these challenging events has tested the strength of our people, culture, and our plans. We are working hard to build the Gulf Cryo of tomorrow for the benefit of all our stakeholders and the people we serve.

### Our goal for a sustainable future

For sustained growth in the long term, low-carbon gas solutions will have to be scaled up significantly. These include carbon capture, utilization and sequestration. We articulate our goal in four words – “higher returns, lower carbon” – a simple statement that captures our view of what it takes to succeed in the future of industrial gas supply. “Higher returns, lower carbon” starts with financial strength. This is underpinned by an advantaged product portfolio, a strong balance sheet and the transformation of our business to work more efficiently and effectively. It recognizes the need to work with our customers in a world moving toward a lower-carbon energy system. We embrace this future and are aligning our strategy to advance these goals.

Our approach to delivering higher returns in a lower-carbon world is grounded in a set of missions:

- We aim to dramatically reduce carbon in our operations and in our production.
- We aim to increase renewables and offsets in support of our business.
- We want to invest in low-carbon driven technologies to enable commercial solutions while leveraging our capabilities and operations to advance technologies such as carbon capture and hydrogen.

We want to continue to be an industrial gas manufacturing company with purpose; one that is trusted by society, valued by shareholders, and motivational for everyone who works at Gulf Cryo. We believe we have the experience and expertise, the relationships and the reach, the skill and the will to continue to do this.

We invite you to explore this report and we hope that you find it a useful resource in evaluating the past, present and future of Gulf Cryo in the industrial gas industry.

# Chairman's Message

For over seven decades, Gulf Cryo has been at the heart of industrial and medical progress across the region. What began as a family vision has grown into a regional enterprise, one that continues to evolve with purpose and resilience. Throughout our journey, one principle has remained constant: we exist to enable.

We enable industries to operate more efficiently, communities to thrive, and innovation to take shape. Our gases may be invisible, but their impact is everywhere, from hospitals and food preservation to clean manufacturing and energy transition. This enduring relevance defines who we are: an enabler of progress.

As the world transitions toward a lower-carbon future, Gulf Cryo has taken deliberate steps to redefine what it means to be an industrial gases company. Having pioneered carbon capture and utilization (CCU) in the region over a decade ago, we continue to advance decarbonization at scale. Today, we are the region's largest provider of recovered CO<sub>2</sub> for utilization markets and are driving new pathways in hydrogen applications for both mobility and energy solutions.

Our recently launched Application & Technology Center (ATC) marks another milestone in this journey, a first-of-its-kind hub dedicated to testing, scaling, and commercializing sustainable gas innovations. The ATC embodies our commitment to regional capability building, technology localization, and creating tangible impact in the drive toward sustainability.

Our transformation is not only external but also internal. With the implementation of our enterprise-wide ERP system, we have unified operations across all countries we serve, embedding data, efficiency, and collaboration into the core of our business. This digital foundation enables smarter decisions, faster service, and stronger alignment with our customers and partners.

As we continue to expand our footprint and invest in capacity growth, we remain guided by the same values that have defined Gulf Cryo since its inception: integrity, safety, and an enduring commitment to excellence.

As we continue to expand our footprint and invest in capacity growth, we remain guided by the same values that have defined Gulf Cryo since its inception: safety, accountability, and an enduring commitment to excellence.

We look to the future with confidence. By combining innovation with responsibility, and scale with purpose, Gulf Cryo will continue to enable progress, sustainably, digitally, and regionally.



**We go beyond the molecules. Gulf Cryo is not just a supplier of gases, we are an enabler. We enable industries to thrive, communities to grow, and innovation to accelerate.**

**Amer Huneidi**  
Executive Chairman, Gulf Cryo

# Our History



8 ASU & CO<sub>2</sub> Plants

10 MENA Countries

26 Production Facilities

1200 Engaged Employees

# OUR STRATEGY

## Our Vision

To enable everybody, through everything we do.

## Our Mission

Continue growing as a sustainable industrial and medical gases enterprise; driven by strong relationships, focused on solutions, built by people of integrity who add stakeholder value through innovation and excellence.

## Our Pillars

Our people are the core of our business pillars. They are key to creating a thriving, efficient, safe and successful business for our customers, and nurturing an environment of productivity and growth.



Improving customer experience is central to our success. We achieve this by understanding what solutions our customers value and thus enhance our offerings to meet their needs.



Our focus is consistently around operational excellence, efficiencies and optimization throughout our organization. We are optimizing our expenditures to become an increasingly efficient organization and balancing a reduction in our costs whilst maintaining a high level of customer service.



We constantly evaluate the continued effectiveness of implemented risk control strategies and policies, and support the identification of new hazards with continuous training, communication and other actions that promote a positive safety culture within the organization.



People are at the core of our strategic imperatives. We focus on the development of a highly-skilled, world-class workforce and encourage a strong sense of responsibility and commitment. By investing in our people, we are enabling the successful execution of our strategic priorities.

# OUR COMPANY VALUES

We believe that an investment in Gulf Cryo—and indeed, in any company—is an act of faith, and faith can only be earned by operating with trust and transparency. These core values are at the foundation of everything we do. We have always held a firm belief that the best way to become a leading company and to deliver value to our customers and shareholders is to be transparent, fair and ethical in our business practices and personal behavior at work.

Gulf Cryo has built a strong history of quality, safety and performance that is the cornerstone of our success. Regardless of challenges, we will continue to live and operate by the highest standards of ethics. As the environment in which we do business continues to change, we will meet the future with the same steadfast commitment to honesty, fairness, and transparency that has kept us strong for more than 65 years.



## SAFETY

Meeting or exceeding World Class standards in Quality, Health, Safety, and Environment



## SUSTAINABILITY

Constantly operating and developing sustainable solutions that benefit the communities we operate in



## COMMUNITY

Putting the greater good first: the planet, society, the individual



## TEAMWORK

Making trust the foundation of every team so that we can collaborate with accountability



## ACCOUNTABILITY

Having individual and collective accountability for the success of our enterprise



## CURIOSITY

Understanding the problems our products help to solve, and contributing to better solutions for our stakeholders



## EXCELLENCE

Achieving excellence through continuous improvement

# Our Operations

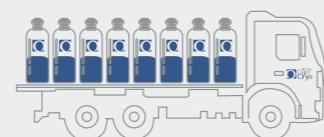
Air Gases, CO<sub>2</sub>, Specialty Gases, Helium and Hydrogen are packaged under pressure into steel cylinders for delivery to all industries and sectors.



Using world-class Air Separation Units (ASUs) we produce Oxygen, Argon and Nitrogen in liquid form, and we manufacture Liquid CO<sub>2</sub> and Gaseous Hydrogen.

## Our 1000+ Rolling Assets In Trucks

**184** CYLINDER TRUCKS + FLAT BEDS



**243** CYROGENIC SEMI TRAILERS



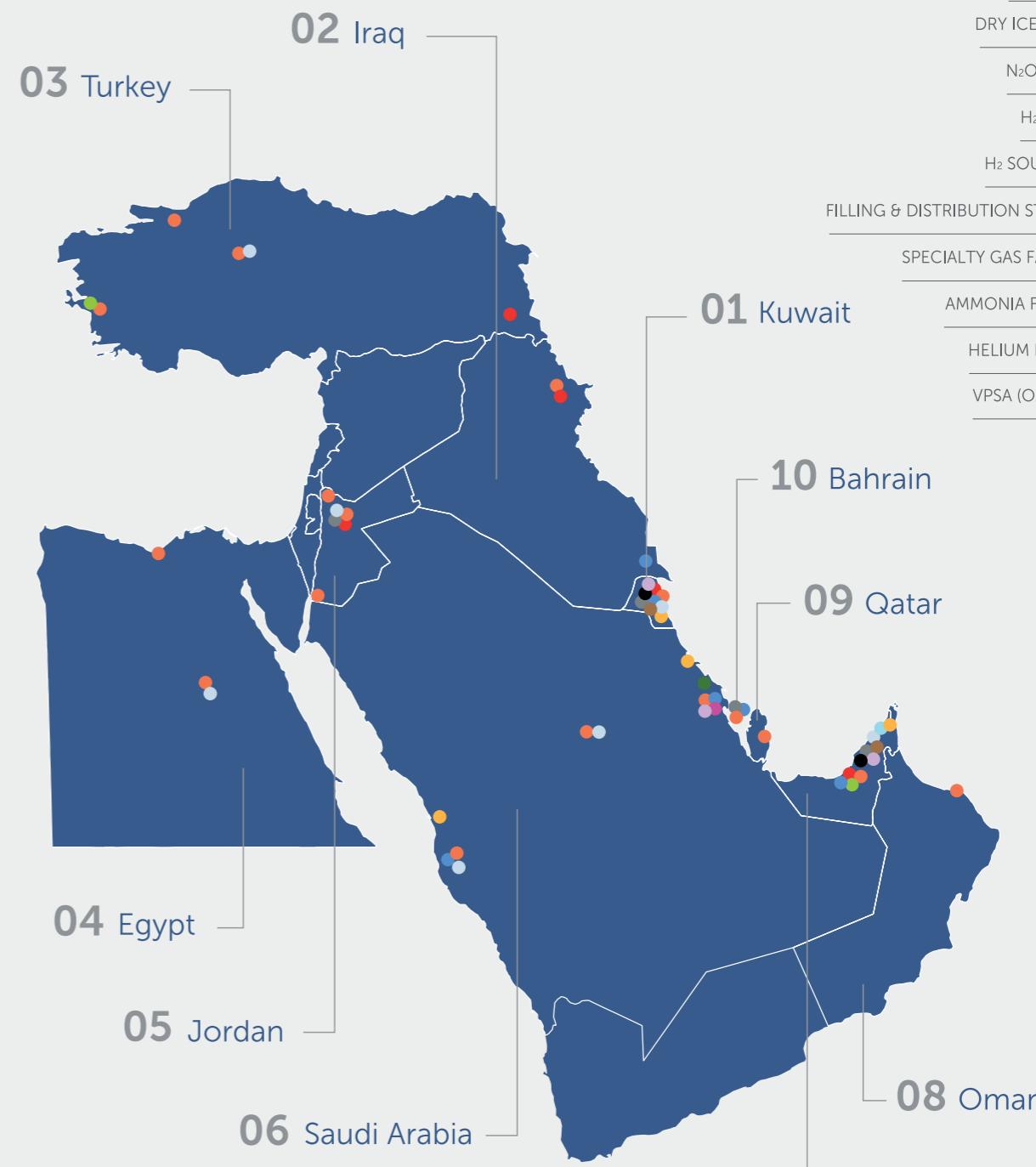
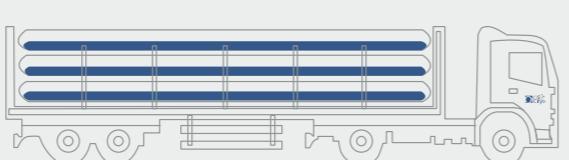
**221** TRACTOR HEADS



**336** CRYOGENIC ISO TANKS



**30** TUBE TRAILERS



## Our Core Molecules

O<sub>2</sub>

OXYGEN

AR

ARGON

N<sub>2</sub>

NITROGEN

CO<sub>2</sub>

CARBON DIOXIDE

H<sub>2</sub>

HYDROGEN

He

HELIUM

## ACTIVITY OVERVIEW

### Our Operations

**18**  
CYLINDER FILLING  
OPERATIONS

**7**  
ACETYLENE  
PLANTS

**1**  
NITROUS OXIDE  
PLANT

**2**  
HYDROGEN  
PLANTS

**1**  
LEADING SPECIALTY  
GASES FACILITY

**12K**  
CYLINDERS  
PER YEAR

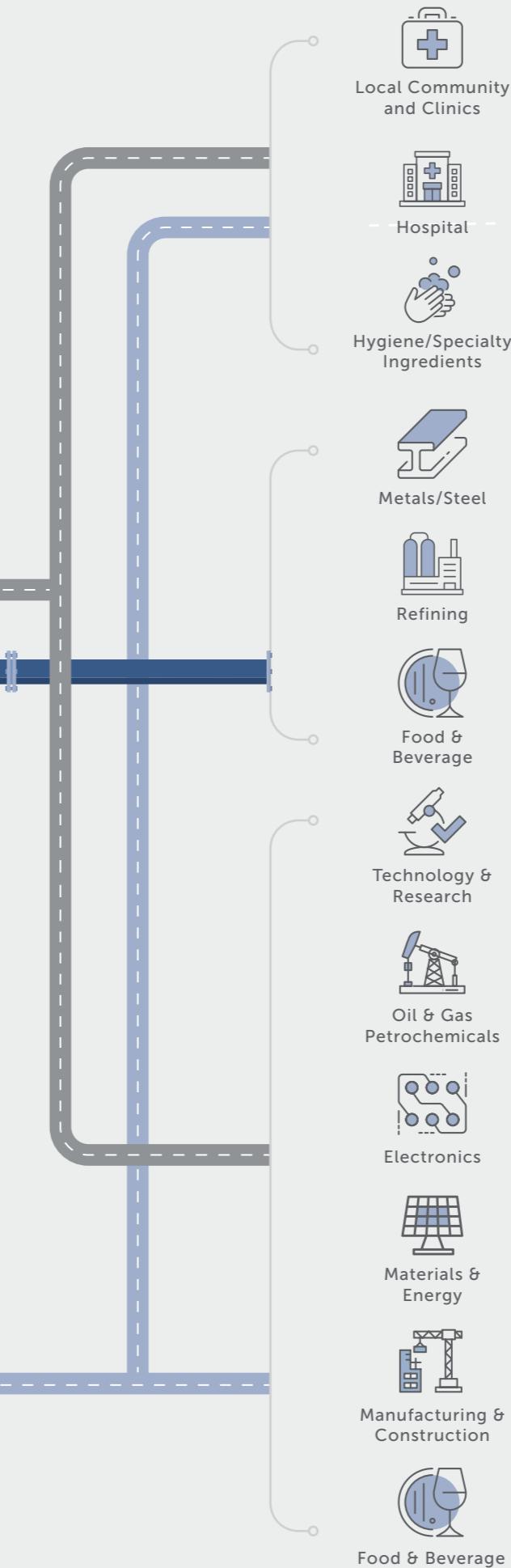
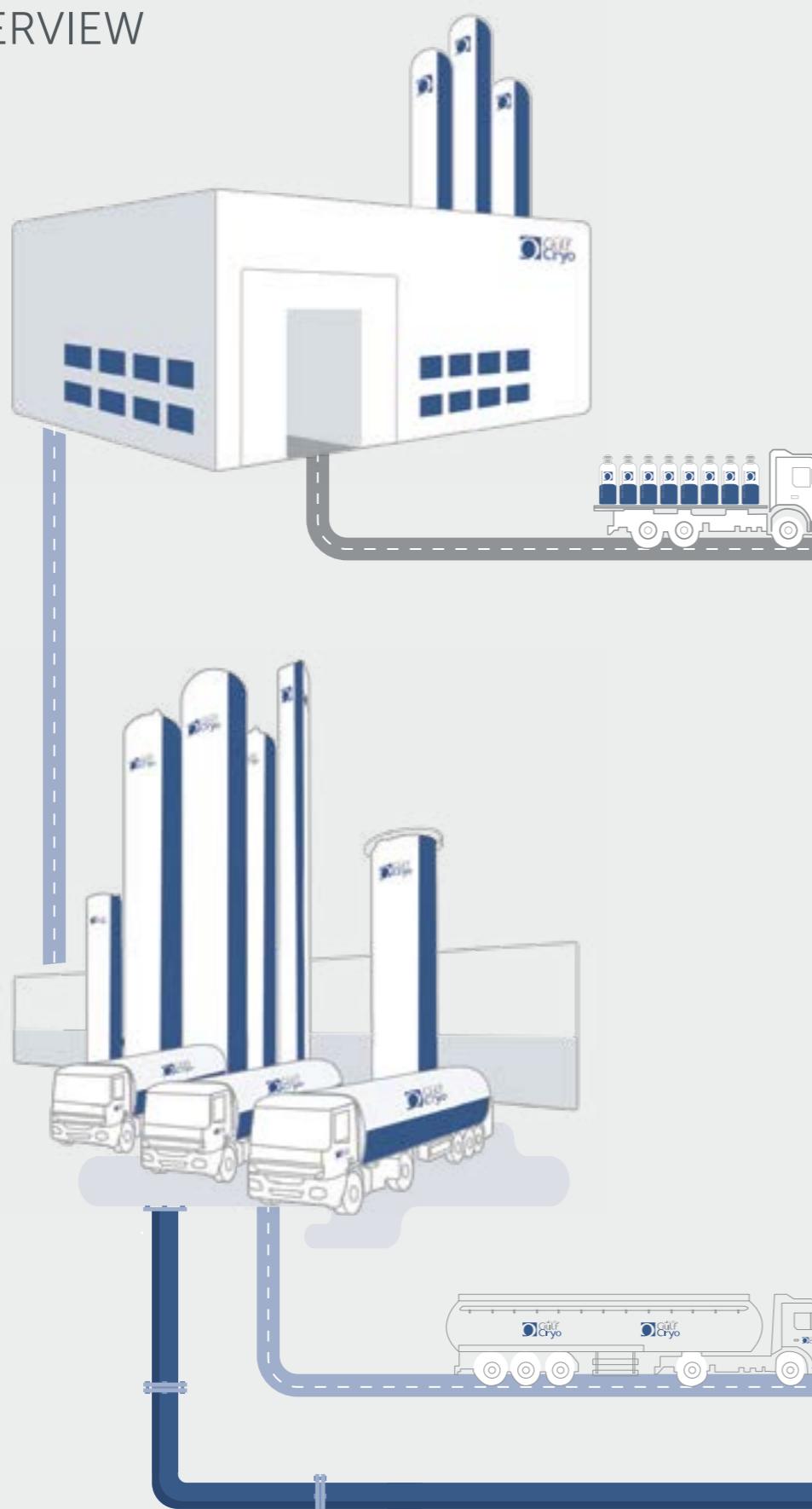
**220K**  
CYLINDERS  
IN ACTIVE CIRCULATION

**1.3M**  
OXYGEN  
TONNES PER YEAR

**110K**  
CARBON DIOXIDE  
TONNES PER YEAR

**95K**  
NITROGEN  
TONNES PER YEAR

**15K**  
ARGON  
TONNES PER YEAR



Local Community  
and Clinics

Hospital

Hygiene/Specialty  
Ingredients

Metals/Steel

Refining

Food &  
Beverage

Technology &  
Research

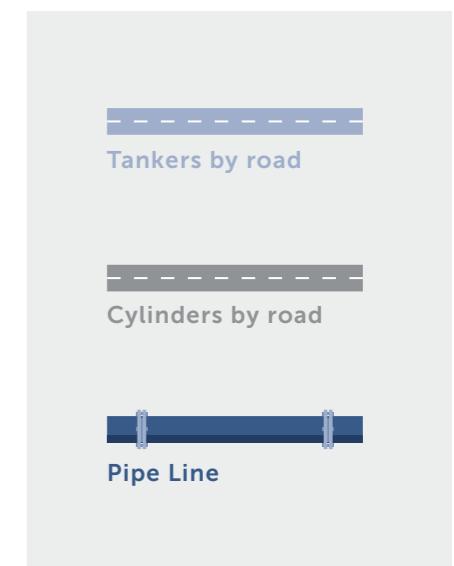
Oil & Gas  
Petrochemicals

Electronics

Materials &  
Energy

Manufacturing &  
Construction

Food & Beverage



### Engineering & construction

Gulf Cryo builds and operates, for itself and its clients, air separation units, CO<sub>2</sub> manufacturing plants, cryogenic storage facilities, gas pipelines, gas application equipment (e.g. freezing tunnels, acetylene and hydrogen plants and manufacturing facilities for compressed gases).

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## Corporate Governance

BOARD OF DIRECTORS

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EXECUTIVE TEAM

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# Board of Directors



**Amer Huneidi**

- Chairman



**Abdulsalam Al Mazro**

- Executive Vice Chairman
- Investment Committee Chair
- Remuneration & Audit Committees



**Omer Syed**

- Non-Executive Director
- Investment & Remuneration Committees



**Dr. Nader Sultan**

- Independent Director
- Remuneration Committee Chair
- Investment Committee



**Mahmood Al Kooheji**

- Executive Director
- Chairman Gulf Cryo Bahrain

# Executive Team



**Ranjith Nair**

- Chief Executive Officer



**Sami Huneidi**

- Chief Administrative Officer



**Louis Corapi**

- Chief Financial Officer



**George Beretsos**

- Chief Commercial Officer



**Jayaseelan Anbalagan**

- Vice President Engineering



**Rami Huneidi**

- Chief Procurement Officer

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# Business Segments

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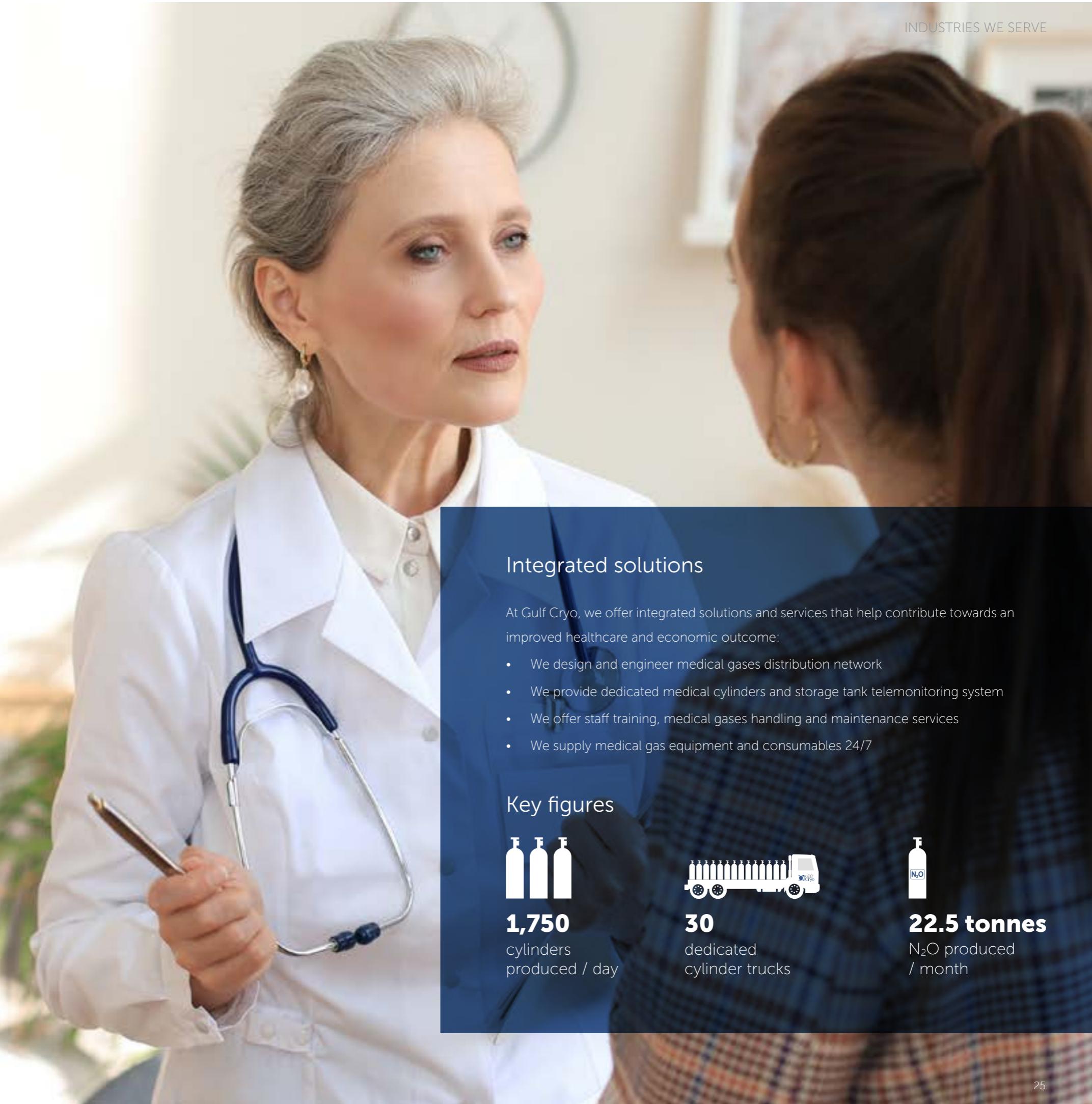
# Healthcare

## Improving lives everyday...

In an industry that touches all of our lives, we know our customers expect the highest quality and safety handling of medical gases and equipment, and the most comprehensive and reliable service — and that's what we deliver at Gulf Cryo. Our distribution network is one of the largest in the Middle East and Gulf region, and we are committed to deliver solutions like nitrogen to preserve blood and tissue, helium for MRIs, and oxygen and respiratory therapy gases to help patients breathe, delivered to almost everywhere - from ambulatory services to hospitals, clinics, nursing homes and other healthcare facilities that help healthcare professionals stay one step ahead.

The COVID-19 pandemic has indeed, increased the demand from hospitals for medical oxygen and reinforced the need for a more personalized approach to patient care for those suffering from chronic diseases such as respiratory failure and diabetes. The efforts of our team and their instant mobilization to face these healthcare challenges, combined with our industrial capabilities have allowed us to meet this demand for the supply of essential medical gases and ensure supply continuity.

Meeting the highest standards of quality and purity, our medical-grade gases follow Pharmacopeia standards and our manufacturing sites comply with Good Manufacturing Practices (GMP) guidelines and follow Saudi Food and Drug Authority (SFDA) safeguards and requirements. Also, our manufacturing process is ISO 9001:2015, ISO 14001:2015 and ISO 18001:2015 certified.



## Integrated solutions

At Gulf Cryo, we offer integrated solutions and services that help contribute towards an improved healthcare and economic outcome:

- We design and engineer medical gases distribution network
- We provide dedicated medical cylinders and storage tank telemonitoring system
- We offer staff training, medical gases handling and maintenance services
- We supply medical gas equipment and consumables 24/7

## Key figures



**1,750**  
cylinders  
produced / day



**30**  
dedicated  
cylinder trucks



**22.5 tonnes**  
N<sub>2</sub>O produced  
/ month

## Food & Beverage

Food & Beverage markets are continuously experiencing shift in trends driven mainly by change in consumer behavior and increase in food safety. Consumer preferences for convenience and healthy foods have created new opportunities for development and innovation. Many of which are dependent on food -grade gases used as processing aid, ingredients and/or additives.

Gulf Cryo provides a wide range of process solutions in cooling, freezing, modified atmosphere packaging and carbonization for small and medium sized local companies. We are also proud to partner with key multinationals in the F&B sector, supplying Carbon Dioxide in line with the international standards for beverages and certified gases as per Food Safety FSSC 22000 guidelines.



## Water & Wastewater

The world in general, and the Middle East region in particular are increasingly experiencing environmental challenges. Water resources are becoming scarce and the situation has further been worsened by poor water management. As a result, authorities are looking for non-conventional water supplies such as seawater desalination.

The Company offers a turnkey approach covering gas supply, technologies and expertise in order to improve the overall performance of the water and wastewater treatment plants by minimizing energy and usage of chemicals while retaining quality of water in line with increasingly strict local regulations.

We offer a complete range of process solutions such as CO<sub>2</sub> remineralization, pH control, biological treatment and Ozonation for advanced oxidation.

Gulf Cryo has been a leading partner through collaborating with major customers that are environmentally cognizant.



## Glass & Metallurgy

More than half of the steel produced worldwide goes into steel buildings and infrastructure.

With rapid urbanization, the need for steel and glass will continue to grow worldwide in years to come.

However Glass and Metallurgy industries face two main challenges: increased competition and strict environmental legislations.

Industrial gases play key role in providing an answer to these challenges.

Gulf Cryo has developed a wide range of solutions from increasing production to saving energy costs and reducing carbon dioxide emissions.

With oxy-combustion solutions such as O2 enrichment and lancing, Gulf Cryo's technology helps improve your furnace combustion heat performance by optimizing fuel consumption while increasing production and reducing CO2 and NOX emissions.

Glass and Metal industries are generally large consumers of gases. Gulf Cryo offers schemes through on-site production plants or pipelines in addition to supply of products by trucks. The Company manages the operation and maintenance of gas plants and assures a guaranteed and reliable source of high-quality gases.

## Metal Fabrication

Metal fabrication covers a wide range of market segments such as Automotive, Shipyards, Process Industries and Construction.

The industrial gases use in metal fabrication market is projected to grow as a result of increasing demand in metal industry due to rising urbanization and continuous economic development in emerging economies.

Gulf Cryo is a supplier of choice for all types of welding, cutting and shielding gases required by the metal processing and fabrication industries, ranging from traditional flame process to highly specialized laser welding processes.

Gulf Cryo provides a wide range of products primarily LOX and LAR to key customers in the Metal Fabrication industry.



# Petrochemicals, Oil and Gas

O&G companies are in a continuous need to boost their production and develop resilient strategies for increasing performance and efficiency of their operations.

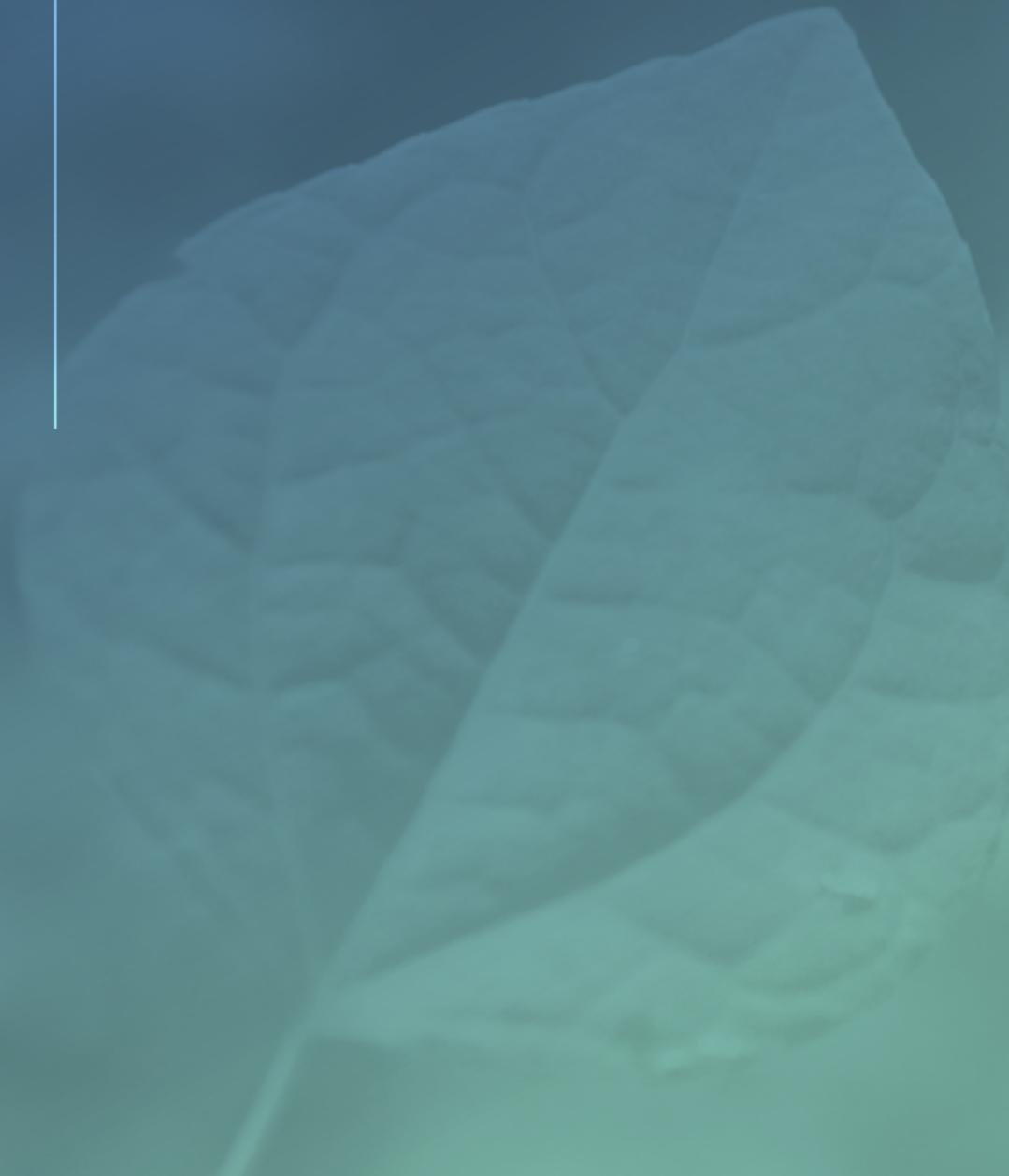
Gulf Cryo, since 1950's has been a leader in offering a wide range of solutions for the upstream and downstream O&G sector.

We have been producing nitrogen, which is widely used for pipeline purging applications by Oil Service Companies, and Hydrogen, used for processing crude oil into refined fuels and achieving lower Sulfur content in hydro-crackers and hydro-treaters in refineries.



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# Decarbonization Solutions



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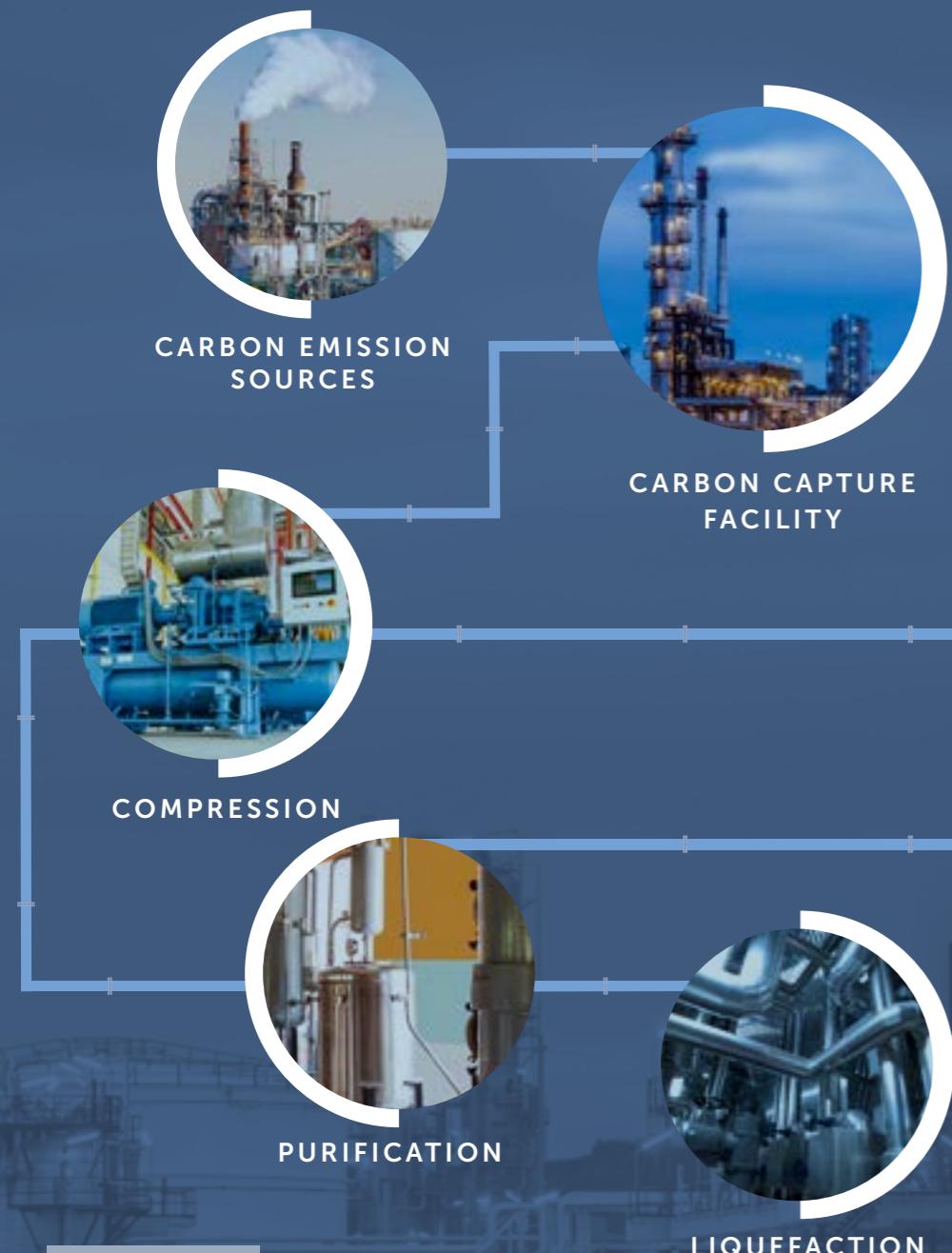
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# CCUS

Gulf Cryo was among the first pioneers in carbon capture and have started its first project in 2014, capturing the carbon emissions of Equate in Kuwait. This partnership paved the way for our current position in CCUS solutions. Today, we manage the CO<sub>2</sub> full value chain from capture to utilization and sequestration, creating a circular carbon economy.

## CARBON CAPTURE

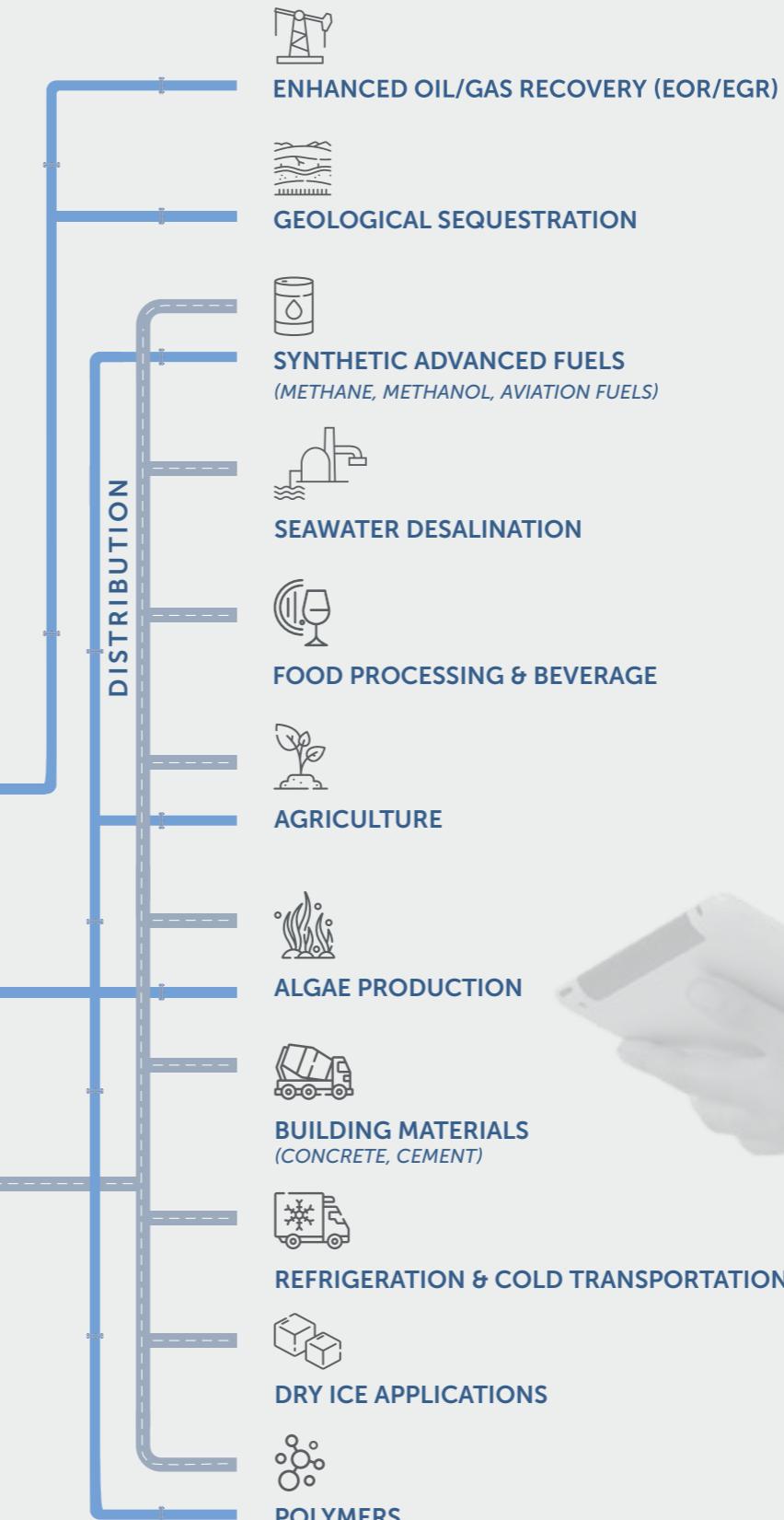


By Road

By Pipeline

34

## UTILIZATION & SEQUESTRATION



35

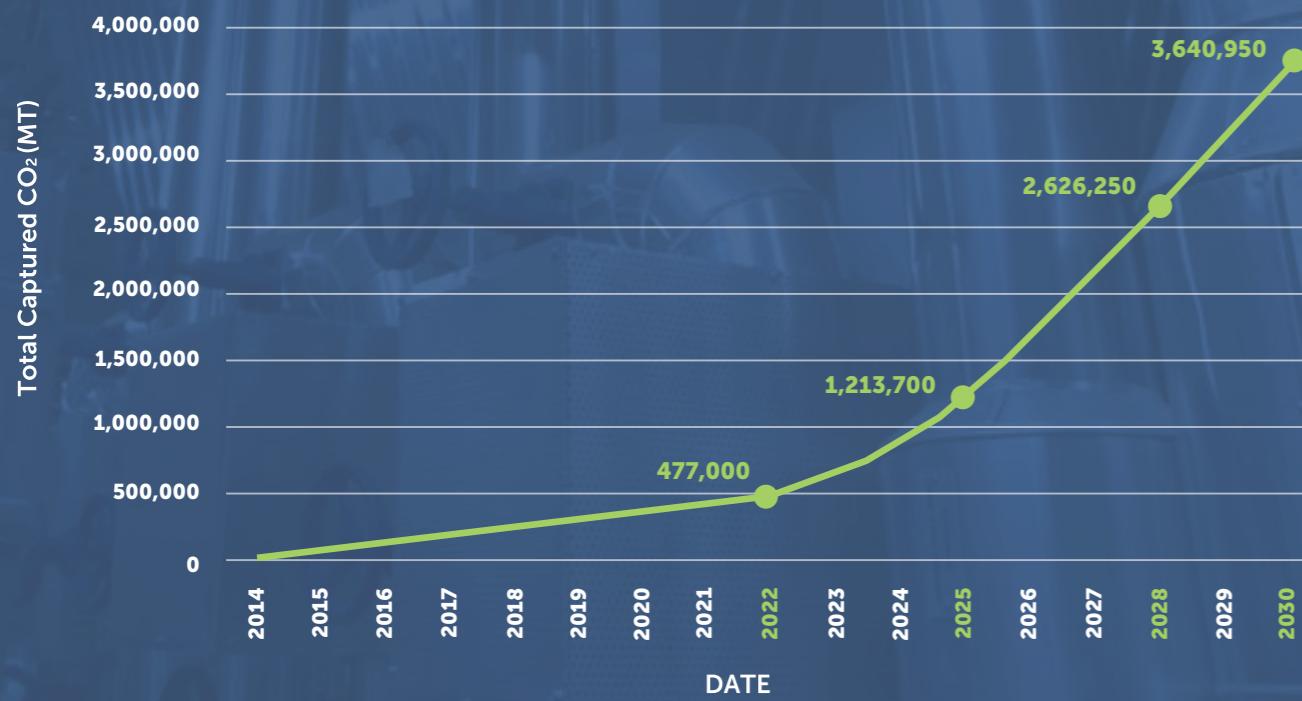
## CCUS

Gulf Cryo possesses the expertise to engineer state-of-the-art carbon capture solutions and to innovate utilization & sequestration applications in various industries.

- We continuously invest in carbon capture from heavy industries
- We provide engineering solutions to capture CO<sub>2</sub>
- We evaluate new technologies to capture CO<sub>2</sub> more efficiently
- We develop new applications to utilize and sequester CO<sub>2</sub> in various industries
- We decarbonize industries through innovative CO<sub>2</sub> applications (building materials and water remineralization to name a few)
- We possess an extensive supply chain infrastructure servicing the whole region
- We provide assistance with market understanding

Currently capturing 100,000 MTPA of CO<sub>2</sub>, Gulf Cryo is increasing its carbon capture rate exponentially within the coming years.

### CAPTURED CO<sub>2</sub>



## HYDROGEN

Hydrogen plays a key role in energy transition enabling a sustainable energy mix. As an industrial gas company, Gulf Cryo is an expert in producing Hydrogen through electrolysis and is soon turning its plants into green Hydrogen facilities. We continuously evaluate different technologies and solutions to help develop the green hydrogen economy.

WE  
**INVEST**  
IN LOW-CARBON H<sub>2</sub>  
PRODUCTION & DISTRIBUTION

WE  
**DEVELOP**  
STRONG PARTNERSHIPS THAT  
ENABLE THE DEVELOPMENT OF  
H<sub>2</sub>-RELATED PROJECTS

WE  
**DEPLOY**  
H<sub>2</sub> INTEGRATED & INNOVATIVE  
SOLUTIONS FOR DECARBONIZING  
ENERGY, INDUSTRIES & MOBILITY



## OUR SUSTAINABILITY MEASURES

Gulf Cryo recognizes its responsibility to conduct business in a sustainable manner to achieve sustainable growth. This means balancing the needs of the economy, the environment and the community, by striving for actions that drive measurable progress which both protect and improve quality of life of future generations.

### A NEW STRATEGY FOR A NEW ERA

As one of the industrial and medical gas leaders in the region, our focus is on areas where we can make the biggest impact - enabling a low-carbon community by reducing emissions, preserving natural resources and promoting social progress, while ensuring we comply with local rules and regulations wherever we operate.

In all of these areas, we are aiming to take actions across the whole value chain where we can achieve a greater impact by partnering with our customers and suppliers, and our shareholders.

A key goal of our sustainability strategy is to contribute actively towards a low-carbon society. Throughout our products and solutions, we will enable our customers to dramatically reduce their annual CO2 (carbon dioxide) emissions.

Key actions will be to continue to transition to renewable sources of energy across our plants and facilities, move waste to landfill sites abiding by rules and regulations, send used paper for recycling, turn our focus to water conservation, and sourcing our products responsibly.

### SOLAR ENERGY

In collaboration with Yellow Door Energy, we successfully commissioned our first solar green power generation project in the UAE. Our solar PV plant comprises of more than 900 solar panels installed to cover an area of 2,700 square meters, and is expected to generate around 850 megawatt-hours (MWh) of clean energy in the first year of operation, which is equivalent to reducing 300 tons of carbon emissions per year. Our goal is to continue to install similar solar power systems across many of our plants and facilities operating in the Middle East and Gulf region.

### INTERNAL WASTE MANAGEMENT

One of our primary business initiatives is to ensure the reduction of wasteful habits among employees. In order to create a more environmentally conscious workplace, we have embarked on a lot of initiatives such as encouraging the use of reusable water bottles. Gulf Cryo offered its employees stainless steel water bottles which in return reduced waste and cost.

This initiative has also increased office sustainability, bringing a strong and positive environmental impact.

05

# Health, Safety and Environment

HEALTH, SAFETY AND ENVIRONMENT

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# Health, Safety and Environment

Gulf Cryo is admired for its safety culture and work efficiency. We have been taking the strictest measures by developing the competencies of our people and enhancing their performance through adequate planning and periodic monitoring to address areas of improvement. Our emphasis on protecting people and the environment guides our commitment to operating safely and reliably.

## MAINTAINING SAFE OPERATIONS

Preventing high-consequence incidents and impacts starts with understanding and mitigating risks. We manage risk through a process of safeguard measures.



## OUR RESPONSE TO COVID-19

During 2020, the mental health of our employees became an even greater focus. Our successful response to the COVID-19 pandemic has been enabled by our safety culture and tools. We implemented significant changes that we determined were in the best interest of our employees, as well as the communities in which we operate, and which comply with government regulations. This includes having the vast majority of our employees work from home, while implementing additional safety measures for employees continuing critical on-site work.

Our commitment to HSE goes beyond safety alone. Occupational health and wellness is a key competency managed within our HSE Department. The importance of physical health, ergonomics, preventative health care, and mental wellness cannot be overstated in promoting a healthy, engaged, and productive workplace.

# SAFETY FIRST



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# Testimonials

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TESTIMONIALS

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## Testimonials



### Joint Operations, Saudi Arabia Chevron and Kuwait Gulf Oil Company

"On behalf of the Operations Group at Joint Operations-Wafra, we would like to express our appreciation to Gulf Cryo for their support during the Restart-Up of the Wafra oil field. Your achievement in delivering large volumes of nitrogen in a short span of time has helped us in achieving our target of a safe and timely restart of our facilities for which we are grateful, and we look forward to working with you in the future."



### Raid Kawar, Managing Director, Jordan and North Iraq

Founded in 1959, Jordan Gases Company was the country's first industrial gases company. Our primary products include oxygen, acetylene and nitrogen, supplied to both industrial and medical sectors.

Soon after taking the reins of the Jordan Gases Company from my father in 2002, I decided to partner with Gulf Cryo, a move that has proved key to the Company's expansion from a national business to a major regional player in the Middle East.

In 2007, I added three additional gas companies to the Jordan Gases Company umbrella, increasing our overall market share. A move that was supplemented with the acquisition of the International Gases Company in 2011. Today, the Jordan Gases Company and Gulf Cryo alliance boasts of a diversified business environment, substantial supply chain asset base, standardized business processes and an universal ERP platform.

The construction of the Air Separation Unit (ASU), marked yet another important milestone in our journey enabling us to manage the market supply. Over the years, I have established the healthcare sector to become our core market, strengthened our supply chain capabilities and built sufficiently long-term customer relationships.

With over 23 years of Medical & Industrial Gas experience in the Middle East, I believe that the key driver for the success of Gulf Cryo have always been their people, and consequently at Jordan Gases Co. I am thankful for the relentless support and commitment of our Board, the passion and resilience of our employees who are continuously driving our achievements.



## Middle East National Beverage Company, customers Jeddah, KSA

As one of the largest Pepsi bottling plants in the world, MenaBev is crucial to Pepsi both in the Western region of KSA and as an export center to other countries. Given this strategic importance the Company needed to partner with a CO<sub>2</sub> producer and supplier with a proven history of excellence, reliability and ability to deliver projects within a tight timeline. Gulf Cryo checked all of these boxes, thus becoming our partner of choice.

MenaBev's West KSA plant covers over 300,000 m<sup>3</sup>, is equipped with eight high speed production lines, a filling capacity of 2.5 million liters and a state-of-the-art logistics facility that uses laser guided vehicles. Owing to our large production and distribution requirements the plant needs a large amount of raw materials, man-hours and supply chain. Given that Carbon Dioxide acts as the key component in Pepsi's ingredients along with actual cola syrup and sugar, we at MenaBev decided to work with Gulf Cryo to construct a carbon dioxide plant inside our facilities to complement the Company's Pepsi production capacities.

We're happy to say that throughout the process, Gulf Cryo's Project Team performed an exceptional job in incepting the carbon dioxide plant, completing the project within the agreed upon time frame while catering to all of our technical specifications. The team displayed exceptional market knowledge and technical expertise. Whilst the actual carbon dioxide plant has served as an exemplary source of supply for the required raw material, multiple socio-economic factors including the rising sugar taxes, civil unrest in Yemen and raising health consciousness have impacted the original supply of our Pepsi products. Even in these challenging and uncertain times, Gulf Cryo has continued to be a reliable and continuous source of carbon dioxide supply to our sites. We are immensely proud to be working with a clean Carbon Dioxide market leader such as Gulf Cryo.



## About MenaBev:

In 1965, Pepsi-Cola awarded Sheikh Salem Ahmad Bugshan the franchise rights for its products in the western region of the Kingdom of Saudi Arabia. A few years later, the new Pepsi bottling plant was incepted in Jeddah. Since its establishment, the Company has spearheaded several award winning initiatives receiving the prestigious Pepsi Worldwide Quality Award and the Worldwide Bottler Award. MenaBev has continuously worked towards expanding its existing business, today, becoming an export center for Pepsi-Cola to several countries.

## Jayaseelan Anbalagan, Vice President Technical & Engineering Gulf Cryo

I joined Gulf Cryo in 2002, as an Operations Manager at the Arabian Industrial Gases (UAE), and now, having worked for the Company for almost two decades, I can say with confidence that it was one of the best career choices I made. Gulf Cryo has played a major role in helping me grow and develop in my career, and I would like to take this opportunity to express my gratitude to my mentors Mr. Amer Hunaidi (Chairman) and, Mr. Walid Kouatli (insert surname) (Senior Vice President), who recognized my potential, and generously gave both their time and guidance to help me hone my talents.

I am grateful to all my managers over the years, who trusted me with important projects, building my confidence, and pushing me to explore and express new ideas and innovations that not only improved my skills and performance but also contributed to building the Group's reputation as a regional market leader. It is this collaborative work environment that has encouraged a culture of knowledge sharing within the Company.

Gulf Cryo's ideology of 'People First' and their commitment to learning and development is what makes the Company an ideal workplace for employees. Our inclusive culture, that extends growth opportunities to all of their employees regardless of their background, goes a long way in building a team that takes ownership of and pride in their work.

I would like to end by thanking everyone from the Gulf Cryo family for supporting me in my professional journey and always challenging me to do better. Today, as the Group's Vice President Technical and Engineering, I hope to extend the kind of mentorship and guidance that I received to everyone embarking on their professional journey with us.



[www.gulfcryo.com](http://www.gulfcryo.com)

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