



THE PIONEER

THE MAGAZINE OF QATARGAS OPERATING COMPANY LIMITED

SPECIAL EDITION

WIN
A **GALAXY TAB**
AND MORE!

CELEBRATING

15

YEARS OF

ACHIEVEMENTS

INSIDE THIS EDITION. . .

- Qatargas CEO awarded 'Executive of the Year' recognition
- Learn about the importance of compliance in Qatargas



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PIONEER
THE MAGAZINE OF QATARGAS OPERATING COMPANY LIMITED

Please send articles, comments or feedback to: pioneer@qatargas.com.qa

EDITORIAL TEAM

LYNDA JAMES - Editorial Director
ljames@qatargas.com.qa

NIZAR AHMED - Editor in Chief
nahmed@qatargas.com.qa

Published by:

THE PUBLIC RELATIONS DEPARTMENT
QATARGAS OPERATING COMPANY LIMITED
P. O. Box 22666, Doha, Qatar
Tel: (974) 4452 3223 Fax: (974) 4473 6628
Website: www.qatargas.com

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- 28 **Qatargas celebrates 15 years of achievements at superb Gala**
An incredible venue, an impressive collection of acts and performance, and a crowd of over 1500 per night set the scene for the 12th annual Gala Dinner for Qatargas.



Our Qatargas safety record is second to none, underpinning the commitment to our core value of safety. It is a true testament to your dedication.

I am proud to see that we continue to demonstrate excellence in the safe and reliable operation of all of our assets. We have achieved eight years of operations without a Lost Time Accident and in excess of seven million man hours with no LTI for our Plateau Maintenance Project (PMP). We have also achieved in excess of five million man hours with no LTI for our Jetty Boil-Off Gas Project (JBOG).

Now as we go into the second quarter of 2012, let us take a moment to remind ourselves of the importance of safety. It is Management's intention to prevent any injuries and incidents that are avoidable. I must remind you that we will not accept any incident which could jeopardise safety, our reliability or our reputation. Qatargas is, and will remain, committed to our Incident and Injury Free journey.

To continue to drive this message forward, my Management Team and I have agreed a consistent and coordinated 2012 safety communications roll-out programme.

In January this year I was encouraged to see the communications around our key corporate process safety initiatives. This programme was implemented, primarily through workshop and toolbox talks with our operations and maintenance employees. The Qatargas Process Safety Programme is a structured process which we have put in place to ensure that we operate within well-

defined and understood operating limits, practice situational awareness, conduct proactive monitoring and manage abnormal situations effectively.

Through our SEQ efforts in the first part of the year, we have seen progress in our corporate initiative, 'Safe Work Practices'. The Safe Work Practices initiative is our roadmap towards safety excellence and incorporates several areas, including the development of the SHE case, the Process Safety and the new IIF motivational programmes and the full revamping of our Permit To Work. This will take us, with your commitment and dedication, to the Premier level we aspire.

Overall this is our commitment and assurance to our employees, shareholders, communities and stakeholders that we operate safely. It is also crucial to our success that we learn from previous lessons, whether from our own history or from others.

In February, during our Gala Dinner celebrations, I reminded you all how important it is that we do not become complacent as a result of our previous excellent safety record. As we now ramp up for the start of our 2012 planned maintenance programme, for all of us, we must not lose focus on occupational safety, as we take on new efforts to reduce the risk of major incident.

The key principle is the ability to demonstrate to our stakeholders that we operate safely and responsibly. We all must comply with the new and

existing procedures that keep us safe and you must help others to comply.

Our Incident & Injury Free (IIF) behaviours, the Process Safety Programme, the Safety Health and Environmental (SHE) cases, together with compliance and knowledge of the golden safety rules are all required to stay injury free on our journey to becoming the premier LNG Company.

For Qatargas, 2012 remains an important year, it marks our 15th year of achievements since we delivered our first LNG cargo to Japan in 1997. Today, we continue this remarkable Qatargas journey –under the guidance of His Excellency Dr Mohammed Bin Saleh Al-Sada, our Chairman, and with the support of Qatar Petroleum and all our shareholders.

Our mission towards achieving our vision of becoming the World's Premier LNG Company by 2015 is closer. I encourage us all, this year, to re-affirm together our Vision, our Direction Statement and our Qatargas Values. ■

Thank you for your continued commitment



KHALID BIN KHALIFA AL-THANI
Chief Executive Officer



QATARGAS CEO WINS ‘EXECUTIVE OF THE YEAR’ AWARD

The beautiful City of Vienna, capital of Austria, famed for its Viennese waltz, played host to the 2012 European Gas Conference & Inaugural Awards, from 24 – 27 January.

The conference involved four days of presentations, debates, workshops and meetings between leaders from the European gas industry.

Qatargas Chief Executive Officer, Khalid Bin Khalifa Al-Thani was presented the ‘Executive of the Year’ award during the gala dinner hosted at Vienna’s opulent Hofburg Palace, in conjunction with the conference. The Award is in recognition of an individual who, through his dedication to the European gas industry, has been pivotal in driving the industry forward.

The Award was presented to the Qatargas CEO by Monika Gonda, Portfolio Director, North Africa, Europe & North America of the Energy Exchange, and Sandra Haines, the Conference Director

Other awards presented at the event included ‘LNG Project of the Year’, ‘Pipeline Project of the Year’ and Transmission System Operator (TSO) of the Year.

A ROUND UP OF THE WINNERS:

**Executive of the Year -
Khalid Bin Khalifa Al Thani, CEO, Qatargas**

As the CEO of Qatargas, Khalid Bin Khalifa Al-Thani has demonstrated a passion for leadership and strong managerial skills. He is the champion for the Qatargas 2015 Vision which has the goal of placing Qatargas as the world’s premier LNG Company for innovation, operating excellence, environmental responsibility and corporate citizenship, contributing towards achieving successful and

sustainable development.

The LNG project of the year; the Gate Terminal B.V.

The Gate Terminal project has been on schedule and on budget since the start of its construction in 2008. The first commercial LNG cargo arrived on 1st September 2011. Its spotless track record and timely execution makes Gate Terminal the project of choice for the Award.

The Pipeline Project of the Year; Nord Stream

Since November 2011, Nord Stream has been contributing to the EU’s energy security. It is a complex infrastructure project, involving 4 years of compliance spanning 5 countries. In spite of the challenge, Nord Stream completed its construction on time and within budget. The second pipeline will be operational by the end of 2012.

TSO of the year - Gasunie

Over the last year, Gasunie Deutschland has facilitated and supported a liquid gas market in

North West Europe, enabling the critical reduction of market areas, leading the definition of grid access conditions and setting the benchmark for cross-border capacity by combining the trading hubs between The Netherlands, Denmark and Germany. With strong investments in the region, Gasunie is also responding to the need for new infrastructure.

After receiving the prestigious Award, Khalid Bin Khalifa Al-Thani said:

“I am very pleased and honoured in having received this Award on behalf of Qatargas, For Qatargas, Europe remains one of our key LNG markets and over the last few years LNG supplies from Qatar has helped the diversity and security of Europe’s energy supplies. The State of Qatar has invested heavily in Europe’s LNG sector, which has helped to create flexibility and capacity in the European gas market. At Qatargas we are committed to providing needed LNG solutions and we would like to see Qatari LNG remain a part of Europe’s global LNG mix for the foreseeable future.” ■



QATARGAS PARTICIPATES IN IPTC



Abdelkader Haouari, Qatargas Offshore Operations Manager, co-chaired two sessions during the conference week. The first session, on day two of the conference, was titled ‘LNG Prospects and Technologies’.

Qatargas sponsored an element of the delegates refreshment networking events (the Ice cream social) which proved to be a big hit, helping to cool off the delegates between sessions in the humid climate of Bangkok.

The IPTC was launched in Doha in 2005 and now on its fifth edition, IPTC is a collaborative effort involving four major organisations: the American Association of Petroleum Geologists (AAPG), the European Association of Geoscientists and Engineers (EAGE), the Society of Exploration Geophysicists (SEG), and the Society of Petroleum Engineers (SPE). The previous edition of the event was held in Doha in 2009, with Qatar Petroleum serving as the host organisation.

Starting this year, the IPTC Board of Directors has decided to hold the event annually, alternating between the Middle East during odd-numbered years and the Asia-Pacific region during even-numbered years. The event is expected to return to Doha in December 2013 and again in December 2015. ■

The 5th International Petroleum Technology Conference (IPTC) was held in Bangkok, Thailand from 7– 9 February.

The conference was hosted by Thailand’s national oil company PTT Exploration and Production and followed the theme “Technology and Operational Excellence: Keys to Sustainable Global Energy”

A delegation of ten from Qatargas was led by Chief Operating Officer – Administration, Ghanim Al-Kuwari . The Qatargas delegation represented various areas of the company - from Reservoir and Production, Operations, and Human Resources and were able to network with industry peers, share information and knowledge in industry technology and practices and emerging issues.

The event, held in Bangkok’s Central World, centrally located in the Thai capital, was opened with key note remarks by His Excellency Arak Chonlathanont, Minister of Energy, Thailand. 300 technical papers were delivered in 60 technical sessions as well as a poster presentation and four panel sessions.

In parallel to the Conference, an exhibition was also held, in which Qatargas participated under the Qatar Petroleum and subsidiaries umbrella.

This session discussed international LNG prospects, natural gas reserves in the Middle East, India as a market for natural gas, managing the gas export manifold to ensure gas deliverability, strategic approaches to new growth challenges of LNG, energy optimisation of LNG terminals and Floating LNG. The second session, held on day three was titled ‘Improving the Operational Health, Safety & Environment (HSE) Performance’.



Ghanim Al-Kuwari, Qatargas Chief Operating Officer, Administration (third from left) with members of the Qatargas delegation attending the International Petroleum Technology Conference in Bangkok.

Qatargas Shareholder Spotlight Series

ConocoPhillips Profile

ConocoPhillips uses its pioneering spirit to responsibly deliver energy to the world. This purpose transcends all of ConocoPhillips' operations. The company conducts its business to return maximum value to shareholders while utilising a wealth of knowledge and resources from its employees and acting responsibly in all communities in which it operates.

As the third-largest integrated energy company in the United States, based on market capitalisation, oil and natural gas reserves, the company understands its responsibility to deliver energy in a safe, environmentally and socially responsible manner. ConocoPhillips upholds this responsibility in its worldwide operations, where it is the fourth-largest refiner and the sixth-largest reserves holder of nongovernment-controlled companies. ConocoPhillips is known worldwide for its technological expertise in reservoir management and exploration, 3-D Seismic technology, high-grade petroleum coke upgrading and sulfur removal.

Approximately 29,800 ConocoPhillips employees work worldwide to consistently deliver top performance and value.

ConocoPhillips is committed to contributing to social, economic and environmental improvements in all the communities in which it operates. The company is currently funding numerous environmental, social, health and education programmes around the world.

ConocoPhillips and Qatargas

In 2003, ConocoPhillips and Qatar Petroleum signed a Heads of Agreement to develop Qatargas 3, a large-scale LNG project in Ras Laffan Industrial City, Qatar. The integrated project comprises upstream natural gas production facilities to produce natural gas over the 25-year life of the project, as well as liquefied petroleum gas and condensate combined from Qatar's North field.

The project also includes a 7.8-million-gross-ton-per-year LNG facility. The first LNG cargoes loaded in November of 2010. The LNG carriers are owned by Qatargas Transport Co. (Nakilat) and time chartered to Qatargas 3.

In order to capture cost savings, Qatargas 3 executed the development of the onshore and offshore assets as a single integrated project with Qatargas 4. This included the joint development of offshore facilities situated in a common offshore block in the North field.

The Golden Pass LNG terminal in the United States is a related project that underscores ConocoPhillips commitment to marketing Qatar LNG. A joint venture between QP, ConocoPhillips and Exxon, the terminal is located on the Gulf Coast and can process up to 15.6 Mta of LNG. Due to current market conditions, the terminal is expected to see little use as LNG cargos are diverted to higher price destinations.



ConocoPhillips corporate headquarters in Houston



Interview with **Erec Isaacson**,
President of ConocoPhillips Qatar

Can you please provide us with some background about yourself and your background in ConocoPhillips?

I started with Phillips Petroleum Company in 1986 after graduating from the Colorado School of Mines with a degree in Geophysical Engineering. After an initial assignment in the Technology Organisation, I held various exploration and development positions in the company, including assignments in Houston, West Texas and Stavanger, Norway. Following the ConocoPhillips merger in 2002, I became manager, New Ventures Exploration – Eastern Hemisphere, primarily handling exploration activities in Asia Pacific, but also including studies of the arctic.

In 2006, I transferred to Alaska where I held the roles of manager, Alaska Exploration and vice president, Commercial Assets. The Commercial Assets job was diverse and included oversight of ConocoPhillips' working interest in the Prudhoe Bay and Point Thomson fields, the Trans Alaska Pipeline system and accountability for the ConocoPhillips operated assets in the Cook Inlet near Anchorage. The Cook Inlet is where I received my first direct exposure to LNG. There we managed the operations of our onshore and offshore gas fields and ConocoPhillips' Kenai LNG plant, which has been running for over 40 years and was the first LNG plant in the Western Hemisphere. In May 2010, I was named to my current role and moved with my family to Qatar.

My wife Lisa and I have two boys, ages 9 and 11. Living in a variety of places around the world has given us the opportunity to develop a number of interests that we enjoy. We are avid Nordic and alpine skiers, hikers and sailors. We enjoy traveling, exploring and experiencing new things. And of course with two little boys, we like to take things apart to determine how they work...

What is a usual day for you like?

The day usually starts off with a quick check of the Blackberry followed by a morning workout and

big breakfast before heading into the office. Having a corporate office in Houston normally means that the email has piled up while I slept, which means I often need to sort through and determine if anything is present to impact the schedule already set for the day. However, that is often where the routine ends. Activity at the office is highly dependent upon the time of year and the financial calendar for the month. At times, either budgeting activity, reporting requirements, people management, community development, industry meetings or partner meetings can dominate days or even weeks. It is this type of variability and diversity that keeps the work interesting.

Where will the most significant growth occur in ConocoPhillips over the next few years?

ConocoPhillips' most significant growth over the next few years is focused in Asia Pacific and North America. In Australia, we have the 9 million tonnes per annum (MTA) Australia Pacific LNG project scheduled for initial production in 2015, which is comprised of an upstream coal seam gas development project in the Surat and Bowen Basins linked with an LNG plant on the northeast coast of Australia in Queensland. In Malaysia, we have the deepwater Gumusut, Malikai and Kebabangan oil and gas fields and associated satellites located offshore western Sabah, which are currently under development with first production expected between 2013 and 2016.

North American growth is centered on increased production from the significant position ConocoPhillips has in the Canadian oil sands, and in the recently established oil-rich unconventional shale plays. We hold approximately 1 million net acres of land in the Athabasca Region of northeastern Alberta. The significant bitumen deposits on these lands are estimated to contain more than 15 billion net barrels of resources, making ConocoPhillips the holder of one of the largest land and resource positions in the region. Phase II of the Surmont oil sands project was recently sanctioned, and expansion plans for the Foster Creek & Christina Lake oil sand Joint Venture with Cenovus are progressing. All of ConocoPhillips' oil sands projects are produced using SAGD technology which involves injecting steam into the reservoir to liquefy and produce the heavy bitumen.

ConocoPhillips is actively developing the strong positions we enjoy in both the liquid-rich Eagleford and Bakken Shale plays, as well as other proven unconventional shale plays. The North American unconventional shale plays have already significantly impacted the oil and gas production numbers in the US and if the resource estimates quoted in the public

domain are further substantiated, they have the potential to create significant long-term assets.

What do you see as our energy industry's greatest challenge?

Our industry faces some daunting challenges. One of the greatest is dealing with the governmental and public opposition to fossil fuels that is all too common in the developed countries. We need to work together as an industry to overcome the public perception that the oil and gas industry is inherently bad and must be replaced by renewable or other forms of energy. The environmental lobby has done an effective job at educating the public from their viewpoint, and has a strong active base to call upon when needed. Our industry needs to be more active in educating the public on the environmental benefits of gas and the value of our industry to modern life. Unfortunately, our industry has often been its own worst enemy, with high profile industrial accidents and spills that play strongly against it. We need to be ever vigilant on Health, Environment and Safety, to improve our reputation and further demonstrate the value of our industry and environmental benefits of gas.

How do you see ConocoPhillips' relationship with Qatargas?

ConocoPhillips has been and continues to be an active shareholder, supporter and partner of Qatargas. The QG3&4 project team has been recently disbanded after delivering the two latest LNG mega trains, setting records for commissioning and project ramp-up. This was the result of working together with Shell and Qatargas, to create a world class joint venture development team and produce offshore and onshore facilities of the highest quality. Even though that project has come to an end, we continue to work together with Qatargas to provide secondees and technical support. Our secondees have been actively transferring technical and managerial knowledge, and best practices and lessons learned from ConocoPhillips' worldwide operations to help Qatargas achieve its vision of becoming the world's premier LNG Company by 2015.

Additional support has come through our Global Water Sustainability Center (GWSC) at the Qatar Science and Technology Park. The GWSC provided valuable assistance during project startup by analysing the concentrations of chemicals added in the field for preventing corrosion and hydrate formation in the pipelines and also helped in evaluating fluid scaling issues and generating solutions. The GWSC continues to support Qatargas today through produced water analysis and research into effective methods for dealing with

water treatment and chemical removal. Through the GWSC and our secondees, ConocoPhillips will continue to strive to make all of the Qatargas operations as efficient and reliable as they can possibly be.

What is your company's main contribution to the Qatari energy sector?

ConocoPhillips relationship with Qatar started over ten years ago when Phillips Petroleum and Qatar Petroleum initiated the QChem Joint Venture. To this venture we brought our state-of-the-art polyethylene technology that was used in the creation of a world-class facility in 2002. This partnership was later expanded to include the QChem II Joint Venture between QP and ChevronPhillips Chemicals. Like the original venture, we brought state-of-the-art proprietary technology, project leadership and global experience to create another successful venture.

Our Upstream partnership with QP and Mitsui in the Qatargas 3 Joint Venture marks another area of significant contribution to the development of Qatar's Oil and Gas Industry. ConocoPhillips started in 2005 with the undertaking of a drilling programme to further appraise the North Field. Together with Shell and QG, we then formed a world-class project management team to execute the Qatargas 3 & 4 Joint Ventures as a joint project. The resulting onshore and offshore facilities are of the highest quality, as has been demonstrated through the rapid start-up and efficient operations of each train during their 2011 inaugural year.

What does the future hold for ConocoPhillips in Qatar?

Next year marks a significant milestone in the history of ConocoPhillips when we will be separating our Refining & Marketing and Exploration & Production businesses into two stand-alone, publicly traded companies. The participation in QChem, through our 50% ownership in ChevronPhillips Chemicals, will go with the new Downstream Company named Phillips 66. The Qatargas 3 Joint Venture will remain with the Upstream Company that will retain the name ConocoPhillips.

ConocoPhillips is proud of what we have been able to create together with our partners. Qatar continues to remain an attractive place to invest. We look forward to future opportunities where we can again partner to jointly achieve development toward Qatar's 2030 Vision. We see our existing ventures as only just the beginning as we look forward to being a proactive business partner in the future working side by side with Qatargas 3 and 4, QP and Qatargas OPCO to make all of the Qatargas operations as efficient and reliable as they can possibly be. ■

QATARGAS SIGNS TRIPARTITE SALES AND PURCHASE AGREEMENT WITH SHIZUOKA GAS OF JAPAN



2012 marks an important year for Qatargas. We celebrate fifteen years of our achievements which commenced since the delivery of our first LNG cargo to Japan in 1997. 2012 also marks forty years of relations between the countries of Japan and Qatar.

It is therefore fitting that during the end of last year, we notched up another milestone for Qatargas and Japan. On the sidelines of the World Petroleum Congress held in Doha in December, we announced the signing of a Tripartite Sales and Purchase Agreement (SPA) to supply LNG to Chubu Electric Power Company and Shizuoka Gas Company. The agreement was signed by His Excellency Dr. Mohammed Bin Saleh Al Sada, Minister of Energy and Industry, Mr. Yuji Kakimi, Managing Executive Officer and General Manager of Fuels Department of Chubu Electric Power Company and Mr. Seigo Iwasaki, Chairman and Chief Executive

Officer of Shizuoka Gas Company. Japan, as a nation is one of the world's most important economies. This agreement is further testimony of our long-term reliable commitment to Japan and the innovative ways in which Qatargas is able to support new customers. Whether for a very large sale of LNG or for a smaller volume like under this Tripartite SPA, Qatargas values all of its customers and seeks to assist them all in their aspirations to grow in the future. Starting from 2016, and under the binding terms of the Tripartite SPA, Qatargas will transport and deliver to Chubu Electric Power Company and Shizuoka Gas Company from the Qatargas 1 joint venture, a

minimum of 0.2 million tonnes per annum (MTA) of LNG to a cluster of LNG receiving terminals located in Japan, including Chita, Kawagoe, Yokkaichi, Joetsu and Sodeshi. The Agreement further nurtures Qatargas' long lasting relationship with Chubu Electric Power Company. This is an example of how Qatargas can grow its share of the Japanese gas market, in partnership with Chubu Electric Power Company, while it welcomes Shizuoka Gas Company as the first, new, long-term Japanese buyer of LNG, in addition to the eight buyers who formed the existing consortium, purchasing LNG from Qatargas 1, for contracts signed in 1992 and 1994. ■

ROLE OF PRODUCTION ALLOCATION IN QATARGAS

In a modern LNG facility, Production Allocation (PA) is a challenging and complex business in itself, especially when the plant is producing range of products (LNG & by-products) and its ownership is shared among different companies. Qatargas, which pioneered LNG production in Qatar, has come a long way since its inception in 1984 and its vision is to be the world's premier LNG company.

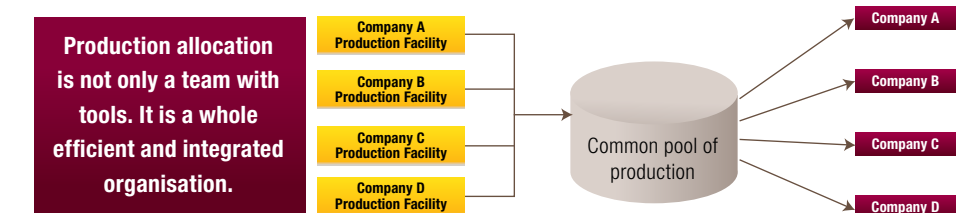
Qatargas shares common storage facilities with many other companies at Ras Laffan, and operates the common storage facilities on behalf of all sharing partners. The facilities are owned by companies that each have different shareholders: Natural Gas is extracted and transported from the north field reservoir to the onshore processing facility in Ras Laffan, where it is processed into a wide range of products. The products include: Rich and Lean LNG (as main product), and by-products including: LPG, Condensate, Sulphur and Helium.

One of Qatargas' crucial responsibility is to ensure that the amounts or volumes are attributed correctly to the shared companies; thus, Production Allocation team in QG is obliged to accomplish this responsibility. Production allocation is the transparent, fair and equitable measurement, allocation and accounting of hydrocarbon molecules to the appropriate government body, producing company, profit centre and fiscal stream in line with the governing agreements.

What is production allocation (PA)? -

Production allocation is the process used to track gas ownership from the point of production to the

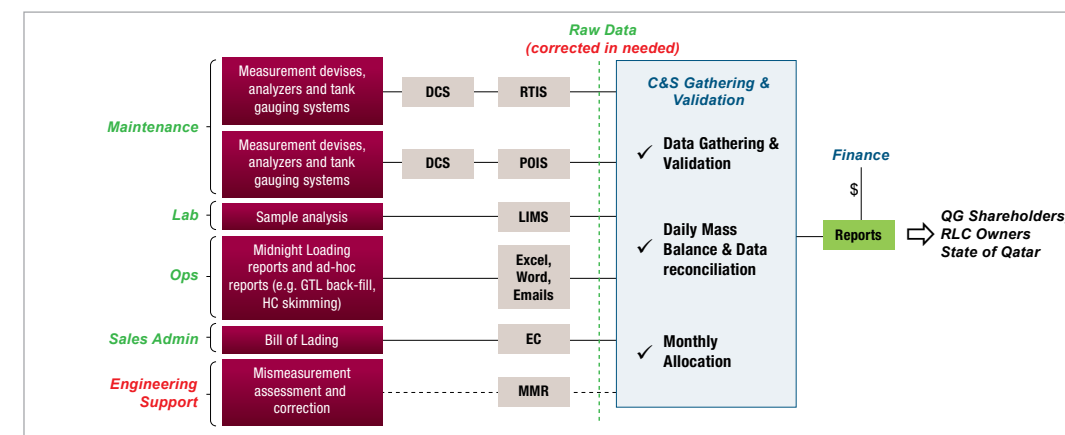
Products	Level 1	Level 2	Level 3	Common Cooling Water	Common Condensate Storage	Common LPG Storage	Common Sulphur	Common Lean LNG
LNG	Qatargas	QG 1	Train 1 to 3	✓	✓	✓	✓	✓
		QG 2	Train 4 & 5	✓	✓	✓	✓	✓
		QG 3 & 4	Train 6 & 7	✓	✓	✓	✓	✓
	RasGas	RG 1	Train 1 & 2	✓	✓	✓	✓	✓
		RG 2	Train 3 to 5	✓	✓	✓	✓	✓
		RG 3	Train 6 & 7	✓	✓	✓	✓	✓
Pipeline Gas	AKG	AKG 1		✓	✓	✓	✓	
		AKG 2		✓	✓	✓	✓	
	Dolphin Barzar		✓	✓	✓	✓		
GTL	Oryx			✓	✓			
	Pearl GTL			✓	✓			
Refinery	Laffan Refinery			✓		✓		



point of sale. Errors and delays in hydrocarbon accounting can result in significant financial loss. It is essential in PA that every effort is made to ensure allocation rules are comprehensive and equitable. It's worth mentioning that Production allocation calculations are integrated with real time historians so the time scale of the reconciliations is very limited and selectable, and can span operational and accounting boundaries.

To confirm that PA calculations are done correctly, computer systems which execute such rules should be programmed correctly. One of PA objective is the release of accurate reports on time to shareholders and the state of Qatar. PA team members are in charge of allocating many assets on a daily-basis such as: common facilities (LNG,

Field condensates, Sulphur, Propane and Butane storages) and Trains (QG2 and QG3 & 4). The data reconciliation step of production allocation process ensures that the input data to the systems equals to the output from that system. A "mass-balance" step ensures that the hydrocarbons entering and leaving the system has no difference between them. During the reconciliation process, data is exchanged among several IT systems. The allocator gathers data from maintenance, laboratory, operations, sales administration, flow computer & engineering support, corrects this data if needed and then releases accurate report to Finance, Operations, Engineering, Environment and to the shareholders.



Once the daily allocation and reconciliation calculations are done accurately, the PA team is obliged to provide the owner group with a monthly allocation report detailing: Reconciled data, balancing summary of over- and under-lifts and mass balance data. ■

13TH 6MMT TECHNICAL MEETING WITH THE JAPANESE BUYERS HELD IN JAPAN



Participants of the 13th 6MMT Technical Meeting

The 6MMT Technical Meeting is held once every year in order to exchange operational and technical information to enhance and improve safe operation on both ends of supplying and receiving LNG between Qatargas and Japanese Long Term LNG Buyers. Ship/shore related matters such as shipping operation, topics on receiving terminals and plant operations are reported every year.

Exchange of technical information is made bi-yearly. The buyers take turns in hosting the event, and once in four years, the seller (Qatargas) hosts the meeting in Qatar (the next meeting in Qatar will be in 2014).

The 13th 6MMT Technical Meeting was successfully held in Nagoya, Japan on the 16th and 17th of February and was hosted by Toho Gas

Co., Ltd. The Japanese buyers were headed by Mr. Muraji, Manager of Generation Management Section, Operation Department, Thermal Power Administration Center (TPAC), Chubu Electric Power Co., Inc.. The Buyers' Agent QALSA as well as Qatargas Ship-owners were also represented.

During the first day, presentations were made by the participants from the Seller's and the Buyers' side keenly focused on Ship and Shore related matters and the exchange of technical information between the Seller and the Buyers such as plant operations, shutdowns overview and Plateau Maintenance Project (PMP) status update.

The main speaker from Qatargas was Mr. Amr L. El-Abed, Sales Administration Manager. Other participants from Qatargas were Keith

Merkley, QG1 Asset Manager, AbdelHamid Boutalbi, Shutdown Manager, James Baldwin, Environmental Manager, Djamel Mokhtefi, Head of Fleet 1 Operations, Doured Ali, Fleet Financial Administration Lead, Hiroumi Suzuki, Sales Administration Advisor, Jun Yoshida, Sales Administration Advisor and Abdulla Al-Jaber, Senior Contract Analyst.

On the Second Day Qatargas presented technical information related to Jetty Boil Off Project (JBOG), Ras Laffan Terminal Operations (RLTO) and offshore operations. In the afternoon the delegates visited Toho Gas' Chita Midorihama Terminal for a plant tour.

The next 6MMT Technical Meeting will be held in Feb 2013 in Nagoya hosted by Chubu Electric Power Co., Inc. ■

THE FIRST CALL TO CHUBU ELECTRIC'S JOETSU TERMINAL

The Qatargas chartered LNG vessel Al Khor delivered the first Qatargas LNG cargo to the newly opened Chubu Electric Joetsu Terminal on 31 January 2012.

Joetsu LNG Terminal located in the Joetsu Thermal Power Station, in Niigata Prefecture, will be in commercial operation from July 2012, as the advanced new power station of Chubu Electric Power Company. ■



On board, from the right: Mr. Hisayuki Kojima (GM, Joetsu Power Station, Chubu Electric) Captain Tomoki Ohara (Master, Al Khor, NYK)

QATARGAS LNG VESSELS GO GREEN

Qatargas brought to fruition its pioneering environmental initiative of partnering with the Green Award Foundation to develop and launch the Green Award certification of LNG carriers.

Qatargas took the first initiative and supported the Green Award Foundation in launching the LNG certification, and was a key player in developing the actual requirements as well as setting the standards to ascertain the quality level of LNG ships. In March 2011, the Green Award Foundation presented a 'Certificate of Recognition' to Qatargas, acknowledging its leadership in Corporate Social Responsibility

and its invaluable support in helping the Green Award Foundation to develop and launch certification of LNG carriers.

In October 2011, the Qatargas chartered LNG vessel, "Dukhan" received the world's first ever Green Award Certificate of Recognition for a specific LNG vessel, acknowledging the vessel's compliance with the highest global environment regulations and safety standards for shipping. It was the first time in the Foundation's 18 year history that an LNG vessel had received this Award. This was followed in December 2011 with three more vessels – 'Al Zubarah', 'Broog' and 'Zekreet' which also received the Green Award.

Green Award certification demonstrates proactive implementation of Industry Best Practices and Internationally accepted, current and developing, legislation with respect to safety in operations, quality management, ship arrangements and protection of the environment. All over the world the Green



Alaa Abu Jbara, Chief Operating Officer – Commercial & Shipping, Qatargas (fourth from left) and Jan Franssen, Managing Director of the Green Award Foundation (fifth from left) with representatives of the vessel operators who received the Green Award during a ceremony held at Qatargas Doha Head office in December 2011.

Award certifies ships, ship managers and oil companies that prove their dedication to the highest quality, safety and environmental standards. Qatargas is proud to be included among that group.

The certification procedure consists of an office audit (of the ship operator) together with an audit of each individual ship applying for certification. The office certification is valid for three years, after which it has to be renewed. The certification of the ship is also valid for a period of three years. However, the ships need to be inspected annually in order to retain the validity of their certification.

The Green Award scheme was established in 1994, in order to promote highest quality shipping standards amongst sea-going vessels. The benefits for "extra clean and extra safe ships" include image improvement and charterers' preference.

The Erasmus University paper presented by Dr.Knupp to the International Maritime

Organisation in 2007 demonstrated a definite relationship to how the Inspection procedure established by the Foundation achieved the highest score and was demonstrated to minimise operational risk for the Charterer.

The Green Award Foundation is internationally recognised and in 2001 was the first to win the coveted and prestigious Thor Heyerdahl Award for Environmental Excellence. To qualify for the Award, candidates must have demonstrated exceptional technical innovation and environmental work in keeping with Thor Heyerdahl's spirit for the future conservation of the marine environment.

Qatargas' collaboration with the Green Award Foundation in launching the LNG certification will be a benefit to the LNG industry as a whole, as it will raise the bar further in the quality, safety and environmental standards of LNG vessels, which already have the highest safety record in marine transportation to date. ■

THE IMPORTANCE OF COMPLIANCE WITHIN QATARGAS

Compliance is a key contributor to achieving premier status envisioned in our Direction Statement. It covers all aspects of our business, ranging from internal

requirements outlined in our policies and procedures, to external requirements such as the national and international laws that affect us.

We kick off this feature with the Company's Firewall compliance programme and 'The Pioneer' met with Laurie Wright, the Legal Group's Compliance Manager and Peter Beck, the SEQ Department Head of Quality.

**What is it all about?
An interview with Laurie Wright**

So Laurie, how long have you been at Qatargas and what do you do?



I have been with the Company since April 2008 as Compliance Manager in the Legal Group. One of my main roles is to ensure that

the Company does not breach global competition laws and that staff comply with the Firewall policies and procedures.

So what exactly is the Firewall?

It is a series of processes, procedures and tools that staff should follow, which helps to protect Commercially & Competitively Sensitive Information (CCSI) relating to the LNG joint venture companies (QG1-QG4) from getting to people who shouldn't see it. Things like ensuring staff label CCSI properly so it's easy to identify, using secure printing for CCSI so it's not left lying on a network printer and encrypting files etc.

So what is CCSI?

CCSI is the most sensitive information in the Company and includes key commercial data such as the LNG

prices charged to our customers, gas royalties paid to the State of Qatar and the marketing strategies of the LNG joint ventures.

Why do we need to put firewalls in place for CCSI?

Because the Company could be in breach of the competition laws of the countries we sell LNG into if we didn't have the firewalls.

Would a breach be a serious matter?

Extremely serious. The most significant consequence would be damage to the reputation of Qatargas, particularly as our vision is to be the world's premier LNG Company by 2015. Apart from reputation damage though, the Company or venture shareholders could face heavy fines, for instance up to 10% of global turnover under European Union competition laws. By way of example, two European energy companies were each fined the equivalent of \$720million because they entered into a market sharing agreement not to sell gas in each other's home market. In the USA, serious breaches constitute a criminal offence and jail terms have been handed down to some senior company executives.

How do you keep awareness up among staff?

I provide induction training to new recruits who may handle CCSI in their work role (Commercial & Shipping, Finance, Internal Audit, Legal and Public Relations) and periodic refresher training to staff who have been here for a while.

I've also published articles in the Pioneer before to keep the subject uppermost in people's minds.

Do you think the Pioneer is a good vehicle to get compliance messages across to staff?

In its present format, I would say "Yes" and "No". On the one hand, it is distributed to all staff in Qatargas, so it gets wide circulation and I think many staff do take an interest and read through the magazine. On the other hand, I'm not sure how much staff really retain in the future when they are expected to read say, a lengthy Firewall article and all the other articles as well – in other words, it's difficult for staff to "engage" just by reading articles.

How can you change the lack of engagement and use the Pioneer as a useful awareness and reminder medium regarding the importance of the Firewall compliance?

So you think you're a Compliance expert? PROVE IT!

I've devised two interactive activities on the pull out card for staff to complete - and to add some incentive, with your help, we are offering some great prizes. The correct crossword answers will offer one lucky winner a Galaxy Tab via a raffle. And for the correct entries of the 'Find the Phrases' puzzle we are offering two iPod Nano for two lucky winners.

So how does it work – what do staff have to do to get a chance of winning a prize?

Participants should use the tear off card and complete the Crossword and the "Find the Phrases" puzzle (or just one of them) and add their name; department; staff number and signature where indicated. They then send the original completed card by internal mail to me, addressed as Lawrence John Wright, Legal, 48-16, Qatargas Doha Head Office, in a sealed envelope. The emphasis is on staff participation, encouraging staff to look at the Compliance Department's intranet site and having some fun, while at the same time, trying to get a vital message across to staff about the importance of compliance with the Firewall. Remember, staff need to get 100% correct answers to have a chance of winning.

Who can enter and what's the deadline?

All direct hires, secondees and contract staff who are employed by Qatargas Operating Company Ltd can enter. Entries should be from individual staff in their own handwriting using their own endeavors and no team entries will be considered. The competition is open until the end of April and the draw will be made on 1 May 2012. I'm hoping you'll be able to give some publicity to the winners!

Sure, we'd be glad to. One last thing though, what about staff who don't handle CCSI or haven't received any Firewall training, won't they be disadvantaged?

They may start out with a slight disadvantage, but clues to all the Crossword answers can be found in the "Pioneer Article awareness" presentation in the "Training Slides" section of the Compliance Department Intranet Site – and there's plenty of time. The site is accessed very easily through the Quick Links section of the Company's Home intranet page. You don't need Firewall training to enter the "Find the Phrases" puzzle.

OK, many thanks for your time and good luck to all you participants.

Quality and Compliance, how does it work? Interview with Peter Beck

So Peter, how long have you been at Qatargas and what do you do?



I have been with the Company since August 2006 as the Head of Quality, in the SEQ Department. SEQ is comprised of Safety and Risk, Environmental Affairs, Quality

and Emergency Management Services. As a Department, SEQ is very active in trying to prevent incidents from happening in the first place.

So what exactly is Quality and how does that fit in with Compliance?

My main role is to ensure that robust and easy to use systems are in place to assist the Company, in all areas, so that all staff and contractors are able to

comply with them. I strongly believe in a definition of Quality that is;

"Conformance to Customer Requirements"

- Where a crucial part is spelling out what are the requirements, through our thousands of Policies and Procedures.
- The Customer requirements come from both external and internal customers. Collectively these requirements form our Management System.
- Conformance or Compliance to these requirements – I see as the attitudinal side of Quality where once everyone knows what the requirements are - they should comply!

What do you see are some of the consequence of non – compliance?

In Quality terms – we call this a PONC!! This stands for the Price of Non Compliance. So whenever we do something and we don't do it right the first time – there is a price to pay. In our industry this could be in the loss of lives and the incident usually costs millions of dollars. This also happens in our private lives where non-compliance or mistakes costs us as individuals.

What can we do as part of the Communication initiative to ensure greater compliance?

A big part will be on communication and awareness. In March we will pick a number of important issues, throughout the company and highlight specifics where there is currently non-compliance. We will then interact with Managers,



Heads and in some cases individuals to try and get to the necessary 100% target level. Regular feedback will be given and I am confident that by the end of March we will be seeing an improvement in many of the areas.

and then what?

Well, the main issue is then to maintain this performance – as it is really a wasted effort if we get to a nice high level one month and then everyone relaxes and we go back to the old bad habits. This is part of what it takes to become a Premier company. ■

QATARGAS 10 GOLDEN BEHAVIOURS OF CONFORMANCE

- | | |
|--|---|
| 1. Commit your self to Qatargas Direction Statement, Vision and Objectives | 6. Come to meetings on time and prepared - show respect for others |
| 2. Behave in a safe manner, seek to stop others from committing unsafe acts | 7. Take responsibility for your actions |
| 3. Read, understand and comply with policies and procedures; complete all mandatory training | 8. Deliver against deadlines and commitments (do as you say) |
| 4. Initiate MOC for gaps you identify | 9. Understand your internal and external customers' requirements; meet or exceed them |
| 5. Lead others by the example of your good conformance behaviours | 10. Speak up: do not tolerate non-conforming behaviours in others |

Premier behaviour for a Premier Qatargas



...Compliance from their very own perspective;

The Way I see Compliance: Abdulaziz Al-Mannai, Qatargas Human Resources Manager

Compliance is the act or the process of conformity in fulfilling certain requirements or adhering to established standards.

In the world of HR, compliance is a critical consideration, whether this relates to deployment of employee-related policies or to the broader role of fostering a positive environment and promoting high standards of fairness and equity throughout the organisation.

It is vitally important in any organisation that managers ensure effective communication of its people policies and that employees comply with required regulations.

When looking at things from within the HR Function, it is essential that HR professionals conform to the Company set policies and procedures when dealing with employees as this is the only way to ensure fairness is being achieved uniformly. Any perception of non-conformity in this regard can quickly

create a sense of unfairness which in turn has an adverse effect on employee morale, engagement and sense of affiliation. On the other hand, when looking at compliance from outside the HR function i.e. from the point of view of Managers and Employees, it is equally important to ensure adherence to high standards in key people processes such as Recruitment & Selection, Employee Relations, Personal Development, Recognition & Rewards. Abiding by these standards creates and fosters a positive working environment where employees feel respected and valued and helps protect the Company's reputation within its business environment.

What is the best way to secure a compliant work environment?

Through education and communication one

can achieve a lot. It is important in any organisation that seeks to have a compliant workforce to educate its employees on what needs to be complied with and why. It is only through upgrading people's knowledge that they begin to see the true value of what an organisation is trying to enforce and will therefore be more likely to support it. The last thing any responsible organisation should do is attempt to impose compliance in a particular area without spending enough time sharing with the workforce the reasons why it is doing so. The simpler the message, the more frequent and consistent the message regarding its potential value to each and every stakeholder, and the more channels of communication you use, the more likely are your chances of securing a compliant work environment. ■



Qatargas has issued early this year its first annual Corporate Citizenship report covering the company's key achievements and performance in this important sector. The report highlights the sustainability journey Qatargas is undertaking and details past corporate citizenship milestones as well as planned future activities being developed in line with the Qatar' National Vision 2030.

The report captures, the significant commitment Qatargas undertakes, in all areas of its business, towards operating in ways that reflect its values, where it looks to create partnerships, based on trust, ingenuity, innovation and collaboration that promote the long-term economic, environmental and social value of the communities and environments in which it operates.

The 93-page report discusses the company's organisation and mechanisms to manage sustainability explaining that quality and



sustainability are managed as part of an integrated management system through the Qatargas Management System for Continuous Improvement or QMSI which is directly linked to the company's Direction Statement. The QMSI is a tool which helps to coordinate business plans for the whole company and to align objectives across the organisation.

To guide the early phases of the development

and implementation of the Corporate Citizenship framework at Qatargas, a Corporate Citizenship Initiative Team was established. This team has now handed over the guidance and strategy of the Initiative to a Corporate Citizenship Committee, which is chaired by Khalid Bin Khalifa Al Thani, CEO of Qatargas. The company's corporate citizenship performance is compared to that of our industry peers via a comprehensive benchmarking exercise.

The report has been prepared in accordance with the internationally accepted Global Reporting Initiative (GRI –G3) and the International Petroleum Industry Environmental Conservation Association (IPIECA) Oil and gas industry guidance on voluntary sustainability reporting – 2010 sustainability reporting criteria and in line with the Qatar HSE Regulations & Enforcement Directorate (DG) requirements. ■

QATARGAS SUPPORTS PEDIATRIC SURGERY CONGRESS

As a part of its Corporate Social Responsibility, Qatargas sponsored the first Qatar International Pediatric Surgery Congress and the 12th Congress of the Pan Arab Association of Pediatric Surgery (PAAPS). The event held from 17 – 19 February at the Qatar National Convention Center (QNCC) in Doha was organised by Hamad Medical Corporation's Pediatric Surgery Department.

The main objective of the congress was to promote pediatric surgery in Hamad Medical Corporation and strengthen relationships with other international centres and most known Pediatric surgeons from all over the world. Qatar's ambitions to be a leading health care hub in the region and the world were also showcased at the event.

The congress brought together pediatricians from all over the world and provided the opportunity to enhance their knowledge and keep abreast of the latest technological and academic developments in this field.

Pediatricians from Qatargas Medical Centre



Mansour Rashid Al Naimi, Public Relations Manager, Qatargas, presenting the company's sponsorship to Dr. Mansour Ahmad Ali, Head of Pediatric Surgery Department, Hamad Medical Corporation

also attend this congress in order to make use of the knowledge sharing opportunities that were offered by the event. At the exhibition held on the

sidelines of the congress, Qatargas showcased some of the health care services its Medical Centre provides to employees. ■

QATARGAS SUPPORTS MASTERS OF GOLF

Qatargas upheld its long standing tradition of supporting the Commercial Bank Qatar Masters golf tournament held at the Doha Golf Club from 2 – 5 February. It's the seventh year that Qatargas has supported this prestigious event and this year Qatargas supported the marshal services for the tournament. The marshal service is an important element of the tournament as the marshals respond to players questions, control the crowd and make sure the golfers maintain a steady pace.

Some of the world's top professional golfers



Paul Lawrie with the winner's trophy

participated in the tournament and this year, Paul Lawrie from Scotland took home the \$416,660 winner's cheque. Interestingly enough, Paul Lawrie

significantly contributing to Qatar's aspirations to be home to world class sporting events as part of Qatar National vision 2030. ■

had won the Qatar Masters golf tournament in 1999 and so has reclaimed the winner's trophy after 13 years.

Qatargas congratulates Paul on this great achievement and also the organisers who year after year, hold a great event which Qatargas is proud to be a part of. The Qatar Masters Golf is one of the key sporting events held in Doha,



The e-MOC project team - from left to right: Rashid J. M. Javed, Shiraz Ali, Tarek El-Sharawi, Omar S. Salti, Salah Mohammed Sharif, Michelle Deladia, Alae Sadic Al Hassan, Nasreddin Jelloul Hakim and Marwan Arab

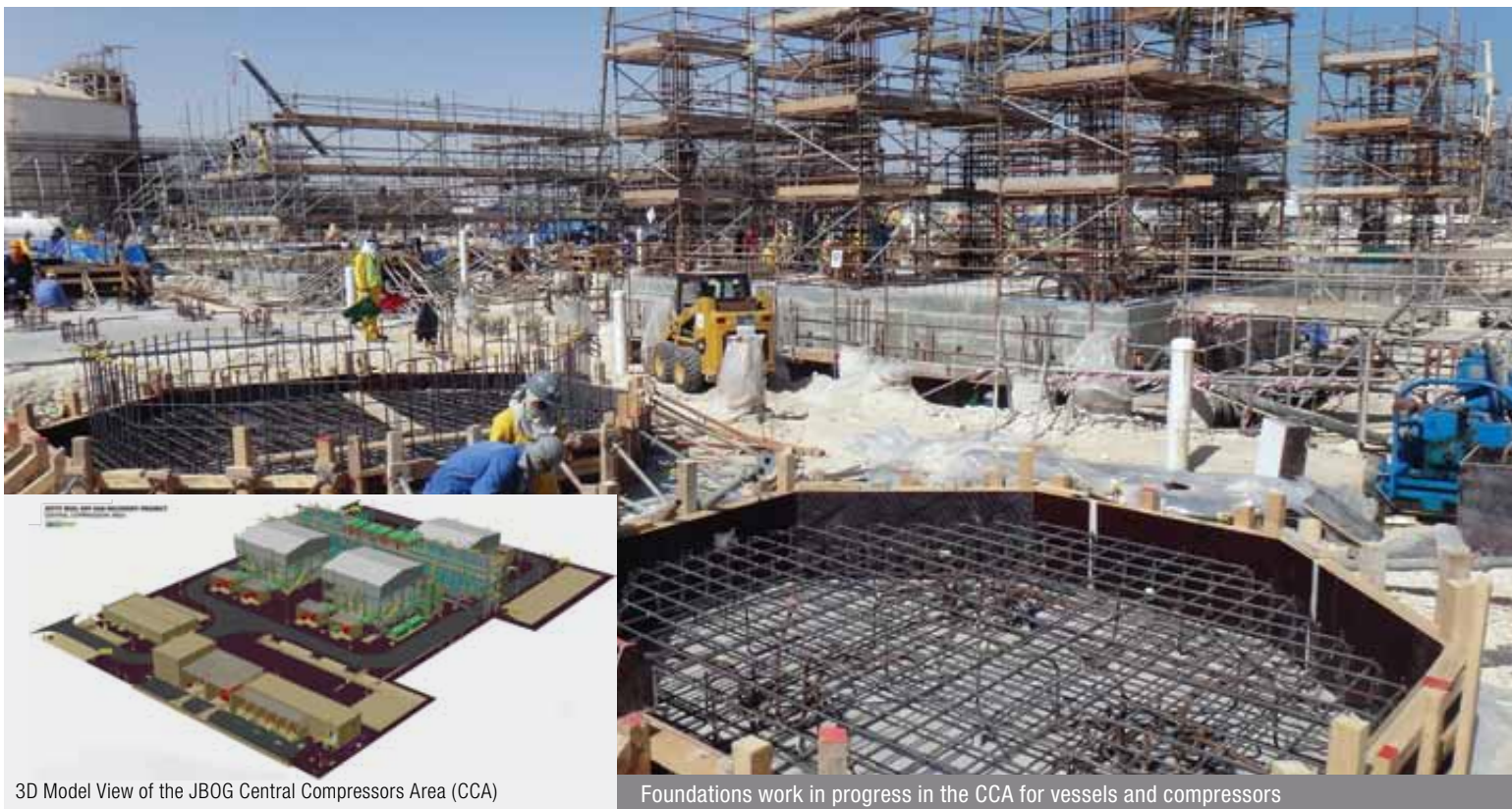
ELECTRONIC MANAGEMENT OF CHANGE SYSTEM (E-MOC)

History of e-MOC

As the mega train expansion projects were underway, Qatargas management identified the need to have a comprehensive Management Of Change (MOC) process. The MOC system was scoped to cover small to medium changes (low complexity projects up to a value of \$ 5,000,000). The implementation project was divided into three phases:

- Phase 1 started in 2007 with the objective of establishing main features of the proposed MOC process. In 2008 this phase was successfully completed by laying out a well-defined and accepted road map of the process comprising of 6 stages and quality gates.
 - Phase 2 was mainly about the development of a paper based MOC including all necessary forms, templates and checklists. The paper-based system was used to run a number of Qatargas 1 and Laffan Refinery projects to evaluate the process and identify areas of improvement by 2010.
 - Phase 3 started in June 2010 in order to develop a fully automated e-MOC system. The completed system was deployed in June 2011 for QG1, in October for QG2 and CLLNG, in December for QG3&4 and Laffan Refinery, and in January 2012 for Offshore and RLTO, thus covering all areas of Qatargas operations. There are 370 active e-MOC requests in the system at this time and the rate has been sloping up to 10 e-MOC new requests every day.
- Value of e-MOC to Qatargas**
- Ensures that all important aspects of management of change such as safety, health and environmental reviews are given due attention.
 - Ensures that all changes are handled in the same manner, reducing the potential for errors.
 - Brings better control on the lifecycle of small to medium changes, reducing budget and schedule overruns.
 - Fosters transparency and accountability for all stages of the process.
 - Provides progress reports and mechanisms to improve efficiency and ensure that no change is lost.
 - It is a single uniform system from initiation to close-out of projects.
 - Promotes change awareness to operations staff regarding new procedures.
 - Ensures necessary training is provisioned.
 - Ensures involvement of maintenance staff to develop the asset register, recommended spare parts list and maintenance strategy following important changes.
 - Ensures corporate documentation is updated after changes.
 - Helps to remove unnecessary delay due to human factors.
 - With the e-MOC system all documentation and authorisations regarding a particular change can be found in a single place.
 - Automatically synchronises data with SAP system, such functional locations, cost centers, Facilities Modification Proposal (FMP), Engineering Service Request (ESR)/Feasibility Study (FS), Maintenance notification.
- The following teams were involved in the project:
- Business Team**
- Alae Sadic Al Hassan (Ventures Manager)
 - Nasreddin Jelloul Hakim (Lead Facilities Engineer)
 - Javed Iqbal (CADD & MOC Coordinator)
 - Michelle Deladia (MOC & Interface Administrator)
- IT Team**
- Salah Mohammed Sharif (A/Information Technology Manager)
 - Syed Imran (Lead Applications Analyst - Development)
 - Marwan Arab (Senior Applications Analyst - Development)
 - Shiraz Ali (Lead Applications Analyst - Logistics)
 - Rashid J. M. Javed (Senior Applications Analyst - Development)
 - Tarek El-Sharawi (Senior Applications Analyst - Basis)
 - Omar S. Salti (Lead Systems Engineer - Operations) ■

JETTY BOIL-OFF GAS RECOVERY PROJECT – QATARGAS STARTS BUILDING IT



3D Model View of the JBOG Central Compressors Area (CCA)

Foundations work in progress in the CCA for vessels and compressors



A safety stand down being conducted to increase the awareness of safety risks among the construction workers.

When engineers start designing a project they cannot wait till their design begins to take shape for everyone to see what the project looks and feels like. Qatargas Jetty Boil-off Gas Recovery Project is now in that phase.

The detailed design of the project started in February 2010. It has taken around 300 engineers and other professionals, spread over Qatar, USA and India, two years to convert a preliminary set of drawings into a real, practical and buildable design, backed by custom built equipment. The design is visualised by a 3D Model which includes every piece of equipment and material on the JBOG Project. This model has been built painstakingly over the last two years, and has been reviewed several times by Construction, Operations and Maintenance teams to ensure that the facilities can be built, operated and maintained safely.

Nearly 7000 drawings and documents represent the whole JBOG Project, and are being used by the construction contractors to build it piece by piece. The amount of concrete on the project can be used to build a 20 km tall tower with a base of 1 square metre. If we take all the cable on the JBOG

Project, it can be run all around the boundary of Qatar.

While engineers have designed, buyers have purchased and constructors have built, the proudest achievement to-date of the JBOG Project team of PMT and contractors has undoubtedly been the milestone of reaching 5 million manhours without any lost time incident. JBOG Project Manager, Bashir Mirza, credits this achievement to the unrelenting commitment of the entire JBOG PMT and its contractors to ensure that Everybody working on JBOG Goes Home Safe. The diligent implementation of the Qatargas Incident and Injury Free programme has led to step changes in the safe working behaviour of people, through which everyone not only takes care of their own safety, but also looks after people around him, and is ready to stop work if it is not safe to do so.

While the design of JBOG is fairly simple, there have been several innovations on the project. The first stage compressor is the largest ever built for this application. The gas taken from the LNG ships warms up as it travels to the compressors in the Central Compressors Area. This, coupled with the drop in pressure, causes the gas to

expand, thus needing a large volume compressor. Qatargas sought help from compressor specialists from ConocoPhillips, Shell and Fluor to review the design by GE Nuovo Pignone for the compressor. The inlet gas condition varies substantially with respect to the temperature and hence the volume. The LP compressor has inlet guide vanes to ensure that the compressor operates efficiently at all inlet volumes. The design of the inlet guide vanes at varying inlet temperatures ranging from -140oC to ambient temperature was a huge challenge.

Due to the very low pressure drop allowed between the ship and compressor, there was no existing check valve design which could work with those limitations. Qatargas and Fluor engineers started working with several valve manufacturers, reviewed computational flow dynamics (CFD) models and involved subject matter experts from Shell and ConocoPhillips to come up with a new design of the valve flap. The lightweight titanium flap uses aerodynamics to reduce the drag, and increase lift. The JBOG engineering team did not just rely on modeling, and arranged for the first valve to be tested at a specialised valve testing shop to ensure that the valve met the design

conditions. This valve was tested late in 2011 successfully, leading to the release for the building of the next five valves.

JBOG Procurement team has purchased material and equipment from all over the globe – ranging from the USA and Europe to Thailand, South Korea and Australia. The material is now being shipped to site by sea and air.

Quality of the purchased material is being checked carefully at the suppliers' shops to ensure that all material reaching site is of acceptable quality.

An interesting feature of JBOG construction is that the CCA is being built on reclaimed land. This means that we had to drill 1500 piles to carry the load of the facilities. The piles are around 9m deep, and around half of the pile length is within the water table. The seawater can cause severe and rapid corrosion of the steel in the piles unless it is protected. JBOG has an extensive cathodic protection system, which uses sacrificial magnesium anodes to create a galvanic cell diverting the flow of current from the piles to the sacrificial anodes, thus protecting the piles. This sounds simple but in reality means that hundreds

of holes have to be drilled, and miles of cable put in, all before the foundations can be completed. This CP construction was a huge challenge, but after several false starts, JBOG construction contractor, Qcon has managed to develop innovative techniques leading to an effective construction methodology.

The project workers ranging from senior managers to manual labourers live in the JBOG Global Village camp located in the west part of RLC. There are around 2000 people living in this camp. The camp management organises sporting events to keep the camp population active. Cricket, football, basketball, swimming and table tennis competitions are held regularly, utilising the grassy grounds of the camp.

The compressor, foundations are now about halfway complete, and compressors will be installed on their foundations by mid-2012. The buildings are in various stages of completion. These buildings are designed to withstand a blast pressure of 3 pounds per square inch gauge (psig), and hence look like concrete bunkers. The shell of the buildings is being built by Qcon, who will handover the buildings in May to Qatar Kentz,

who will finish the buildings.

The piperack is made of concrete precast and cast in-situ members. The precast members are being built on the ground, and will be erected in a few months.

The Off-plot area is taking shape as we finish the foundation work, and start erecting structural steel supports and large diameter pipe. A big achievement has been the safety and speed of the removal of rock from the redundant spray berm on the old breakwater. This work is needed to create the space needed for installing foundations and pipe.

In April 2012, the JBOG Project will install tie-ins at LNG Berth 1. Preparatory work in this regard is going on briskly to ensure that our work is done safely and within the tight deadlines available to us.

The JBOG Project has a long and challenging road to completion, and with a well-knit and committed project management team, and capable and motivated set of contractors, JBOG Project has a great opportunity to finish the work safely and within the KPIs set by the project owners. ■

LEARNING & DEVELOPMENT DEPARTMENT - UPDATES

LEADERSHIP DEVELOPMENT AND SUCCESSION PLANNING DIVISION

One of the key initiatives of the Leadership Development and Succession Planning Division this year, will be to review people that consistently demonstrate high performance (an appraisal rating of 3 or 4 for the last three years) to assess if they also have the 'thinking' and influencing skills to progress to higher levels within Qatargas. The focus will be on building sustainable succession and development plans that are aligned across the company.

The team – Simon Day, Head of Leadership Development and Succession Planning, Bob de Asha, Succession Planning Specialist and Dane Lambert, Competence and Performance Management Supervisor - will be working



Simon Day, Bob de Asha and Dane Lambert in the Qatargas Talent Pool build and work on their tailored career development plans. ■

COMPETENCE DEVELOPMENT & PERFORMANCE MANAGEMENT DIVISION

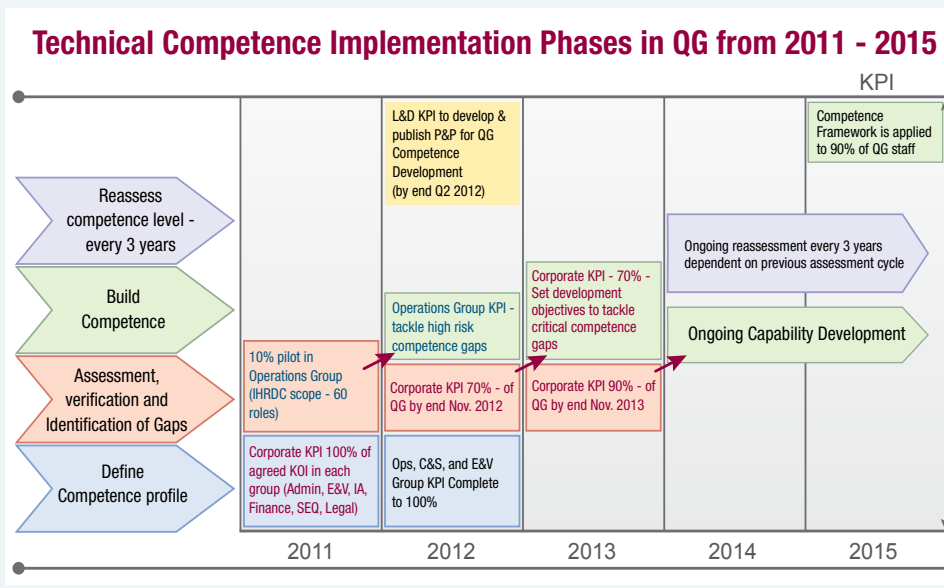
TECHNICAL COMPETENCE IN QATARGAS

In 2011, Qatargas completed yet another Learning & Development milestone in support of the 'High Calibre and Diverse Workforce Pillar' from our Vision 2015 when the Technical Competence Framework as per the agreed Corporate Key Performance Indicator (KPI) was 100% completed. This challenging KPI was achieved with great support from the appointed Subject Matter Experts from the business who will be the focal points for future work in this area.

All groups except Commercial & Shipping, Operations and Engineering & Ventures (due to operational considerations) set a 100% target for completion of the framework. The rest of the work for Commercial & Shipping, Operations and Engineering & Ventures are planned for 100% completion as per 2012

KPI. This year, the next step in the process will be carried out which is the Technical Competence Assessments of employees against the defined Technical Profiles as completed in 2011. The Corporate KPI has

been set for the technical assessment to be applied at a minimum 70% of the workforce. The different stages of the project are depicted in the diagram for more detailed information. ■



TRAINING AND EDUCATION DIVISION

HOW TO SET EFFICIENT AND EFFECTIVE DEVELOPMENT OBJECTIVE?

We encourage staff to approach their development holistically by integrating both formal and informal elements to help ensure their learning really builds competence.

External research on how people learn best and develop their skills advise the most effective formula, to support the development of competence and embed learning, is:

- 70% from real life and on-the-job experiences, tasks and problem solving.
- 20% from feedback and from observing and working with and being coached by role models.
- 10% from formal training. ■

70%	20%	10%
Learning on the Job	Performance Discussions	Classroom training
Work Assignments	Development Discussions	E-Learning
Cross Functional Teams	Mentoring	Presentations
Projects	Coaching	Certifications
Creating presentations	Networking	Conference
Creating toolbox talks	Community and Social Groups	Speeches
Role Shadowing		
Community Involvement		

The 70/20/10 learning concept was developed by Morgan McCall, Robert W. Eichinger, and Michael M. Lambardo at the Center of Creative Leadership.

QATARIZATION DIVISION

AUTOMATED IDP (INDIVIDUAL DEVELOPMENT PLANS)

The Qatarization division have been responsible for introducing a number of new initiatives last year; one of these was the automation of the old paper-based process for Graduate's Individual Development Plans (IDP).

The business benefits for automating the process are:

- The workflow system allows greater tracking of the graduate's progress
- The system ensures timely reviews
- Helps monitor the quality of the process and identifies areas for continuous improvement
- Has the ability to produce management reports on the progress of National Graduates

- Ensures against duplication of effort as information need only be added once
- Information is safe, retrievable and will provide useful historical data and reports
- The new process is managed by our familiar Workflow system and links directly to HR PAFs to ensure ease and speed of administrative routines.

There is a user guide and an e-learning module available for users, together with

one-to-one coaching on the process by our Development Specialist.

The project has been made possible by our working closely with our colleagues in the IT department. Now that the basic system is in place, we can look to further improve the process to ensure we continue to innovate and be the Premier organisation for best practice in the field of Graduate development. ■

INTERVIEWING THE QATARGAS WAY (IQGW)

Accurate employee selection decisions are vital to organisational success. Qatargas' vision to become a Premier LNG supplier has increased the need to strengthen our selection process and has driven our HR department to assist interviewers with a more consistent and objective approach. The method is based on competency based interviewing. This new approach helps overcome and minimise the common selection problems because it focuses on job related behaviour, uses past behaviour to predict future behaviour, organises selection elements into a comprehensive system, applies effective interviewing skills and techniques, uses data integration to make a better hiring decision and makes a positive impression on applicants.

Employees with selection interview responsibilities were enrolled by their managers on our one-day training courses, which were facilitated in house by the Human Resources and Learning & Development departments. From December 2011 to February 2012, 16 training sessions were run, with nearly 200 employees attending.

Attendees were given the opportunity to practice the IQGW methods in the work



Participants at one of the training sessions

sessions. During the exercise, attendees followed an interview guide where they had to build their own interviewing guide using the Qatargas competencies, and identifying the good performance indicators for better selection of questioning techniques. In addition, each interviewing panel had an experienced member of the HR team to assist with coaching. The Head of Recruitment, Matthew Smith commented "I was able to act as an interview coach at most of the practice sessions. It was very gratifying to see how

naturally and enthusiastically our employees adopted the new methods. I was also pleased to hear after each session from participants, that it was the best course they had ever been at Qatargas".

Tools and techniques are now in use by all departments and feedback has been extremely satisfactory. HR is currently working on creating a sustainable programme which will allow current and new interviewers to keep their interviewing level at the required standard. ■

**Planning Your Leave for 2012?
Use ESS
My Working Time**

REMEMBER

All leave must be approved through workflow

Please visit HR intranet site if you would like help with ESS ...

<http://portal/explore/organization/OrgGrpAdmin/Human%20Resources%20Department/Pages/default.aspx>

KUMON MATH PROGRAMME - HELPING STUDENTS IN AL KHOR COMMUNITY

Qatargas places great importance on education – for its employees, their families and for the wider community. As an integral part of its corporate social responsibility programme, the company actively supports educational initiatives in the State of Qatar, contributing to the Human Development pillar of the Qatar National Vision 2030.

In 2007 Qatargas and the Japanese shipping Company NYK Line, jointly launched the Kumon pilot project in Qatar for imparting the Japanese math learning method aimed at helping students gain mastery over their math skills.

"We in NYK have a strong passion to contribute to the Qatari Community through education and we think that kumon with its universal appeal will enhance our aim to introduce new education methodologies. Al Khor Community was the right venue to start from." says Mr. Masao Hashimoto, the General Manager of NYK in Qatar.

Kumon is the largest after-school education programme in the world. This individualised method was devised by a Japanese school teacher Toru kumon almost 60 years ago to help his son with his school math. The unique instructional method he created was developed to unlock the potential in every child and helped students to succeed. Today, it has spread in 46 Countries with approximately four million learners currently studying at Kumon centres worldwide.

Kumon Al Khor Centre was opened in the Al Khor International School - British stream in October 2008 for the benefit of the students in Al Khor Community.

"Our programme is designed for students of all ages and skill levels and the target is not only to offer the students quality math education but to help them improve concentration, increase self-confidence, reach their full potential and create a sense of accomplishment to meet the challenges of the changing world" says Mr. Hidoto Sugimoto, Chairman of Kumon Qatar. "We hope that our initiative is being effectively implemented across Qatar Education sector particularly Al khor Community students" he added.

The success of the programme lies in its technique. The Kumon curriculum is made up



From left to right: Mr. Hidoto Sugimoto Chairman of Kumon Qatar, Mr. Masao Hashimoto, General Manager, Doha, NYK and Mrs. Dalia Heshmat, Al Khor Community Kumon Manager

of more than 20 clearly defined skill levels and hundreds of short assignments spanning materials covered from pre-school to college level. Kumon uses a "learn-by-doing" approach. Worksheets assigned by the Instructor provide an example illustrating a concept to be learned. Then a simple exercise modeled after the example is given. Each new assignment is slightly more challenging than the previous one. The progression is so gradual that students are able to acquire the skills needed to advance independently. All work is graded and timed, and the results are recorded so that the Instructor can determine when a child has total command of the materials and is ready to move on to more difficult concepts. Brief periods of daily practice

help ensure optimal and comprehension retention of concepts as well as establish the strongest possible foundation to be able to study more advanced material. Students complete the Kumon assignments every day with biweekly visit to the Kumon Center.

"Our community has the privilege of being the first after-school kumon centre in Qatar and we are trying to help the students in our community. We currently provide our education services to around 120 students from age 4 to 15 to develop strong lifetime academic skills and love of learning and the demand is increasing" says Mrs. Dalia Heshmat, Al Khor Community Kumon Manager. ■

HIGHLIGHTS FROM AL KHOR COMMUNITY

The Al Khor Community houses around 11,500 people, a diverse group representing more than 45 nationalities. The Al Khor Community (AKC) is committed to providing valuable assistance to health, safety, education and environmental causes for the Community residents as well as the local people.

The start of 2012 has seen some exciting events and happenings in the Al Khor Community, as well as celebrating the first anniversary of the AKC Website which has been a huge success receiving 15,000 hits per month.

The website along with the newly introduced 'What's Happening in AKC Newsletter' has changed the way in which the Community communicates and has seen a shift to a more environmentally friendly approach.

Here are just a few highlights of some of the exciting things which have been happening in the Al Khor Community. For more information please refer to www.akcommunity.org or sign up to our 'Weekly Newsletter' by emailing AlWahaClubRecpt@qatargas.com.qa

Celebrating Football in a Host Nation- 2nd Inter Club Football Cup 2012, Al Khor Community

The second Inter Club Football Cup 2012 kicked off after a colourful opening ceremony on a bright Thursday afternoon on the 5th of January 2012 on the Al Khor International School Football Field. The participants were ages 11 to 12 years from different professional Sports Clubs in Qatar. Teams included Aspire Teams 'A' & 'B', Al Garaffa, Al Lakhwiya, Al Markhiya, Al Ahli and the home teams Al Khor Community 'A' & 'B'. The tournament saw an excellent display of skill and performance, as the participants played professional games. The matches were played over two days with the finals played on the 6th of January between



Runners at the starting line of the mini marathon

teams Aspire 'A' & AKC 'A', with Aspire 'A' taking the gold. Right after the finals, the awarding ceremony was held, with the winners receiving their medals and trophies.

Qatargas 10th Mini Marathon - Open for all!

Over 100 running enthusiasts participated in the 10th AKC Open Mini Marathon held on 10th March. The event which was open to all residents of Qatar, to demonstrate Qatargas commitment to Social Responsibility, was organised by Al Khor Community's Recreation department and had the following categories - 10 km Men/Female, 5 km Men/Female, 3 km 15 years and below.

The Community security team did a wonderful job to lead the runners and ensure safety was a top priority. The awarding ceremony was held at the Al Waha Club Poolside later in the morning. Head of Clubs

and Recreation, Klaus Tiel welcomed all participants and presented the winners with their trophies and prizes. Following the Event, participants relaxed and enjoyed the extensive buffet to celebrate yet another successful Event.

of winning a **RETURN FLIGHT FOR TWO TO EUROPE**, as well as a number of great prizes along the way. There will be weekly weigh in's for the teams and we will not only track the team weight but also monitor the individual development. Personalised logs will be created to record the development and give helpful tips and advice to the participants. The individual as well as the team progress will be monitored by a panel of doctors and our fitness instructors. There will be presentations by dieticians and personal trainers as well as 'private consultations' with doctors and fitness instructors. We would like to wish all participants the **BEST OF LUCK!**

Committed to the Environment

Saving Water: As the largest housing community in Qatar, Al Khor Community strives to promote environmentally friendly practices while creating a 'green' setting for the employees and their families in which to live. Al Khor Community has recently introduced methods in which to reduce water consumption within the Community, while increasing the landscaping projects. By using Zeolite (a remnant of coal once it is burnt) mixed with soil it has reduced

the Al Khor Community landscaping project's water consumption to only 50% of the normal water consumption.

Zeolite is a byproduct (a natural waste) of the burning of coal. The product acts as a coagulants (absorbent material) when water is added to it and therefore retains water. The Zeolite, a fine ash like product is added from 1-4% into soil with fertilizer and preserves water, therefore requiring less watering and also encourages growth of plants and vegetables. Experiments have shown that water demanding fruit and vegetables require around 4% Zeolite and green grass requires around 2% to encourage growth.

The zeolite, soil mix has yielded a super harvest of plants and vegetables which are available for all community residents to 'pick' and consume. Educational tours for schools including the Japanese's School, Doha have given an opportunity to educate the younger generations about environmental issues and the importance of reducing and preserving precious natural resources. A special Youth Leadership programme within the community was also conducted based around the Zeolite project in which groups of Youths for ten weeks assisted with the project and wrote a variety of project reports. ■

Promoting Health for our people in the Community-AKC Biggest Winner Competition

As part of Al Khor Community's ongoing initiative to promote wellness and healthy living, the introduction to AKC Biggest Winner 2012 Weight Loss Competition took place in an exciting evening on 20th February in the Al Waha Club Ballroom, with an overwhelming number of teams taking part. The AKC Biggest Winner is a weight loss competition, based on the global TV phenomenon in which teams of two battle it out to lose the most weight. The competition has been running in AKC for the last two years and has been a huge success. Over 200 people have taken part in this competition losing an amazing 1,462.21kg's!

This year the competition will take place over 3 months (12 weeks) and will involve teams of 2 members competing against other teams to lose the most weight and be in with a chance



Children cheering the football teams.



Students of the Japanese School of Doha visit the Zeolite Garden in Al Khor Community

OVER 2000 QATARGAS EMPLOYEES AND FAMILIES ENJOY A DAY OF FUN AND SPORTS ON QATAR NATIONAL SPORTS DAY

On February 14, Qatargas' management and employees joined hands for a healthier society and embraced the State's first National Sports Day, with a full day of sporting activities, arranged for its employees in Doha and Al-Khor community.

An organising committee, chaired by Ghanim Al-Kuwari, Qatargas' Chief Operating Officer-Administration oversaw the planning, preparation and execution of various sports activities for its employees on the sports day. Salman Ashkanani, Venture Manager, Laffan Refinery headed the volunteer committee, made up of fitness motivated Qatargas employees, who conducted the day's

activities making sure that employees enjoyed the opportunity to celebrate sport and a day away from their office and work environment, with their families and colleagues.

For Qatargas employees residing in Doha, the activities were held at the Al Gharafa Sports Club. Special t-shirts with the Qatargas and Qatar National Sports day logos, produced especially for the event were distributed to all participants on arrival at the venue.

Before kicking off the day's activities, employees and their families were joined by the company's senior management team for a group photograph to recognise the day. This was

followed by a walkathon, led by Ghanim Al-Kuwari and the company's senior management team.

After a 2 kilometre walk, people moved to the different areas where their favourite sports were being held. The activities included many popular sports like football, beach volleyball, basketball, table tennis and cricket. There was also a special area for children with several attractions like bouncy castles, slides and face painting.

Qatargas medical and security support services were deployed, to ensure the safety and security of all participants. A dedicated health-check area was set by the Qatargas Medical Department, where people were able to have their blood sugar

levels, blood pressure and body mass index checked.

Another popular location was the Arabian tent, a rest area, where traditional Arabic coffee and dates were served. For the enjoyment of all involved, plenty of refreshments and light lunch boxes were on hand for everyone to enjoy. Hundreds of employees and their families participated in the event, with a team of over 75 volunteers making sure that everything was conducted smoothly and everyone was comfortable.

In parallel, Qatargas golf enthusiasts enjoyed their favourite sport at the Doha Golf Club. In

addition to honing their golfing skills at the Doha Golf Club Academy's driving range, they also enjoyed playing on a purpose-made, 5-hole putting course and participated in a number of golfing lessons delivered by PGA professionals.

The day's activities at the Al Gharafa Club came to a close with the prize award ceremony for the winners of the various competitions.

Several activities were organised during the day, for Qatargas employees and their families residing at the Al Khor community. Hundreds of people participated in the activities which included a five kilometre family walkathon, and a 'mini-olympics' in addition to traditional sports like volleyball,

tennis, table tennis, badminton and cricket.

A total of over 2000 Qatargas employees and families participated in the activities held in Doha and Al Khor Community.

Following an Emiri Decision issued in December 2011, the second Tuesday of February every year shall be observed as the National Sports Day. The National Sports Day is a part of Qatar's vision to help domestic institutions create a healthy community and an integral part of the Qatar Olympic Committee (QOC) to promote sports, physical education and sustainable development among the community, in compliance with the Qatar National Vision 2030. ■



12th Annual Gala Dinner

QATARGAS CELEBRATES 15 YEARS OF ACHIEVEMENTS AT SUPERB GALA

A special poem -titled
Qatargas - an Encyclopedia of achievement
written by the renowned Qatari poet Mohammed Al Mesairfri and
presented at the 12th Qatargas Gala Dinner

Today we celebrate our accomplishments
By the Grace of God, the ruler developed his nation
A ruler at whose behest comes glory
He gave Doha an adornment of success
During his reign we took leadership of the LNG industry
Our practices bear testimony to the trust we earned
We are linked with the world through valued partnerships
And all around the world, our name is known and respected
Qatargas is our home where we live to achieve
Our vision - since the very beginning
God has brought our hearts as one
Beating together in our dedication to work,
with sincerity and determination
We have carved our identity over time
It says - prosperous future, of determination and sovereignty
Qatargas remains "An Encyclopedia of Achievements"
Engraved on it "Innovating for Leadership"

An incredible venue, an impressive collection of acts and performance, and a crowd of over 1500 per night set the scene for the 12th annual Gala Dinner for Qatargas.

Qatargas celebrated 15 years of achievements at the Gala dinner in true Style at the Qatar National Convention Centre (QNCC) on 12th and 15th February.

The Qatar National Convention centre – the latest addition to the Qatar event venues scene was selected as the place to host the 12th Qatargas Gala Dinner – the site, a convention and exhibition centre was officially opened on 4 December 2011, and is an unparalleled facility, boasting iconic design and cutting edge facilities in a world-first green-technology venue. QNCC is the first of its kind being built to the gold certification of U.S. Green Building Council's Leadership in Energy and Environment Design (LEED). The venue boasts state of the art top quality facilities.

The Qatargas Gala Dinner held over two nights was themed on "Celebrating 15 years of achievements" and commenced with a reception at the incredible space of the main auditorium-at the "Spider" where guests were greeted and entertained by the tunes of a string band. This space is the area known as 'Maman' and is of great significance to the QNCC - Maman is the name of the sculpture piece - the spider - and is the heart of the QNCC - so it was a fitting area to welcome the Qatargas employees to the start of their annual Gala Dinner.

ABOUT The Spider - Le Maman (the mother)

Maman (1999) is a sculpture by the artist Louise Bourgeois. The sculpture, which resembles a spider, is over 30 feet high and over 33 feet wide, with a sac containing 26 marble eggs. Its abdomen and thorax are made up of ribbed

bronze. The title is the familiar French word for Mother.

Maman is amongst the world's largest and most impressive sculptures. Bourgeois created " Maman " as a part of her inaugural commission of The Unilever Series in 1999 for Tate Modern Museum's vast Turbine Hall. It alludes to the strength of Bourgeois' mother, with metaphors of spinning, weaving, nurture and protection.

The Spider is one of only six in the world which has been bought by the Qatar Foundation to feature of the atrium of the QNCC.

The space of the exhibition hall, the site of the dinner and show was completely transformed into a magnificent ballroom with glittering lights and a spectacular stage designed to highlight the key pillars of Qatargas and showcase the 15 years of achievements.

Over 190 tables awaited the guests when the doors opened at 6:45 PM. Over 520 staff of QNCC were ready as the guests took their seats, and more than 40 people prepared back stage for the shows.

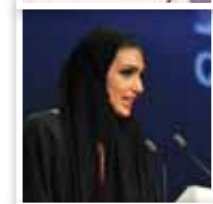
The Chief Executive Officer, Khalid Bin Khalifa Al-Thani opened the evening – delivering his key note address. The CEO thanked all the employees and their spouses for their contribution to the company's continued success, and highlighted the achievements made over 2011 with safe and reliable operations, new markets entered, new shipping agreements reached, and the 2011 and 2012 safety achievements and challenges.



"It is you, our people – who are the driving force behind our success. We introduced our technical competency framework in 2011 laying the foundation for sustainable success through our high calibre workforce. This was recognised when I was honoured to pick up - on your behalf - the Qatarisation Award for national development." he said.



Master of Ceremony Essa Al Mannai, (Legal Department) Jassim Al Baker (Finance) and Noor Saleh (Learning and Development) presented the evenings on both nights. The opening act – a tribute to Qatar and particularly to Qatargas was a special poem written by the renowned artist Mohd Al



Mesairfri -titled "Qatargas - an Encyclopedia of Achievement". This inspiring piece represented and praised the country of Qatar, its leadership and Qatargas' contribution to the country's welfare with the pioneering and dedicated workforce of Qatargas. The reading was accompanied by a traditional Arda – "A Shayla" – incorporating the poem in the chorus by the well known Qatari group Al Funoon.

The opening act set the scene for the more formal part of the Gala - the CEO Awards for Excellence. 15 people received the accolade for 2011– this award marks their achievements based on taking their objectives further and exceeding in a certain critical area, and accomplishing a notable achievement.

The awards were presented by the CEO and the Chief Operating Officer - Administration, Ghanim

Al-Kuwari and the awardees were handed their certificates along with the iconic golden Cryogenic heater replica designed especially for the Qatargas CEO awards – the Qatargas "Oscar". The awardees for 2011 were seated at the CEO table allowing them and their spouses the chance to converse with the CEO and enjoy the evening in his company.

Milestone graphics by in-house talent- Mahdy Tawil

Celebrating and recognising the 15 years of Qatargas' achievements, the Gala Dinner offered a backdrop of graphical

milestones – depicting the Qatargas journey along the years - from the first cargo delivered in 1997 to the 77 MTA event in 2010 - the graphics offered insights of achievements and a gallery of images which showcased the company's history. All the graphics were designed and created by



Qatargas employee – Mahdy Tawil – who works in the Operations group – who had showcased his graphical talents in the 2010 Gala "Talent Contest". Mahdy kindly accepted to work with the Gala committee to create the historical milestones and the graphical elements and photos of the entire show.

The iconic screen shot used for the back drop at most points of the show – highlights the gas molecule. This was animated to create a graphical icon depicting the very soul of our LNG business.

DRUMMERS DRUM TO JAPANESE & QATARI RELATIONS

It was perhaps fitting that the second act of the evening was a lively, powerful and very energetic performance by the Group Mugenkyo Taiko Drummers.

The performers, although from the UK and not in fact Japan, are absolutely unique -they are the only touring taiko drumming group in



The winners of the 'CEO Award for Excellence' with the Qatargas CEO, Khalid Bin Khalifa Al-Thani (fifth from right) and Chief Operating Officer, Administration, Ghanim Al-Kuwari (fifth from left). From left to right: Jagadeesh Maddula – Operations, Debi Patnaik – Engineering & Ventures, Abdelkader Benmoulay – Operations, Abdelhamid Boutalbi – Operations, Himanshu Agrawal – Operations, Yann Cogrel – Engineering & Ventures, Zainab Omar – Administration and Mohammed El Toum – Legal.

the whole of Europe, with an average of over 100 performances a year. Accompanied to a back drop graphical slide show of the Qatargas and Japan relationship – they demonstrated the power and energy of a Taiko drum performance, achieved through strong teamwork. It is only with absolute confidence and trust in each other that the team are able to deliver the kind of intricate rhythms and choreographed movement needed for this taiko performance.

WHATS UP QATARGAS! Ali Al Sayed delights and frights

With an energised audience following the Japanese drumming, the next part of the programme was introduced –a nod to the more humorous side of Qatargas' workforce. Comedian Ali Al Sayed from the UAE performed a stand up piece. Ali has appeared for many companies in the region – though comedians are not new to the Qatargas Gala dinner- Ali is the third renowned stand up comedian to perform for Qatargas Gala dinner.

MAGICAL ILLUSIONS STUN THE CROWD...

Illusionist Gaston Quieto without a doubt stunned the audiences -all the way from Buenos Aires with shows in Vegas, Cancun and Tokyo, the mysterious Argentinean's piece opened with a rather energetic show-girl introduction as part of his stage show entry. Gaston spellbound the audience with a variety of illusions –including predicting the answers to

some random questions posed to people in the audience, he later amazed and delighted the crowd by hiding and finding a QR 100 bill inside a kiwi fruit, floating an audience member on stage and mesmerised the audience with a softer setting where he managed to create snow on the stage. Gaston's show finally culminated to the triumphant finale with the appearance of the Qatargas Gala dinner raffle prizes on a golf buggy – which somehow appeared on stage.

A buffet by the QNCC which contained dishes from around the world - over the two days this represented a staggering amount of food for the 3600 strong Qatargas group totaling the two nights - and this was all served and managed by 520 personnel at the QNCC.

On the first night of the Gala dinner an anniversary cake was ceremoniously cut by the Management Leadership Team in recognition of the 15 years of achievements of the company.

During the dinner as guests enjoyed their meals, caught up with colleagues, or even ran to catch the Raffle coupon box to drop their raffle coupon, – we welcomed the last act to the stage – the ASTERIA string quartet.

Asteria have dazzled audiences at elite events across Europe, the Middle East and Asia. The group is comprised of four elegant and glamorous ladies

who are musically trained at the highest level at London's top conservatories. Over the last two years they have come together to produce a fast-paced spectacle of a show with slick choreography and virtuosic musicianship, incorporating a vibrant fusion of musical styles. Asteria were delighted to make their first visit to Doha to perform for Qatargas. (These fine ladies also played in the lobby at the reception)

As tradition dictates in the Qatargas Gala dinner the Raffle and scratch and win game was next up and for this the 12th year Gala celebrating 15 years of Qatargas' achievements. It offered even greater prizes and much more fun. ■



The winners of the 'CEO Award for Excellence' with Qatargas Chief Operating Officer, Administration, Ghanim Al-Kuwari (fourth from left) and Chief Operating Officer, Commercial & Shipping, Alaa Abu Jbara (third from left). From left to right: Jaber Mohammed Al Marri – Operations, Ahmad Saad Shereef – Operations, Nasser Yahia Al Naimi – Operations, Andres Quintero – Commercial & Shipping, Soni Hemantkumar – Operations, Ashraf Al Hassan – Safety, Environment & Quality and Rahat Latif – Finance.

