

Information Exchange Program for Young Employees of Oil Companies in an Oil-producing Country (Qatar) and Oil-consuming Country (Japan)

1. Overview and Background

In May 2013, JCCP invited Mr. Abdulla Al-Abdulmalek, Executive Director-Administration, and Dr. Majid Ibrahim, Head of Learning & Development, from Qatar International Petroleum Marketing Company Ltd. (Tasweeq) to Japan to strengthen relations with Qatar. During their visit, they brought up for discussion the possibility of an information exchange program for young employees, and the two sides agreed to consider its implementation.

Thereafter, in November 2013, JCCP and Tasweeq agreed to further promote the cooperative relationship between the two organizations, and signed a memorandum of understanding to that effect. The MOU also included mention of implementing the information exchange program, and prescribed the commencement of preparations to send young personnel from Qatar (Tasweeq) to Japan over the period from December 2 to 12, 2014, and to send young personnel from Japan to Qatar over the period from January 25 to 29, 2015.

2. Results

2.1 Program for young personnel from Qatar (Tasweeq)

A total of seven employees from Tasweeq were invited to Japan. They included six young employees in charge of the export and marketing of crude oil and condensates to Japan (3 men, 3 women), with a director from the Administration Department as supervisor and leader of the group. The program, implemented from December 2 to 12, 2014, was designed to trace the “oil road” from the import and stockpiling of crude oil to consumers, and to provide knowledge of the oil supply chain and the present oil situation in Japan.

At JCCP Headquarters, lectures were given on “Overview of Japan’s oil industry” and “Japanese-style management seen in Japan’s oil industry,” and a group



Group discussion

discussion session on “Workplace issues and solutions, and personal action plans” was held together with the young Japanese personnel who were scheduled to travel to Qatar in January.

The program also included visits to a number of sites. At the Head Office of JGC Corporation, the participants gained knowledge of the company’s project initiatives in Qatar, and its risk management framework that leads to proper operations and maintenance. At JX Nippon Oil & Energy Staging Terminal Corporation (Kiire Terminal), they witnessed the unloading, loading and stockpiling of crude oil, and learned that the terminal not only stores



Tank maintenance site (Kiire Terminal)

and delivers crude oil, but also plays a role in securing a national stockpile of crude oil.

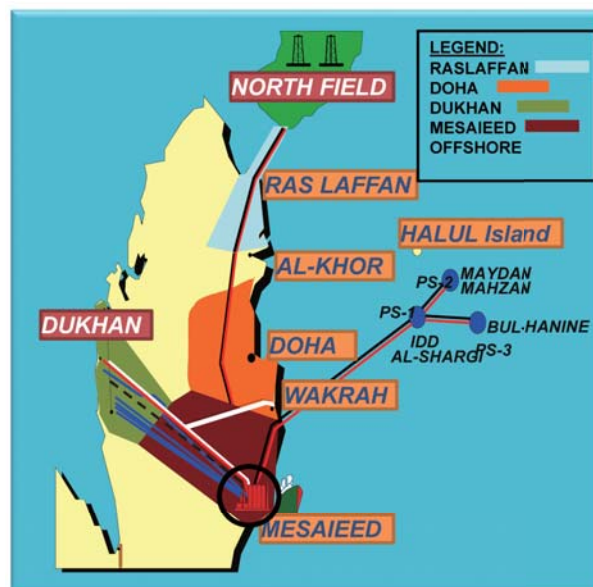
Cosmo Oil Co., Ltd.'s Yokkaichi Refinery provided a detailed overview of processes from the receiving of crude oil to the production of products, and explained the shipping schedule and system for oil products in reference to specific case examples.

Toa Oil Co., Ltd.'s Keihin Refinery introduced the crude oil refining consignment contract that makes full use of the heavy-oil treatment technology that is the refinery's strength, explaining that it is aiming to make a shift from a gasoline-oriented refinery to one that supplies chemical feedstock.

Idemitsu Kosan Co., Ltd.'s Chiba Refinery gave an overview of a combined refining and petrochemical project, and explained that it is a project being pursued by a consortium of companies toward the effective utilization of fractions produced in the oil-refining process as petrochemical feedstock. It also provided a deep understanding of the relationship between petrochemical products and their feedstock by having the participants actually touch the products in an exhibition room.

2.2 Program for young personnel from oil companies in Japan

A group of nine members (including one woman) composed of two each from JX Nippon Oil & Energy Corporation, Idemitsu Kosan Co., Ltd., Cosmo Oil Co., Ltd., and Showa Shell Sekiyu K.K., and one JCCP personnel traveled to Qatar from January 25 to 29, 2015. The program was organized by Tasweeq, with the objective of providing an understanding of the supply chain to young Japanese personnel by introducing the oil and gas industries in Qatar and taking them on a tour



Oil and gas production areas in Qatar

of relevant facilities. It also provided exposure to Qatari culture and history.

On the first day, an orientation was held at Tasweeq's Head Office. Following an opening address by Mr. Abudulla Al-Abdulmalek, Executive Director – Administration Directorate, Mr. Abdulaziz Al-Meer, Planning and Performance Director, gave an overview of the company and its role and relationship with Japan. JCCP then introduced the diverse initiatives of Japanese oil companies to continue their business in order to secure a stable, ongoing supply of energy amidst the current oil supply and demand situation in Japan and current decline in demand.

The subsequent days were spent visiting various oil facilities. First, the participants visited the Dukhan district, where crude oil and gas are produced under the administration of Qatar Petroleum (QP), and received a profile of the city in an operation center that oversees



Mr. Saad A. Al-Kuwari, CEO, Tasweeq (third from right)



In front of the Christmas tree at the first well

the vast 80 × 8 km oil field. The participants then toured the crude oil gas-liquid separating facility at Jaleha Station and inspected the gas condensate recycling and refining unit, which is the centerpiece of the degassing station. The tour provided an awareness that QP works to generate earnings not only from crude oil, but also from gas and condensate in its reservoir.

On the third day, the participants toured the QP Group's production gas treatment facilities in the Ras Laffan district. Due to the rigid security, the participants toured the vast site from inside a bus, but they were able to observe the facilities of Pearl GTL Plant, Ras Gas, and Qatar Gas, compare the size of the seawater intake port and pipes with those in Japan, and inspect the wastewater treatment facility, ancillary power plant, and other such facilities. Throughout the entire 30-km tour of the site, an officer from QP's Communication and Public Relations Department provided a commentary on the history of the site, details of each unit, and other relevant information.

The group then toured the natural gas shipping port. By chance, a number of LNG ships were berthed in the port, and the participants had the opportunity to observe the loading of LNG.

On the fourth day, the participants toured the Mesaieed district, which is home to QP's NGL unit, a refinery, steel company, petrochemical company, and an industrial complex of a lube oil company. An inspection of the refinery's plants was not scheduled for the tour, which specifically focused on the shipping terminal and its facilities, but a QP operations manager of the shipping terminal provided detailed explanations of the port facilities and also took the time to answer the participants' questions in detail.

On the last day, a debriefing session was held at the Tasweeq Head Office with the management of Tasweeq



Presentation scene (Ms. Kuga, Cosmo Oil Co., Ltd.)

and young personnel from Tasweeq who had attended the first part of the program in Japan in December. Views were exchanged on the tasks and responsibilities of the young Japanese personnel, what they had acquired from their visit to Qatar, their impressions, and how they hope to apply what they have learned to future activities. The young Japanese members gave positive feedback, stating that the useful and valuable experience they gained from the program, as well as the glimpse of Qatari culture they acquired, will definitely benefit them in fulfilling their activities in the future. In summary, Mr. Al-Abdulmalek commended the success of the program and expressed his expectations of implementing it continuously next fiscal year and beyond.

3. Observations

This information exchange program for young personnel was planned and implemented for the first time with Qatar, thanks to the MOU exchanged between Tasweeq and JCCP.

The program for training in Japan aimed to give participants a first-hand understanding of the process from Japan's import of crude oil to the delivery of oil products to consumers, and of Japanese oil companies' efforts to deliver stable, safe and affordable petroleum-based energy to the Japanese people in their own characteristic ways. Thus, it was a full-agenda program that may have provided barely enough time for the participants to digest all the information presented, but many of them commented that they think the course has fully achieved its goals, and expressed a strong intention to apply the experience gained from the course to improving business activities in Qatar and at Tasweeq. Furthermore, the majority of the participants submitted a request to the Tasweeq management to offer the course again next fiscal year so that more young employees at



At the QP Headquarters in Mesaieed

Tasweeq could benefit from the same experience. They also submitted a request to include additional content related to electric power companies (as principal users of natural gas), petrochemical companies (adding value to petroleum), oil product depots (physical distribution) and gas.

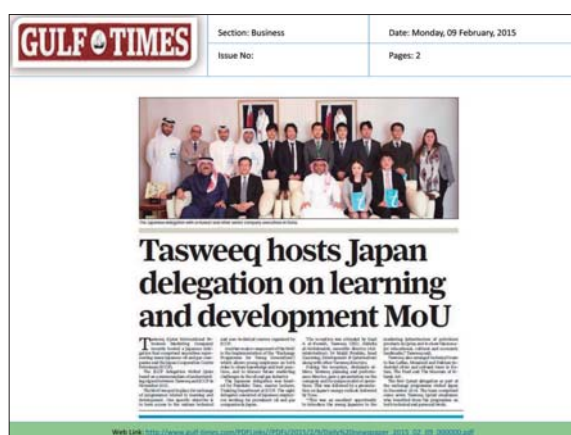
In the program for dispatching young Japanese personnel to Qatar, Tasweeq made preliminary arrangements with QP to facilitate the smooth implementation of the program. The participants from Japan displayed a positive attitude to engage in the

program and absorb as much knowledge as possible from it, and also commented that the program was beneficial and will be fully applied to their future activities. They also requested the inclusion of additional content related to refining process and engineering for the next program.

Incidentally, news of the program in Qatar was introduced in a local newspaper.

JCCP and Tasweeq agreed to consider implementing the program again in fiscal 2015. The requests of the participants will be taken into consideration so that an even more enhanced program can be offered next fiscal year.

<by Fumihiro Tone, Training Dept.>



Newspaper clippings:
Gulf Times, Feb. 9, 2015; Qatar Tribune, Feb. 9, 2015