

Orpic

Challenges during integration and growth projects

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GM CSS
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About Oman



Population
4.33m

..... 50% under the age of 25

AREA: 309,500 km²

GDP

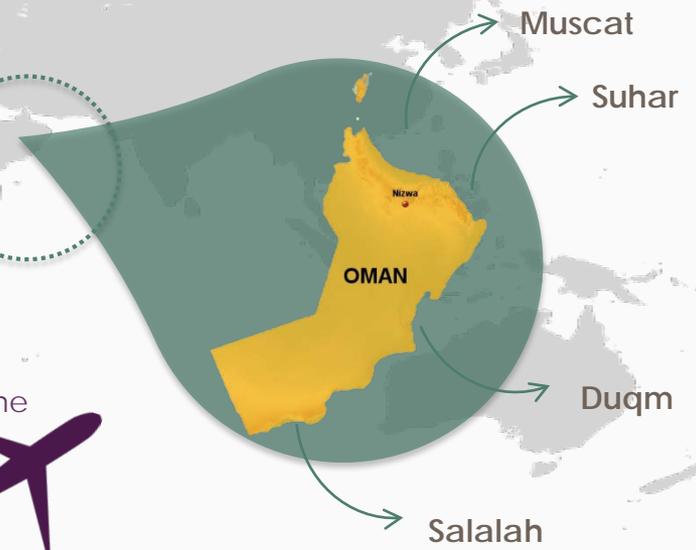
\$ 69.83 Billion*

..... 2.4% Growth expected in 2018

3rd largest nation on the Arabian Peninsula

Strategic Location

7 hours away from half of the world's population



Muscat

Suham

Duqm

Salalah

OMAN

Nizwa

Business model

Developing and Extracting Omani Oil and Gas

After the discovery of a hydrocarbon source, work begins on extracting it from underground

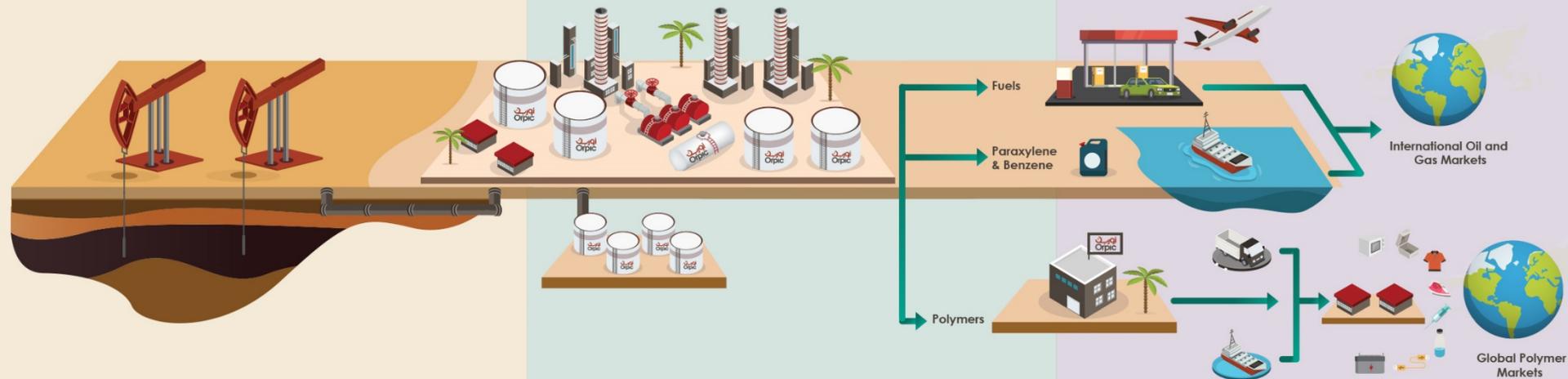
Manufacturing & Supply Fuels, Chemicals and Polymers

- MAF Refinery
- Suhar Refinery
- Raysut Terminal
- Polypropylene Plant
- Aromatics Plant
- Al Jifnain Terminal

We refine, process and blend hydrocarbons to make fuels, lubricants, chemicals and polymers

Marketing Fuels, Chemicals and Polymers

We supply our customers with fuel for transportation and energy, chemicals to keep machinery running smoothly and polymers to make a variety of industrial and household items



The integration - 2010



4 companies, 4 plants
1600 people



Aromatics
Oman LLC



ORC, Mina Al Fahal, 1982



SRC, Sohar, 2006



OPP, Sohar, 2006

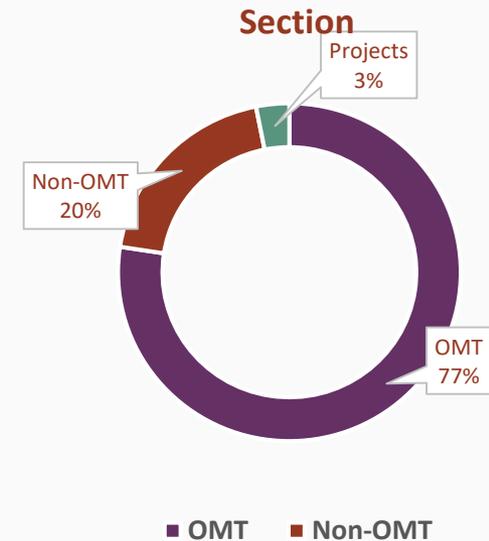
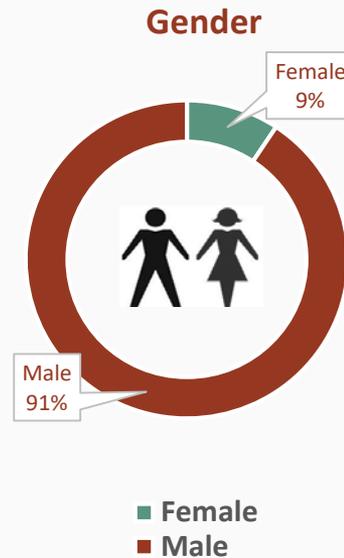
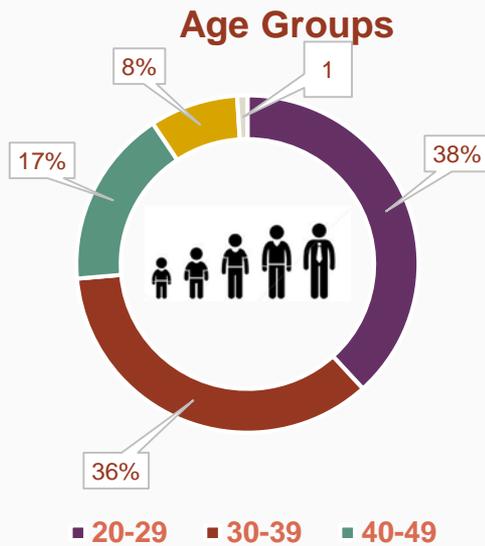


AOL, Sohar, 2010

Companies have
separate boards,
separate managements
and have different
mandates

Talent Acquisition: growth projects

Employee Diversity



Orpic Diversity



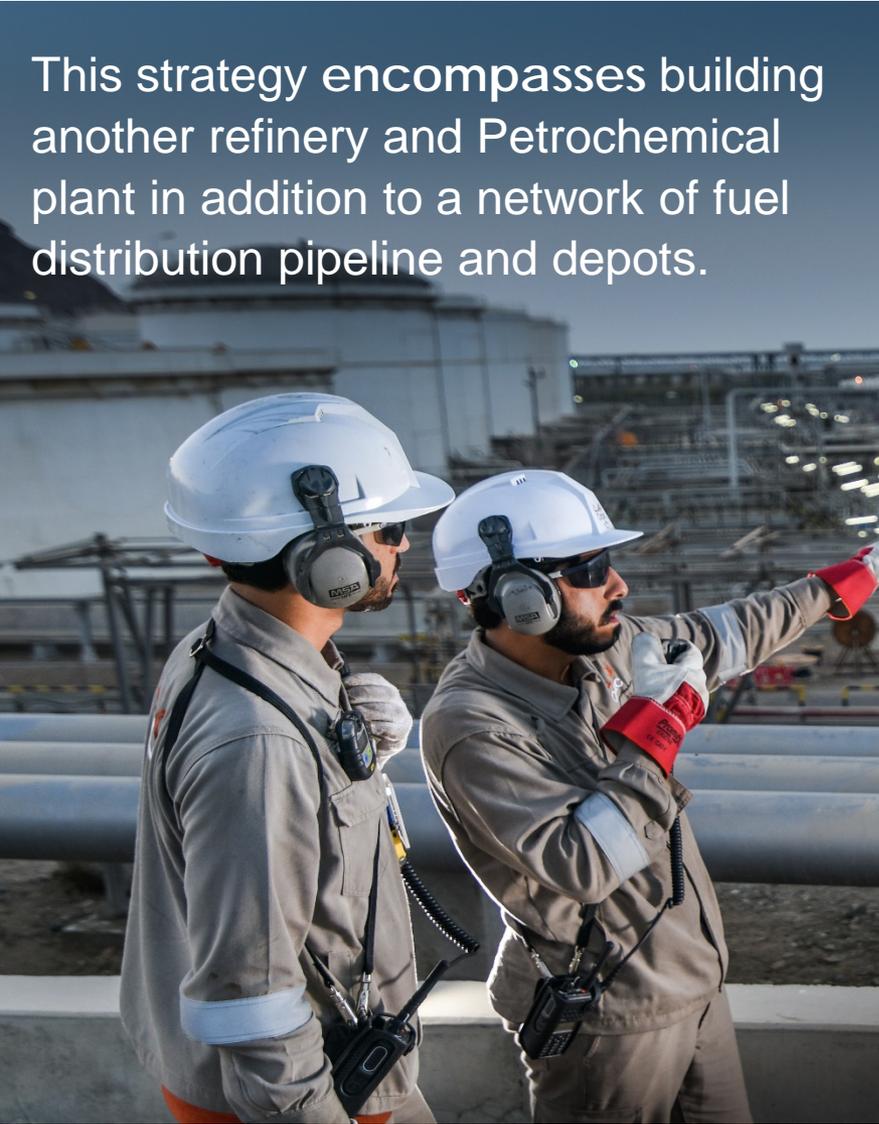
41 Nationalities

Growth Strategy

This strategy encompasses building another refinery and Petrochemical plant in addition to a network of fuel distribution pipeline and depots.



9 billion USD
growth strategy



Change from 2010 to 2020



Increased product range

15 Range 20



1,600 employee

3,000 employee



(loans + equity)

USD 4 Bln to USD 12 Bln



Increased Profitability

USD -0.62 Mn-USD 1.5 Bln



60 Mn Bbl- 97 Mn Bbl
1.4 Mn MT- 3.5 Mn MT



Increased number of Locations

5 Plants -13 Plants

Challenges

- ✓ Learning & Development,
- ✓ Reinventing Human Resources (HR)
- ✓ Leadership
- ✓ Culture & Engagement



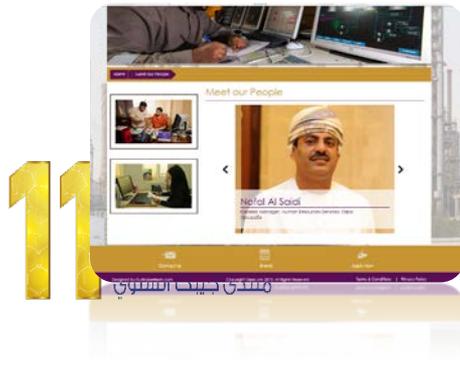
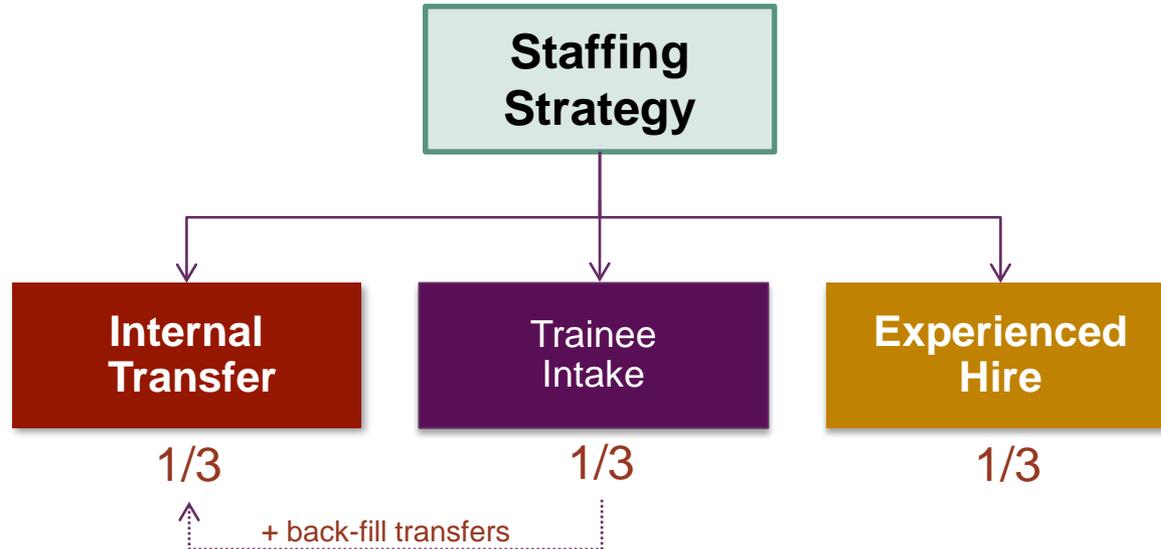
3 billion USD

To

11 billion USD

Sourcing our Talent

Blended Strategy



Bullhorn®



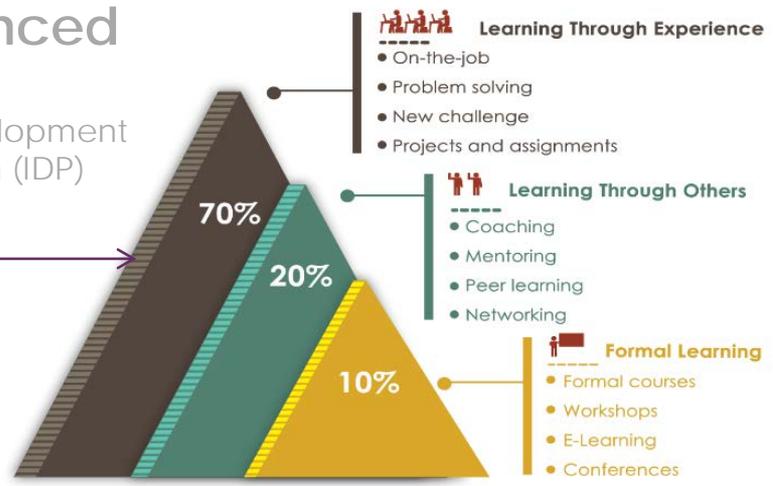
Our Strategy :

we develop...

Individual Capability (Able)

Experienced

Individual Development Plan (IDP)



Individual Capability (Able)

Trainees

Fresh Graduate Intake



Foundation – 2 months
Core Subject – 4 months
OJT – 6 months



Leadership:

we develop...



Leadership

Individual Capability (Able)

Individual Development Plan (IDP)

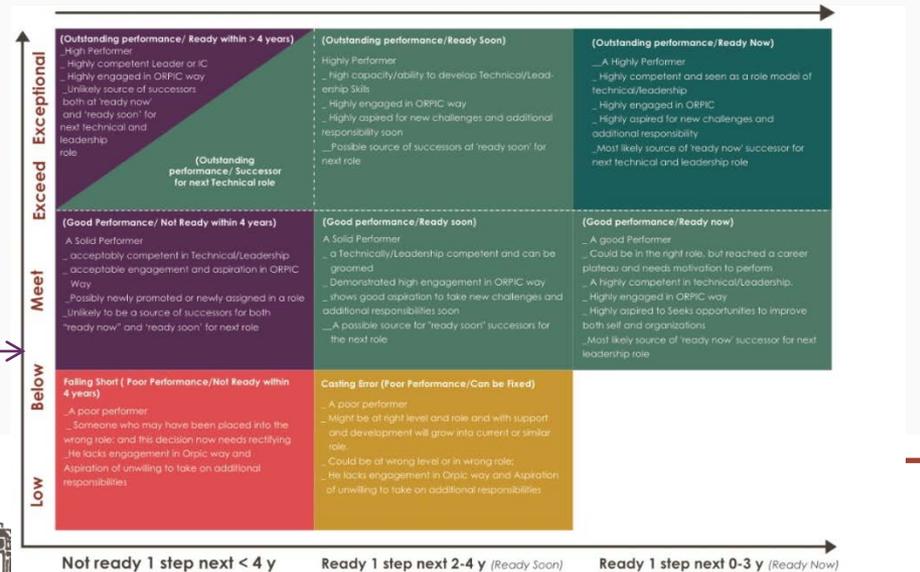


High Potentials

Individual Capability (Able)

Individual Development Plan (IDP) Succession

Prepare for next Role Y-Shape Career Path



Thank you

