

EMPOWERING SUSTAINABLE ENERGY



Enppiⁱ IN BRIEF





Business Fields

Oil Production & Refining

Gas Production & Processing

Petrochemicals

Pipeline & Related Facilities

Chemical & Fertilizers

E&I Installation

Offshore Structure

Subsea

Power Plant

Water Treatment

Mining

Asset Integrity Management

Architectural Design

Renewable Energy

Digital Transformation

HR Consultancy & Training Services



ENPPI AT A GLANCE



Enpipi established in 1978 and headquartered in Cairo, Egypt, is an engineering and EPC Main Contractor providing fully integrated engineering, procurement, construction supervision and project management services for the petroleum, petrochemicals, energy, power & other industries in Egypt, MENA region & Latin America.

All our operations are covered by

In line with our commitment to continuous growth & sustainable development for the future, Enppi works in the best possible manner to balance Quality, Environment and Health & Safety (QEHS) considerations into our daily business decisions & operations.

Vision To be the EPC partner of choice in engineering industries, evolving sustainable energy solutions worldwide.

Mission Add value by providing trustworthy sustainable and reliable EPC solutions exceeding our stakeholders expectations while accelerating energy transition for a better world for next generations. Deliver world class projects & services through our accumulated organizational knowledge & cutting-edge technologies with unwavering commitment to safety, quality and integrity. Foster the national economy & promote a better quality of life for community wellbeing.

Our Mission is accomplished by leveraging our most valuable asset and competitive edge; Our passionate and competent People.



Shareholders

96.61%

Egyptian General Petroleum
Corporation
(EGPC)

2.12%

Petroleum Projects &
Technical Consultations
Co. (Petrojet)

0.99%

Housing and Social Services
Fund for the Petroleum
Sector's Employees
(HSSFE)

0.14%

Egyptian Natural
Gas Holding Co.
(EGAS)

0.07%

Egyptian Petrochemicals
Holding Co.
(ECHEM)

0.07%

Egyptian Natural Gas Co.
(GASCO)

ENERGY MANAGEMENT SYSTEM (ENMS)



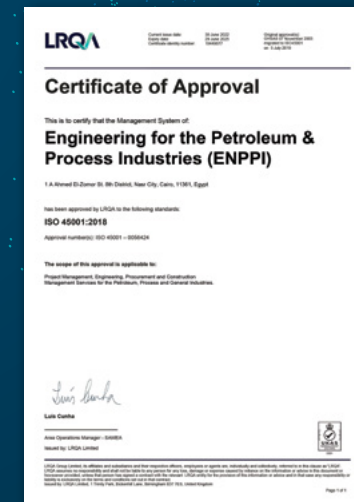
In terms of Enppi role as a leader in the field of projects in the region and in order to keep pace with global and national trends for energy efficiency improvement, Enppi has developed, implemented and maintained EnMS as per the international standard ISO 50001 since 2012 and became the first company in the sector acquiring an accredited ISO 50001 certificate.

Enppi EnMS services includes

- 1- Establishing energy management systems.
- 2- Conducting Energy Reviews.
- 3- Determining:
 - Energy baseline, Energy targets and action plans.
 - Energy performance indicator.
- 4- Energy studies including definition / prioritization of opportunities for energy efficiency improvement.
- 5- Designing and procurement of energy efficient products and energy management system solutions.
- 6- Conducting training energy courses and workshops.
- 7- Conducting Energy Audits.

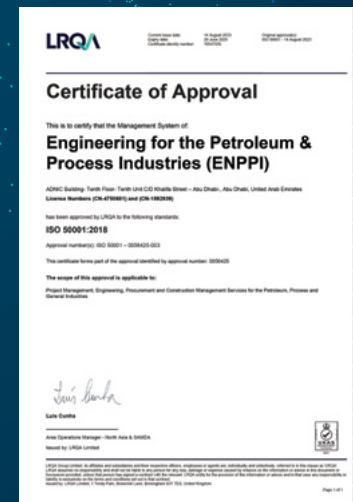
CERTIFICATES

Enppi Headquarters



CERTIFICATES

Enppi / KSA



OIL PRODUCTION & REFINING

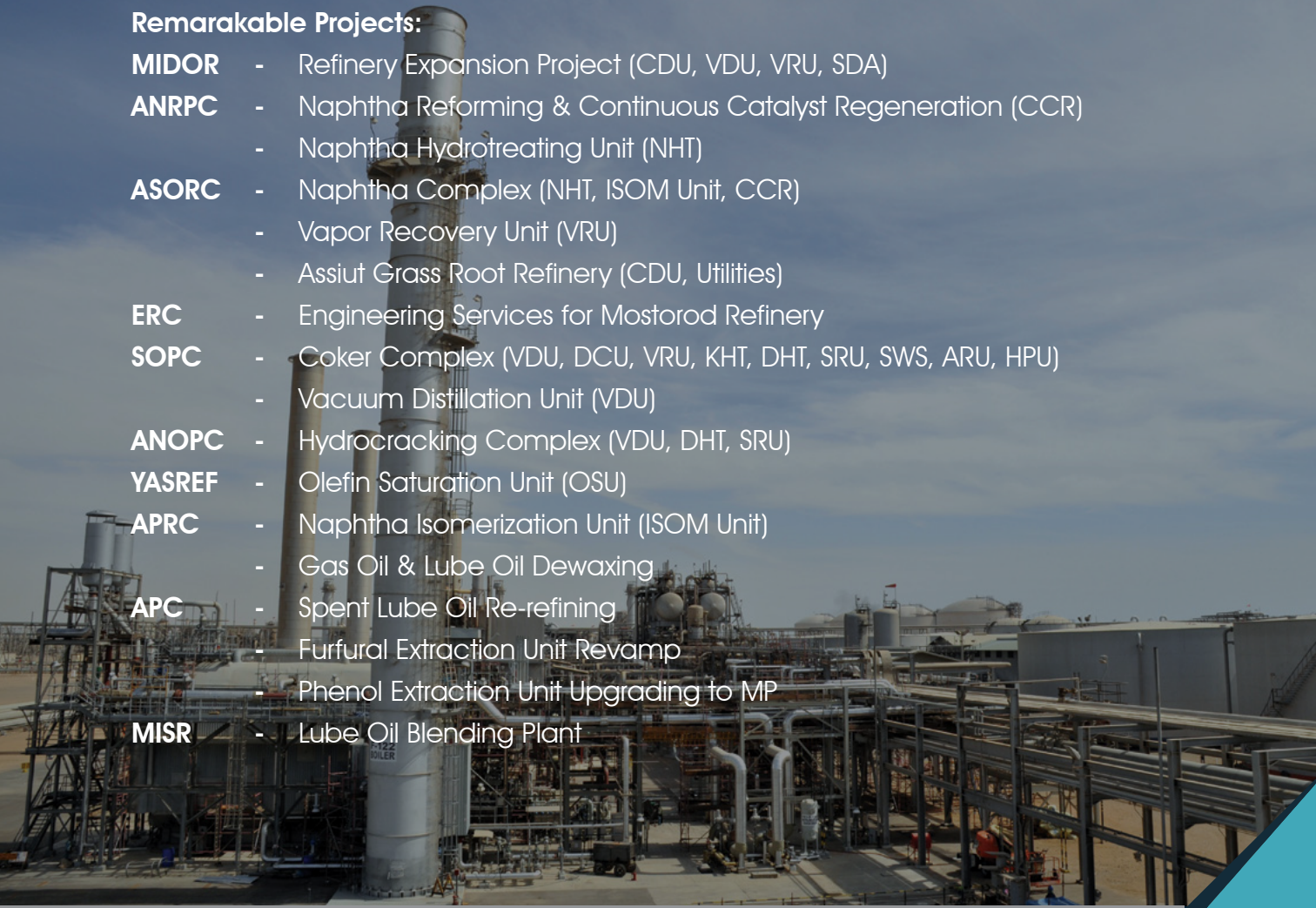
Across a span of 40 years, Enppi has accumulated priceless expertise and knowhow that have made it an easily recognizable name across the world as an international leading provider of fully integrated engineering and EPC main contractor.

Enppi has developed an extensive experience in executing many oil refining projects across all process activities starting from process optimization, selection studies and equipment sizing up to P&ID issue for construction, Pre commissioning, commissioning & start up in addition to upgrading, expanding and revamping of existing refineries.

Our experience covers the following refining units:

- Crude Distillations Unit
- Vacuum Distillation Unit
- Vapor Recovery Unit
- Sulphur Recovery Unit
- Deasphalting Units
- Hydro cracking Units
- Hydro Treating Units
- Tail Gas Treatment
- Lube Oil Production & Blending
- Isomerization
- Reforming & CCR
- Sour Water Stripping Unit
- Amine Absorption and Regeneration Units
- Hydrogen Manufacture Units

Remarakable Projects:

- 
- | | |
|---------------|---|
| MIDOR | - Refinery Expansion Project (CDU, VDU, VRU, SDA) |
| ANRPC | - Naphtha Reforming & Continuous Catalyst Regeneration (CCR) |
| | - Naphtha Hydrotreating Unit (NHT) |
| ASORC | - Naphtha Complex (NHT, ISOM Unit, CCR) |
| | - Vapor Recovery Unit (VRU) |
| | - Assiut Grass Root Refinery (CDU, Utilities) |
| ERC | - Engineering Services for Mostorod Refinery |
| SOPC | - Coker Complex (VDU, DCU, VRU, KHT, DHT, SRU, SWS, ARU, HPU) |
| | - Vacuum Distillation Unit (VDU) |
| ANOPC | - Hydrocracking Complex (VDU, DHT, SRU) |
| YASREF | - Olefin Saturation Unit (OSU) |
| APRC | - Naphtha Isomerization Unit (ISOM Unit) |
| | - Gas Oil & Lube Oil Dewaxing |
| APC | - Spent Lube Oil Re-refining |
| | - Furfural Extraction Unit Revamp |
| | - Phenol Extraction Unit Upgrading to MP |
| MISR | - Lube Oil Blending Plant |

GAS PRODUCTION & PROCESSING

For more than 40 years, Enppi has a proven legacy of outstanding performance as an international leading provider of fully integrated multidiscipline engineering and EPC main contractor in the oil and gas industry.

Gas Production Facilities

- Onshore Production
- Offshore Platform
- Flared Gas Recovery
- Receiving Terminals
- Compression Stations

Gas Treatment Facilities

- Acid Gas Removal
- Dehydration
- Mercury Removal
- CO2 Removal

Gas Processing Plants

- Dew-Pointing Plant
- NGL Recovery Plant
- LPG Production Plant
- Condensate Production & Stabilization
- C2/C3 Production Plant

Remarable Projects:

PETROBEL - Zohr Field Development-Onshore Facilities Phase I & II

ARAMCO - Yanbu Gas Plant Expansion
- Install C3/C4 refrigeration units and storage tanks at JNGLF (Juaymah)

BAPETCO - Assil & Karam Gas Development Facilities

KPC - Qasr Gas Compression Plant

PHPC - West Harbor Expansion Plant
- Atoll Development Facilities

GASCO - Western Desert Gas Complex (NGL Extraction)
- Maximization of C2/ C3 from Western Desert Gas Complex

UGDC - NGL Port Said Plant & Damietta NGL Export Facilities

PDVSA - PAGMI Project Phase I & II Gas conditioning for Domestic Market
- NGL Extraction and Compression Plant



PETROCHEMICALS

Enppi has an extensive knowledge & experience in the execution of several successful projects across all process activities starting from process optimization, selection studies and equipment sizing applying state of the art technology based on licensors know how in the following strategic industries:

- Ethylene
- Polyethylene
- Linear alkyl benzene (LAB)
- Methanol
- Polypropylene
- Styrene
- Polystyrene

Remarakable Projects:

ETHYDCO	- Ethylene Cracker Plant
	- Polyethylene Plant
E-STYRINCS	- Polystyrene Plant
E-METHANEX	- Damietta Methanol Plant
ELAB	- Egyptian Linear Alkyl Benzene (ELAB)
EPP	- PMT for Egyptian Polypropylene



PIPELINES & RELATED FACILITIES

Our involvement in the field of onshore and offshore pipeline engineering is outstanding with a proven record of relevant experience in the industry. We provide a combination of technical expertise, reliability and dedication to innovative solutions that enable us taking over onshore and offshore pipeline EPC projects in the local and international markets.

In addition to our multidiscipline engineering capabilities, Enppi experienced calibers in Flow assurance covers steady state & transient/dynamic studies related to sizing and resolving fluid transport obstacle.

We have been involved in all types of onshore and offshore pipeline applications including all associated facilities such as "Launching/Receiving Traps", pumping & compression stations, metering stations, SCADA systems, and subsea production systems

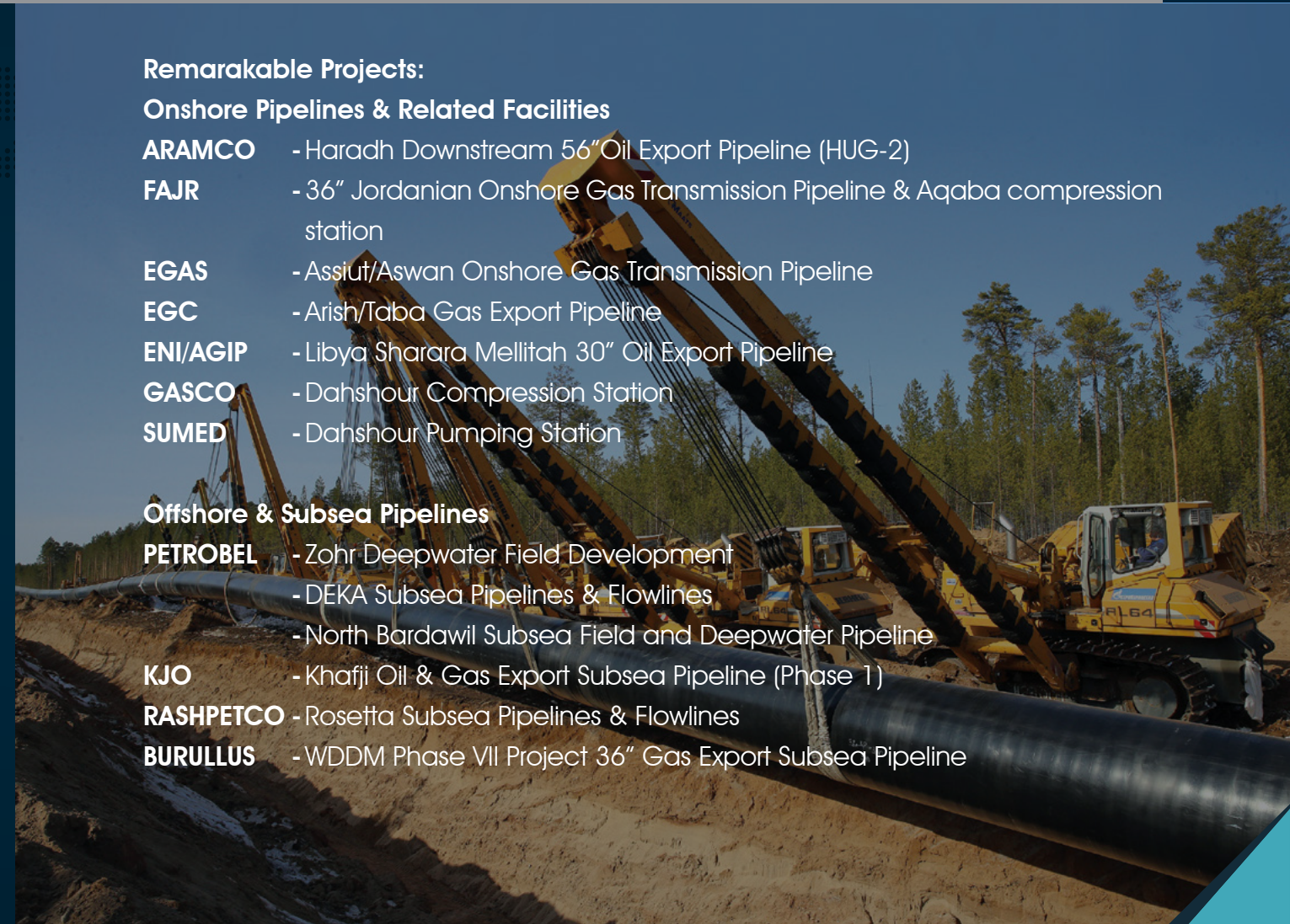
Remarakable Projects:

Onshore Pipelines & Related Facilities

- | | |
|-----------------|---|
| ARAMCO | - Haradh Downstream 56" Oil Export Pipeline (HUG-2) |
| FAJR | - 36" Jordanian Onshore Gas Transmission Pipeline & Aqaba compression station |
| EGAS | - Assiut/Aswan Onshore Gas Transmission Pipeline |
| EGC | - Arish/Taba Gas Export Pipeline |
| ENI/AGIP | - Libya Sharara Mellitah 30" Oil Export Pipeline |
| GASCO | - Dahshour Compression Station |
| SUMED | - Dahshour Pumping Station |

Offshore & Subsea Pipelines

- | | |
|------------------|---|
| PETROBEL | - Zohr Deepwater Field Development |
| | - DEKA Subsea Pipelines & Flowlines |
| | - North Bardawil Subsea Field and Deepwater Pipeline |
| KJO | - Khafji Oil & Gas Export Subsea Pipeline (Phase 1) |
| RASHPETCO | - Rosetta Subsea Pipelines & Flowlines |
| BURULLUS | - WDDM Phase VII Project 36" Gas Export Subsea Pipeline |



CHEMICALS & FERTILIZERS

Over all these years, Enppi has acquired knowledge & experience in the execution of chemicals and fertilizers projects applying state of the art design and licensor know-how technologies by utilizing our engineering expertise in the following strategic industries:

- Ammonia Plant
- Urea Plant
- H₂O₂ Plant
- Sulphuric Acid Production Facilities
- Phosphoric Acid Production Plant

Remarakable Projects:

KIMA - Ammonia - Urea Plant

NCIC - Phosphatic & Compound Fertilizers Complex

- H₂O₂ Plant

WAPHCO - Phosphoric Acid Production Plant



E & I INSTALLATION

Enppi stands today as the preferred electrical and instrumentation installation contractor to many of our clients, especially those who value our commitment to safety and quality.

Enppi performs full E&I installation services and has been leading the Egyptian & middle east with its own professional and qualified engineers, technicians and latest equipment.

The scope of E&I installation covers all activities related to installation and pre-commissioning as well as commissioning and start-up assistance for the Oil, Gas, Chemicals & Petrochemical projects.

Enppi has its own two complete mobile Calibration & testing Laboratories accredited according to the international standard ISO/IEC 17025:2017 by the Egyptian Accreditation Council (EGAC) with CAB NO.: (041711/1).

CompEX
Certified as
Ex-Inspector

ARAMCO for Fiber Optic
Installation and Measurement

3M Certified for MV Cable
Jointing and Termination

Comm scope Certified for
SYSTIMAX Installation/maintenance

ADNOC
Certified as
QC Engineer

Remarable Projects:

- ARAMCO** - Yanbu Tank Farm Package (SP 1)
 - Yanbu South Terminal (Al-Muajjiz)
- ANRPC** - New CCR & Platforming Unit
- ASORC** - Naphtha Complex (CCR), Utilities & Off-site for Naphtha Complex
- GS** - ERC Refinery Project
- GUPCO** - Rehabilitation Project
- KPC** - Kalabsha 40,000 BOPD Oil Facility
 - Qasr, Compression Station
 - South Area Safety Related Facilities.
 - Expansion of Hout Crude Onshore production
- PETROBEL** - Petreco, New DCS/ESD / PSD System Implementation Project



OFFSHORE STRUCTURE

Enppi is recognized as an international leading Engineering and EPCI main contractor in offshore, near shore and Subsea projects with major existence in the MENA region. Our full spectrum scope of services covers the entire asset life cycle from concept to project delivery and beyond to cover asset management system in the operating phase, therefore, we are committed to be on the edge of technology to enable our customers to operate their assets safely and efficiently. We deliver cutting edge solution relying on our deep expertise, state of the art software packages and smart seamless ways of working.

Our experience covers:

- Structural Integrity Management Services for Offshore Assets
- Platforms Re-qualification & IMR Program Development
- Deep Water/Subsea Structures
- Naval & Installation Studies
- Non-Conventional Offshore Platforms for Early Production & or Marginal Fields development
- Weight Control Engineering
- Ports & Terminals

Remarable Projects:

KJO (KSA)

- Al-Khai Field Development Phase-1-EPCI

QATAR PETROLEUM

- Global Re-Assessment of (102) Structures in MM & BH Fields Phase-2

GUPCO (DRAGON OIL/EGPC)

- North Safa Platform (EPCI)

GUPCO (BP/EGPC)

- Global Structural Integrity Assessment & Rehabilitation Project for GUPCO (119) Platforms-EPCM

PETROSALAM

- North West October (NWO) Platform (EPCI)

PETROBEL (ENI/EGPC)

- Zohr Field Development Project SIMS establishment, Structural Re-qualification, Re-Certification & IMR program development (20 Platforms)

GPC

- Two New Platforms NAO & HH Fields - EPC



SUBSEA

Enppi as a leading engineering service provider in the Offshore Oil & Gas industry and through the past decade has successfully managed to prepare a highly skilled multi-disciplinary subsea team that has the full capability to assist our customers in all project phases in subsea /deep water projects. Our subsea services cover all project phases starting from the conceptual phase to gas delivery relying on latest subsea technological leaps.

Enppi has successfully built a robust Subsea supply chain of sub-contractors and equipment suppliers over the years so as to assure effective and efficient delivery of the project to the clients' highest expectations, as well as to work closely with clients to implement their requirements and set out the project strategy.

Our experience covers:

- Subsea Systems Engineering
- Subsea Pipeline Engineering
- Subsea Controls and Umbilical Systems
- Subsea Offshore Structures
- Route surveys and analysis
- Geo-hazard assessments
- Landfall and shore approach design

Remarable Projects:

- BURULLUS** - West Delta Deep Marine Field Development (Phase X and Phase XI)
- West Delta Deep Marine Field Development (Phase IXb)
- AQP** - SSIV for NAQ. P1-P2 Joining Subsea Pipeline
- PHPC** - Atoll 4 & Qattameya field Development
- PETROBEL** - Zohr Field Development
- DEKA Subsea Field Development Project
- Denise-B Subsea Field Development Project
- DENISE A SSIS
- CHC** - Cyprus / Egypt Subsea Gas Transmission Pipeline
- RASHPETCO** - Rosetta Offshore Field Development Project Phase III & Infill Wells



POWER PLANT

Enppi has a decade of extensive experience starting from designing up to commissioning power plant & transformers substation projects on lumpsum turnkey bases with the ability of connecting the powerplant to the national grid. Among the types used as a power plant for generating the total electrical power demand for different oil & gas and petrochemical industries:

- Gas Turbine power generation plant
- Steam Turbine power generation plant
- Combined cycle power generation

Plants can operate on both island and/or grid modes and connected to grid at high voltage levels through Gas Insulated Switchgears (GIS) and power transformers.

Remarakable Projects:

ARAMCO - Install New Steam Turbine Generator at Shedgum
- Gas Plant (84 MW)

ETHYDCO - Permanent Power Plant (3 x 50 MW, ISO rating)

ASORC - 11 /220 KV - 3x75 MVA Transformers Substation

GASCO - Dahshour Compression Station Units No.6 & 5 (22 MW) Organic Ranking Cycle

PETROBEL - Zohr Development Project (5 x 13 MW, ISO rating)

FAJR - Jordanian Gas Transmission Pipeline (JGTP) Capacity Enhancement Project (3 x 2.6 MW, ISO rating)



WATER TREATMENT

Through our business journey that lasted 40 years, as an international leading provider of fully integrated multidiscipline engineering and EPC main contractor, Enppi has established an extensive experience and capabilities in water treatment which enable Enppi to execute many green field projects from studies to EPC and lumpsum turnkey projects. This is developed across all process activities starting from process optimization, selection studies and equipment sizing for green field projects in addition to upgrading, expanding and revamping of existing water treatment units.

Our experience covers the following water treatment unit:

- Filtration Systems (Microfiltration, Nanofiltration, Cartridge, Multi-Media, Nutshell, etc.)
- De-Salination Systems (Reverse Osmosis)
- De-mineralization systems (Electro De-Ionization (EDI), Cation-anion exchange, etc.)
- Potable water disinfection systems (Ozonation, chlorination, UV sterilization, ... etc.)
- Zero Liquid Discharge (ZLD) system (Brine Concentrator, Crystallizer... etc.)
- Oily Water Treatment Systems (API, CPI, DAF, DGF, IGF, IAF, Hydrocyclones, ... etc.).
- Produced Water Treatment Systems.
- Sludge Treatment & Dewatering Systems (Clarifiers, Thickeners, Decanter centrifugal, filter press, etc.)
- Biological Treatment Systems (Aeration, oxidation, Clarifiers, suspended growth, attached growth, etc.)
- De-aerator and Ozonation Systems.
- Phenol Removal Systems (chemical oxidation, etc.)

Remarackable Projects:

- ARAMCO** - Upgrade Desalinated Water Treatment at Safaniyah Plant
- Water Disposal System Refurbishment at Safaniyah Onshore Plant
- Yanbu Gas Plant Expansion
- ASORC** - Utilities & Offsite For ASORC Naphta Complex
- PDVSA** - PAGMI Project Phase I Gas conditioning for Domestic Market
- PETROBEL** - Zohr Field Development - Onshore Facilities Phase I & II
- ETHYDCO** - Utilities Project for New Ethylene & Derivatives Complex
- BURULLUS** - Gas Development Plants(Scarap/Safron, Simian/Sienna & Sapphire)



MINING

Enppi utilizes its accumulated engineering and project management experience in executing mining & minerals bulk material processing and handling Projects providing technical and feasibility studies as well as integrated EPC and PMC services throughout all project phases covering:

- Comminution & Classification systems (Crusher, Mills, Screen, Cyclones)
- Ores Beneficiation Equipment and systems
- Mechanical Conveyors (Belt Conveyors, Bucket Elevator, Screw Conveyors)
- Solidification Systems (Granulation, Pelletizing, Past illation)
- Storage Silos, Hoppers and Bins
- Dust Control Systems (Bag filter, Dust Suppression)
- Stacking and Reclaimer
- Bagging and Packaging Systems
- Dispatching Systems (Truck, Train & Ship Loader and Un-loaders)
- Plants utilities
- Gold Refining Plants
- Sulfuric Acid Plants
- Phosphoric Acid Plants
- Ammonia Plants
- Urea Plants
- H2O2 Plants

Remarable Projects:

Solid Sulphur (Solidification, Conveying and Storage Systems)

■ **ANOPC** - Hydrocracking Complex

■ **PETROBEL/ENI** - Zohr Onshore Development - Phase I - II

Phosphatic Fertilizers (Granulation, Conveying, Storage & Dispatching Systems)

■ **WAPHCO** - Phosphoric Acid Production

■ **PHOSPATE** MISR El Wady Fertilizer Complex

■ **NCIC** Phosphatic & Compound Fertilizers Complex

Nitrogen Fertilizers (Granulation, Conveying, Storage and Dispatching Systems)

■ **KIMA** - New Ammonia/Urea Plant

■ **NCIC** - Nitrogen Fertilizers Complex Project Management Services

PETCOKE (Crushing, Conveying and Storage and Dispatching Systems)

■ **SOPC** - Coker Rehabilitation

Polystyrene (Pelletizing, Pneumatic Conveying, Storage and Bagging Systems)

■ **Estyrenics** - Polystyrene Plant

GOLD (Processing, Conveying, Storage and Dispatching)

■ **SHALATEEN** Gold Extraction Complex

■ **Ministry of petroleum (MOP)** - Marsa Alam Gold Refinery

■ **SGM** - Sukari gold mines water intake pipeline

Methanol Derivatives (Conveying, Storage and Dispatching)

■ **SMD** - Methanol Derivatives Production

ASSET INTEGRITY MANAGEMENT

Optimization can't be achieved without an efficient Asset Integrity Management System (AIMS). Along the past eight years, Enppi has integrated its services and developed a model for implementing an efficient AIMS along Asset life cycle starting from conceptual design till operations and decommissioning covering all types of assets whether it is upstream, midstream or downstream relying on a highly qualified multidisciplinary AIM team and applying latest codes and standards in Asset Management, risk based inspections and maintenance i.e. ISO 55001, ISO 55002, API 580, API 581... etc.

Our services cover all AIM services including assisting our business partners to digitize its Asset Management System to ensure efficient integrity management.

Remarable Projects:

- QP** - Global Re-Assessment of 102 Structures in MM & BH Fields Phase-2
- WEPCO** - Establishment of Asset Integrity Management System
- ZEITCO** - Gap Assessment for Zeitco Asset Management System
- GUPCO** - Global Structural Integrity Assessment for GUPCO (119) Platforms
- Rehabilitation Project
- PETROBEL** - SIMS establishment, Structural Re-qualification, Re-Certification & IMR program development for PTB Platforms



ARCHITECTURAL DESIGN

Enppi believes in bringing architecture, planning, interior design and engineering together as a single team ensuring efficient and effective project delivery, we strive to add value by aligning ourselves with our clients' goals and objectives to contribute to our client's success.

Enppi provides the highest standards of specialist consultancy services on the implementation of sustainable design from briefing and master planning to concept design, ergonomic design, procurement and building management with Post Occupancy Evaluations being offered for every phase based on the extensive knowledge of local market, climate, materials, culture, economy, life safety, building industry and standards

Enppi electro-mechanical and utilities experience provides our clients with the most efficient, integrated and cost-effective infrastructure design.

Our experience covers:

- Offices and administration buildings
- Control rooms and electrical substation building
- Roads and site development
- Workshops
- Laboratory buildings
- Housing complexes

Remarable Projects:

EMC	- Administration Building
THARWA	- Administration Building
MIDTAP	- Administration Building
PETRO TRADE	- Office Building
MINISTRY OF PETROLEUM	- Petroleum Complex
OGS	- Administration Building
ENPPI	- Sporting Club
SKY RESORT	- Petro sport
PETRO BEACH	- Village
ASSUIT	- Housing Complex

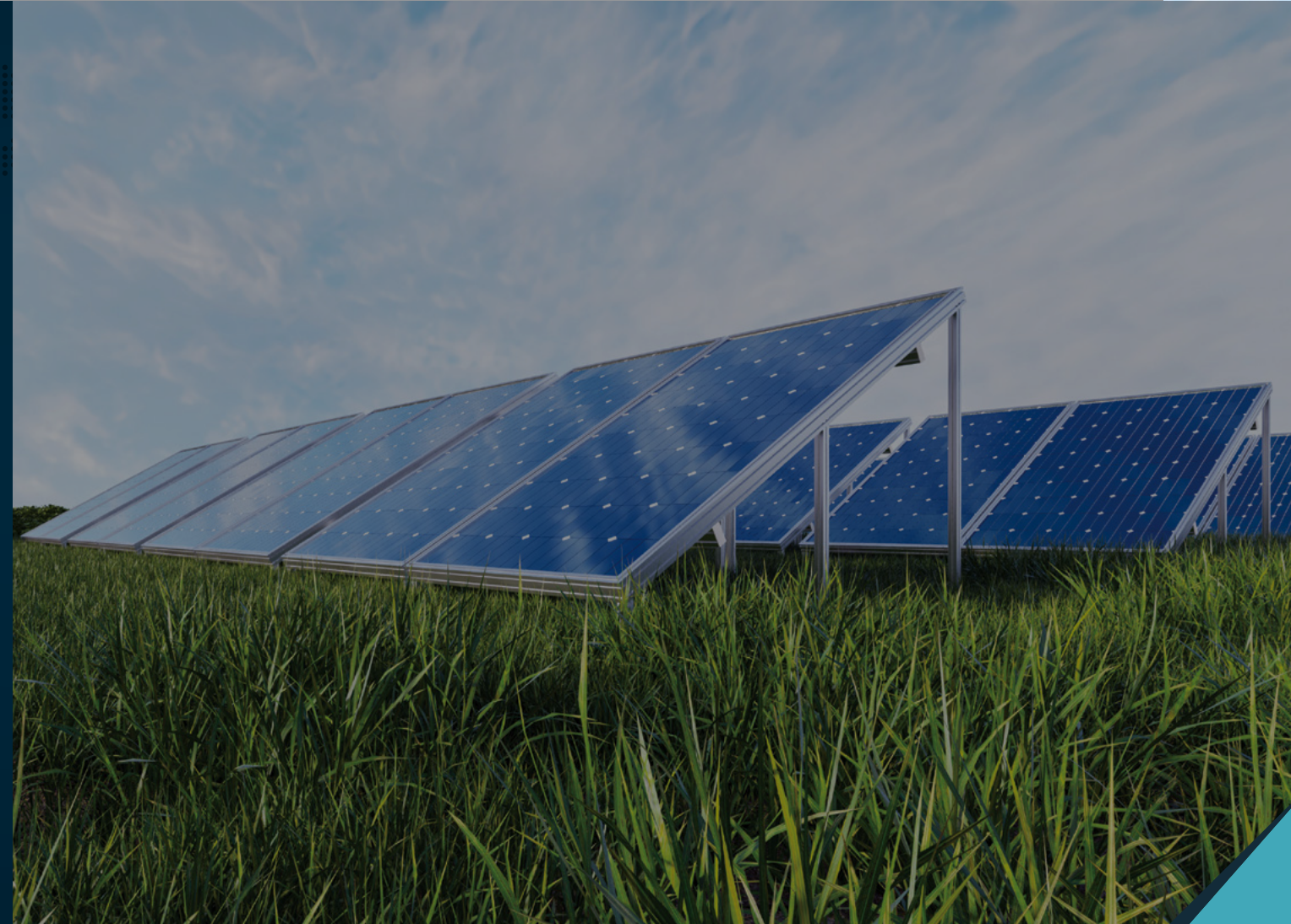


RENEWABLE ENERGY

Enppi signifies a legacy of engineering expertise and proficiency that was built over decades of hands-on practice and learning for providing the best, most affordable energy solutions for all market segments through the execution of multiple Photovoltaic (PV) projects. Enppi has significant expertise and wide multidiscipline engineering capabilities covering Solar Power Units.

Remarakable Projects:

- ASORC** - 10 MWp Green Electrical Generation Plant from Photovoltaic solar Energy
- On Grid
- GPC** - 6.5 MWp Green Electrical Power Generation Plant from Photovoltaic Solar Energy - On Grid
- PHPC** - FEED for Harmattan offshore Field and WHF onshore modifications
- ENPPI** - Photovoltaic power generation system for ENPPI main building
- GUPCO** - Photovoltaic power generation system for GUPCO & EGPC administrative building
- GAÑOPE** - Photovoltaic power generation system for GAÑOPE building
- BAPETCO** - ASSIL & KARAM gas development project
- PETROBEL** - Tuna offshore development project
- Seth offshore development project
- Deka offshore development project



DIGITAL TRANSFORMATION

Since inception, Enppi has been mastering the state-of-the-art technologies provided for the energy market, embracing this as one of the core competencies of the enterprise.

When the wave of the digital transformation heightened in the current decade, Enppi was ready with proper calibers, strategic partnerships with leading international technology vendors, and with great arsenal of knowledge about areas of applications in the energy sector where digital transformation is most required. With such position, we become one of the strategic digital transformation partners capable of delivering successful digital transformation projects realizing benefits long aspired by our clients, including but are not limited to:

- Robust governance over the hydrocarbon entire value chain.
- Operational efficiency and increased productivity.
- Unprecedented levels of decarbonization.

This proven record of achievements contributed to a rich portfolio of digital transformation services, we are proud to offer, that ranges from executive command centers, ERPs, specialized process automation and optimization, data analytics, and intelligent digital field instrumentation and telecommunication systems.

End-to-end delivery of the following services comprise part of our portfolio:

- Executive Command Centers
- Unified integrated ERP systems
- Production Planning and Crude Management Solution
- Refinery Scheduling and Blending Optimization
- Energy Management Information Systems (EMIS)
- Continuous Emission Monitoring Systems (CEMS)
- Automatic Tank Gauging Systems (ATG)
- Asset Integrity Management Systems (AIM)
- Plant Information Management System (PIMS)
- Data Acquisition and Historian Systems (DAHS)
- Alarm Management Systems (AMS)
- Project and Operation Digital Twin Systems (DT)
- Distributed Control Systems (DCS)
- Safety Integrated Systems (SIS)
- Supervisory Control and Data Acquisition Systems (SCADA)
- High Integrity Pressure Protection Systems (HIPPS)
- Programmable Controller Systems (PLC)
- Vibration and Machine Monitoring Systems VMS/MMS

HR CONSULTANCY & TRAINING SERVICES

Enppi is recognized as a pioneer business center throughout Egypt, the Middle East & Africa providing professional, supportive, and pro-active human resources and consultancy services in response to the needs of individuals and interested parties, focusing mainly on the development of Human Resources as means to achieve strategic objectives and explore new growth opportunities.



American
Petroleum
Institute



1-HR Consultancy Services

- Organizational Design
- Job Analysis and Job Description
- Competency Dictionary
- Competency-Based Talent Acquisition System
- Manpower Planning
- Employee Onboarding Program
- Performance Management System
- Competency-Based Career Development System
- Career Progression System
- Succession Planning
- Assessment & Development Centers
- Employee Engagement & Satisfaction Surveys
- Employee Handbooks
- Code of Conduct
- Rewards and Recognition Systems

2-Professional Training Services

- Capacity Building Programs
- Executive leadership programs
- Talant management programs
- Training needs analysis (TNA)
- Tailor-made training services
- Certified courses
- Simulators:(Drillsim5000) & Plant web Cruiser
- Fresh/undergraduates
- Post-graduate programs (MBA, DBA & diplomas)

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