

COMPANY PROFILE



SERVICES

○ INFRASTRUCTURE DEVELOPMENT

- Surveying & Mapping
- Site Improvement
- Soil Improvement
- Soil Protection

○ WATER & ENERGY GENERATION

- Water Distribution Network
- Power Distribution Network
- Pump Station Construction
- Electric Substation Construction

○ LSTK BUILDING CONSTRUCTION

- Residential Buildings
- Commercial Buildings
- PEB Buildings

○ OPERATION & MAINTENANCE

- HVAC Installations
- Fire Protection Installation
- Electrical & Plumbing Installation

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UNWAVERING LAUNCH...

Foundation Of Modern Infrastructure Line of known by its brand name "WELS" was initially operated in the Kingdom Of Bahrain in 2015 a firm that Sheikh Mustafa Ahmed Bin Hamad possess the majority controlling share. During the Bahrain operation, WELS has contributed remarkable infrastructure improvement of the kingdom. Some of its iconic projects are; LNG Import Terminal Project, Hidd Housing Project, Power Station Block 2 Project and the Sitara Tanks Project... to name some.

In 2015, WELS emerged as a general civil works contractor, specializing in large-scale and complex construction Projects. Pursuing an ambitious vision for expansion and diversification in the field of water and power distribution and generation, and infrastructure works; WELS has persisted in this field with growth and excellence. WELS has broadened its services to encompass dredging, marine works, roads, bridges, and irrigation stations. The company has also consistently invested in procuring the latest and most advanced equipment for excellence in these areas.

**FOUNDED TO EXCEL...**

WELS, over the last 10 years of diligent work and success, WELS has swiftly become the go-to company for complex infrastructure projects in both the Bahrain market and the Middle East regions. WELS gained the requisite momentum to expand and diversify its portfolio into other construction sectors, namely: water distribution and generation, power distribution and generation, infrastructure, soil control structures, soil improvement, shore protection, building construction, and operation & maintenance. WELS is renowned and trusted by the major clients and international consultants operating in the region, being a classified grade A contractor by the Bahrain Federation for Construction and Building.

**PROUDLY LOCAL & GLOBAL...**

Building on our success in delivering complex and mega projects to governmental and private sector clients with highly acclaimed performance in terms of quality, safety, time of delivery, and cost, we expanded our operations by partnering with our patrons.

WELS, having the diverse resources and expertise was sought by its patron with the potential business venture and eventually the business venture went further to its neighboring countries and was then registered officially as a local business entity in the Kingdom of Saudi Arabia under the commercial license number 2051240630 at year 2022 in Al Khobar City, venturing under the subsidized companies of PECC & LAZA Business Group with its 10% shareholdership.

02. BUSINESS OPERATION

Now and forward, WELS is one of the construction team of PECC & LAZA Business Group with the core business scope spanning to; Infrastructure Development Services, Water & Energy Generation Services, Building Construction Services, and Electromechanical Services. These service offerings of WELS are; fully backed up with technical, financial and workforce by the parent company, which enables WELS to confidently deliver the project on-cost... on-quality... on-time and in safe construction implementation.

The PECC & LAZA Middle East Group is the new capital for our ambitions. We seek to push boundaries and create new benchmarks. The subsidization with PECC & LAZA allows WELS to develop an advanced capital market, which is a core pillar of PECC & LAZA JO as it seeks to create a thriving financial sector to enable and support our PECC Middle East Subsidiaries.

Our focus remains on creating a diversified market, with an increasingly sophisticated range of products and services, which can quickly adapt to evolving trends and meet international standards of best practices to ultimately attract collaborating partners, projects and clients from the region and beyond.

MANAGEMENT SYSTEM



Having a strong support system, WELS had become one of the trusted partners of PECC & LAZA Business Group in Middle East Operation focusing in Infrastructure Scope most specially in Water & Energy Line along with the extensive experience of PECC & LAZA in structuring the financing and setting strategy backbone support of WELS.

However, WELS does not seek day-to-day dependency with our partners; but rather, we make our skills and resources available to management in order to maximize a company's potential. We work closely with the PECC & LAZA management team to develop strong, growing, and independent entities expanding throughout Saudi Arabia and the entirety of Middle East.

SUPPORT TEAM

MANAGEMENT, FINANCE & TECHNICAL SUPPORT TEAM

PECC – Supports the team with its financial liquidity & cash flow programs

W&CO – Supports the team with its business development & organization programs

LAZA – Supports the team with its engineering & technical programs

CONSTRUCTION SUPPORT TEAM

Daem Laza Foundation a local Saudi Arabian entity associates with WELS and extends its resources and services to support WELS in undertaking the project implementation concerning Building Construction Projects of the team.

Specialties:

- Construction Of Residential Building Projects
- Construction Of Commercial Building Projects
- Construction Of Pre-Engineered Building Projects

CONSTRUCTION SUPPORT TEAM

Ali Bin Hamad Contracting Co. a Bahrain entity and a Saudi Arabian local entity associates with WELS and extends its resources and services to support WELS in undertaking the project implementation concerning Operations & Maintenance Projects of the team

Specialties:

- HVAC & Air Distribution Installation Projects
- Fire Protection Installation Projects
- Public Safety & Alarm Installation Projects
- Plumbing & Electrical Installation Projects



03. MESSAGE FROM THE BOARD

DR. JOHN RAMEY

Founder: Private Equity Capital Corporation
PECC & LAZA Business Group
Chairman of the Board



DR. JOHN - EDDIE LAZA JR.

Founder: Laza Japan Cooperation Corporation
PECC & LAZA Business Group
Vice-Chairman of the Board



The expansion of Private Equity Capital Corporation (PECC) sheltered to core values since 1998, our purpose as a group is to inspire talent to deliver excellence in the built environment and it's vital that, as we do this, we maintain the highest standards of honesty and integrity.

The PECC & LAZA Business Group sets out the responsibilities that each of us has to conduct business in an open and ethical way. We adopt international business conduct that provides a framework to guide our behavior towards our colleagues, our customers, our business partners, supply chain and the wider communities in which we work.

We are a diverse group of businesses with a common purpose and shared values. No matter which division you work with, our business standards sets out universal principles of good business conduct which each of us is expected to uphold. Whether you work in construction or regeneration, fit out or property services the behaviors and values of PECC & LAZA Business Group is always embarked in the heart of our team.

It's vital that we all share a total commitment to doing business in a way that not only complies with our goals but also aligns with our ethical values at the end we all have an important role to play as we build new infrastructure, create better workplaces and regenerate cities – with openness, honesty and integrity.

Laza Japan Cooperation (LAZA) is known to its integrity and to its ethical practice since 2005. A decade later, these values had positioned the group into the global operation. Our Core Values are long held and at the root of our culture and purpose while our Total Commitments give us a shared framework, linked to the UN Sustainable Development Goals, for monitoring and measuring our performance as a responsible business that gives us practical guidance to help each of us live our Core Values and achieve our Total Commitments so that we can make sure we keep improving.

The evolution of LAZA Cooperation in Middle east is persistently modeled on what LAZA TEAM was built for. We compassionately embarked to the team's hearts the focus on safety, integrity, professionalism, and compliance to ensure a secure and ethical work environment to its and every areas they may be dealing with. LAZA's teams' key elements of success is at all times intertwined with mandatory adherence to safety gear/procedures, respectful workplace conduct, honesty in dealings, environmental compliance, and protection of company assets. It binds employees and partners to ethical behavior in all project phases.

The progression of PECC & LAZA Business Group in Middle East is driven by innovation, expertise and an ambition to enable a better, safer and more interconnected world. PECC & LAZA offers range of Quality Services as required for various Industries like Petrochemical, Refinery, Sewer & Water Improvement, Power Generation and Fabrication. PECC believes that the experience accumulated over the years by our Middle East business partners through various projects and the clients will bring wider benefits to customers.

04. MESSAGE FROM WELS FOUNDER



SHIEKH MUSTAFA AHMED BIN AL HAMAD

WELS FOUNDER – SAUDI ARABIA
PECC & LAZA – BOARD MEMBER



SHIEKH ALI AHMED BIN AL HAMAD

WELS FOUNDER – BAHRAIN
PECC & BOARD MEMBER

Under the business name of Foundation Of Modern Infrastructure Lines or commonly known in its brand name “WELS”, our company has grown from small construction service provider in the heart of Bahrain into one of the most experienced and trusted providers of construction services in the country.

During the Bahrain operation, WELS has contributed remarkable infrastructure improvement of the kingdom. Some of its iconic projects are; LNG Import Terminal Project, Hidd Housing Project, Power Station Block 2 Project and the Sitara Tanks Project... to name some.

WELS, having the diverse resources and expertise sought by its patron with the potential business venture and eventually the business venture went further to its neighboring countries and was then registered officially as a local business entity in the Kingdom of Saudi Arabia under the commercial license number 2051240630 at year 2022 in Al Khobar City, venturing under the subsidized companies of PECC & LAZA Business Group with its 10% shareholdership.

With the ambition to expand our operation, we work in partnership with PECC & LAZA team to elevate our capabilities to build up a strong-hold in the construction industry with resiliency to overcome the financial liquidity challenges that is conjunct to the industry. We have diversified as we have responded to changing market conditions and be able to mark our legacy in Urban Development with the adaptation the business set-process of PECC & LAZA Business Group.

Now and forward, WELS is one of the business group of PECC & LAZA operating in Bahrain, Kuwait & Saudi Arabia with the core business scope spanning to;

- Infrastructure Development Services,
- Water & Energy Generation Services,
- Building Construction Services, and
- Operation & Maintenance Services

These service offerings of WELS are; fully backed up with technical, financial and workforce by the parent company, which enables WELS to confidently deliver the project on-cost... on-quality... on-time and in safe construction implementation.

05. CODE OF CONDUCT

Doing the Right Thing

WELS has been always known for its business transparency and resilience. These are the values that became the culture of each and every employees and partners in every work that we are dealing with.

This Code of Conduct gives practical guidance to help each of us live our Core Values and achieve our Total Commitments.

This Code of Conduct provides examples of behaviors which might set alarm bells ringing. We call them 'red flags'. They're not an exhaustive list, but will provide some pointers as to activities which might raise concerns.

CORE VALUES



The customer comes first...

We see all of our stakeholders as customers. The Code provides guidance on respecting others, avoiding conflicts of interest and communicating carefully.



Talented people are the key to our success...

We recruit, develop and retain those who can contribute most. The Code provides guidance on maintaining a respectful and inclusive working environment.



We must challenge the status quo...

If you see anything that you think does not uphold our values then we would like to know. The Code has details of how to speak up.



Consistent achievement is the key to our future...

We want to get it right every time – in the right way. The Code provides guidance on competing fairly, maintaining financial integrity and rejecting bribery and corruption.



We operate a decentralized philosophy... Our decentralized philosophy is a key strength, empowering our teams to deliver exceptional results. However, the Code sets out universal ethical principles that applies across the Group without exception.

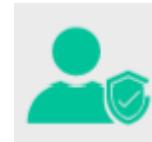
- ✓ We maintain a healthy and safe workplace
- ✓ We care for the environment
- ✓ We reject bribery and corruption
- ✓ We compete ethically
- ✓ We respect others

We strongly believe that collective effort brings success...

Our Code of Conduct sets out the standards of business conduct that we expect across the Group. We've also identified some behaviors we have called 'red flags' to help you to know what to look out for. If you see anything that you believe does not uphold these standards then please tell us. We will listen, we will take your concern seriously, we will investigate it thoroughly and we will maintain confidentiality. Speaking up about wrongdoing at work is always the right thing to do. It can be hard, but we will protect you from any form of retaliation. Raising concerns in good faith will never disadvantage your career.

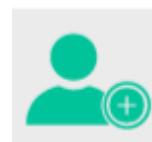
We partnered with Safecall so you can anytime raise your concern at the Group's whistleblowing hotline. All calls are taken by Safecall, an independent organization with specially trained and impartial staff. The service is available 24 hours a day and 7 days a week. Safecall can be contacted on 0800 915 1571 or online at www.safecall.co.uk/report.

TOTAL COMMITMENTS



Protecting People...

We care for our people, so they go home safe and fit every day and their wellbeing is maintained. The Code provides guidance on maintaining a healthy and safe workplace.



Developing people...

We believe in creating an environment where everyone is empowered to learn, develop, and progress their career. The Code helps us to build and maintain a respectful and inclusive workplace where individuals can flourish.



Improving the environment...

We are committed to minimizing the impact of our business operations on the natural environment. The Code gives practical guidance on how each of us can play our part.



Working together with our supply chain...

We believe in positive collaboration with our supply chain partners. The Code helps us to compete fairly, reject bribery and corruption, avoid conflicts of interest and communicate carefully.



Enhancing communities...

We believe in creating long-term social and economic opportunities for everyone. The Code offers guidance on protecting the health, safety and environment of the communities in which we operate. It also helps us maintain financial integrity and avoid conflicts of interest.

- ✓ We avoid conflicts of interest
- ✓ We communicate carefully
- ✓ We maintain financial integrity
- ✓ We protect company information

OUR VISION, MISSION, VALUES

Accelerate your journey—there... We inspire our clients and communities by providing strategy, innovation, leadership, and support services with a commitment to time, safety and quality, that transform organizations worldwide with;

- **Integrity** - An unwavering commitment to high ethical standards defines who we are.
- **Growth** - We continuously seek to learn, improve, and develop ourselves and the communities we serve.
- **Resilience** - We boldly face challenges with confidence, creativity, and determination.
- **Excellence** - We strive to exceed our stakeholders' expectations.
- **Magnanimity** - We work in partnership with empathy, good intent, and generosity of spirit.

Our aspiration is to rank among the top-tier construction companies in all types of construction projects in the Middle East. We collaborate closely with our clients to create innovative solutions in the construction industry. Our well-trained professional staff ensures that we not only meet our clients' expectations but also venture into new markets. We prioritize delivering the highest levels of quality and safety across all aspects of our work

Our goal is to establish ourselves as the premier construction company across Middle East contributing to various types of Urban Development construction projects within the next five years.

Our People

Our people are the true assets; we are committed to investing in their capabilities and well-being.

Quality

Our passion is excellence and ensuring a safe & healthy environment for our employees, clients & community.

Agility

We focus on adopting innovative and flexible solutions to proactively overcome challenges.

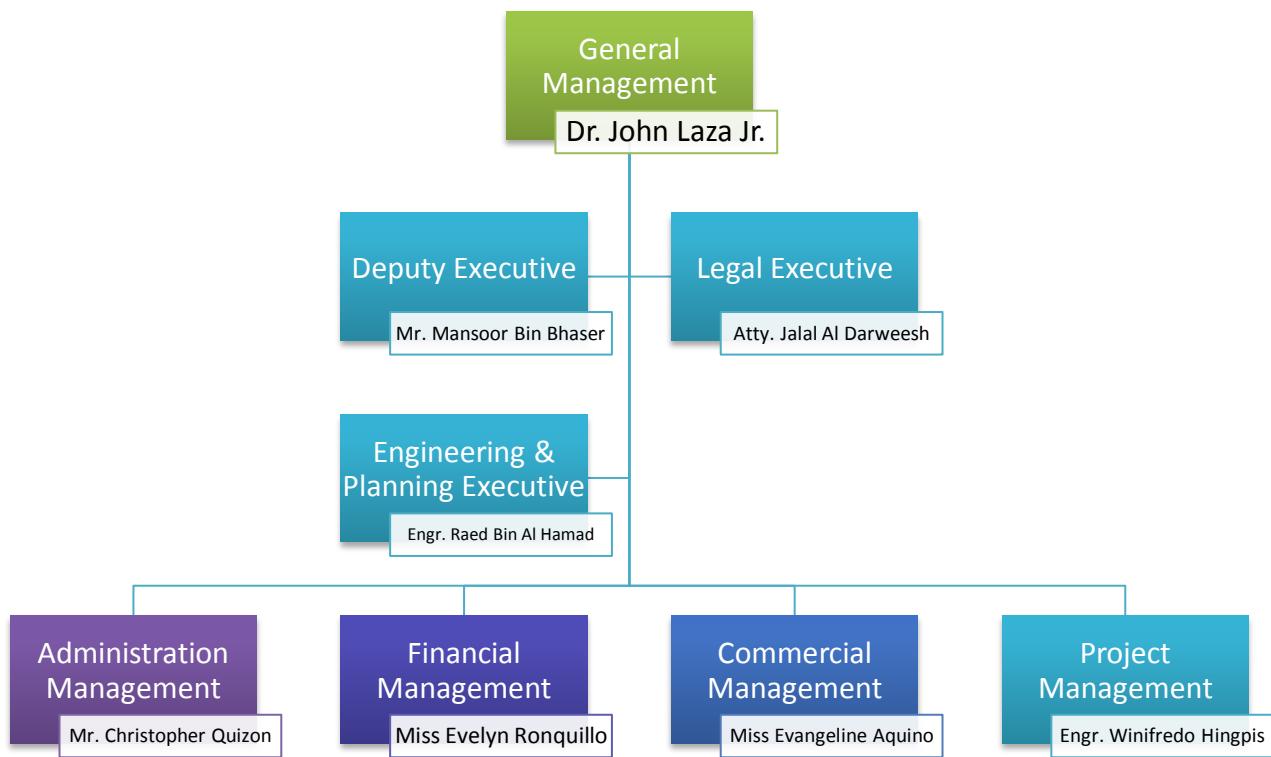
Ownership

Honor our promises and strive to build and maintain strong long-term partnerships with our clients.

Integrity

Our ethics rule all our actions and relations.

07. MANAGEMENT HIERARCHY



08. BUSINESS CERTIFICATES

BUSINESS LICENSE

Commercial Registration - Bahrain



Commercial Registration – Saudi Arabia



PECC & LAZA Business Group Membership Certificate



Chamber Of Commerce Membership Certificate



BUSINESS ACCREDITATION CERTIFICATES**CERTIFICATE**

*This is to certify that the
Management Systems of*

**FOUNDATION OF MODERN INFRASTRUCTURE LINE
Water & Energy Lines (WELS)**

Office No. 20B Bldg. 405, South Al Khobar 34226, Kingdom of Saudi Arabia

has been assessed and found to conform to the requirements of

ISO 22301

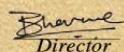
Business Continuity Management System

This Certificate is valid for the following scope:

Provisions of Construction & General Contracting Services for; Soil Improvement & Protection, Sewer & Water Line Installation, Underground Power Cable Line Installation, Construction Of Pump & Lift Stations, and Construction of Power & Electric Substation.

Certificate No. :BQSR17886
Registration Date :10/09/2022
Issue Date :12/09/2022
Expiry Date :09/09/2025
Recertification Date :09/09/2025




Director

BQSR QUALITY ASSURANCE PVT. LTD.

Key Location: 183 Broadway, Ste 210 Hicksville, New York NY 11801, USA



For verification and updated information concerning the present certificate, please visit www.bqsrcert.com The Certificate is valid for period of 3 years subject to satisfactory annual surveillance audit. This Certificate is the property of BQSR Quality Assurance Pvt. Ltd. & shall be returned immediately when demanded.

**CERTIFICATE**

*This is to certify that the
Quality Management System of*

**FOUNDATION OF MODERN INFRASTRUCTURE LINE
Water & Energy Lines (WELS)**

Office No. 20B Bldg. 405, South Al Khobar 34226, Kingdom of Saudi Arabia

has been assessed and found to conform to the requirements of

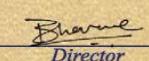
ISO 9001:2015

This Certificate is valid for the following scope:

Provisions of Construction & General Contracting Services for; Soil Improvement & Protection, Sewer & Water Line Installation, Underground Power Cable Line Installation, Construction Of Pump & Lift Stations, and Construction of Power & Electric Substation.

Certificate No. :BQSR18288
Registration Date :24/09/2022
Issue Date :27/09/2022
Expiry Date :23/09/2025
Recertification Date :23/09/2025




Director

BQSR QUALITY ASSURANCE PVT. LTD.

Key Location: 183 Broadway, Ste 210 Hicksville, New York NY 11801, USA

Website : www.bqsrcert.com



For verification and updated information concerning the present certificate, please visit www.bqsrcert.com The Certificate is valid for period of 3 years subject to satisfactory annual surveillance audit. This Certificate is the property of BQSR Quality Assurance Pvt. Ltd. & shall be returned immediately when demanded.

**CERTIFICATE**

*This is to certify that the
Occupational Health & Safety
Management System of*

**FOUNDATION OF MODERN INFRASTRUCTURE LINE
Water & Energy Lines (WELS)**

Office No. 20B Bldg. 405, South Al Khobar 34226, Kingdom of Saudi Arabia

has been assessed and found to conform to the requirements of

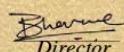
ISO 45001:2018

This Certificate is valid for the following scope:

Provisions of Construction & General Contracting Services for; Soil Improvement & Protection, Sewer & Water Line Installation, Underground Power Cable Line Installation, Construction Of Pump & Lift Stations, and Construction of Power & Electric Substation.

Certificate No. :BQSR15842
Registration Date :04/06/2022
Issue Date :04/06/2022
Expiry Date :03/06/2025
Recertification Date :03/06/2025




Director

BQSR QUALITY ASSURANCE PVT. LTD.

Key Location: 183 Broadway, Ste 210 Hicksville, New York NY 11801, USA



For verification and updated information concerning the present certificate, please visit www.bqsrcert.com The Certificate is valid for period of 3 years subject to satisfactory annual surveillance audit. This Certificate is the property of BQSR Quality Assurance Pvt. Ltd. & shall be returned immediately when demanded.

09. OFFICIAL BUSINESS INFORMATION

COMPANY DETAILS

COMPANY NAME (In Arabic Text):	مؤسسة مسار البنية التحتية الحديثة
COMPANY NAME (In English Text):	FOUNDATION OF MODERN INFRASTRUCTURE LINES
BRAND NAME:	WELS
BRAND LOGO:	
OWNERSHIP:	SOLE PROPRIETARY
OFFICIAL EMAIL ADDRESS:	Info.wels@pecc.me
NATIONAL ADDRESS:	EADA4044 – 20B AL KHOBAR JANUBIYAH SAUDI ARABIA
UNIFIED NUMBER:	7028286743
C.R. NUMBER:	2051240630
VAT NUMBER:	311225897900003
CoC MEMBERSHIP NUMBER:	345971
PROPRIETOR:	MUSTAFA AHMED BIN AL HAMAD; EMAIL: m.hamad@pecc.me

BANKING INFORMATION

BANK NAME:	AL RAJHI BANK
ACCOUNT NAME:	FOUNDATION OF MODERN INFRASTRUCTURE LINES
ACCOUNT NUMBER:	172000010006086250328
IBAN:	SA1980000172608016250328

AUTHORIZED REPRESENTATIVES

LEGAL REPRESENTATIVE:	ALI AHMED BIN AL HAMAD PHONE: +966 57 767 5802; EMAIL: a.hamad@pecc.me
EXECUTIVE OFFICER (Signing Authority):	JOHN LAZA JR. PHONE: +966 57 480 3487; EMAIL: john@pecc.me
OPERATIONS EXECUTIVE:	RAED AHMED BIN HAMAD PHONE: +964 771 165 8667; EMAIL: raed@pecc.me
PROJECTS EXECUTIVE:	WINIFREDO HINGPIS PHONE: +966 50 800 6351; EMAIL: w.hingpis@pecc.me
ADMINISTRATION EXECUTIVE:	CHRISTOPHER QUIZON PHONE: +966 50 857 4587; EMAIL: c.quizon@pecc.me
ACCOUNTING EXECUTIVE:	EVELYN RONQUILLO PHONE: +1 (778) 892-5116; EMAIL: evelyn@pecc.me
SALES & MARKETING EXECUTIVE:	EVANGELINE AQUINO PHONE: +63 926 009 0883; EMAIL: evangeline@pecc.me
CORPORATE QMS EXECUTIVE:	MANSOOR ALI KHAN PHONE: +966 50 433 6848; EMAIL: mansoorali@pecc.me

COMPANY AFFILIATIONS

PRIVATE EQUITY CAPITAL CORPORATION	MEMBER
PECC-LAZA MIDDLE EAST COOPERATION	MEMBER
DAEM LAZA FOUNDATION	MEMBER
HAYKAL LAZA FOUNDATION	MEMBER
ALI AHMED BIN HAMAD CO.	MEMBER





WELS Is Empowering Diverse Sectors

A Prominent Urban Developer & Proficient Infrastructure Contractor



OPERATING SECTORS



We pursued to share our expertise in the Middle East to fill the evolving client and market of Saudi Arabia which entice us to begin building an extensive portfolio of self-performed trades with local SMB owners in the country and many of which had spun off into specialized entities.

In the following decades, a series of acquisitions propelled us toward new opportunities that Saudi Arabian Market had offered us. Although the scope of work and depth of the projects we tackled have changed over time, our commitment to excellence, innovation and integrity that began in 2015 still guides us today.

In 2022, we began to chart a path of growth in the eastern coast of Saudi Arabia with the local owned establishments that propelled us from our status as a local contractor into the nationwide company that we are today. Our iconic projects now span to the Eastern and to Western region of Saudi Arabia.

Perhaps the greatest testament to our commitment in providing world-class service is the long-standing relationships we have built with our clients. We continue to build today for many of the clients we served in our earliest years.

Our Sustainability Policy Statement

At WELS, we recognize our responsibility to create value for our employees, customers, business partners, community, and future generations. Therefore, we are committed to advancing sustainability through a continuous improvement of corporate governance and reduction of our environmental footprint when designing, building, and managing facilities.

We believe that balanced, responsible management of the three recognized pillars of sustainability –social, environmental, and economical- is essential to achieving our vision. WELS is committed to minimizing the environmental impact of its business operations in all company's activities, we aimed to:

- Comply with, and exceed, where practicable, all applicable legislation, regulations, and codes of practice
- Continuously improve our sustainability performance and integrate recognized best practices into our business
- Operate with minimal environmental impact by improving resource efficiency on job sites and offices
- Adopt and encourage the 3Rs: Reducing, Reusing, and Recycling waste generated from our business operations
- Include a copy of our Sustainability Policy in all our proposals to clients

To achieve these commitments, WELS shall undertake the following objectives:



1. Environment

Minimizing harm to the environment and living things during construction through planning and management of projects;

- Use local materials sustainably to decrease Greenhouse Gas (GHG) emissions
- Adopt the policy to reduce, reuse, and recycle all the materials used in our projects
- Use FSC-certified wood in our construction sites
- Implement Waste Management measures that align with Environmental Management Plan (EMP)

- Ensure Energy Efficiency through design, construction, and operation
- Consider and actively promote the use of sustainable resources and materials
- Provide relevant environmental/ sustainability training to WELS employees, workers, and representatives
- Reduce environmental impact wherever possible, using the best practices and standards
- Start voluntary work with the local community and/or environmental organizations to reduce carbon emissions

2. Social

WELS's role extends to enhancing the communities where we operate and providing value to stakeholders and people of all backgrounds. WELS works to make people's lives better through its corporate social responsibility (CSR) program, which provides several services and activities to ensure equality and balance among generations. We provide the basic requirements for our internal stakeholders, as well as community welfare support and investment through our CSR program:



- Provide training programs for engineers, workers, and technicians
- Offer annual internships to qualify them to the international labor market requirements
- Conduct charity construction works to support the local community through NGO's and other charity organizations
- Provide humanitarian aid to local hospitals and underprivileged villages



3. Governance

Economic sustainability is a vital aspect of Sustainable economic development at WELS, which entails:

- Creating a strong and stable construction business
- Respecting the applicable legislation concerning sustainability
- Reducing operational costs by optimization of internal resources, efficient design and construction, and reduction of fixed costs, while maintaining the quality of our services
- Adopting the 3Rs initiative
- Applying sustainable procurement practices





PECC INTERNSHIP PROGRAM

At WELS, we believe in empowering and fostering opportunities for the youth. Our internship program provides a comprehensive learning experience for young individuals who are interested in the construction industry. Through this program, interns get to apply their theoretical knowledge to practical situations and develop their professional skills through real-world projects and site visits.

Interns work closely with experienced mentors who guide them through various aspects of the industry, such as project management, quality control, and safety regulations. Many of our interns have successfully transitioned to full-time employees at WELS. We are committed to nurturing the next generation of talent and leading the industry to new heights.

Our internship program offers a promising opportunity for young talents to gain valuable experience, network with industry professionals, and establish a solid foundation for their future careers.



SKILL-UP PROGRAM

At WELS, we value our employees and their continuous professional development. That's why we have created the WELS Upskill Program to equip our team with the latest trends and technologies.

The program covers a range of topics that enhance employees' technical knowledge and skills, such as projects, contracts and cost management, commercial and tendering, technical procurement, BIM standards, and more.

By participating in this program, our employees can stay on top of the game and deliver the best possible services to our clients. We believe in investing in our employees' growth and success, making WELS a great place to work.

11. OUR TEAM



Our team is the new capital for our ambitions. We seek to push boundaries and create new benchmarks. The combined professionalism and expertise of our team allows us to develop an advanced capital market, which is the core pillar of WELS as it seeks to create a thriving financial sector to enable and support our people, partners and subsidiaries.

Our focus remains on creating a diversified workforce, with an increasingly sophisticated range of skills and services, which can quickly adapt to evolving trends and meet international standards of best practices to ultimately attract collaborating partners, projects and clients from the region and beyond.

Meet Our Team...



ATTY. JALAL AL DARWEESH
Chief Business Consultant



MR. MANSOOR ALI KHAN
Chief Auditor



MR. CHRISTOPHER QUIZON
Chief Administrator



MISS EVANGELINE AQUINO
Head Of Sales & Marketing



MISS EVELYN RONQUILLO
Head Of Accounting



ENGR. RAED AL HAMAD
Head Of Engineering



ENGR. WINIFREDO HINGPIS
Project Director



DR. GABRIEL WATSON
Chief Architect



DR. JAKE LUKER
Chief Geodetic Engineer



ENGR. ALBERTO GUANZON
Chief Civil Engineer



ENGR. JASON BENSON
Chief Electrical Engineer



ENGR. ARNULFO CHAN
Chief Mechanical Engineer



ENGR. MUNEER AHMED
Chief QA/QC Engineer



ENGR. FUZAIL AHMED
Chief OSH Engineer



ENGR. ZUBAIR IMRAN
Chief Surveyor

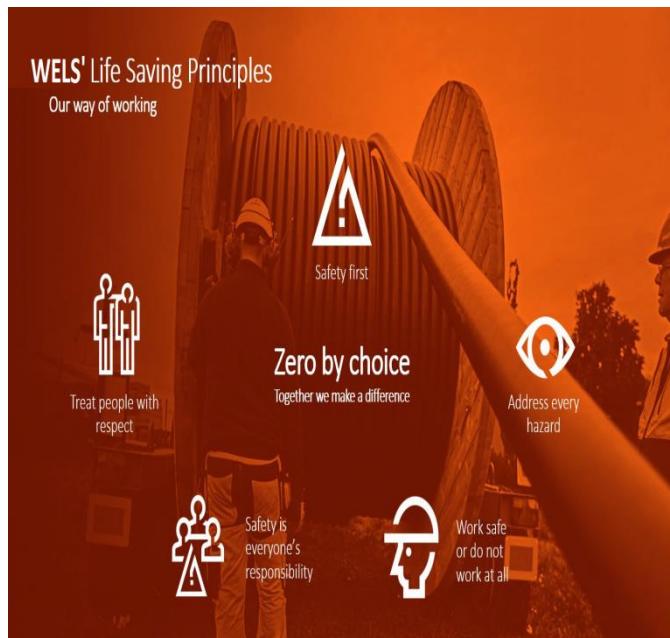
12. HOW WE WORK



The group established project execution procedure aims to put the project plan into action by creating tasks, setting a timeline, and assigning them to the team. During this phase, it's crucial to monitor progress, communicate with both the internal team and external stakeholders, manage resources effectively, and handle any necessary changes and quality control measures. The process concludes with a final closure, which includes documenting the project's outcomes and any execution influencing unforeseen appropriations to be considered in the future.

Core Steps Are Followed During The Project Execution

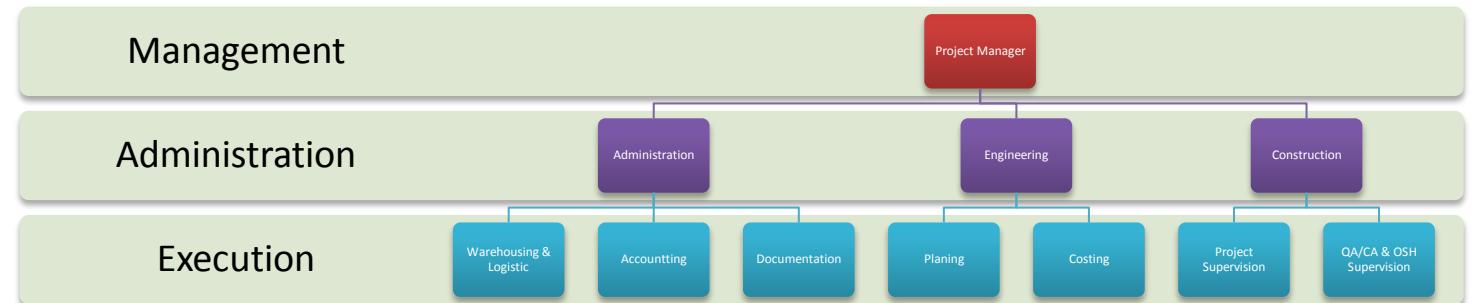
- ✓ **Kick off the execution phase:** Formally start the execution phase after the planning is complete.
- ✓ **Create and assign tasks:** Break the project into smaller, manageable tasks and assign them to the appropriate team members.
- ✓ **Set up a timeline:** Establish deadlines for each task to ensure the project stays on schedule.
- ✓ **Manage and track progress:** Continuously monitor the progress of tasks, hold regular status meetings, and track key project milestones.
- ✓ **Communicate regularly:** Maintain consistent communication with the project team and external stakeholders to provide updates and address concerns.
- ✓ **Manage resources and changes:** Ensure the team has the necessary resources and effectively manage any changes to the project plan through a formal process.
- ✓ **Ensure quality:** Implement quality control measures to ensure the deliverables meet the agreed-upon standards.
- ✓ **Close the project:** Formally close the execution phase, document the project's outcomes, and conduct a lessons-learned session.



Implement The Key Components of Project Execution Plan (PEP)

- ✓ **Project scope & objectives:** Defined goal to ensure everyone is working toward the same outcome.
- ✓ **Roles and responsibilities:** A clear outline of who is responsible for each task.
- ✓ **Schedule and milestones:** The project timeline with key milestones to track progress.
- ✓ **Resource allocation:** The plan for how personnel, tools, and materials will be used.
- ✓ **Communication plan:** How and when communication will occur with the team and stakeholders.
- ✓ **Risk management strategy:** A plan for identifying and mitigating potential risks.
- ✓ **Quality assurance measures:** Procedures for monitoring and ensuring the quality of work.

13. PROJECT ORGANIZATION



Team Composition: Key Roles & Structure

- Leadership: Project Managers, Site Supervisors, Team Leaders
- Design/Planning: Architects, Engineers
- Skilled Trades: Electricians, Plumbers, Carpenters, etc....
- Laborers: General site work, material handling, demolition
- Hierarchy: Defines communication & decision-making.

Team Priorities: Essential Elements for Success

- Communication: Open dialogue is crucial
- Clear Goals: Everyone know the expectations
- Safety: Prioritizing worker well-being
- Resource Management: Efficient use of materials and people
- Team Culture: Fostering a positive, helpful environment

14. RESOURCES

MANPOWER RESOURCES

INDIRECT PROJECT WORKFORCE		DIRECT PROJECT WORKFORCE	
PROJECT MANAGER	5	SITE SUPERVISOR	5
CONSTRUCTION ENGINEER	5	SAFETY OFFICER	5
QA/QC ENGINEER	5	FOREMAN	10
COST & PLANNING ENGINEER	5	ELECTRICAL TECHNICIAN	10
PROJECT ACCOUNTANT	5	MECHANICAL TECHNICIAN	10
PROJECT ADMINISTRATOR	5	INSTRUMENT TECHNICIAN	5
BUYER	5	FABRICATOR	5
SURVEYOR	5	WELDER	5
SAFETY SUPERVISOR	5	PIPE INSTALLER	10
DOCUMENT CONTROLLER	5	SKILLED WORKER	20
STORE KEEPER	5	SEMI-SKILLED WORKER	20
DRIVER	5	HELPER	30
TOTAL INDIRECT PROJECT WORKFORCE	60	TOTAL DIRECT PROJECT WORKFORCE	135
TOTAL PROJECT PERSONNEL		195	

EQUIPMENT & MACHINE RESOURCES

EQUIPMENT NAME	SIZE / CAPACITY	MAKE / YEAR	QUANTITY
TRAILER	L – 13.6 M; LC – 24.5 TONS	MERCEDES - 2020	1 UNIT
BOOM TRUCK	6 TONS	OLYMPIC - 2020	1 UNIT
DUMP TRUCK	24 CUBIC METER	MERCEDES - 2020	2 UNITS
LOADER	10 TONS	CAT - 2022	2 UNITS
LOADER / EXCAVATOR	7 TONS; LIFTING 4,000-6,500+ LBS	JCB - 2022	2 UNITS
EXCAVATOR	OW: 44,820 LBS; DD 6.7 M	CANE - 2022	3 UNITS
PILE DRIVER	ELECTRIC DRIVEN	CANE - 2022	1 UNIT
COMPACTOR	5 TONS	CAT - 2022	1 UNIT
AUGER MACHINE	12 FEET	CANE - 2020	1 UNIT
WELLPOINT SYSTEM	3,000 m ³ /h	FLOWAY - 2022	15 UNITS
TRENCH BOX	4M x 4M & 4M x 3M	LOCAL FAB	250 UNITS
SHEET PILE	12M x 0.6M	LOCAL FAB	300 UNITS
SOLDIER PILE	6M x 3M	LOCAL FAB	500 METERS
FUSION MACHINE	100MM TO 1000MM	HORNsworth	1 UNIT
LATHING MACHINE	25MM TO 200MM	SMITHS	3 UNITS
WELDING MACHINE	VARIABLE	GE	2 UNITS
GENERATOR	VARIABLE	GE	5 UNITS

15. SERVICES

<ul style="list-style-type: none"> ○ INFRASTRUCTURE DEVELOPMENT <ul style="list-style-type: none"> ➢ Surveying & Mapping ➢ Site Improvement ➢ Soil Improvement ➢ Soil Protection ○ WATER & ENERGY GENERATION <ul style="list-style-type: none"> ➢ Water Distribution Network ➢ Power Distribution Network ➢ Pump Station Construction ➢ Electric Substation Construction 	<ul style="list-style-type: none"> ○ LSTK BUILDING CONSTRUCTION <ul style="list-style-type: none"> ➢ Residential Buildings ➢ Commercial Buildings ➢ PEB Buildings ○ OPERATION & MAINTENANCE <ul style="list-style-type: none"> ➢ HVAC Installations ➢ Fire Protection Installation ➢ Electrical & Plumbing Installation 							

The collaborations that we built in subcontracting services always bring a win-win result to us and to our contracting patrons. We believe that rendering our services to support the SMB service providers will fetch us to stability of business operation, market strength and equipped us to perform in a more complex and specialized scope. WELS was founded on the principle of giving our clients a top-quality service in infrastructure construction. Our full commitment is to excellence within our profession. We assure timely delivery, very competitive prices, and complete client satisfaction.

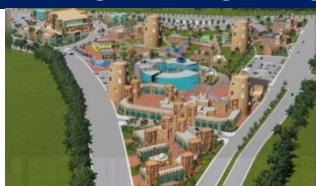
WELS is an urban development and infrastructure construction company. The success of WELS Team is embarked with these project highlight below that put a benchmark to our contracting capabilities which is built within our hearts, the commitment to fulfill and deliver the project scope assigned to us on given timeframe, the engineered process of our work approach and the competency of our team to implement our subcontracted project scope.

RECLAMATION OF KING SALMAN MARITIME COMPLEX



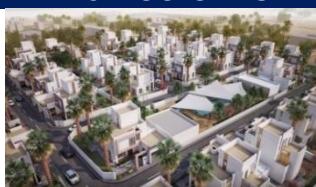
King Salman Maritime Complex is a shipyard in Ras Al-Khair, Upon completion; it will be the largest shipyard in the world. The project includes the construction of the temporary rock revetments ~3km Long with armour rocks, 2.3 km long secant piles quay wall, 4.4 km long precast block quay walls, 6.1 km long revetments and 5.8 km long breakwaters and crushed rock paving.

DEVELOPMENT OF WASAT AL AWAMIYAH



An 180,000 square meters slum area of Al Awamiyah to be transform into a jewel of Saudi urban heritage combining heritage and tradition with modern day architecture and development and provides a number of multi-cultural, tourist and commercial services to both locals and visitors. The project stood at SAR 239 million riyals and was finished in the remarkable period of eight months.

INFRASTRUCTURE OF DEERAT AL UYOUN HOUSING COMPOUND



A 145 million Saudi riyal housing project in Al Uyoun Al Hasa with unique location in the middle of residential communities with variety of industries, such as beauty salons, spas, clinics, offices, boutiques and others. The villas benefit from optimum visibility to clients and customers convenient access to the development's network of roads and pedestrian, running and cycling paths.

GENERAL ELECTRIC OIL & GAS FACILITY WAREHOUSE



As part of GE's efforts to drive localization and advanced manufacturing in the Kingdom, GE has committed to construct a 5000 SQM manufacturing facility in Dammam, the groundbreaking concrete structure for which took place in March 2014. GE Oil & Gas Manufacturing Facility is a direct response to further scale up GE's capabilities to support its customers, particularly Saudi Aramco.

DOOSAN MAINTENANCE CENTER



450Mt steel structure with an area of 2200Sqm. Includes the erection of columns and rafters to form the structure of warehouse and office building. Also includes internal building structures, mezzanine, partition, walkways, platforms, stairs, and handrails, caged ladders, cladding works, roof panels, and sidewall panels, provisions for windows, doors and ventilations.

16. PATRONS

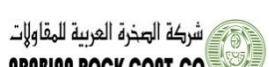
PROJECT OWNERS THAT WE WORKED WITH

Oil & Gas Expansion Projects	Power & Energy Distribution Projects	Water Network Distribution Projects	Telecom Network Expansion Projects	Government Building Projects
 أرامكو السعودية saudi aramco	 الشركة السعودية للكهرباء Saudi Electricity Company	 شركة المياه الوطنية National Water Company	 STC اتصالات السعودية	 وزارة الدفاع MINISTRY OF DEFENSE
 KJO عمليات المصفاة المشتركة AL KHAFJI JOINT OPERATIONS	 الهيئة الملكية للجبيل وينبع Royal Commission for Jubail & Yanbu	 المحسنة العامة لتحويل المياه المالحة Saline Water Conversion Corporation	 صوّيات المتكاملة INTEGRATED DAIVIAT للاتصالات وتكنولوجيا المعلومات	 وزارة التعليم Ministry of Education
 مرافيق MARAFIQ	 هيئة كهرباء ومياه دبي Dubai Electricity & Water Authority	 EWA هيئة الكهرباء والماء Electricity & Water Authority	 mobily	 وزارة الصحة Ministry of Health
 موانئ SAUDI PORTS AUTHORITY		 وزارة البيئة والمياه والزراعة Ministry of Environment Water & Agriculture	 zain	 الاتصالات وتكنولوجيا المعلومات MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY

PROJECT CONSULTANTS THAT WE WORKED WITH

 دار الهندسة DAR ENGINEERING	 العوامي ALAWAMI ENGINEERING CONSULTANTS				 ETS ENGINEERING & TECH. SERVICES CO. ج.م.ا. لخدمات الهندسة والتكنولوجيا
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PRIME CONTRACTORS THAT WE WORKED WITH

OIL & GAS SECTOR					
 SINOPEC	 中国水电 SINOHYDRO	 SAMSUNG SAMSUNG ENGINEERING		 TECNICAS REUNIDAS	 SEPCO شركة سيبوكو العربية SEPCO Arabia Co.
 GE Oil & Gas					 HYUNDAI ENGINEERING & CONSTRUCTION
ELECTRIC & COMMUNICATION SECTOR					
 中国天辰 TIANCHEN CORP. CHINA	 GS E&C	 SK E&C Engineering & Construction		 SBM SAUDI BUSINESS MACHINES السعودية للخدمات الإلكترونية	 Giza Arabia
INFRASTRUCTURE CONSTRUCTION SECTOR					
 ARCHIRODON شركة أركيرون السعودية المحدودة SAUDI ARCHIRODON LTD.	 شركة نباتات للمقاولات	 شركة الصفرة العربية للمقاولات ARABIAN ROCK CONT.CO		 Al-Salamama	 الشركة السعودية للمقاولات الكهربائية والهندسية Saudi Services for Electro Mechanic Works Co. ش.م.ل. للمقاولات الكهربائية والهندسية
WATER & SEWER NETWORK SECTOR					
 AMIANIT	 شركة الرشيد للتجارة والمقاولات AL-RASHID TRADING & CONTRACTING			 Alkhurayef Water & Power Technologies	 الرفيدة للمقاولات
BUILDING CONSTRUCTION SECTOR					
 Aldammam Development	 مجموع عبد الرحمن تميم ABDUL MOHSEN AL TAMIMI GROUP	 المراعي Almarai	 بيوور جيم PUREGYM		 عبد للمقاولات ABR CONTRACTING

17. PAST 3 YEARS PROJECTS



PROJECT NAME / SCOPE OF CONTRACT	PROJECT OWNER / MAIN CONTRACT	PROJECT CONSULTANT	PROJECT VALUE	YEAR OF CONSTRUCTION
NIC – RIYADH DATA CENTER UPGRADE – HVAC & FIRE PROTECTION PACKAGE	NIC-ABSHER CLOUD SEVEN CO.	NIC - SBM	SAR 10.0 M	2022
CONSTRUCTION AL MARAI HAIL COMPOUND - STRUCTURAL, HVAC & FIRE PROTECTION PACKAGE	AL MARAI CO. HNQ	AL MARAI	19.0 M	2022
CONSTRUCTION OF SAWARY 3 SCHOOL BUILDING - HVAC & FIRE PROTECTION PACKAGE	MINISTRY OF EDUCATION A. MOHSEN TAMMIMI CO.	TBC – AHMED MOUSA ENGINEERING	SAR 8.0 M	2023
CONSTRUCTION OF DAHYAH SCHOOL BUILDING – STRUCTURAL, HVAC & FIRE PROTECTION PACKAGE	MINISTRY OF EDUCATION A. MOHSEN TAMMIMI CO.	TBC – AHMED MOUSA ENGINEERING	SAR 12.0 M	2023
DAHYAH SEWER & WATER IMPROVEMENT – SEWER & WATER PIPELINE PACKAGE	NATIONAL WATER COMPANY AL HARETH CO.	ILF CONSULTING & ENGINEERING	SAR 9.0 M	2023
DAMMAM 5 WATER QUALITY IMPROVEMENT – SEWER & PIPELINE PACKAGE	NATIONAL WATER COMPANY AL KHORAYEF	ILF CONSULTING & ENGINEERING	SAR 5.0 M	2024
RIYADH CLUSTER WATER CHAMBER – CIVIL & MECHANIAL PACKAGE	NATIONAL WATER COMPANY AL KHORAYEF	ILF CONSULTING & ENGINEERING	SAR 30.0 M	2024
PURE GYM RIYADH ANNUAL PREVENTIVE & CORRECTIVE MAINTENANCE – AIR HANDLING & DISTRIBUTION PACKAGE	IKTIMAL SPORTS /AL IKTIMAL CO.	IKTIMAL CO.	SAR 2.6 M	2024
FIAT SWG ALTERNATE POWER SUPPLY NAJRAN SUBSTATION – CIVIL & ELECTROMECHANICAL PACKAGE	SAUDI ELECTRIC COMPANY GIZA ARABIA	SEC	SAR 15.0 M	2025
INSTALLATION WORK FOR FORCE MAINS & GRAVITY LINE AL QHUBHA'A SCHEME IN SIHAT – PIPELINE NETWORK PACKAGE	NATIONAL WATER COMPANY AL RAFIA CO.	ETS	SAR 38.1 M	2025
INSTALLATION WORK FOR FORCE MAINS & GRAVITY LINE WEST SAFWAH SCHEME – LIFT STATION & PIPELINE NETWORK PACKAGE	NATIONAL WATER COMPANY AL RAFIA CO.	ETS	SAR 91.8 M	2025

18. PROJECT CERTIFICATES



19. PROJECT GALLERY





CONSTRUCTION OF HANKIYAH 9033 EXPANSION REMOTE END STATION

Hanakiyah, KSA



CONSTRUCTION OF WADI AL DAWASAR EXPANSION

Wadi Al Dawaser, KSA



AL HUMAIJ 380KV SUBSTATION PROJECT

Al Ula Eastern, KSA



STATCOM EASTERN Substation Civil Works

Eastern



CONSTRUCTION OF (ABH) SUBSTATION 380/110/13.8KV BSP

Abhour, KSA



AL JOUF OHTL PILING WORK PROJECT

Al Jouf, KSA



AL MUGHAYRA 132/33KV SUBSTATION CIVIL WORKS

Al Mughayra, KSA



NORTHERN OHTL ACCESS ROADS & PADS-BACKFILLING PROJECT

Northern, KSA



EASTERN 132/33Kv SUBSTATION - CIVIL WORKS

Al Ula, KSA



REINFORCEMENT OF BSP# 9037 & 9040 TO ADD REACTORS

Dhurma, KSA



MISFILLAH SUBSTATION PROJECT

Misfillah, KSA



AI MANSOUR SUBSTATION PROJECT

Mansoor, KSA



CLIENT: Red Sea Global
DURATION: 24 Months
BUDGET: 706 Million
LOCATION: Alwajah, KSA
TYPE OF PROJECT: Building & Residential



CLIENT: Royal Commission
DURATION: 46 Months
BUDGET: More than 300 Million
LOCATION: Jubail, KSA
TYPE OF PROJECT: Civil & Infrastructure



CLIENT: SABIC
DURATION: 30 Months
BUDGET: 500 Million
LOCATION: Jubail, KSA
TYPE OF PROJECT: Building & Residential





CLIENT: ROSHN
DURATION: 125 months
BUDGET: 1 Billion
LOCATION: Riyadh, KSA
TYPE OF PROJECT: Buildings & Residential



CLIENT: DTVC
DURATION: 4 Years
BUDGET: 1.5 Billion
LOCATION: Dhahran, KSA
TYPE OF PROJECT: Buildings & Residential



CLIENT: Royal Commission
DURATION: 52 Months
BUDGET: More than 500 Million
LOCATION: Jubail, KSA
TYPE OF PROJECT: Civil & Infrastructure





CLIENT: Saudi Electricity Company

DURATION: 21 Months

BUDGET: More than 150 Million

LOCATION: Riyadh, KSA

TYPE OF PROJECT: Civil & Infrastructure



CLIENT: Ministry Of Higher Education

DURATION: 80 Months

BUDGET: More than 100 Million

LOCATION: Dammam, KSA

TYPE OF PROJECT: Civil & Infrastructure



PROJECT ON THE GO...



FOUNDATION OF MODERN INFRASTRUCTURE LINE

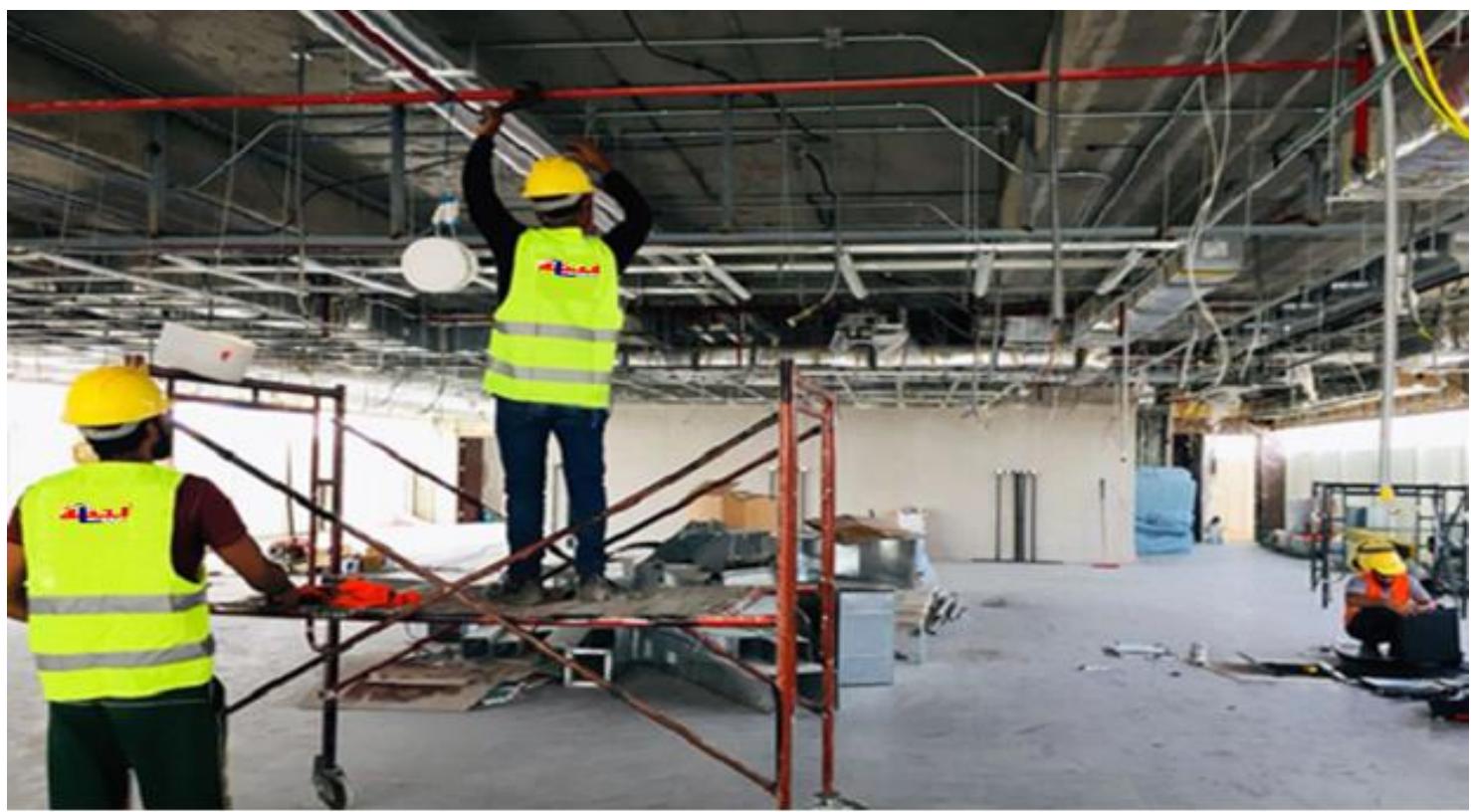


FOUNDATION OF MODERN INFRASTRUCTURE LINE



FOUNDATION OF MODERN INFRASTRUCTURE LINE





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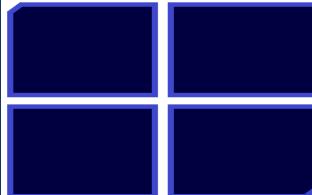


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& Laza Japan Corporation (LAZA)
PECC & LAZA
BUSINESS GROUP



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