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Arabian

شركة الحفر
Drilling Co.



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Arabian Drilling Company

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Ali Hamid Alghamdi Farewell

On March 9, 2022, ADC conducted a farewell party in honor of Ali Hamdi Alghamdi, the former ADC Managing Director.

Ali Alghamdi was the ADC Managing Director (Administration) and Board Member for seven years and has worked in the oil and gas industry over 38 years. With his leadership, the company witnessed significant transformations that were followed by remarkable growth. He focused on successfully pioneering a new model of sustainable growth to increase ADC's market share, master operational excellence, develop talents, optimize financial performance, and become an award-winning Saudi Champion company. ADC owes Mr. Ali an immense debt of gratitude for leading the company through a period of substantial transformation. On March 9, 2022, ADC conducted a farewell party in honor of Mr. Ali Hamd Alghamdi.



Ghassan Mirdad

Arabian Drilling CEO



The Arabian Drilling Board of Directors is pleased to announce a new organization structure and the appointment of Ghassan Mirdad as the first company Chief Executive Officer.

The new Chief Executive Officer will have the combined authorities of the previous two managing directors, responsible for running the company's day to day business while building its future growth plans and strategies.

With 24 years industry leadership, Ghassan's served as President of Eastern Middle East region for Schlumberger covering UAE, Oman, Pakistan, Iraq, and Yemen ending a 22-year tenure with the industry leader Schlumberger. Prior to joining ADC, Ghassan was the CEO of KATERRA Saudi Arabia, a leading Silicon Valley Construction Technology Company. Ghassan holds a master's degree in Leadership & Strategy from London Business School, he also has a bachelor's degree in Chemical Engineering from King Fahad University of Petroleum & Minerals.

"After a comprehensive search process, the board is pleased to have found the right leadership for ADC. Ghassan possesses the qualifications and expertise to take the company into a higher level of performance to create a lasting impact in the energy sector" said Khalid Nouh, Chairman of ADC Board and CEO of Industrialization and Energy Services Company (TAQA).

"On behalf of the board, I would like to welcome Ghassan Mirdad as ADC Chief Executive Officer. We are highly confident that his technical expertise, strong leadership experience, and in-depth knowledge of the business, all together, will drive the company to further growth and prosperity." said Tarek Rizk, Deputy Chairman of ADC and President of Schlumberger Middle East – North Africa.

Arabian Drilling is excited to announce its new brand identity on June 30, 2022. After many brainstorming sessions, interviews, and workshops, we have selected a state-of-the-art, trendy, and driven logo with key elements that convey our story and orientation for growth, while remaining true to our longstanding reputation. As the new logo is a mix of green and orange. The green reveals prideful origins, sustainability, sincere principles, as well as our commitment to environment. While orange connects us to our true identity, in addition to our energetic, vibrant, and determined spirit.



The company's name initials
A&D - "A"rabian
"D"rilling



Advancement,
sustainability,
and infinite
possibilities



Rig mast that
links us with our
drilling industry



Solid partnership,
as such, it
synergizes with
our bold vision

Arabian Drilling Rebranding Announcement



Arabian Drilling



IKTVA AWARD

IKTVA Excellence Award

We are very proud to announce that ADC has received the 2021 IKTVA Excellence Award on Monday 24th of January 2022. The award category for this year is under "Best in Saudization (Services)."

This award acknowledges ADC's devoted efforts to attract, train, develop, and retain the Saudi talents. Ultimately serving the interest of the Kingdom and reiterating its full alignment with the 2030 Saudi Vision. The award was presented by HRH Prince Saud Bin Nayef, Prince of the Eastern Province, HRH Abdulaziz Bin Salman Al Saud, Minister of Energy, HRH Prince Ahmed bin Fahd bin Salman Al Saud, Deputy Governor of the Eastern Region, H.E Yasir Othman AL-Rumayyan, Chairman of Saudi Aramco, and Mr. Amin H. Nasser, CEO of Saudi Aramco. This is the fifth consecutive year we receive the IKTVA Excellence Award, starting with "Best in Employee Recognition" in 2016, "Best in Training & Development" in 2017, "Best in Saudization" in 2018, and "Highest Overall IKTVA Performance" in 2019. It is a prestigious honor to have won the IKTVA award once, but it is a significant achievement to win it five years in a row.



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We would like to convey our warmest congratulations to all

It is an honor to be nominated and selected for this award from hundreds of companies. This speaks loudly of how well every employee at ADC contributes and proceeds to exert the maximum effort year after year. Our employees' diligence, self-motivation, and dedication to go the extra mile is what differentiates ADC from others

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Sukuk

Transaction on Saudi Capital Market

ADC has just successfully completed a debt-raising (“Sukuk”) transaction of SAR 2 billion on the Saudi Capital Market. This transaction raised massive interest from the Saudi Investors' community and we received orders amounting to almost 3x the amount of the Sukuk Issuance. In addition to a strong over subscription, the low pricing of the coupon rate at SAIBOR 6 Month + 1.60% is considered an excellent achievement for a first-time issuer with no credit rating.



This Sukuk transaction is a new key milestone in ADC story as it exposes, for the first time, ADC's name and success story to the broad Saudi Investors' community. The oversubscription and the low coupon rate are testimonials of the Investors' perception of ADC's excellent reputation, superior operational performance and healthy finances, with strong potential for further development.

The proceeds from the Sukuk will be utilized mostly to refinance ADC debt as well as to finance any future rig acquisition to support the market growth we anticipate in the next few years.

FINANCE OFFSITE

The Finance Offsite Event was a huge success and appreciated by the 80+ audience across all functions and is expected to improve the coordination between functions



ADC's Finance Department arranged an Off-site Event on February 24th, 2022, where they invited cross-functional Operational and Support Functions participants to brief them about the various ongoing projects and other related Financial Statistics. The event was hosted under the Leadership of our Chief Financial Officer, Mr. Hubert Lafeuille, and organized by the Event Steering Committee managed by Umar Akram, Faisal Pachisa, and Dalal Albarrak from Finance Department. Presenters briefed the audience about various Finance Functions and Projects such as the company's future prospects and Initial Public Offering, SUKUKs, rig activities, areas of focus, and 2021 achievements.

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Sustainable Digital Enablement

The Arabian Drilling and Schlumberger launched the first Sustainable Digital Enablement session. This initiative represented one of the first steps towards automation enablement of continuous improvement concerning Operations excellence. The outcomes of the workshop and the way forward plan will empower Arabian Drilling to strengthen its partnership with Schlumberger and support both associations to reach their digitalization transformation goals.

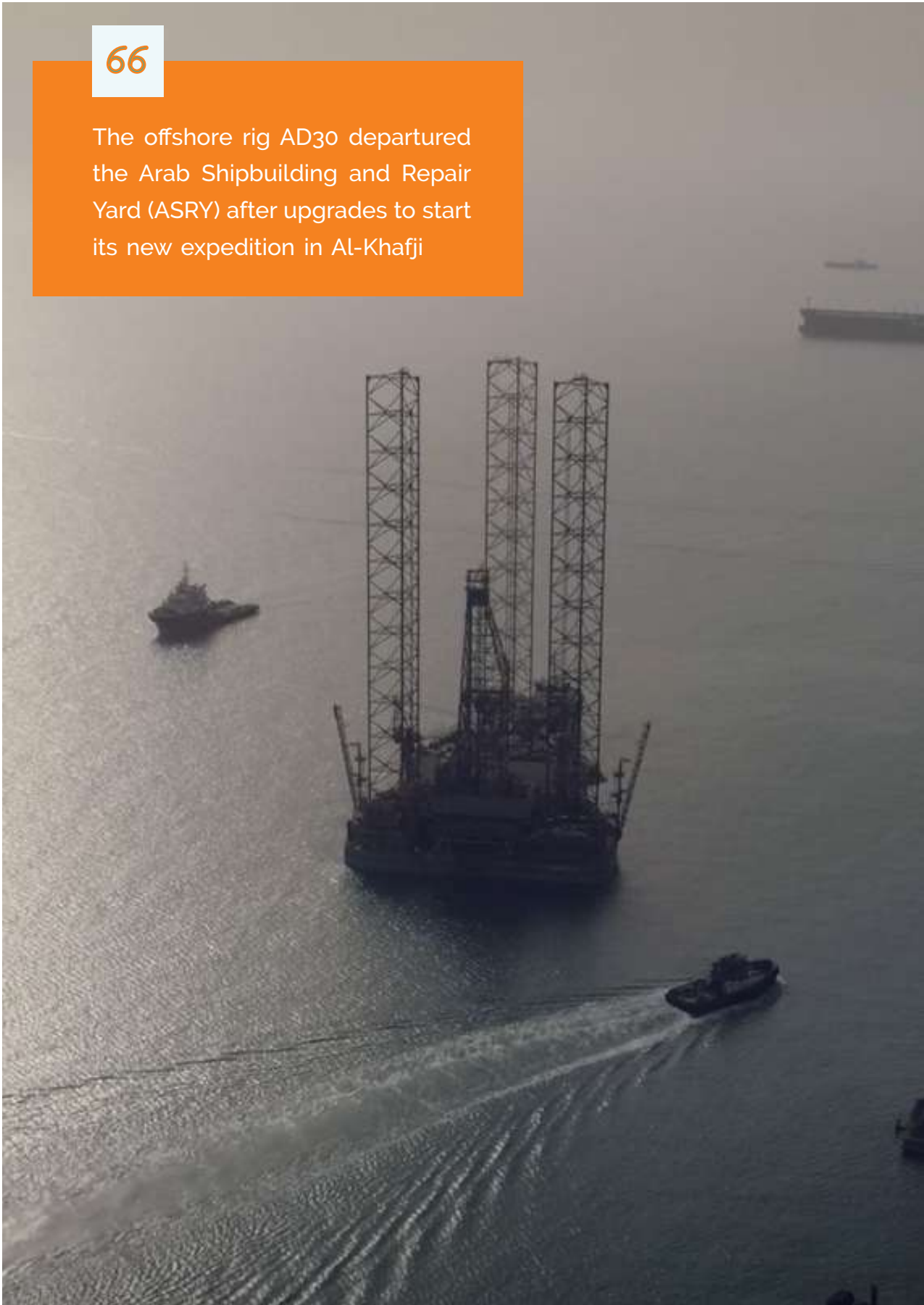


Impact of Digitalization on Drilling Operations

In May 2022, the first steering committee meeting with SPE was launched in Convention Centre in Bahrain. The meeting participants included Arabian Drilling, Saudi Aramco, Schlumberger, Baker Hughes, and ADNOC. Arabian Drilling Continuous Improvement Manager attended as a Project Committee Member. This meeting was conducted to prepare for the Transforming Oil Industry workshop in order to equip Arabian Drilling with the digital tools needed to renovate the industry. Arabian Drilling is transforming with evolving industry to stay intact and committed to the objective of best service delivery.

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The offshore rig AD30 departed the Arab Shipbuilding and Repair Yard (ASRY) after upgrades to start its new expedition in Al-Khafji



Rig Move Optimization Project

On May 26, 2022, Arabian Drilling and OFSAT completed an Operations Alignment Joint Workshop with PIP about Rig Move Optimization Project at Holiday Inn Hotel. The workshop was conducted in the presence of Arabian Drilling CEO, Mr. Ghassan Mirdad. This Operations Alignment Joint Workshop was one of the efforts to bring OFSAT and Arabian Drilling closer through a shared understanding of the different Operations and Continuous Improvement.

Objectives





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**“I have no doubt that
as a company and as
individuals we have
the right attitude
and competencies
to achieve these
objectives”**

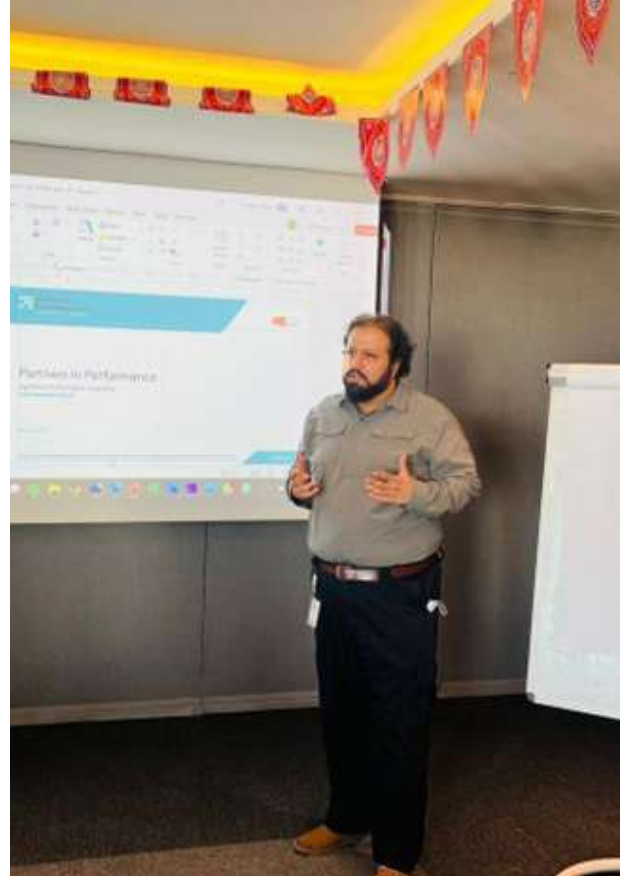
Ghassan Mirdad
“speaking in the workshop”



Second phase of

Rig Move Optimization Project

Arabian Drilling Continuous Improvement function is setting new Technical Limits of Rig Move Performance in the Rig Move Optimization Project. Arabian Drilling COO, Stephane Moynet inaugurated the project workshop with his opening remarks along with a general welcome and thanking attendees for participation and overall efforts, motivating Arabian Drilling towards optimized rig move operational excellence. Rig move performance optimization project was launched in September 2021 with Partners in Performance. The team conducted rig move diagnostic and value stream mapping exercises to identify potential improvement opportunities. Improvement opportunities were piloted on two rig moves with great success and improvement realization. The next phase is about sustaining these improvement opportunities across the fleet and for the long term which is the reason for the kick-off. The operations Team has to take ownership of the process.



Engagement Session with Al Hofuf with Junior Crew

On June 9, 2022, a Weekly Engagement Session was conducted with Arabian Drilling junior and senior crew in the intercontinental hotel in Ahasa. In the session, the crew discussed senior management and HSE events in detail followed by a comprehensive Question & Answer Session. This session also strived at introducing the launch of any new tool, application, or resource. Junior Arabic-speaking staff were briefed in detail by Arabic Speakers and Translators. Additionally, the session addressed the most recent service quality and health, safety, and environment alerts, Standard Work Instructions (SWI), and checklists review.



Digital Cell

Digital Transformation Enablement

Digital Cell Program is a broad outreach digitization program that underpins and facilitates value creation across our business and functions through process automation. It is an integral piece of our ambitious IT strategy and ties directly to business success, reduced risk, and corporate growth. The purpose of the program is to customize and provide innovative solutions using advanced technology with the aim of meeting the various department needs.

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Digital Cell Program is the building blocks for digital transformation that aims towards serving Arabian Drilling various departments needs. Helping to lead the business transition to more efficient operations and decision making. Digital Cell reshapes both, the internal processes and service models, as well as relationship between various functions.



Values



Accelerate Progress



Increase Efficiency



Paperless Workplace



Optimize Automation

Equipment Relocation Application

We are very delighted to introduce our new digital product branded **Equipment Relocation Application**. This long awaiting Application was a joint effort between the IT and Asset Department. Equipment Relocation Application is an integrated solution within the SAP system, aimed at replacing the manual administrative process of asset and equipment movement. The solution includes the functions of Fixed Asset Retirement (FAR), Fixed Asset Movement (FAM), unlisted equipment/part of equipment and any junks to be moved to Dhahran or Khafji bases. In order to ensure smooth transition and familiarize the end users, Its implementation will occur in two phases, starting with the **Fixed Asset Retirement (FAR)**.



Benefits



Minimize the Processing Time



Automated Workflow Approval



Prevent any Loss of Request



Equipment Navigation Control



Contrary to the Manual Process

Tamkeen Project Go-Live

We are delighted to announce the Tamkeen Project (SAP Ariba) go-live on the 20th of March 2022. SAP Ariba is a cloud-based innovative solution that allows suppliers and buyers to connect on a single platform. It improves the overall vendor management system by providing less costly ways of sourcing management and making business simple. SAP Ariba acts to assist the supply chain's various services to do business globally. SAP Ariba digitally transforms the supply chain, sourcing, procurement, and contract management.



With SAP Ariba Commerce Automation, information can be exchanged with suppliers in real-time through the world's largest B2B network, the Ariba Network. Commerce Automation enables the exchange of



Purchase Orders



Goods Receipts



Order Confirmations



Service Entry Sheets



Shipping Notifications



Invoices and Credit Memos

Supply Chain Courses



The Supply Chain department conducted various training sessions to improve their employees skills and capabilities in supply chain



01 Supply Market

Technique used to identify market characteristics for specific goods or services. It provides information that is critical to developing effective procurement strategies, in the context of planning for significant procurement.



02 Strategic Cost

The process that aims to strengthen a company's strategic position by carefully controlling costs according to the company's broader objectives.



03 Strategic Sourcing

The process of developing channels of supply at the lowest total cost, not just the lowest purchase price.

Connecting the DOTS

ADC launched a brand-new initiative named "Connecting the Dots" in January 2022. This initiative focuses on developing leadership and team-building skills

The program addresses leadership, collaboration, listening, managing conflicts, time management, feedback, direction, determination, and discipline.



BENEFITS

Connecting the Dots program brings a variety of benefits, some of which include:



Connecting all the company together towards one goals



Define and spotlights ADC's values



Focuses on lifestyle as well as career culture



Listen to everyone's Ideas, suggestions, and Innovative thinking



Strengthen the connection between those in the field, office, and Management within ADC, Taqa, and OFSAT



Fun activities apart from daily routine



Connecting all Arabian Drilling talents, skills, and efficiency to adirection that help us an organization accomplish our targets.



Team building and bonding exercises

**Making our talents, skills,
and creative thinking
available in one place**

HR Hiring Campaigns

Talent Acquisition Conducted Four (4) Hiring Campaigns

Arabian Drilling Talent Acquisition Team conducted four (4) successful hiring campaigns at Al-Hassa, Abqaiq, Dhahran, and Egypt. All four hiring campaigns were held during the first quarter of 2022, between January 20, to March 24, 2022. Each campaign was prosperous in accomplishing its goals and objectives.



As part of Arabian Drilling's commitment to the attraction and recruitment of the Saudi youth, the company signed a Memorandum of Understanding Agreement to employ 100 students from the institutes and colleges of various technical educational establishments during the Unified Employment Forum held on 5/25/2022 at the headquarters of the Technical College in Dammam.



NATIONAL MARITIME ACADEMY

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On November 1, 2021, Arabian Drilling visited the National Maritime Academy (NMA) to familiarize themselves with the academy instructors, teaching methods, and simulators.

NMA is a non-profit training academy that delivers theoretical and practical trainings and related professional services related to the maritime sector. NMA offers various training courses

including Deck Officers, Engine Officers, Able Seafarer, Deck, Able Seafarer Engine, Electrical, Instrumentation, Pipefitting, and Welding



NMA supports the Saudi Youth with market-relevant skills for shipbuilding and repair, Nautical Science, Marine Engineering, and maritime employment.





HSE and Marine SME visited an offshore rig to improve the Quality, Health, Safety, and Environment (QHSE) in AD50.



DRILLING FOR NON-DRILLERS

This course aimed at providing a global overview of the Oil as well as the Drilling Industry



Dhahran Training Center (DTC) conducted an instructor-led session named "Drilling for Non-Drillers (DND)". DND course aims at delivering a global overview of the oil as well as the drilling industry. It is a comprehensive course that explains the drilling process targeting Arabian Drilling office employees. As every "Non-Driller" personnel working in the oil field sector such as ours should have a complete understanding of the oil field operators, services, and drilling. The course covered several aspects including the history of oil discovery in the Kingdom, the geological analysis of earth layers and reservoirs, the origins of oil, well drilling basics, production and exploitation, drilling actors, rig types and components, and operations.

HR ENGAGEMENT SESSION

On December 29, 2021, HR Organized a two day engagement session at the Intercontinental Hotel Alhasa to meet local seniors and junior employees.



FARES DEVELOPMENT PROGRAM

NEW COURSES

As part of FARES Career Development Plan, ADC's Talent development team partnered up with National Power Academy to provide a training course for each level of our employees based on their competency level.

Position	Training (NPA)	Trainer	Date	Duration
Generalist	Effective Communications	Abdullah Al Sharif	Oct. 21 - 19	3 day
Specialist I	Developing Creativity	Abdullah Al Sharif	Nov.18 - 16	3 days
Specialist II	Systematic & Critical Thinking	Abdullah Al Sharif	Nov. 25 - 23	3 days
Leader	Improving problem analysis and decision - making	Mosaed Al Qarni	Dec. 16 - 12	5 days
Supervisor	Creating an innovation process and understanding the planning process.	Mosaed Al Qarni	Dec. 23 - 21	3 days



ADC VISIT TO THE SAUDI EVENT SHOW

Organizers, entertainment professionals, marketing, PR and creative specialists, operations experts, event technology and solution providers, regulators, and other stakeholders.

On December 7, 2021, ADC conducted a visit to the Saudi Event Show organized at the Hilton Riyadh Hotel. The show featured 25+ seminars. The event took place on the expo floor and online covering various topics, including market updates, catering, marketing, the latest event tech, AV, temporary structures, and much more.

“

The Saudi Event Show is an exhibition that entailed 2000+ event professionals and 50+ exhibitors from across the



LYCEE FRANCAIS INTERNATIONAL INTERNSHIP

The French School (Lycee Francais International Khobar – LFIK) has a 2-day Observation Internship Program. The students completed the internship experience successfully within ADC Head Office on Sunday 20th and Monday 21st of February.



The internship intended to introduce the students to Arabian Drilling's work environment. The participated students included:

Name	Assigned Department
Mohamed Azzedine Smida	IT
Aindy Mba Endamane	Offshore Operation
Wassim Benmehidi	QHSE Department
Amine Maher Karray	Oil Operation



On November 9, 2021, TAQA organized the third cybersecurity activity named "Soccer Activity" in AlQubbah (The Dome) - From 6:15 PM to 8:15 PM under the slogan **Let's Discharger to Recharge!**

Coast Guard Sponsorship

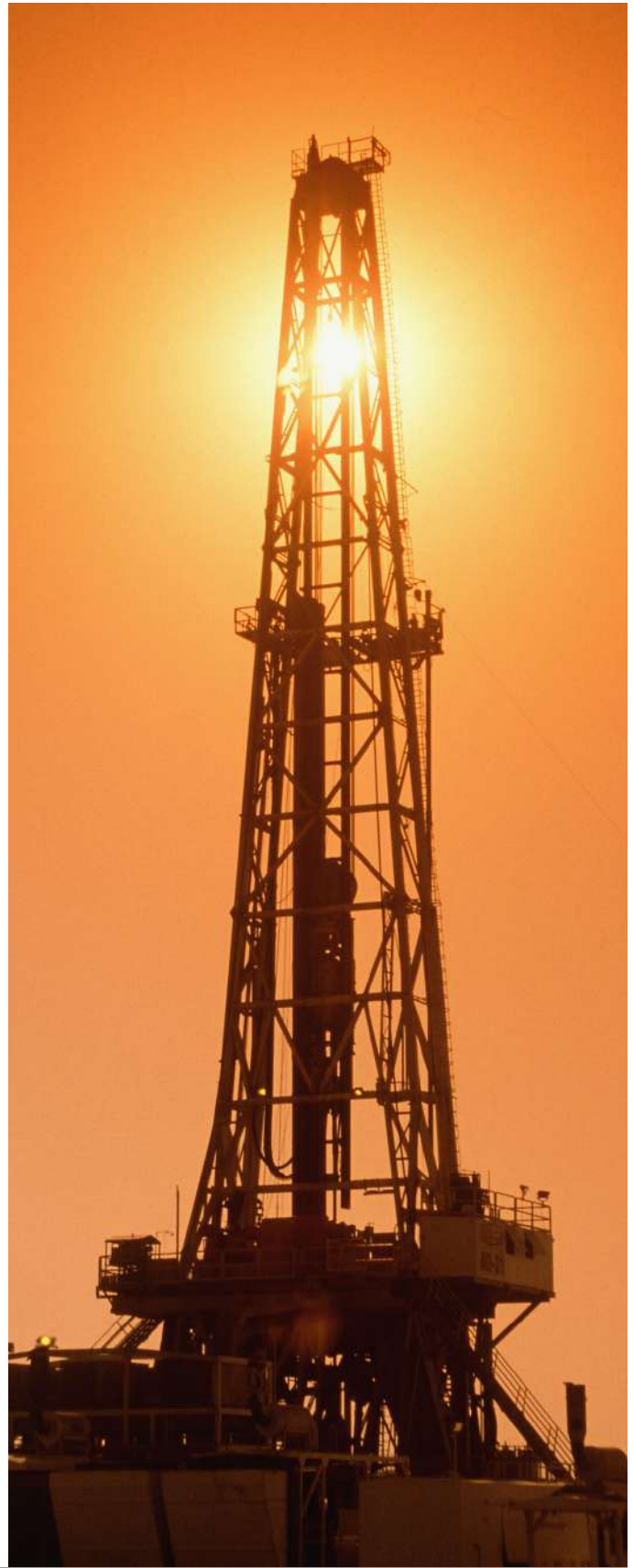
In December 2021, ADC Al Khafji Operations sponsored the "Coast Guard" football team in the KJO Football League in Al-Khafji

2021 Annual Sustainability Report

We are pleased to share the **fourth edition of the Arabian Drilling Annual Sustainability Report** for the reporting year 2021, which was considered **the year of focus and resilience**. In this year's report, we focused on the efforts that the Arabian Drilling team put into strengthening the operations, programs, and sustainability approaches to maintain it as a leader in the drilling sector in the Kingdom of Saudi Arabia and manage the economic challenges arising from the global Covid-19 pandemic. This year, we have also stressed on the approach we adopted to remain mindful of the progress toward Saudi Vision 2030 sustainability commitments. The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: 'Core' Option, where the core sections included Arabian Drilling's efforts and commitment toward people, governance, economy, operations, society, and environment. We have integrated into our sustainability journey the target to achieve the Sustainable Development Goals (SDGs) set by the 'United Nations (UN)' and Saudi Vision 2030. Our contribution to eight of the Seventeen SDGs is underlined throughout the report, including indicators to measure our performance against these goals. We conducted the materiality assessment to identify the main topics under economic, environmental, and social pillars of sustainability relevant to our business. Seventeen key material topics were identified considering the dimensions related to Arabian Drilling's operations, importance to our business, and internal stakeholders. Thirteen of them were rated as high material to Arabian Drilling.



We continued providing the highest quality service and aligning our goals, targets, and performance with the Saudi Vision 2030, and we have been committed to non-stoppable daily business growth. Our fixation on the 2030 Vision has resulted in achieving a 77% Saudization Rate, 82% of employee satisfaction, and more than 93% of customer satisfaction. We have been awarded the In-Kingdom Total Value Add (IKTVA) Award for the fifth consecutive year by Saudi Aramco, for the "Best Saudization - Services". In 2021, we made our people's health and safety a prime priority and responded successfully to the Covid-19 crisis. Arabian Drilling has shown extraordinary flexibility in amending its operations and activities as well as a noticeable focus on conducting workshops and awareness sessions for our employees and stakeholders. We have significantly improved our operational and technical performance despite all economic and health challenges. In addition, we constantly encouraged our people and rewarded them for their accomplishments and success stories at Arabian Drilling and for all their efforts in bringing the best business practices to our company. Going forward in Arabian Drilling Standardization and Digitalization journey, our IT Team implemented several projects as per the developed 5-year IT Strategy in 2019. The strategy aims to position Arabian Drilling at another level of innovation within the Drilling Sector. We are proud and profoundly grateful to the entire Arabian Drilling family and members for their support, commitment, and the long-term sustainable value they are creating. The Road ahead for the year 2022, which we have highlighted in this report, will motivate us to move towards a promising future and achieve our ambition to remain a Saudi **Corporate Champion** and a **Sustainable Drilling Leader**.





TRAHUM Association

In 2021, ADC had donated to "TRAHUM". Which aims at aiding the families of the prisoners and correctional facilities.

HSE Awareness Campaign at Al Taweelah School



As part of Arabian Drilling's commitment to social responsibility, an HSE Training Program, titled (Fire and Home Safety), was completed in Al Taweelah School. This safety campaign was originally initiated by Saudi Aramco. Arabian Drilling was nominated to conduct the campaign at the Taweelah girl's School in Harad which is located around 370km away from the Arabian Drilling main quarter. Arabian Drilling always seeks opportunities to enhance and extend its community social impact. As such, we have participated in several similar campaigns with Saudi Aramco.



Contributors:

1

Shahad Alghamdi
IT Support Generalist

2

Neda Alkhawer
Medical Services &
Insurance Specialist

3

Amar Abdrabalrasool
Journey Management
Supervisor

4

Mahmoud Bakri
HSE Manager

2022 ARABIAN DRILLING & OFSAT VOLLEYBALL LEAGUE

WE NEVER DROP THE BALL

We are excited to launch the first Arabian Drilling and OFSAT Volleyball League with the participation of all employees in the field and office.

On Thursday March 19, 2022, the first volleyball practice match was held in Al-Nahdah Sports Club with participation of Arabian Drilling Executive Management along with members from diverse departments. However, the official 2022 volleyball league competition will kick off soon for the office and field employees. In order to practice, volleyball training kits were distributed to onshore rig sites to get ready to compete. All participants will receive several rewards and the top finalists will have the chance to compete against the management team led by Arabian Drilling's CEO Mr. Ghassan Mirdad in a very special event in the closing ceremony of this league.



PURPOSE



Healthy



Constructive
Engagement



Having
FUN

66 WE WORK HARD, BUT WE SHOULD ALWAYS MAKE THE TIME TO HAVE FUN

MR. GHASSAN MIRDAD, CEO



Seniority Award

Name	Job Title	Seniority
Badr Ali Khalifah Alanazi	Government Relations & Visa Specialist	25
Waleed Ahmed Alshaieb	Assistant Rig Superintendent	25
Waleed Abdulah Alsaileek	Rig Superintendent	25
Fayez Ali Alkhalifah	Assistant Rig Superintendent	25
Kamal Abdulmohsen Albudres	Assistant Driller	25
Mohammed Ahmed Alhassan	Rig Superintendent	25
Mohammad Arif Ashraf	Rig Superintendent	25
Yousef Musa Alhassan	Rig Superintendent	25
Sarhan Mohammed Almusailam	Roustabout Pusher	25
Yasser Ali Alsalem	Rig Superintendent	25
Abdulrehman Taher Alhassan	Crane Operator	25
Maher Ahmed Albatat	Roustabout Pusher	25
Syed Riazuddin	Accounts Receivables Supervisor	25
Saleh Heji Mubarak Alsaqer	Roustabout Pusher	25
Ali Mohammed Alahmed	Driller	25
Zakaria Abdulla Alfadel	Roller Reamer Technician	25
Hussein Ali Alkomary	Roustabout Pusher	25
Abdulkareem Hassan Alhaji	Painter	25
Heji Abdulmohsin Alrizk	Killpump Operator	25
Hussein Ahmed Almohammed	Roustabout Pusher	25

Farewell



Mohammed Alashwan

Offshore Manager
(Formerly)



Majed Alghamdi

Business App. Specialist
(Formerly)

ADC CUP WINNERS

2022 FIRST QUARTER



LAND RIG AD-64



LAND RIG AD-15

2

1



LAND RIG AD-68

3



Most Recent Arabian Drilling Family Members



Ahmed Alnaser
Legal Affairs Manager



Dr. Hussain Aldawood
Cybersecurity Manager



Omar Ali Almezhr
Senior Legal Counsel



Ahmad AlAlawi
Training Manager



Abdelrahman Salah
Technology Lifecycle
Manager (TLM)



Hussein Hamdan
Engineering &
Technology Manager



Michael Gill
Head of Projects



Ameer Saber
Projects Manager

Most Recent Arabian Drilling Family Members



Dr. Metwalli Elnoubi
Environmental &
Sustainability Subject
Matter Expert (SME)

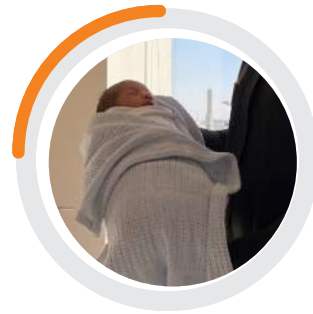


Sarah Mohammed
Accounts Payable
Supervisor

New Born



**ZAYYAN KHURAM
KHAN**



**JAWAD HAIDAR AL-
NASSER**



**ADAM YAHYA AL-
SAILEEK**

Without Lost Time Injury Achievement



AD-34
11 YEARS



AD-58
3 YEARS



AD-14
10 YEARS



AD-66
3 YEARS



AD-12
13 YEARS



AD-20
24 YEARS





Arabian Drilling Rebranding

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