March **2016**

Al Habtoor Group EMPLOYEE EXCELLENCE AWARDS 2016

Al Habtoor Group
CHAIRIMAN'S
AW/ARD
2016

Al Habtoor Group

DISTINCTION

AW/ARD

2016

AI Habtoor Group
BUSINESS UNIT
AW/ARD
2016

Al Habtoor Group

DEPARTMENTAL

AW/ARD

2016

Al Habtoor Group

CSR

AW/ARD

2016

Al Habtoor Group

EMPLOYEES

CHOICE

AW/ARD

2016

Al Habtoor Group
MILESTONE
AW/\RD
2016





Everyone is a potential **Winner!**To know more about the awards, talk to your HR department



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Ladies and Gentlemen,

On March 14, 2016, we celebrated top talent from across the Group at the annual Employee Excellence Awards ceremony held at the Habtoor Grand Beach Resort & Spa, Autograph Collection.

I believe it is important to reward and recognise staff that consistently outperform. These are people who are hardworking, motivated and disciplined; attributes which lead to success. I am very proud of them.



To view the video of the speech click here

I always say that our staff are our biggest assets. This is what makes a company succeed. We are doing exceptionally well throughout all our units, and staff should be recognised for their hard work and commitment.

As a Group we have grown significantly, especially in the past 12 months. In our hospitality division we now have seven hotels abroad, and seven in Dubai – including those under construction. Our real estate division is expanding with debut of the Residence Collection at Al Habtoor City, a new landmark in Dubai. Plus, we are in the process of developing luxury villas at the Al Habtoor Polo Resort & Club – an upmarket equestrian haven in DubaiLand.

Al Habtoor Motors is number one in the world across most of its brands, and we now have a presence in the Kingdom of Saudi Arabia with Mitsubishi Fuso. In addition, we recently opened the world's first Bentley Café and Boutique, and soon we will open the world's first iconic Bentley Showroom on Sheikh Zayed Road.

Our schools, Emirates International School, Jumeirah and Meadows each year improve on the last. Many of our students are graduating to some of the world's top universities. This is a great achievement. We are preparing our young people to go out into the world armed with the right skillsets to succeed.

This year I selected three winners for the Chairman's Award. Sunderesh Iyer, Chief Operating Officer, Al Habtoor Investment - Al Habtoor Group. He has been active in the Group's expansion overseas. Maan Halabi, Managing Director, Al Habtoor Group, who has been at the Group for decades, has played a key role across the Group entities. The final winner was Yusef Shalabi, Technical Advisor to the Chairman, Al Habtoor Group. Yusef has been with me since the 1980s, and is one of the best engineers I have ever worked with.

Al Habtoor Motors is a worthy winner for the fourth year in a row. I am very proud of the management team and all the staff across all our network of branches.

Congratulations to all our winners and wishing all of you all successful year ahead.

Khalaf Ahmad Al Habtoor

Founder and Chairman Al Habtoor Group March 2016

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I would like to extend my congratulations to the winners and nominees of the 2016 Employee Excellence Awards.

This year we handed out 24 awards to commend the most dedicated and hardworking staff across the Group. Our staff are the Group's biggest assets. We place a big focus on fostering a positive environment for our employees. We nurture talent and provide plenty of opportunities for growth and development in order to retain key staff.

The selection process was carefully overseen by our Awards Board, Audit Board and Awards Working Committees to ensure fairness and transparency. I would also like to extend a special thanks to all those involved in organisation of the gala event at the Habtoor Grand Beach Resort & Spa, Autograph Collection.

I am proud to say that the Al Habtoor Group has been awarded 'GCC Best Employer Brand Award 2015' and ranks as one of the top employers of choice in the UAE. We see our role as industry leaders and innovators, setting an example for other family conglomerates in the region.

The Al Habtoor Group employs over thousands of people in the UAE, Lebanon, UK, Austria, Hungary, and the US, yet it feels very much like one big family.

Mohammed K. Al Habtoor

Chairman, Employee Excellence Awards Board Vice-Chairman and CEO, Al Habtoor Group

THE COMMITTEES

Mohammed K. Al Habtoor Vice-Chairman and CEO, Al Habtoor Group

Chairman of the Awards Board

AWARDS BOARD

Noura Badawi Chief Communications Officer, AHG

Liezl Lumanlan Executive Secretary, AHG Karl Hamer Managing Director, AHM

Kamal Naamani Managing Director - Hospitality & Leisure, HH

Zaidun Abdallah General Manager, DL Philip Burgess School Principal, EIS-M

AWARDS WORKING COMMITTEE

Roma Andrews Executive Director, Operations & HR, AHM

Director, Awards Working Committee

Al Habtoor Group

Atef Mousa ** Senior HR & Administration Manager

Michaela Podkovcik Senior Media & Communications Executive

Mohammed Rifkhan Accountant
Subhro Chakraborti * Audit Manager

Al Habtoor Motors

Anil Kumar ** Senior Accounts Manager

Rajini Shanker Nair Manager – Talent Acquisition & Management Services

Sriram Iyer Brand Manager -JAC Ewa Danuta Chrzaszcz Brand Manager, Bentley

Keloth Chandran Parts Manager

Fatima Ali Mohamed Hamad Senior Manager, Government Relations,

HR & Emiratisation

Nagasubramanian D * Director Internal Audit and Compliance

Habtoor Hotels

Rohit Garg ** Chief Financial Officer, AHI
Adeline Rodrigues Office Manager, HH
Hussain Al Mahdi HR Manager, HGBRS
Yoga Narasimha * Group Internal Auditor

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Ilias Aneefa ** Manager, HR & Administration Partha Barua Assistant General Manager

Ralph Nehme Manager - Finance
Jim Valeras Labrador * Internal Auditor

^{**} AWC Resident Head * Local Audit Board member

THE COMMITTEES

Emirates International Schools

Graham Walmsley ** Dean of Students, EIS-J Kiran Radhakrishnan Assistant Registrar, EIS-M

Rajeevan Unni Librarian, EIS-J

Walid Semaan Housing & Licensing Manager, EIS

Subhro Chakraborti * Audit Manager

IN CHARGE OF FINANCE

Finance Department, AHG

Premjith MP Management Accountant

Girish Pachat Accountant Mariam Safa Accountant

MASTERS OF CEREMONY

Noura Badawi Chief Communications Officer, AHG
Joanna Andrews Director of Communications, AHG
Sean Jackson Prestige Group Service Manager, AHM

Mariam Safa Accountant, AHG
Aji Vijay Jose HR Supervisor, EIS-J
Emily Coates Head of Grade 9, EIS-M

Walid Saaman Housing & Licensing Manager, EIS
Paul Hage Group Director of Culinary, HH

Charmaigne Cauchon Guest Relations and Reception Officer, AHG

EVENT COMMITTEE

Media and Communications Department, AHG

Noura Badawi Chief Communications Officer Joanna Andrews Director of Communications

Liezl Lumanlan Executive Secretary

Michaela Podkovcik Senior Media & Communications Executive

Gilda Castro Rios Art Manager

Radwa Wagdi Media & Communications Executive

Inamul Bashir Web Master Syed Ghousuddin Web Developer Murali Pulappalli Photographer



Hosts take pictures for the Group's social media #EEA2015 #AHG45Years #Habtoorians









HOSTS & PERFORMERS

HOSTS

Catherine Manalo Chairmaine Cuachon Riham Abdelraouf Ali

Racha Soubra Deepa Rayan Vanessa Anes Vanessa Maria

Shady Laine Albarado Kristine Azusano

Simi Mary Charley Ritchel Ibarrientos Rheinalyn Abriam Rhoda Villados HR Assistant, AHG

Guest Relation & Recepcion Officer, AHG Guest Relation & Recepcion Officer, AHG

Trainee, AHG

Secretary to Managing Director, AHM

Senior HR Specialist, AHM

HR Associate, AHM

Personal Assistant to Managing Director, HH Loyalty Coordinator & Receptionist, HH

HR Executive, DL Secretary, DL

Classroom Helper, EIS Classroom Helper, EIS

HOSTING TEAM

Habtoor Grand Beach Resort & Spa, Autograph Collection

Paul Hage Group Culinary Director, AHG

Mehdi El Idrissi Executive Chef

Alaa Eldin Assistant Food and Beverage Manager

In-charge of Banqueting
Assistant Banquet Manager

Baba Rafileen Preena Assistant Banquet Manager
Anita Pradhan Events and Sales Administrator

Heiko Thurein Director of Engineering
Badhusha Basha Assistant Resident Engineer

Sameera Welimada AV Manager

PERFORMERS

Emirates International Schools - Jumeirah

Chinese dance:

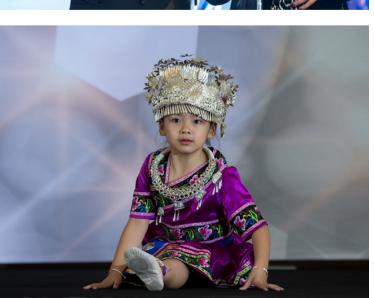
Performed by: Xindi Dai (Year 1)

Musical performance:

Performed by: Tracy Werunga (Year 10)









EVENT RUNDOWN

Habtoor Grand Beach Resort & Spa, Autograph Collection Al Andalus Ballroom Monday, March 14, 2016

OPENING ADDRESS

INDIVIDUAL EXCELLENCE AWARD

PERFORMANCE by EIS - Jumeirah

MILESTONE AWARD

EMPLOYEES' CHOICE AWARD

CSR AWARD

DEPARTMENTAL AWARD

BUSINESS UNIT AWARD

PERFORMANCE by EIS - Jumeriah

DISTINCTION AWARD

CHAIRMAN'S AWARD





Chef Paul Hage and Charmaine Cuachon







CRITERIA

Eligible for employees with more than one year of service.

This award is given to staff who have consistently demonstrated a high level of commitment, professionalism and dedication to all aspects of their job.

INNERS WINNERS WINNERS WINNERS W



Ahmed Zakaria Al Shahir Assistant Manager - Credit DL



Mam Chand Rameshwar

Mobile Lube Mechanic cum Driver

DL



Michaela Podkovcik
Sr. Media & Communications Executive
AHG



Abdelghani ChihaGovernment Relation Manager
HH



Mohammad Juma Darwish
Front Office Receptionist
HGBRS

INNERS WINNERS WINNERS WINNERS WI



Rosito Galasinao Dominia Assistant Manager - Tyre Division AHM



Nerogina Sabuero Abao Secretary Administrator AHM



Ramesh Kumar
Manager - Application Development
AHM



Gullrukh Rafiq Year 4 Teacher EIS-M



Krishnan Raveendran Chief Accountant EIS-J

NOMINEES NOMINEES NOMINEES NOMINEES NOMI



Karim Mahmoud Sr. Project Engineer AHG



Ronaldo Padernos Service Advisor AHM



Zoubeidas Mourad Sales Administrator AHM



Bakolla Shankar YellaiyyaAssistant Supervisor
DL



Cristopher Garden Head of Year 7 EIS-J



Rasheda Begum School Nurse EIS-J



Beverly Mayola Cabalejo Secretary/HR Coordinator Metropolitan Catering

March 2016

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Al Habtoor Group

BUSINESS UNIT

AWARD

2016



INNERS WINNERS WINNERS WINNERS



CRITERIA

The Milestone Award is eligible for employees with continued service for over half of the age of the business unit.

The award is given to individuals who have shown a long-term commitment and who have consistently excelled throughout their career. The award honours loyalty and recognizes the ability to adapt to change.

INNERS WINNERS WINNERS WINNERS WI



Kamarudeen Sahib
Assistant - Clearing & Customs Manager
AHM



Theresa Braga Sales Secretary HGBRS

NOMINEES NOMINEES NOMINEES NOMINEES NOMI



Atef Mousa Sr. Manager - HR & Admin AHG



Premjith M P
Management Accountant
AHG



Aurangzeb Mohammad Body Shop Manager AHM



Bazzem Merhi
Business Development
Manager-VIP & Government
AHM



Philip Cruz Sr.Service Administrator AHM



Thaivalappil BalanVinodan
PDI Controller
AHM



Nausheen Arif IBDP Coordinator EIS-J

NEES NOMINEES NOMINEES NOMINEES



Marie Conception Dmello
Uniform Room Attendant
HGBRS



Sarath Lal Silva
Time Keeper
HGBRS



Adeline Rodrigues
Office Manager
HH



Aileen CantimbuhanLoyalty Manager
HH



Reshanth Kundumkara Assistant Financial Controller HH



Joaquim Andre Afonso Contract Catering Manager Metropolitan Catering



Mohammed Said Mohammed Ahmed Executive Chef Metropolitan Catering

VINNER WINNER WINNER WINNER WINNE



CRITERIA

The Employees' Choice Award, previously known as the Executive Leadership Award, provides a platform for employees to recognise the best leader. The award recognises the positive interaction between the employees and Heads of Department, while motivating new leaders and advancing existing leaders.

WINNER WINNER WINNER WINNER WINNE



Janine Badawy

Executive Assistant to the Director of Schools FIS

NOMINEES NOMINEES NOMINEES NOMI



Saleh Salim Ei Chouli
Director
Technical & Training
AHM



Shibu Thomas General Manager - Fleet & Commercial Vehicle Sales AHM



Ilias Aneefa Sr Manager - HR & Admin DL



Khaled Saeed
Hotel Manager-Back of House
HGBRS



Mehdi El Idrissi
Executive Chef-Front of House
HGBRS

March 2016

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INNER WINNER WINNER WINNER WINNE



CRITERIA

The Corporate Social Responsibility Award recognises initiatives and strategies that demonstrate a commitment to CSR principles towards the community, including creative initiatives towards small investments to improve the wellbeing of the community, humanitarian support and aid, programmes and practices educating and motivating employees towards better CSR behavior.

WINNER WINNER WINNER WINNER WINN



Emirates International Schools



"I believe it is important to reward and red These are people who are hardworking, motivated and discipling - Khalaf Ahma

Group photo with the winners of the



cognise staff that consistently outperform. led; attributes which lead to success. I am very proud of them." ad Al Habtoor

2016 Employee Excellence Awards

INNERS WINNERS WINNERS WINNERS



CRITERIA

The Departmental Award is given to departments which demonstrate motivation, innovation, strong leadership and deliver value based on the foundation of clear vision with a customer focus.

INNERS WINNERS WINNERS WINNERS WI



Mitsubishi Sales Al Habtoor Motors

INNER WINNER WINNER WINNER WINNER



Sales - Inbound Rentals
Diamondlease

WINNER WINNER WINNER WINNER WINNE



Media & Communications
Al Habtoor Group

NOMINEES NOMINEES NOMINEES NOMINEES NOMII



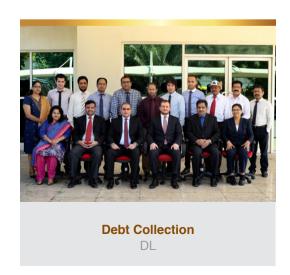
After Sales - Mitsubishi AHM



AHM



Technical & Training AHM



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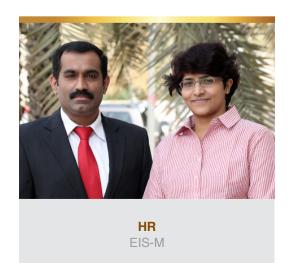




Early Years - PrimaryEIS-M



Finance & Registration EIS



INNER WINNER WINNER WINNER WINNE



CRITERIA

The Business Unit Award is given for Business Excellence. Units who can generate business through a pro-active approach and who think positively; units who display and nurture an entrepreneurial spirit while promoting excellent standards of corporate management and governance.

WINNER WINNER WINNER WINNER WINN



AL HABTOOR MOTORS

VINNER WINNER WINNER WINNER WINNE



CRITERIA

Winners of this category are professionals who have created an inclusive environment that develops, empowers, engages and motivates staff, leading to greater productivity and effectiveness.

WINNER WINNER WINNER WINNER WINNE



Abdul Salam Al Marzoogi

General Manager Khalaf Ahmad Al Habtoor Foundation

INNER WINNER WINNER WINNER WINNER



Satdev Singh Jamwal

Director - Operations AHM

WINNER WINNER WINNER WINNER WINNE



Medhat Yousef Fayez Yassa General Manager - Credit AHM

INNER WINNER WINNER WINNER WINNE



CRITERIA

The highly-acclaimed Chairman's Award is the most prestigious honour an employee can achieve. The winner is hand-picked by the Founder and Chairman of the Al Habtoor Group, Khalaf Ahmad Al Habtoor.

WINNER WINNER WINNER WINNER WINNE



Maan Halabi Managing Director AHG Sunderesh lyer Chief Operating Officer AHG - AHI

Yusef Shalabi Technical Advisor to the Chairman AHG

Behind the scenes at the 2016 Employee Excellence Awards...

Hours of preparation go into the annual EEA 2016 evening ceremony... Our cameraman, Murali goes behind the scenes as the Media & Communications Department fine tunes the evening programme...



The Media & Communications team poses for a photo with Alaa Eldin, Asst. Food and Beverage Manager In-charge of Banqueting



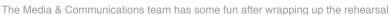




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Al Habtoor G

















Cheering for team Lebanon!





















Krishna Raveendran and Walid Semaan

The Chairman greets guests























Prior to the EEA 2016 evening programme, guests enjoy a moment 'in the spotlight' and take some snapshots for social media...

Individual Excellence Award winner, Gullrukh Rukh Rafiq is joined by her colleagues and friends











