



TROJAN TIMES

2019 | 1st Issue

CELEBRATING 10 YEARS OF EXCELLENCE



YEAR
ANNIVERSARY



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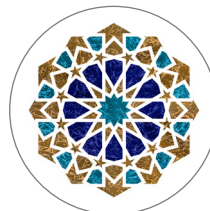
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A WORD FROM OUR MANAGING DIRECTOR ON TROJAN TURNING 10



ENG. HAMAD AL AMERI
Managing Director

Today, as we celebrate a strong start to the year, we also celebrate our 10th year as a holding group. Since joining our forces in 2009, the group has developed into a conglomerate with over 25,000 employees, marked global presence, and a name that stands proudly next to other giants in the industry. As I look back on notable moments from the past decade, of which there are many, I often remember the seemingly less monumental moments – conversations, meetings and interactions with our dear colleagues – all of which have helped transform this company into the goliath it is today. Of the notable projects I mentioned there are five that we can all agree did more than their fair share of good for the company: Nation Towers, Nareel Island Infrastructure, Emirati Housing

Development, Ain Al Fayhda, and one of our most celebrated international projects - The Local Hotel in Chechnya, Russia – have all successfully solidified Trojan at the top of the field.

Looking ahead to the prosperous years to come, Trojan will grow strategically by entering more international markets, while diversifying into untapped sectors including oil & gas and energy. As we buckle-up on this journey to become a multi-billion-dirham company, I would like to share my sincere thanks to every person who has been on this journey with us. I hope we share many more profitable years to come, and that you take time today to set goals and strategic milestones for the months and years ahead.



**YEAR
ANNIVERSARY**

CORPORATE CULTURE WITH OUR DEPUTY GM AND HR MANAGER



MR. EMAD AL JANABI
Deputy GM & HR Manager

GROWING OUR CULTURE BY LIVING OUR VALUES

A company's culture is defined by the people within it. I am pleased to see that with the strong leadership and dedicated workforce we have, our corporate culture is thriving. Our culture is one of clear and defined progression where we look to our leaders to lead and learn from their success. Focusing on the needs of our nation, we invest in our team of experts to take on big development challenges and strive to see them through. It's my belief that the culture of our organization is thriving not only because of our people, but also because of the very values we hold ourselves to: belief in our team members and their dependability and reliance on each other; delivering on our promises with uncompromising commitment; and taking responsibility towards our company's performance, quality, health and safety. We are passionate about growing this culture as we explore new fields in the pursuit of opportunities for innovation, self-improvement and development of our practices.

As part of this drive to share information between colleagues, Management is always seeking to improve their workforce knowledge through training, exhibition and seminar attendance. With the view to the future, let's focus on our commitment to culture as we seek the organization's continued growth day in, day out.

OUR VALUES

Our People:

We trust that our team members are our greatest asset and that's why we keep inspiring them and encouraging them to rely on each other.

Our Quality:

We deliver on our promises with uncompromising commitment and are professional about taking responsibility towards our company's performance, quality, health and safety.

Our Approach:

We are passionate about advancing and exploring new fields as we pursue opportunities for innovation, self-improvement and development of our practices.

Our Philosophy:

We believe in undertaking every project with zeal and pride, as we commit to our principles and are driven by our company's success.

Our Country:

We are proud contributors to the UAE story as we pursue the vision of our leaders through building impactful projects in our society.

Our Partners:

We highly value our network of partnerships that we forged with leading companies around the world, joint venture partners, vendors and subcontractors.

PROJECT UPDATE

DEIRA WATERFRONT PROJECT

Located at Al Corniche, Deira Waterfront Development, Dubai. Phase I entails 30 plots spread over a plot area of 610,202 square meters, each plot having its own development and design. The project's scope of work consists of mixed-use development and features hospitality, residential, retail and office together with all supporting amenities & infrastructure. It will also host a diverse range of food and beverage outlets to serve customers and visitors. A waterfront promenade will allow shoppers to browse around various restaurants and cafes, attracting tourists and residents alike.



IN-DEPTH PROJECT

MIRA OASIS

Mira Oasis Townhouses, consisting of 1393 units, is a residential development within the self-contained Reem Development Phase 2 in Dubai. The project is subdivided into 3 plots that will comprise of contemporary townhouses with a choice of courtyard living within spacious 3-4 bedroom units that come in different types of cluster homes and houses.

The construction on the project started in March 2016, with Trojan General Contracting appointed as the main contractor on the grand project, Trojan Holding will have its subsidiaries Reem Emirates Aluminium, HiTech, Phoenix, Royal Advance and Al Maha also engaged in the project.

This project is held to a very high regard at Trojan Holding and will ultimately prove Trojan's capability to deliver a project of this size with exceeded expectations.



INTERVIEW WITH THE PROJECT DIRECTOR OF MIRA OASIS

ENG. AWSAM MATLOOB

What differentiates Mira Oasis project from other projects you have worked on?

This Mira Oasis project is basically one of the most prestigious projects, since it's one of the sizable projects where it has a huge horizontal development which differs basically from doing vertical developments whenever you have horizontal developments the logistics will be an issue to look at. In addition to that the various elements of the project should be looked at carefully so in principle you have an issue with the infrastructure, you have an issue with the landscape, and you have an issue with the various elements of the project. In particular this project is different from other projects in town since it's very sizable, it's about AED 1.5 billion project and one of the issues in here which we had is to make sure that the project is dealt with in a very skilled and well organized manner. The planning is an issue to look at carefully, in addition to that we had to look into pleasing the client by providing the standards which he is looking at and achieve these standards according to their skills and the possibilities which you have in hand. Of course this project is dealt with Emaar development. One of the reputed developers in town and for that reason Emaar looks at various standards that cannot go beyond its limits. And that's why we have to reach into these standards.

What is the most important skill for a project director and why?

One of the most important skills for a project director is to have hands-on experience, having hands on experience means looking after the various obstacles and find suitable solutions in a timely manner; this is one of the most important elements. In addition to keep the whole team motivated.

Were there any challenges faced and how did you overcome them?

One of the most important skills where you can fix any obstacle which comes across sizable projects, this project by its nature is a huge project which is a big challenge and the current project director should be able to find the suitable solutions and these solutions should be done in a timely manner to close these issues on a needed basis. According to this project of course the project director should look into the various aspects, deal with the project manager, deal with the QA/QC Department, deal with all the various sub-contractors and ensure that the delivery and the coordination is done in a proper manner.



How do you keep team members motivated?

Keeping the team members motivated is by basically giving incentives to the people who are result orientated in achieving their targets in a timely manner and at the same time give some sort of encouragement to push the other people to imitate their colleagues who are achieving their targets.

What are different kinds of project management tools you worked with?

Here in Trojan we work with various software and programs, we have a TBMS which is a very powerful program developed internally by the company. Also we have a Buildsmart. Basically these two software encourage us to control the costs in a proper way, in addition to that looking at the time factors to ensure that the progress deliveries are achieved.

How are realistic schedules determined?

Realistic schedules are determined by making sure that the planning team works together with the operation department and looking into fine-tuning the program in a way that all sorts of results will be achievable so that at the end of the day whatever has been put on the plan must be achieved as maximum as possible.

Any tips or advice for running a project of this scale?

Well the advice of this special nature is one of the issues, we had to ensure that all of the technical and engineering aspects are resolved at the beginning of the project so that there will be no delays by finalizing the sub-contractors and executing the works with these sub-contractors. So whatever is being finalized in the initial stage will serve the purpose of proper delivery of the project on time.





NEWLY AWARDED PROJECT GOLF PALACE

We're thrilled to be announcing another project win for the Trojan General Contracting team. Golf Palace by Emaar Properties is a neighborhood of luxury villas located in the sought after golfing community of Dubai Hills Estate. The high-end residences offer four, five and six-bedroom spacious villas constructed with beautifully designed finishes and decor. Taking a total of 19 months to complete, residents of Golf Palace will be able to choose from three architectural designs: elegant, contemporary and modern, with expansive windows opening up stunning views of the golf course and surrounding green spaces. With a total built-up area from 8,531 to 9,900 square feet, the project is valued at AED 185 million.

QUALITY KNOWLEDGE ASSESSMENT

To further celebrate our colleagues for their success during the Quality Knowledge Assessment, gifts and certificates were handed out on Thursday, March 28th at the Palm Tower project. The gifts and certificates were distributed among the Engineers who placed amongst the top 5 across the organization. Our sincerest congratulations go to Eng. Hakkim Mohammed Abdul, Eng. Salim Fayez Salim Mahmoud, Eng. Abdelrahman Mohamed Abdelaziz Mousa, Eng. Mohamad Ibrahim El Doukhi, and Eng. Iyad N.N Saqer.



Proudly distributing the gifts, Eng. Hamad shared his congratulations and deepest thanks for all the recipient's hard work.





AL AIN VILLAS CSR INITIATIVE

The UAE's community of people with determination are a constant source of inspiration in our region. Their stories of triumph and resolve will forever be a point of pride for the UAE, and many people here at Trojan. Recently, Abu Dhabi Housing Authorities (ADHA) approached Trojan Holding and requested that we modify 8 villas in Ain Al Fayda and Emirati Housing Development, making them more suitable for local residents with special needs.

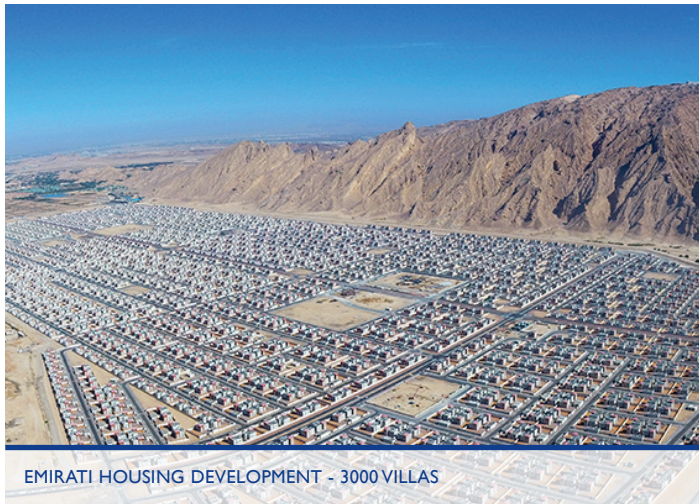
Hearing of the request, Eng. Hamad Al Ameri insisted that the modifications would be free of charge as a way of giving back to the community. Gratefully accepting the offer, ADHA were present to help plan the modifications, with construction beginning in January 2019. Trojan General Contracting handled the scope of work which includes: constructing ramps for accessibility, placing toilet aids, installing auto machines at the main gate, and the much-needed installation of lifts.

Talking of the partnership, Eng. Hamad Al Ameri shared these thoughts:

"I'm delighted that Trojan was able to use our expertise to make a tangible difference to the lives of so many deserving citizens. I hope they are able to make the most of their updated homes and enjoy many years of happy memories within them."



MR. ABDALLAH, ONE OF THE BENEFICIARIES OF THE CSR INITIATIVE



EMIRATI HOUSING DEVELOPMENT - 3000 VILLAS



IMPLEMENTATION OF THE RAMP WITH HANDRAILS



THE GATES WERE ADJUSTED TO AUTOMATICALLY OPEN



LIFTS WERE INSTALLED



10 QUOTES FROM EMPLOYEES WHO HAVE BEEN IN THE COMPANY FOR 10 YEARS



“10 years and Trojan is still going strong. As a pioneer, I have seen and witnessed how it has grown and developed to become one of the best construction companies in the UAE with the use of the most advanced methods in the industry succeeded with expert and professional people.”

Nehad Saad Mohammed



“Throughout the years Trojan has provided me the opportunity to work with an amazing group of people and develop strong relationships.”

Jamal Ahmed



“At Trojan we have the opportunity to be pioneers in a team oriented environment where we all work together to build iconic projects.”

Osama Al Naif



“The best thing about Trojan is the diversity and family-oriented atmosphere.”

Ahmed Khalil



“The opportunity for growth and development that Trojan keeps providing is one of the many reasons I love working here.”

Rahul MS



“I think that one of Trojan's best assets are its people. We work with a great group of people that make coming to work a great pleasure.”

Jaspal Singh



“After working for so long at Trojan you see your co-workers go from acquaintances, to friends and then family.”

Belkhese BB



“What makes Trojan successful is that every undertaken project is done so with vigor and a steely determination.”

Mathew George



“Working at Trojan has been a rewarding, challenging and a life-changing experience for me.”

Ahmed Attia



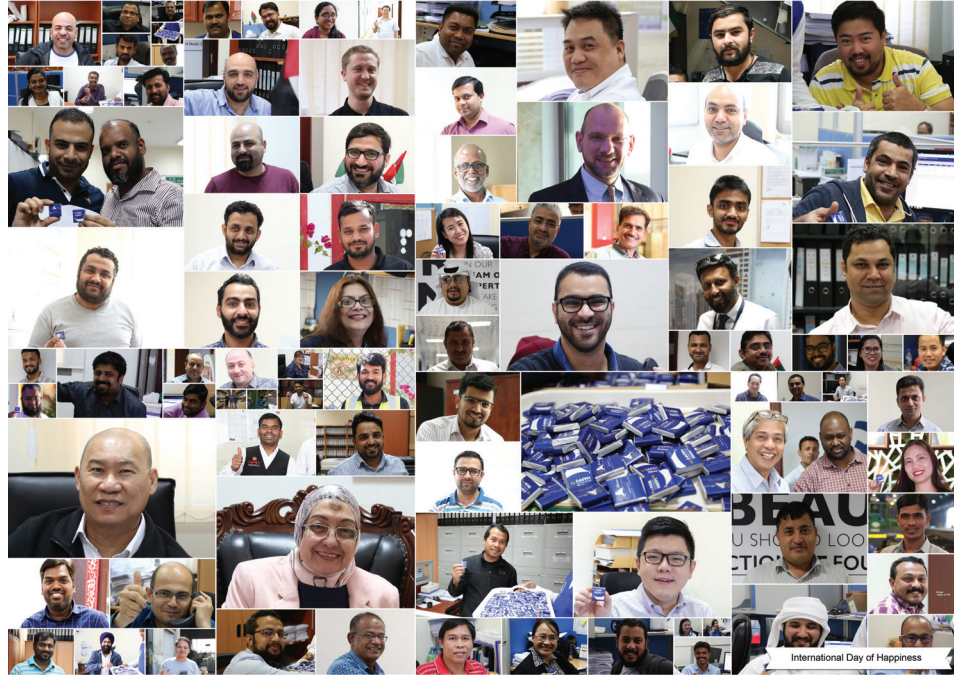
“I love that I get the chance to represent a company whose name speaks for itself in the UAE and around the world.”

Sajeev Chandrasekharan

TROJAN HOLDING BUZZ

INTERNATIONAL DAY OF HAPPINESS

Trojan celebrated International Day of Happiness throughout the Trojan family with shared smiles, stories and plenty of chocolate. The chocolate was given as a reminder of the importance that happiness holds in our organization and to celebrate the collective successes of the team.



DO MORE OF WHAT
MAKES YOU HAPPY

2 MILLION MAN-HOURS WITHOUT LTI AT THE HARBOUR GATE PROJECT

Emaar Properties congratulated Trojan General Contracting for surpassing two million man-hours without LTI (Lost Time Injury) at The Harbour Gate project. We hope to continue with the same spirit to achieve more and more, on our quest for excellence.



REA CELEBRATES LABOR DAY



On the 1st of May, Reem Emirates celebrated Labor Day to honor laborers for their contribution to the UAE.



10 MILLION WORKING HOURS WITHOUT ANY INJURIES OR ACCIDENTS ON A CONSTRUCTION SITE

As we strive to continually improve our health and safety standards, we are delighted to announce the passing of another milestone. On Thursday 28th March we smashed the massive achievement of 10,000,000 safe man-hours in the Yas Acres Development Project, Phase One.

Over the years we have come accustomed to celebrating these occasions, but we will never forget the enormous value and significance of this achievement. In celebration, a ceremony was held with attendees including ADM, OSHAD, Aldar project management, consultants, Trojan senior management and employees.



REA WINS THE TEKLA BIM ME AWARD

We are delighted to announce another milestone in Reem Emirates Aluminum's story. In front of a panel of industry experts and amongst competition from 36 countries from around the world, REA's Axis Tower Project won the Tekla BIM ME Award. Hand-picked from 40 entries from our region and competing across various categories, Axis Tower was deemed to be best-in-class during the competition which was held in Manchester, UK. The decision was based on many factors including: collaboration between multiple participants & use of IFC and open BIM; challenges solved with Tekla structures or Tekla structural designers; and most importantly, the project's 'cool factor'.



TROJAN RECEIVES HEALTH AND SAFETY AWARD FROM DDA



We are proud to receive an award from DDA, Dubai Development Authority, for maintaining a safe workplace at our Dubai Creek Harbour project. The award was shared during a ceremony on April 28th, at a celebration of World Day for Health and Safety at Work.

On behalf of Trojan General Contracting, Ahmed Abbas and Jodel Jimmenz collected the award, which was presented by Mr. Masoud Alzarooni, Executive Director at Dubai Development Authority.

TROJAN IS FEATURED IN EMIRATES PROJECT MAGAZINE

10 PROJECTS FOCUS - TROJAN HOLDING



10 YEARS OF EXCEEDING CLIENT EXPECTATIONS

NATION TOWERS, ABU DHABI

CELEBRATING ITS 10TH ANNIVERSARY IN 2019, TROJAN HOLDING IS A UAE-BASED CONTRACTING CONGLOMERATE WITH A DIVERSE PORTFOLIO OF PROJECTS THAT COVERS EVERYTHING FROM HOTELS, RESIDENTIAL AND COMMERCIAL PROPERTY THROUGH TO RETAIL HOSPITALITY AND INFRASTRUCTURE.

Moreover, employing over 25,000 personnel across eight subsidiaries in order to deliver high quality, on schedule turnkey solutions, the company offers a one-stop-shop service, with its huge technical team capable of working on every aspect of a building, no matter what the size or complexity.

Able to deliver everything in-house, Trojan is in the fairly unique position of not having to rely upon sub-contractors, and that is true wherever in the world it operates – not only in the UAE, but also in countries such as Bahrain, Jordan, Morocco, the Seychelles, Russia, Belarus, Serbia, Iraq, and Afghanistan.

This extensive in-house expertise has helped enormously in making 2018-19 a prosperous year for Trojan, with the company securing 17 Icon Bay at Dubai Creek Harbour by Emaar, Waters Edge by Aldar, and Madinat Al Arab infrastructure works for Nakheel. On top of that, Trojan has also landed several hospitality projects, including Rove La Mer in Dubai. The growing hospitality sector is an important part of the company's business strategy, as it looks to diversify its portfolio.

Trojan has also recently completed the

local Hotel in Chechnya, Russia. Aptly named, it offers a hub of Middle Eastern charm and hospitality in the region. The hotel's architecture features traditional wind towers, or barjeels, and traditional Arabic facades, while the colours, materials, elements, and art further add to the Arabian ambience of the hotel. To add to these wins, Trojan has recently also

been awarded projects in the Kingdom of Saudi Arabia such as the Security Forces Medical Center for the Ministry of Interior and the new headquarters building for SABIC, as well as the Address Residences by Emaar in Dubai.

Each country has its own rules and regulations for construction and construction related activities. These rules



17 ICON BAY, DUBAI

PROJECTS FOCUS - TROJAN HOLDING 11



ROVE LA MER, DUBAI

vary from one country to another and could be challenging for new players in the market. However, Trojan has overcome all of these challenges by involving nationals who have local knowledge in dealing with the respective authorities, and The Local Hotel project is an excellent case-in-point.

The Best People

Trojan has a positive work culture, underlined by continuous training and career planning for its committed and motivated workforce. This has resulted in a team of well qualified, experienced management staff and highly-skilled labourers who are dedicated to achieving excellence in each and every job they carry out.

The company is in the fortunate position of having grown to such a level that it can attract top foreign talent simply through its reputation. Its heightened visibility in the market, as being one of the largest construction companies in the UAE, plus the reputation of its subsidiaries and its huge diversified portfolio, also helps to recruit the best from around the globe. Add to that the benefits Trojan offers its staff - steady income, well-structured systems, huge potential for growth and career stability, and it is easy to see why Trojan is consistently a top choice for international applicants. Furthermore, being proud of its heritage as a local company, Trojan always look for Emirati locals to work with within the business, which is further supported by the Emiratization initiative set-up by the UAE government.

Caring for People and the Environment

For years now, sustainability has been a major focus for Trojan, and the company is delighted to see the region shifting towards this trend. More than just promoting sustainability within its communities, Trojan also puts considerable effort into the

protection of the environment, conservation of resources, and prevention of pollution. The company works diligently to adhere to the Pearl Rating System standards and ensures all staff are trained to work in a safe and environmentally responsible manner.

The most important topic for Trojan, though, is the health and safety of its workforce, as well as environmental issues on-site. These are communicated to staff through repeated and regular training sessions.

An Exciting Initiative

Trojan is always seeking to improve the skills of its people, whilst attracting the

most qualified and committed professionals. This is why the fourth cycle of the 100 Trojan Young Engineer initiative, taking place in November of this year, is causing so much excitement.

The initiative invites university students from across the country to various live construction sites in Abu Dhabi and Dubai to experience first-hand day-to-day activities and gain an insight into working life by experiencing both management and construction site roles. The programme spearheads the company's bid to foster a new generation of engineering leaders, offering them the opportunity of practical experience that will allow them to contribute successfully to the UAE's construction sector.

Opportunities and Growth

The current growth trajectory at Trojan, in terms of finances and work portfolio, has exceeded everyone's expectations when plotted against its growth development plan. Having attained this positive acceleration in 2018 across its group of companies, Trojan plans to maintain this position in 2019 by fast-tracking its strategic regional expansion, while pursuing new markets.

Its strategy going forwards is to continue its streak of strong performing years to maintain a steady and healthy growth of turnover. The company's five-year strategic plan is focused on diversifying its portfolio

geographically and across different sectors to safeguard itself and lessen the effect of downturns in the construction industry market-cycle. Trojan plans to maintain its dominance in hospitality, housing and high-rise projects in Dubai and Abu Dhabi.

The company is working hard to establish a presence in Belarus after its successful experience in the region too, and will soon be opening a branch office in KSA as part of its expansion plans into neighbouring GCC countries. Trojan is planning to diversify into different sectors, including oil, gas and energy, as well as enhancing its portfolio with new projects in the infrastructure sector.

The team at Trojan believes that there are always opportunities in the construction market, regardless of the challenges that it encounters. The company has seen lots of infrastructure projects released by the regional governments to stimulate the construction market and act as a catalyst for the private sector. This will keep the construction sector moving and help the private sector recuperate.

As a full-service contracting company, Trojan provides its clients with the ability to execute virtually any type of construction project, and the best evidence of its success is the long list of repeat clients who invite Trojan to work with them. There is no better recommendation.



17 ICON BAY, DUBAI

AFTER 10 YEARS
IN THE
CONSTRUCTION
INDUSTRY, WE
HAVE....



YEAR
ANNIVERSARY



+25,000

Multinational
Workforce



+100

Contracts executed
throughout the UAE and
Internationally



AED 402M

Worth of plant
and machineries

TROJAN'S SOCIAL MEDIA PLATFORMS



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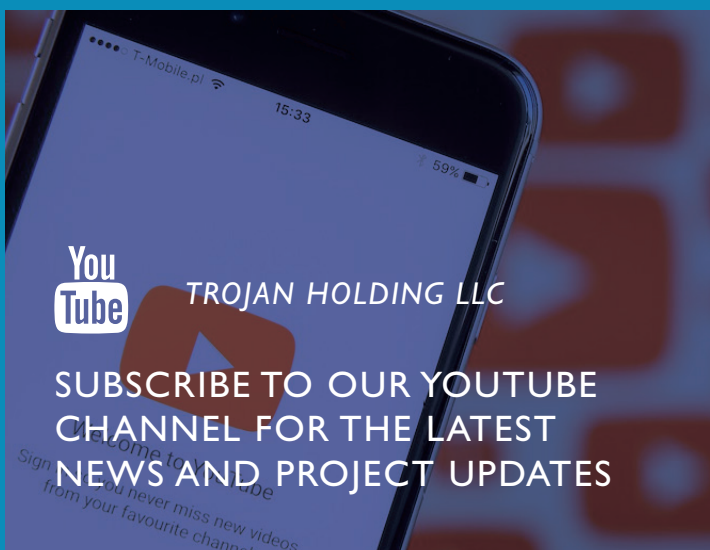
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10 FACTS ABOUT EID AL FITR

1. EID IS A CELEBRATION OF THE END OF RAMADAN

Throughout the holy month of Ramadan, Muslims fast from sun-up to sun-down to honor the month where the Quran was first revealed to Prophet Mohammed (PBUH). Eid al-Fitr is a celebration of the the end of the fasting period, Ramadan.

2. EID AL-FITR IS A VERY LITERAL TRANSLATION OF THE CELEBRATION

'Eid al-Fitr' literally translates as 'Festival of Breaking of the Fast,' or 'the Feast of Fast-Breaking'.

3. EID AL-FITR STARTS WITH THE SIGHTING OF THE FIRST NEW MOON AFTER RAMADAN

Eid al-Fitr doesn't begin until the new moon appears in the sky, this means that Eid al-Fitr starts at different times, and days, around the world. To standardize celebrations, some celebrate Eid when the new moon appears over Mecca.

4. RAMADAN AND EID AL-FITR CHANGE DATES EVERY YEAR

In the Islamic calendar, a new month starts and ends with each new moon. The average new moon appears every 29.53 days, so lunar months are shorter compared to the Gregorian calendar months. Because of that, Ramadan falls roughly 10 days earlier every year.

5. EID AL-FITR CELEBRATIONS LAST AROUND THREE DAYS

Celebrations typically last three days, but depending on the date they fall on, they could last much longer. For example, if Eid falls mid-week, Muslims will likely celebrate over the weekend.

6. TO START CELEBRATIONS, MUSLIMS CLEANSE THEIR BODIES AND WEAR NEW CLOTHES

Before morning prayer, Muslims cleanse their bodies in a ritual called 'ghusl'. After that, they will often don a new outfit to mark the occasion.

7. EID HAS ITS OWN GREETING

"Eid Mubarak," which means "Have a blessed Eid!", is a greeting you will commonly hear.

8. SPECIFIC PRAYERS ARE SAID DURING EID

Worshippers gather for prayers in mosques or outdoor locations. Afterward, they may visit the graves of loved ones to pray and clean the gravesites.

9. GIFTS ARE EXCHANGED DURING EID

After a month of sacrifice, Eid al-Fitr is a time of abundance. Gifts are often given, especially to children. These gifts can range from money, accessories, home goods, or flowers.

10. EID AL-FITR IS KNOWN AS 'THE LESSER EID'

Eid al-Fitr is the first of two important Eid celebrations in Islam. The other is Eid al-Adha, the 'Feast of the Sacrifice'. This second celebration observes the sacrifice Ibrahim (Abraham) was willing to make to Allah.




عيد مبارك

EID MUBARAK



YEAR
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