

December 2025

COMPASS QATAR NEWSLETTER

Health and Safety is our number one priority.



16th Edition

Empowering People Through Innovation



COUNTRY FINANCE MANAGER

Ganesh Rajamoothy

As we step into 2026, I want to take a moment to reflect on the successes we achieved together in 2025. Securing new contracts and retaining our valued clients were significant milestones, and these accomplishments were only possible with dedication, teamwork, and commitment of every member of our Compass Qatar family. Your efforts continue to strengthen our reputation for excellence.

At Compass, we remain deeply committed to the welfare of our staff and to making your experience with us easier and more rewarding. This commitment goes beyond welfare activities, and it includes embracing technology that simplifies your day-to-day life.

Starting this year, employees who previously received their salaries through D-Pay cards will now have access to online banking accounts. Details of this transition are explained in a dedicated section of this newsletter.

Doha Bank is introducing a new application that will allow team members to make international transfers without visiting exchange houses, waiting in queues, or being restricted by operating hours. This means greater flexibility and convenience for you. To ensure a smooth transition, Compass has organized training sessions to help you access and use this platform effectively.

On behalf of the management team at Compass Qatar, I want to thank you for your continued trust and hard work. We remain committed to supporting you and making your journey with Compass easier and more fulfilling.

Wishing you and your families a Happy New Year filled with success and happiness!

Compass Qatar at PMFG Summit 2025

We are proud to announce the successful participation of Compass Qatar in the **Precision Medicine and the Future of Genomics Summit**, early in December 2025. The event, hosted by Sidra's Dr. Ammira Akil and Dr. Khalid Fakhro, attracted many highly distinguished researchers and academics, from the fascinating field of Precision Medicine, and from across the globe.

The chosen subject was “The Use of Ozone Water in Healthcare Cleaning” with the presentation highlighting key sustainability initiatives that are already in place, or soon to be introduced, at Sidra, strengthening our pledge to create a positive impact for our clients and communities.

A heartfelt thank you goes to our Sidra Contract Managers and to our Head Office colleagues, for providing the support, enthusiasm and charm that made our participation a resounding success. Each of the Sidra-based Managers demonstrated a true understanding of the irrefutable significance of delivering consistent, top quality, innovative and sustainable support services within healthcare, especially in the pristine, “no-room-for-error” environment.



They used their collective knowledge, experience and confidence in the subject matter, to showcase Compass's dedication to innovation, sustainability and our intent to establish genuine partnerships with our Clients.

This event gave Compass the perfect opportunity to demonstrate our commitment to Sidra's vision for creating a truly world-class facility in Doha.

Sidra has been a valued Client since 2016, and Compass Qatar is proud to continue strengthening this relationship through collaboration and innovation.

These efforts align with the **Qatar National Vision 2030**, as we work toward a future that prioritizes environmental responsibility and sustainable growth.

Compass Qatar Expands with Al Fardan Project

As Compass Qatar continues to grow and expand, we are pleased to announce the start of the **Al Fardan Project**, marking another significant milestone in our journey within the hospitality services sector.

This three-year contractual engagement which commenced on January 1, 2026, is dedicated to delivering kitchen stewarding services across luxury hospitality operations. The project brings together a team of 107 skilled stewarding professionals, comprising both internationally recruited and locally hired members.

Ahead of the official start, management held an introductory meeting with all team members. The session was characterized by strong engagement, positive energy, and a shared sense of readiness as the team prepared to embark on this exciting professional journey.

The Al Fardan Project will support operations across six prestigious five-star hotels in Qatar and Al Fardan Towers, underscoring our commitment to excellence, operational reliability, and service standards aligned with world-class hospitality environments.



The participating hotels include:

- Marsa Arabia Kempinski, The Pearl - Doha.
- The St. Regis Marsa Arabia Island, The Pearl - Qatar.
- The St. Regis Doha.
- Kempinski Residences
- Al Fardan Tower Lusail
- Al Fardan Tower West Bay
- Al Fardan Tower Spa

We extend our sincere appreciation to all staff members for their dedication, professionalism, and enthusiasm. We look forward to a successful partnership and to delivering outstanding results throughout the duration of the Al Fardan Project.

Aspire Zone Busy Operations in December 2025



We are proud to recognize the Aspire Zone Team for ensuring the highest standards of cleanliness and hygiene during major sporting events and regional tournaments.

Their efforts were critical in creating safe, spotless environments for players, fans and officials across multiple venues.

Our teams successfully managed comprehensive janitorial operations at:

- **FIFA Arab Cup 2025 Qualification Stage** – Al Duhail Sports Club, Al Sadd Sports Club, Al Arabi Sports Club, and Al Gharafa Sports Club
- **Asian Qualifier Road to 26** – Al Sadd Sports Club
- **Gulf Cup** – Al Arabi Sports Club and Qatar Sports Club

We extend our sincere appreciation to our frontline crews for their dedication, professionalism, and commitment to delivering exceptional service during these high-profile events.

Your hard work continues to set the benchmark for operational excellence.

Doha Bank Launches DPAY SMS & Mobile Banking Services

Doha Bank has introduced DPAY SMS and Mobile Banking Services for all DPAY customers, and to ensure every employee can fully benefit from these features, awareness sessions are currently ongoing across all accommodations led by Mr. Fawad Mehmood, Direct Sales Agent.

These sessions are designed to equip employees with the knowledge and confidence to use the application effectively.

The training focuses on the newly introduced features of the Mobile Banking platform, aimed at making your banking experience more seamless and efficient.



Key Features of the New Platform:

- International Money Transfers:** Seamless transfers via the DOHA BANK Mobile Banking App, available 24/7.
- Full Account Access:** Check balances and transaction history anytime.
- User-Friendly Experience:** Simple, secure, and convenient mobile banking.
- Mobile Bill Services:** Manage postpaid and prepaid payments easily.
- Kahramaa Bill Payment:** Pay utility bills directly through the app.

These sessions aim to ensure that every employee can take full advantage of these features for a smarter, more efficient banking experience.

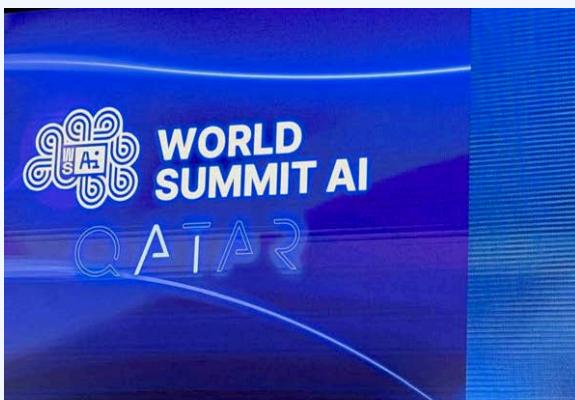
World AI Summit – Qatar

We are proud to share that Compass Qatar was represented at the recent World AI Summit in Qatar by our Qatar Management Team.

The summit, which is held annually, brought together global leaders and innovators to discuss the future of Artificial Intelligence and its transformative impact. In 2024, the event was hosted in Amsterdam, Netherlands and this year's edition continued to build on that momentum.

For Compass Qatar, attending this summit was an opportunity to understand where we currently stand and where we need to be in the rapidly evolving world of AI. Key highlights included:

- Launch of Kai – Qatar's national AI platform focused on trust, security, and resilience.
- Fanar 2.0 – Arabic Generative AI ecosystem supporting text, voice, image, and cultural content.
- Digital Agenda 2030 – Qatar's commitment to create 26,000 ICT jobs and drive economic diversification through AI.



Simon See

Global Head of the NVIDIA AI Technology Center

Global Perspectives:

- Ethical AI: Calls for responsible development and inclusive governance.
- Enterprise Transformation: SAP introduced the “Agentic Enterprise” concept to embed AI into workflows.
- Next-Gen AI: NVIDIA shared visions of autonomous agents, robotics integration, and quantum-enhanced models.

AI is no longer just a technology trend, it's a catalyst for economic renewal, cultural integration, and business transformation. The summit reinforced the importance of trust, collaboration, and innovation as we shape the future of AI.



Hamed Eltayeb

Digital and Tech. Solution Manager



December Safety Awareness Topic:

Knife and Sharp Object Handling

This month's safety focus highlights essential practices for handling knives and sharp objects safely in the workplace.

Firstly, it is crucial to use the right knife for each task and ensure that the blade is always kept sharp. A sharp knife is much safer and more efficient than a dull one.

Secondly, wearing cut-resistant gloves and handling knives with utmost care can significantly reduce the risk of accidents. Proper storage is equally important knives should be stored securely when not in use, and one should never attempt to cut anything while distracted.



Sandeep Vasudevan
Country HSEQ Manager



Additionally, being vigilant for potential hazards, such as loose knives or hidden sharps, can prevent injuries before they happen. If an injury does occur, it is essential to wash the wound, report the incident immediately, and seek medical attention without delay.

Remember, safety is everyone's responsibility. By staying focused, following established protocols, and speaking up, when necessary, we can all contribute to maintaining a safe workplace environment.

Turning Food Waste into Compost with Bioconversion at Lycée Bonaparte

On December 1, 2025, Compass Qatar at CPU City, in partnership with Bioconversion Company, launched a sustainable food waste collection program. Through this initiative, vegetable and fruit peels collected from our operations will be processed into eco-friendly compost, reinforcing our commitment to environmental responsibility and a greener future.

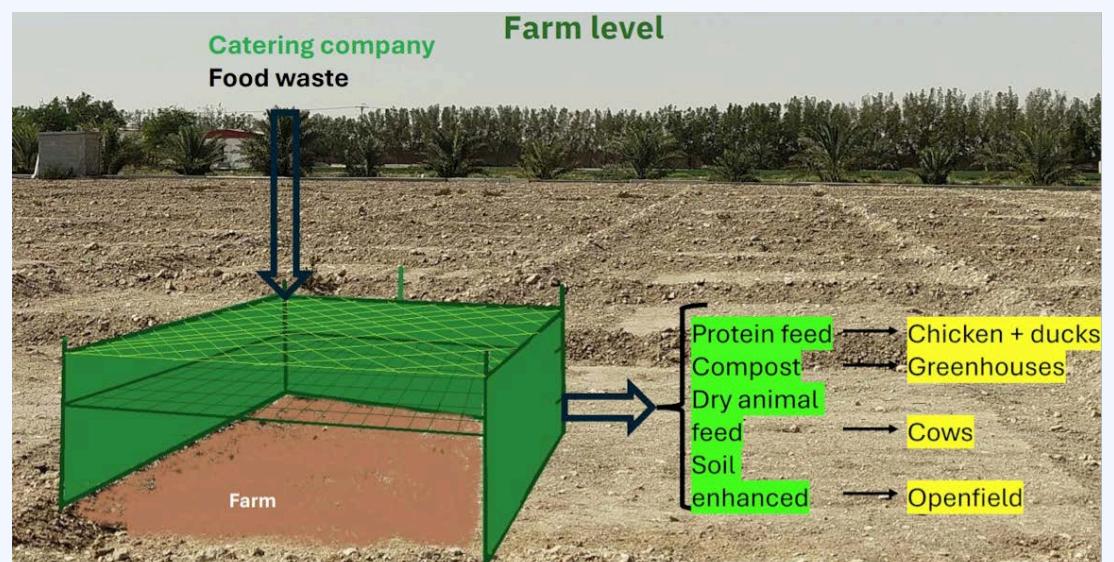
This collaboration echoes our dedication to sustainability and circular economy practices, ensuring that food waste is transformed into valuable resources rather than contributing to landfills.

Together, we are taking meaningful steps toward creating a positive impact for our workplace, community, and the environment.



Sarah Musisi

Environmental Officer



Rising To New Heights

Congratulations to **Ms. Lina AlBalasi** on Her Successful Transition to Operations Manager at Hamad Medical Corporation

Lina has led the Dietetics team for the past eight years with dedication and a strong commitment to service excellence. In her new role, she will oversee operations across MCRC, QRI, ACC, and WWRC, ensuring smooth facility management, compliance, and consistent service delivery.

Her adaptability, leadership, and ability to manage complex, multi-site operations have been key to maintaining high performance and operational continuity.

Lina's journey reflects resilience, growth, and an inspiring pursuit of excellence.



Lina Hassan AlBalasi
Operations Manager



Zabrina Hernandez
Dietetics Manager

In line with this transition, **Ms. Zabrina Ann Hernandez** will be stepping into the role of Dietetics Manager, ensuring continuity and excellence in our operations.

Ms. Zabrina will be responsible for managing the entire Dietetics, which are critical functions within hospital catering operations.

She will play a key role in coordinating dietary requirements and ensuring patient-specific needs are met in line with clinical and operational standards.

Additionally, Zabrina will serve as the primary point of contact for the client on all dietetics-related matters, ensuring clear communication, timely responses, and consistently high levels of client satisfaction.

This successful transition highlights the importance of succession planning, preparing team members with the right skills and knowledge for future leadership roles. By investing in skill development and fostering growth, we create a strong foundation for organizational success.

FSSC 22000 Version 6 Certification

at HMC Catering Operation



Compass Qatar during the official awarding of the FSSC 22000 V6 certificate by Bureau Veritas, in the presence of Hamad Medical Corporation management.

As featured in the November edition, Compass Qatar was officially awarded the FSSC 22000 Version 6 certification. This month, the formal awarding ceremony was held at Hamad Medical Corporation, marking a significant milestone in our continuous drive to uphold world-class standards in food safety and operational excellence.

A proud moment that highlights our unwavering commitment to quality and food safety.



Waseef Joins Compass Qatar in Championing Employee Welfare

We were delighted to welcome Waseef Management Team to the CPU project during our year-end celebration, where we honored our employees and reflected on the incredible achievements of the past year. Their presence added to the spirit of unity and appreciation as we recognized the dedication and hard work of our teams.

This occasion also marked 10 years of collaboration between Compass and Waseef, a partnership that has supported our operations and contributed to creating quality living spaces for our people. We value this relationship and the shared commitment that enables us to provide the best for our employees.

As we enter the new year, our focus remains on empowering our teams, fostering growth, and creating even more opportunities for success together.



Training Session for Hamad Airport Project Drivers

On 6th December, we conducted a comprehensive learning session for drivers at Barwa City, facilitated by our Transport Manager, Mohamad Shah, and HSE Officer, Duncan Wachira.

The session brought together all drivers assigned to the Hamad Airport Project and focused on enhancing road safety awareness and best practices.

Key areas of discussion included the importance of legal compliance, proper use of safety belts, defensive driving techniques, vehicle maintenance essentials, and common causes of road accidents.

Participants also explored strategies for managing fatigue, avoiding distractions while driving, and other critical safety considerations.



The session was highly interactive, with drivers actively sharing ideas and real-life experiences, making it a valuable learning opportunity for everyone involved.

Building Resilience through Stress Management Techniques

On 4th December, we hosted an insightful Stress Management session delivered by Al Burraque Consultancy. The session focused on practical techniques for identifying and managing stress, including effective breathing exercises to maintain calm during challenging moments.

The session was attended by 30 team members, including Team Leaders and Supervisors from various projects. These participants are now equipped with valuable tools to guide their teams in managing stressful situations effectively.



We continue to invest in employee well-being by providing practical tools and resources that promote resilience and a positive work environment.

Honoring 10 Years of Dedication and Excellence

Congratulations to our December Long Service Awardees for 10 Years of dedication, your commitment, hard work and loyalty have been instrumental in driving our success and shaping our culture.

We are proud to recognize the remarkable dedication within our work force:

- **778 Team members** have been with us for more than **5 years**,
- **156** for more than **10 years**, and
- **16** for more than **20 years**.

These achievements highlight the strength of our team and the lasting trust you place in our organization. Together, we will continue to build a future of excellence and shared success.



From left :- **Ningma** - cleaning supervisor, **Bishal** -Commis I
Dambar - Waiter, **Francis** - Chef De Partie.



Ratan - Waiter



Client Award

at Hamad Medical Corporation

We are proud to commend our team who have been recognized by Hamad Medical Corporation for their outstanding commitment to patient-centered care and continuous service improvement. These awards are testaments to their dedication, professionalism, and relentless focus on delivering excellence every day.

The team has gone above and beyond by actively listening to patients' feedback, clearly explaining meal plans and services, and ensuring diet orders are implemented accurately and without delay.

Consistent presence in the wards, prompt response to concerns, and proactive escalation when needed have further strengthened patient satisfaction and service quality.

We extend our heartfelt appreciation to every team member for making this achievement possible.



Mohamed Selim
Operations Manager



Jauhara Nagujja
Waitress



Susan Namukwaya
Waitress



Sarah Namulajje
Waitress



Bikash Shrestha
Waiter

Employee Monthly Appreciation

We are proud to celebrate the December recipients of our employee recognition programs, including the “Be A Star” awards and other appreciation initiatives.

Your dedication, teamwork, and outstanding performance continue to drive excellence and foster a culture of success across the organization.

Congratulations on your well-deserved recognition! We wish you continued growth and achievement



Lycée Bonaparte



CPU Waseef



Hamad Medical Corporation



Sidra Medicine



QAS

Festive Season Celebrations in various Projects

As we conclude the year, we extend our sincere appreciation to all our team members for your dedication, teamwork, and hard work throughout the year.

Your commitment has been key to our continued success. Together, let's embrace the new year with renewed energy and a shared vision for even greater achievements.



Head Office and Operations



Tub Circulation and Beumer



Hamad Medical Corporation

As we step into 2026, let's continue to innovate, collaborate, and inspire each other to reach new heights. With this year bringing fresh opportunities, growth, and success for us all.



QAS and Male Accommodation



French School



Sidra Medicine and Female Accommodation

UPCOMING EVENTS: Sports Day 2026

Get ready for exciting and energetic Sports Day events as we bring our teams together for fun, fitness, and friendly competitions!

We will be hosting a variety of sports activities designed for all skill levels, and we encourage employees to participate.

Taking part in Sports Day is more than just joining a game, it's an opportunity to:

- **Strengthen teamwork and collaboration**
- **Boost physical and mental well-being**
- **Build connections beyond the workplace**
- **Celebrate unity, spirit, and positive energy**

Let's come together, show our team spirit, and make this Sports Day a memorable one. Your participation is what brings the event to life!



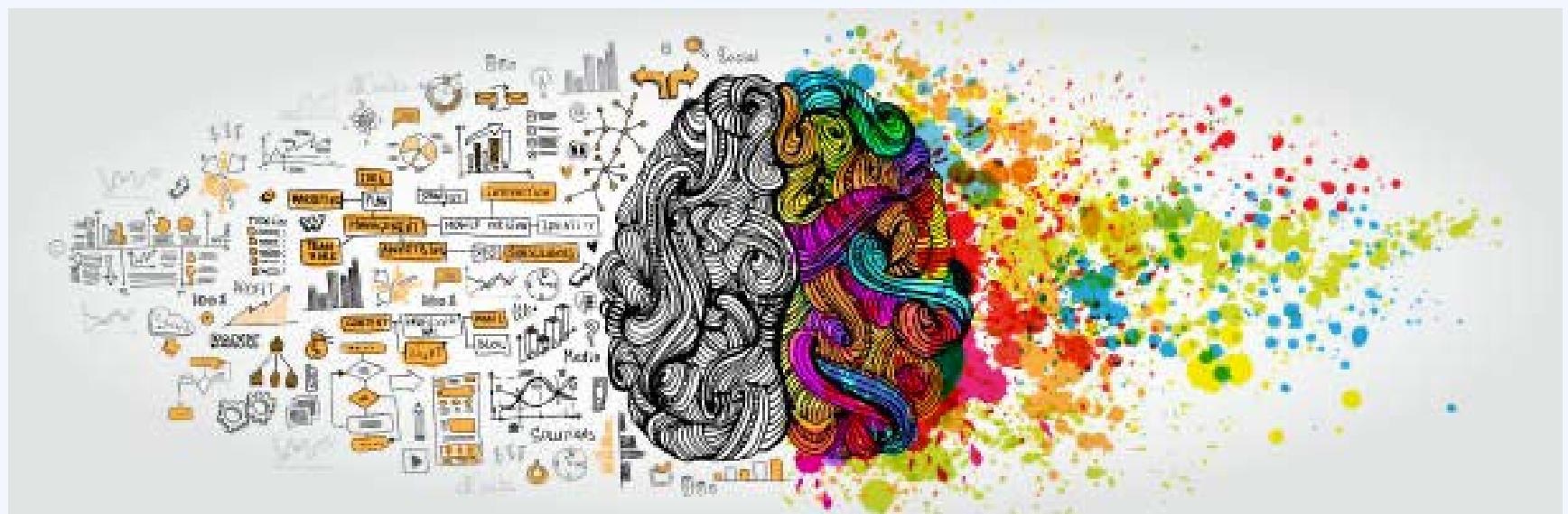
UPCOMING EVENTS: Mental Health Sessions

Mental Health Training sessions will begin on 22nd January across all projects, led by **Ms. Maureen Kariuki, Welfare Officer**. These sessions are designed to strengthen awareness, encourage open conversation, and promote a supportive and healthy work environment.

Employees will have the opportunity to engage in meaningful discussions on mental well-being and learn practical ways to support themselves and one another.

We encourage everyone to participate as we continue building a workplace culture grounded in care, resilience, and mutual support.

Project-wise schedules will be communicated soon.





Stay tuned for our exciting updates and latest news

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We value your Feedback