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## Celebrating CCC's Outstanding Women on International Women's Day



Yasmina Z. A. Buttma (Qatar)



Sanaa Sarieddine (Greece)



Nadine Zarour (Qatar)



Sarah Abu Raya (Egypt)



Ghaida Alqahtani (Saudi Arabia)



Rima Suleiman (Lebanon)



Engy Mehany (Egypt)

On March 8, CCC honored International Women's Day by recognizing seven exceptional women employees from across its operations for their outstanding contributions and remarkable performance. The celebrated women include Junior Engineer **Nadine Zarour** (Qatar), Head of Technical Support for Civil **Sanaa Sarieddine** (Greece), Senior Procurement Engineer **Engy Mehany** (Egypt), Senior Accountant **Rima Suleiman** (Lebanon), Junior Engineer **Yasmina Z. A. Buttma** (Qatar), Accountant **Ghaida Alqahtani** (Saudi Arabia), and Estimation Manager **Sarah Abu Raya** (Egypt).

CCC's Chief Officer, Mr. Jamal Bahlawan, addressed the employees, stating: ***"To all the women at CCC – your hard work, resilience, and achievements inspire us every day. Thank you for your dedication and impact. Together, let's continue to build a more inclusive and equitable future."***

This year's International Women's Day theme, "Accelerate Action", highlights the critical need to empower women in leadership, technology, and social change. For CCC this means reinforcing CCC's commitment to fostering diversity and equality in the workplace and providing opportunities for growth and leadership.

### A Message of CCC's CEO, Jamal Bahlawan on International Women's Day

***"At CCC, we recognize that diversity and inclusion are essential to innovation, growth, and success. This International Women's Day, we proudly celebrate the contributions of women across our organization and reaffirm our commitment to fostering an environment where everyone has equal opportunities to thrive."***

***The theme #Accelerate Action reminds us that achieving gender equality requires continuous effort. We must break barriers, challenge biases, and take proactive steps to ensure women in engineering, construction, and all fields have access to leadership training, technical upskilling, and mentorship."***

***To all the women at CCC—your hard work, resilience, and achievements inspire us every day. Thank you for your dedication and impact. Together, let us continue to build a more inclusive and equitable future."***





International Women's Day: Lebanon | BTO Celebration

## Career Awareness Program (CAP): Guiding Students Toward Future Career Paths | Greece



Between November 2024 and March 2025, CCC's Corporate Social Responsibility (CSR) team embarked on an impactful volunteering initiative titled: **Career Awareness Program (CAP)**. The Program aimed to provide high school students with valuable insights into the construction management and engineering industries, while also exposing them to essential support functions such as Building Information Modelling (BIM), sustainability in engineering, and human resources. It was designed to align with CCC's CSR focus on education and employment and sought to inspire the next generation of professionals by fostering their interest in education and careers within these dynamic fields.

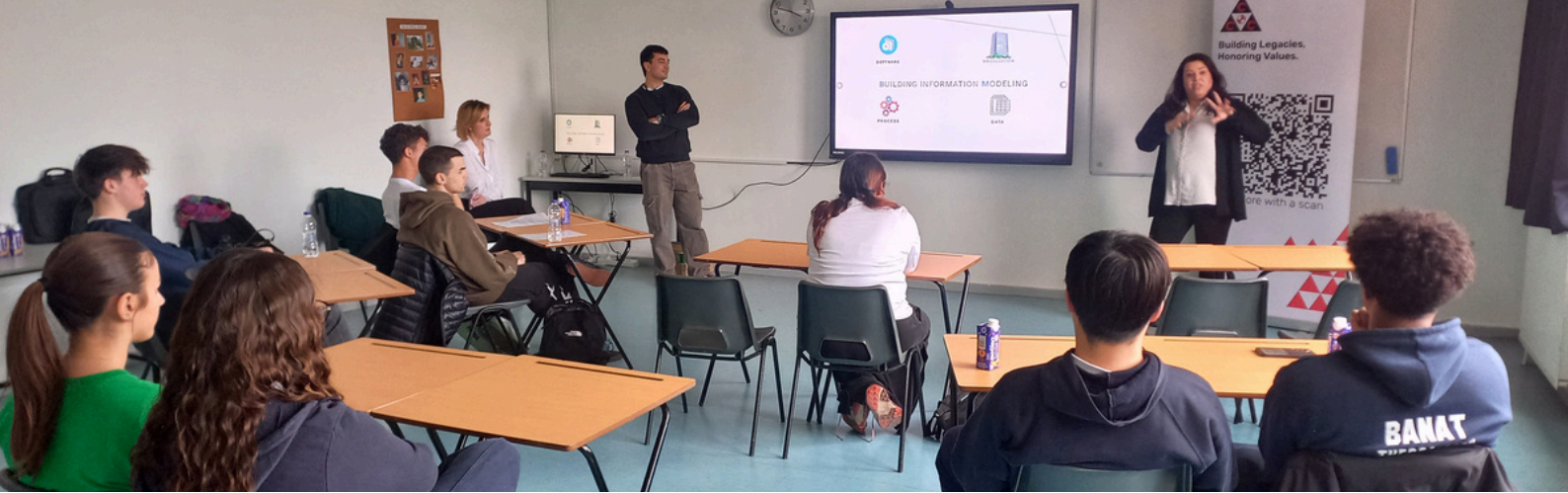
Over the course of four engaging sessions, 11th and 12th grade students at Champion School in Athens were introduced to the 4 diverse topics which were led by 5 of CCC's experienced professionals, who volunteered their time to share their expertise and provide real-world experiences to students. The sessions included:

**1. Construction Project Management Overview:** Delivered by Amjad Bosheh, Head of Technical Support, this session provided students with a comprehensive understanding of a typical timeline of a construction project from inception to final handover as well as the ins and outs of the engineering industry and management of successful construction projects.

**2. Building Information Modelling (BIM):** Overseen by Vivi Perganti, Head of BIM, and delivered by Rasha Nimer, Senior BIM Engineer, and Konstantinos Papakonstantinou, Junior BIM Engineer, the session introduced the fundamentals of BIM, the benefits that BIM brings to project execution, and showcased the role it plays in modern construction and emerging technologies.

**3. Building a Sustainable Future:** Delivered by Bilal Haidar, Head of IT Section and Head of Environmental, Social, and Governance (ESG), discussed CCC's commitment to sustainability and its efforts to reduce emissions, minimizing waste and promoting renewable energy solutions. The session highlighted the construction industry's impact on sustainability, how CCC is modernizing the energy sector with sustainable practices, and the future of sustainable construction and emerging trends.





**4. Human Resources in Practice at CCC:** Delivered by Andre Dabdoub, Senior HR Manager, provided insights into the role of HR in shaping a skilled workforce and supporting career development within the company, and the elements that constitute the foundation of human resources.

The Career Awareness Program was met with enthusiasm and positive feedback from both students and educators. Participants gained a deeper understanding of the diverse career paths available within CCC and the broader construction and engineering industries. Champion School's headmaster, Mr. Mike Henderson said: *"I would like to extend my sincere gratitude to CSR for their excellent organization that ensured a successful outcome for all, as well as thank all the guest speakers, who generously volunteered their time. Their insights gave our students helpful knowledge and a deeper understanding of the engineering industry in its broadest sense."* The sessions not only exposed students to real-world applications of engineering and business concepts but also motivated them to pursue their educational and career goals with renewed focus and determination.



Building on the success of this pilot program, CCC's CSR team hopes to expand the Career Awareness Program to other schools in Athens, further strengthening its impact on local communities and continuing to inspire young students to pursue their education and careers in construction, engineering, and related fields. Through initiatives like CAP, CCC reaffirms its dedication to corporate social responsibility, education, and community engagement, paving the way for a brighter and more sustainable future.





# Empowering Through Training and Job Opportunities at CCC | Saudi Arabia



Between August 2023 and August 2024, CCC supported the total of 286 fresh high school graduates who underwent specialized training at the Petroleum Institute across four professional disciplines. The program provided them with essential technical and practical skills, preparing them for future career opportunities. Upon successful completion, all participants earned a Professional Diploma Certificate. Following this, 103 of the trainees were recruited into the company as full-time employees for the Zuluf Project.

The training aimed to equip young graduates with in-depth knowledge and hands-on experience in their respective fields, ensuring they were well-prepared for real-world applications. The program was designed to bridge the gap between academic learning and practical industry requirements, fostering professionalism and efficiency among the trainees. In addition to the technical training, CCC employees delivered motivational speeches to inspire, support and motivate the trainees about career growth and opportunities in the field. They introduced the trainees to different career paths and industry expectations, providing firsthand insights into the professional world.

By enhancing their technical abilities and providing continuous guidance, this initiative empowered the trainees to build confidence, develop a strong work ethic, and contribute effectively to the company's success.



## CALL FOR VOLUNTEERS: START-UPS AND WORK READINESS FOR YOUTH - "THE COMPANY PROGRAM"

We are excited to share a unique volunteering opportunity with INJAZ Al Arab; a leading organization that promotes education in the MENA region under three pillars: workforce readiness, entrepreneurship, and financial literacy.

We invite you to take part in Injaz' flagship Company Program by leading training sessions for students in any of INJAZ's 13 countries of operation.

For more info. contact CSR at [csr@ccc.net](mailto:csr@ccc.net)



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JOIN US NOW!



Volunteers will:

- Deliver 1-3 Sessions to students
- Choose topics outlined in INJAZ' volunteer form
- Receive all necessary training and materials from INJAZ.



Who Can Volunteer?

- Passionate professionals with experience and interest in the topics outlined in the INJAZ volunteer form
- Those eager to make an impact on young minds!



Time needed:  
Just 2-4 hours of your time!



Be the change.  
Inspire the next generation!



How to Register and Get Started:  
Register through this link: [Volunteer With INJAZ](#)  
Once registered, a local INJAZ chapter will contact you and provide training.

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## Sports Entertainment for Palestinian Evacuees: A Humanitarian Initiative in Qatar

In coordination with the Al Thumama residential complex, five CCC volunteers in Qatar assisted Palestinian evacuees from Gaza in attending the tennis and squash tournament at Khalifa International Tennis and Squash Complex. Volunteers transported, guided, and supported the attendees throughout the event, ensuring a smooth and welcoming experience. The Al Thumama Complex, originally built for the 2022 FIFA World Cup, now serves as a temporary home for Palestinian evacuees, offering them refuge following the collapse of Gaza's medical sector.

The tournament, organized by the Women's Tennis Association, provided a moment of relief and normalcy for 45 Palestinian guests, helping to ease the emotional and psychological strain of their circumstances. Through their efforts, CCC volunteers demonstrated the power of small acts of kindness, offering hope, support, and a sense of belonging to those in need.



## CCC's CSR Initiative Provides Iftar Meals to Support Needy Families in Egypt

On March 23, 2025, 11 of CCC employees volunteered their time and effort to package food boxes for needy families. The volunteering action was organized by CSR in Egypt with the Egyptian Food Bank whose mission is to serve society especially the needy and to fight hunger. In a few hours of their time, the volunteers packed 350 boxes, each designed to provide meals for four people, ensuring that a total of 1,400 individuals received essential Iftar meals during Ramadan.

This volunteering initiative reflects CCC's CSR commitment to making a positive impact and foster the spirit of generosity and community support during the Holy month of Ramadan. Through their collective effort, CCC's volunteers made a meaningful impact in this special time of the year reflecting the true spirit of Ramadan.





## Al Wathba Lake Camp Cleanup: A Step Towards Environmental Sustainability UAE



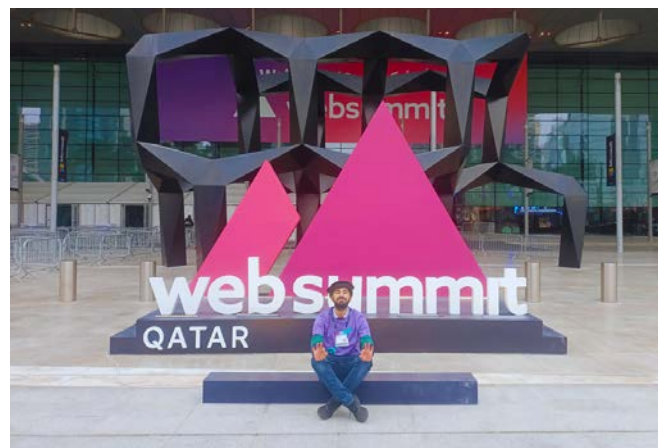
In an admirable effort to promote environmental sustainability, a cleanup of the Al Wathba Lake Camp in Abu Dhabi was organized by the Environment Friends Society on February 13. The clean-up aimed to restore the natural beauty of the area, tackling the growing issue of litter and waste accumulation that threatened the local environment and wildlife. It brought together employees of various companies, including five dedicated volunteers from CCC. Equipped with plastic bags, volunteers were assigned specific areas to clean, working together to collect and properly dispose of waste.

The clean-up initiative did not only improve the cleanliness and preservation of Al Wathba Lake's ecosystem but also raised awareness about environmental responsibility. The event fostered a sense of teamwork and highlighted the importance of corporate social responsibility, inspiring both volunteers and the broader community to contribute to a healthier and cleaner natural space.

## CCC's QC Inspector Atta Mohiuddin Volunteers at the International Web Summit | Qatar

In line with Qatar's vision to become a global hub for innovation and entrepreneurship, the International Web Summit was held from 23rd to 26th February at the Doha Exhibition and Convention Centre (DECC). The event attracted over 25,000 attendees from 124 countries and served as a platform for sharing and showcasing ideas, networking, fostering collaboration across industries, and inspiring the next generation. Notably, 47% of the startups represented at the summit were founded by women, highlighting the growing role of women in driving global innovation.

CCC's QC Inspector Atta Mohiuddin was among the other volunteers who contributed to the event's success. Atta volunteered his time and skills to ensure the smooth operation of the summit. His responsibilities included scanning attendee accreditations, directing participants to designated lounges, and organizing sessions at meetup lounges. His dedication and attention to detail played a vital role in creating a seamless experience for attendees. By volunteering at such a prestigious event, Atta contributed to Qatar's mission of becoming a leader in the global tech and entrepreneurship landscape.





## CCC's CSR Initiative Supports Saihat Association for Social Services in Saudi Arabia



CCC's Corporate Social Responsibility (CSR) program in Saudi Arabia recently partnered with the Saihat Association for Social Services to aid socially disadvantaged individuals. The contribution included a donation of 25 personal computers, along with financial support for preparing and distributing food parcels. Established to assist low-income families, the Saihat Association provides vital social, health, and educational services to vulnerable groups, including orphans, people with disabilities, and the elderly.



On March 20, CCC volunteers visited the association to deliver the computers, which had been configured by CCC's IT specialists. The team also participated in distributing food parcels, reinforcing CCC's commitment to supporting community welfare and fostering social responsibility. The visit concluded with a meeting between CCC volunteers and association representatives, who shared information about the organization's impactful services. This initiative underscores CCC's dedication to making a tangible difference in the lives of those in need while strengthening ties with the local community.

## Employee Welfare Activities

### Ramadan Padel Tournament | Egypt

From the 16th until the 19th of March, CSR organized a Ramadan Padel Tournament at the Sky Resort in Egypt. The tournament brought together 16 players who competed in multiple rounds leading up to the exciting finals. Beyond promoting a healthy and active lifestyle during the holy month of Ramadan, the tournament provided employees with an opportunity to connect outside the workplace, fostering team spirit and camaraderie.





## Health Day at CCC Egypt

On February 20, 2025, CCC Egypt hosted a successful Health Day in collaboration with Cleopatra Hospital Team at the CCC Cairo Area Office. This initiative provided employees with free health check-ups, including BMI assessments, blood pressure checks, and random blood glucose tests.



The event organized by the Human Resources Department also featured open clinics with GIT and orthopedic specialists, offering medical consultations to ensure comprehensive care. By promoting proactive healthcare and employee well-being, CCC Health Day reinforced the company's commitment to fostering a healthier workplace. The 62 employees who participated benefited from valuable medical insights, raising awareness about preventive healthcare, and encouraging a culture of wellness. The event falls under one of CCC's CSR main pillars of Health Welfare and addressed goal # 3: Good Health and Wellbeing of the UN's Sustainable Development Goals.



## Celebration of Qatar National Sports Day at CCC's Residential Camps

Qatar's National Sports Day 2025, celebrated annually on the second Tuesday of February, promotes a healthy and active lifestyle through nationwide sports and fitness activities. This year, CCC organized a series of engaging sports and recreational activities at its PEO and Mesaieed residential camps, fostering employee participation in physical fitness. The activities included carrom, billiards, baby foot, tug of war, volleyball, football, and basketball tournaments, encouraging teamwork and a healthy lifestyle.



Employees enthusiastically took part in the competitions, and outstanding performers were recognized for their achievements. Spectators also enjoyed the spirited matches, cheering on their colleagues. The event successfully promoted a culture of wellness, camaraderie, and friendly competition, making it an enjoyable occasion for all participants.





## Hag Al Laila Celebrations at CCC UAE

On February 20, CCC's Kizad location hosted a vibrant celebration of Hag Al Laila, a treasured Emirati tradition that heralds the arrival of Ramadan while fostering the spirit of generosity and community.

The event featured decorated traditional booths, offering an array of sweets and delicious food for employees and their families to enjoy. It was a joyful gathering that honored Gulf heritage, bringing people together to celebrate cultural authenticity. Through their participation, attendees helped highlight the rich traditions and strengthen the connection to their heritage.



## Welcome Aboard CSR Coordinators in Saudi Arabia

Although being a CSR Coordinator is a voluntary position, the coordinators' passion for social responsibility and sustainability is what drives them to be members of the CSR team. They provide support and insight on the social needs of the communities and ensure that CCC has a positive impact on local communities. In brief they are the drive and vitality behind doing good.

### CSR IS PLEASED TO ANNOUNCE THE NEWLY DELEGATED CSR COORDINATORS IN SAUDI ARABIA:

MAHA AL QAHTANI - JR. ACCOUNTANT A&P  
MARYAM MUTAWA - JR. ADMINISTRATOR A&P  
MOHAMMED AL KHARS - ADMINISTRATOR A&P

