

TOP 10

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BUSINESS

ENQUIRER

ISSUE 121

LEADERS OF THE YEAR

FEATURING
INFLUENTIAL
FIGURES FROM
BANKING,
SUPPLY CHAIN,
SUSTAINABILITY,
ENERGY, AND
MANUFACTURING.

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A WORD FROM OUR CEO



Jamie Waite
Group CEO, Be Media

To Our Esteemed Readers of Business Enquirer,

As we approach the end of 2023, I, Jamie Waite, Group CEO of Be Media, am thrilled to share with you the strides we've made this year, a period marked by significant achievements and expansive growth.

This year, Be Media has not only covered a wealth of fantastic stories and PR releases, but we've also deepened our commitment to global outreach. Our stories have echoed around the world, thanks to our partner platforms, allowing us to share compelling narratives across various continents.

A key highlight of our expansion has been the addition of industry-leading magazines to our portfolio. These publications have enabled us to cater to a diverse range of interests and sectors, further solidifying our position in the media landscape. Coupled with our engaging newsletters and sophisticated data collection strategies, we have enhanced the integration of our articles across multiple platforms.

Our email strategies have been particularly transformative, allowing us to forge closer connections with our audience while delivering tailored content directly to their inboxes. This approach has significantly augmented our reach and engagement, making our content more accessible and relevant to our readers.

The partnerships we've nurtured this year, including those with PSC, IHG, PIP International, and ETU Energias, have been instrumental in our success. These collaborations have not only enriched our content but have also paved the way for future endeavors with organizations like PwC, Barclays, and Rolex in 2024.

The coverage of the Formula One Las Vegas launch was a standout event for us, showcasing our team's ability to deliver top-tier content on a global stage. This experience has been invaluable and highlights our commitment to bringing exciting and dynamic stories to our audience.

Our marketing strategies have revolutionized how we understand and interact with our readers. The insights gained from our data analysis — understanding reader preferences, behaviors, and engagement patterns — have been pivotal in enhancing the performance and reach of our articles. This data-driven approach ensures that we continue to deliver content that resonates and retains our audience's attention.

As we look forward to a prosperous 2024, I want to express my heartfelt gratitude to our clients, partners, and readers. Your support has been the cornerstone of our success, and we remain dedicated to delivering exceptional media content and strategies in the coming year.

Warm regards,

Jamie Waite
Group CEO, Be Media

If you have a business story you wish to share in 2024, please contact our Head of Production via production@busenq.com

WHERE TO FIND US

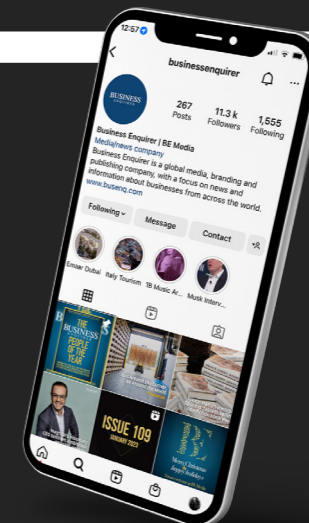







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ILLUMINATING NO BS WELLNESS

PIP INTERNATIONAL: TRANSFORMING THE PLANT-BASED PROTEIN LANDSCAPE WITH INNOVATION AND SUSTAINABILITY

PIP International is excited to share that it has secured \$3 million in funding through Emissions Reduction Alberta's (ERA) Partnership Intake Program to spearhead a pioneering project in Alberta and Canada. At the helm of this revolutionary agri-tech company, Christine Lewington, the visionary CEO of Protein Isolate Plant (PIP) International, brings over two decades of industry expertise to the table.

PIP's latest venture involves the implementation of a first-of-its-kind Thermal Energy Storage (TES) system, fueled by patented technology that stores heat in crushed rocks. This innovative project aims to utilize 100% on-site green renewable energy, charging a thermal battery to provide carbon-free heat for year-round electricity generation and processing at PIP's Lethbridge, Alberta, Canada, agri-processing facility.

Lewington expressed gratitude for the crucial support from the Government of Alberta through ERA funding, emphasizing its significance in showcasing PIP's thermal innovation applicable across various industries. The project aligns with Alberta's decarbonization goals, and with



ERA's backing and collaborative partnerships, PIP aims to unlock thermal decarbonization options crucial for achieving greenhouse gas reduction targets.

The PIP International Success Story

Lewington's leadership has propelled PIP International into the forefront of the plant-based protein industry. The company, based in Lethbridge, Alberta, has transformed a craft brewery into a cutting-edge pilot pea-processing facility. PIP's patented Ultimate Pea Protein isolate (UP.P™) extraction method has disrupted the industry, offering a sustainable, natural, and affordable product that positions PIP as a leader in the protein isolate market.

PIP International's success is not just limited to its premium protein. In less than a year, the company has transitioned from a concept to a fully commissioned \$30



million pilot facility, receiving \$7 million in purchase orders. With a focus on B2B, PIP has become a sought-after supplier in the plant-based protein market.

Lewington has ambitious plans for PIP's expansion, seeking investors and eyeing markets in Europe and South Korea. With a commitment to being a leader in plant-based processing, PIP aims to impact global protein supply availability significantly.

The New Facility: A Game-Changer in Protein Processing

PIP International is set to revolutionize protein processing with its new \$150 million facility, projected to process 126,000 metric tons of yellow peas annually. This facility, expected to be the world's highest-capacity protein processing plant, will be powered by a 17-megawatt solar farm, making it net zero electrically. Through thermal and hydrogen innovations,

PIP plans to achieve overall net-zero status while reducing water usage by a minimum of 30%.

Innovation in Extraction: UP.P™ Protein

At the heart of PIP's success is its patented extraction process, UP.P™ isolate. Unlike traditional methods, PIP's gentle process uses less heat and time, preserving the proteins in their natural state. This breakthrough allows PIP to produce tasteless, colorless, and highly functional yellow pea protein isolate, setting it apart from competitors.

Beyond its visual appeal and functionality, PIP's UP.P™ is also allergen-free and versatile, making it an ideal ingredient for various food products, from dairy alternatives to protein powders.

Sustainability as a Guiding Principle

PIP International's commitment to sustainability is evident throughout its operations. With over 350,000 acres under contract for yellow pea cultivation, PIP's crop of choice promotes environmental stewardship by fixing nitrogen in the soil and improving crop yields. The company's dedication to sustainability extends to its facilities, utilizing alternative technologies to reduce water usage, generate green power, and minimize waste.

The company's commitment to being net 0 carbon negative, combined with 100% green energy usage, underscores PIP's vision of providing a sustainable protein solution for the future.

In a world grappling with the challenges of climate change, PIP International stands as a beacon of innovation and sustainability, leading the charge in transforming the plant-based protein landscape. Through pioneering technologies, strategic partnerships, and a commitment to environmental responsibility, PIP International is carving a path toward a more sustainable and accessible protein future.

www.pip-international.com

IHG HOTELS & RESORTS AND RAK PROPERTIES EXPAND STRATEGIC PARTNERSHIP

WITH THE INTRODUCTION OF 'STAYBRIDGE SUITES MINA AL ARAB' IN RAS AL KHAIMAH

Located on Hayat Island, the development will be designed to meet the needs of extended-stay business and leisure travellers.

Dubai, 12 December 2023: RAK Properties PJSC, (ADX: RAKPROP), Ras Al Khaimah's leading publicly listed property developer announced that it has expanded its strategic relationship with IHG Hotels & Resorts (IHG®) with the introduction of 'Staybridge Suites Mina Al Arab' on Hayat Island.

The 156-key Staybridge Suites Mina Al Arab will offer studio, one and two-bedroom apartments blending contemporary design with spacious layouts. The 14-storey tower will feature a fully equipped fitness center, breakfast and restaurant areas, combining idyllic island style living with the warm and authentic Arabic hospitality. Guests will also have direct beach access as well as benefit from the luxurious offering of the InterContinental Ras Al Khaimah Resort and Spa, located within walking distance.

IHG has had a successful partnership with RAK Properties since the signing and opening of InterContinental Ras Al Khaimah in 2022. A testament to their collaborative excellence, the hotel is renowned for its luxurious accommodation, world-class dining

IHG
HOTELS & RESORTS

options and exceptional spa experiences, making it an all-encompassing destination for travelers.

Sameh Muhtadi, CEO, RAK Properties, commented: "We are delighted to partner with one of the world's leading hotel companies, IHG Hotels & Resorts, to open our first Staybridge Suites Mina Al Arab in Ras Al Khaimah. We're witnessing a trend of blended stay, where guests arrive for business but then stay longer for personal travel, and we are plugging the gap for long serviced stay in the emirate. This concept will help us diversify and enhance our hospitality portfolio on Hayat Island, as well as contribute to our food & beverage offering as we look to add considerable additional appeal to our overall hospitality offering on Mina Al Arab."

According to a report by global network InterNations, Ras Al Khaimah has been ranked world's fourth best city for expatriates to live and work, based on the high quality of life it offers and job opportunities. With a first place ranking in the expat essentials index, the report noted that the emirate was easiest for expats to get started, housing being affordable and easy to find. Post the COVID-19 pandemic, hybrid work arrangements have generated strong demand for longer hotel stays, increasing the popularity of cost-effective extended-stay hotels and making them one of the fastest growing segments in hospitality.



Haitham Mattar, Managing Director, IHG Hotels & Resorts India, Middle East, and Africa, said: "Ras Al Khaimah is a breath of fresh air for domestic and international tourists alike, with its unique blend of natural beauty, history, and adventure. The emirate is known for its remarkable landscapes and is home to the highest mountain range in the UAE — making it the perfect location for an extended stay to relax, hike, wander, explore and more. Recognising RAK's increasing potential in becoming a leading extended-stay destination, driven by RAK Tourism's efforts in solidifying the emirates' position as the region's fastest growing tourist destination, we have introduced Staybridge Suites Hotel Mina Al Arab — which reaffirms our commitment to providing exceptional experiences to our guests. We look forward to warmly welcoming travellers to experience the unmatched hospitality of this hotel and the exceptional beauty of RAK."

The development forms part of RAK Properties' broader master plan for Hayat Island, with a wide range of stay offerings, as well as luxurious shopping, dining and entertainment facilities to its residents and guests. Staybridge Suites Mina Al Arab will

offer a genuine holiday lifestyle experience while providing the conveniences of everyday life, further reinforcing Mina Al Arab's position as a people-centric lifestyle destination in line with RAK Vision 2030.

Staybridge Suites Mina Al Arab will be the second development undertaken by the two entities, following the opening of the award-winning InterContinental Ras Al Khaimah Resort and Spa in 2022.

Since its inception in 2014, Staybridge Suites® has established itself as IHG's go-to extended-stay hotel brand, catering to both business and leisure travelers seeking the assurance of branded long-term accommodations in the region. Offering residential-style studios and suites with complimentary daily breakfast buffets, light bites, and a thrice-weekly happy hour, the brand prioritizes comfort and connectivity. With the growing demand for extended stays among business travelers and families alike, the brand steadily expanded, currently boasting nine hotels with 1,648 rooms in the Middle East and four more with 558 rooms in the pipeline.

www.ihgplc.com



Staybridge Suites Mina Al Arab

QSI AND ARCTOS PARTNERS AGREE LANDMARK STRATEGIC PARTNERSHIP AND INVESTMENT DEAL



Qatar Sports Investments (QSI) and Arctos Partners (Arctos) have today announced a landmark strategic partnership and investment deal that will see Arctos acquire a minority common equity stake in Paris Saint-Germain (PSG), the most successful football club in France and one of the leading football and multi-sports brands in the world.

The partnership will form the foundation of the next phase of PSG's global growth and drive forward the Club's footballing and business success. The investment from Arctos will go towards growing PSG's operations and also supporting the Club's strategic real estate initiatives, including relating to its stadium and the future development phases of PSG's world-leading training centre at Poissy in suburban Paris.

Arctos will also provide strategic services, expertise and insights aimed at helping the Club achieve its ambitions. These include sustaining the remarkable growth QSI has driven to date at PSG; continuing the Club's international expansion into new markets, including North America; engaging new and existing fans across geographies; and collaborating to explore sports investment opportunities around the globe.

Arctos applies its deep industry knowledge, operational expertise, data-science-backed research, and an extensive network of relationships to accelerate growth and increase value across its portfolio of sports franchises. To date, Arctos has announced investments in more than 20 professional sports organisations across MLB, NBA, MLS, NHL, Formula One and European football.

For QSI, as well as introducing a leading

strategic partner and bringing new investment to take the Club to the next level, the transaction with Arctos crystallises the incredible growth and value appreciation of PSG under QSI's decade-plus custodianship, setting a new benchmark in European football.

Since acquiring the Club in 2011, PSG has won 30 men's football trophies and last year won a record 11th French Ligue 1 title. In total, the Club has won 48 trophies

since its formation in 1970. Today, PSG is a forward-thinking, innovative, diverse and enormously ambitious Club, with football at its heart, which has also added an e-sports team to its men's, women's and youth football teams, alongside its leading handball and judo teams.

The Club engages a community of over 200 million social media followers worldwide and is one of the most creative fashion and lifestyle brands in the world. Under the ownership of QSI, PSG has delivered the fastest revenue growth of any major European football team, and has achieved unmatched commercial success through table-topping matchday and sponsorship revenues.

As a non-controlling owner, Arctos will not influence any on-field sporting matters. QSI will continue to have full control of all decisions at PSG.

Nasser Al-Khelaïfi, Chairman of Qatar Sports Investments, said: “We are delighted to welcome Arctos into the Paris Saint-Germain family as a strategic partner and investor. As a Club and institution, we are entering the next exciting phase of PSG’s growth and development, both on and off the pitch – which is based on long-term ambitions and attaining excellence in everything we do. Arctos is a fantastic partner to help us achieve our goals, bringing strategic expertise, ideas and innovation to our business, while providing investment and new relationships to support our footballing and sporting goals. From day one, they have passionately believed in our project, our plan and vision for the Club – and we are proud to have them as part of our family. Today is an important milestone in Paris Saint Germain’s history, which will contribute greatly to the continued success and growth of our great Club.”



Doc O’Connor, Co-Founder and Managing Partner of Arctos Partners, said: “QSI has transformed Paris Saint-Germain into one of the most renowned and successful football clubs in the world, building both a global brand and one of the most engaged fan communities in the world. Today, PSG is an iconic sports institution with a proud history and a regular contender for leading honors in domestic and European competitions. The first time we visited the Club, we felt the magic of PSG and its deep connection to the city of Paris. Our investment in the Club fully aligns with our strategy of partnering with best-in-class teams across North America and Europe. We are excited to be joining the PSG family and look forward to working together with President Nasser Al-Khelaïfi to maximise the Club’s potential, providing strategic expertise and investment to drive the next phase of development, growth and success of this great institution.”

Guggenheim Securities acted as exclusive financial advisor to Qatar Sports Investments and Paris Saint-Germain, while DLA Piper served as legal counsel. Kirkland & Ellis LLP served as legal counsel to Arctos Partners.

en.news.psg.fr

A reduction in nurses coming in from the European Union as a result of Brexit may have cost the NHS an estimated £61.9 million per year, according to a study from the University of Surrey.

Researchers found that a reduction of 100 EU nurses per 1,000 staff increased emergency readmission rates for elective patients by 2.2 percent yearly in the three years following the Brexit referendum. This amounts to just under 30,000 readmissions per year, costing the NHS £61.9 million annually.

Despite the findings on staff costs and readmissions, the study also found that Brexit did not have a significant effect on hospital-related mortality.

Dr Giuseppe Moscelli, principal investigator and co-author of the study from the University of Surrey, said:

"Our study has highlighted that NHS hospitals saw a significant decrease in new EU nurses, and as a result, the quality of care for planned treatments deteriorated.

"This change not only affects patient care but also poses financial challenges for the NHS, as unplanned readmissions bring extra costs, estimated at around £61.9 million per year. This amount could have funded around 2,000 more senior nurses or 2,500 entry-level registered nurses, helping to alleviate the NHS's current staffing crisis."

The study, funded under a research award from the Health Foundation, investigated 144 acute care hospital Trusts in the NHS – from July 2015 to June 2019. It found that,

before the 2016 Brexit referendum, about 22 EU nurses per 1,000 staff joined the NHS annually. This rate fell by 66% after the 2016 referendum.

The number of non-EU nurses joining the NHS increased by 50% post-referendum, and the average total number of nurses in each hospital Trust fell by 19 workers in the three years post-Brexit.

Dr Giuseppe Moscelli continued:

"Our research sends a clear message: political decisions impacting immigration and workers' expectations about the future, like Brexit, can have far-reaching effects on sectors dependent on skilled foreign labour, such as the NHS and the wider healthcare sector."

Dr Henrique Castro-Pires, co-author of the study, added:

"In particular, skilled workers tend to have attractive employment opportunities elsewhere and are often the first to refrain from migrating once the uncertainty about their life prospects in a new country increases.

"Even in a context where policymakers and the voters are welcoming to skilled foreign workers, targeting low-skilled workers in the UK's immigration policy makes it a less attractive destination. Understanding both the short and long-term effects of immigration policies remains a crucial topic for future research."

The study has been published as an Institute of Labor Economics discussion paper.

**POST-BREXIT NURSE
SHORTAGE COSTS THE
NHS £61M PER YEAR
AND INCREASED READMISSION RATES
BY 2%, ACCORDING TO NEW STUDY**

WORLD SOIL DAY: LIVE METRIC MEASURING REGENERATIVE AGRICULTURE ADDED TO CLIMATE CLOCKS WORLDWIDE

New York, US, Tuesday 05 December 2023: To mark World Soil Day today, Climate Clock will launch a 'Regenerative Agriculture Lifeline' on its clocks globally to emphasize the value of regenerative agriculture practices in food systems' transformation, a key issue of climate negotiations at COP28 in Dubai.

The new climate clock metric shows that over 1 million hectares worldwide are under regenagri-certified regenerative agriculture, a crucial solution in combating soil degradation, improving carbon sequestration, and reducing emissions from the agriculture sector.

"Congratulations to Climate Clock on their lifeline launch on World Soil Day. The clock is ticking, but this is our time on the planet. Let's be the generation that turned this around. Save Soil - Fix Climate Change. Let us make it happen."

Sadhguru, Founder of the Save Soil Movement.

Key climate solution set to be debated at COP28 is supported by Regenagri, Sadhguru and Save Soil, and the Food for Humanity Initiative at Columbia University's Climate School

Agriculture, while vital to our existence, contributes to a significant portion of global emissions, ranging from 18% to 21%. Additionally, a staggering 52% of agricultural soil is currently degraded, posing a dual threat of food insecurity and the release of 850 billion tonnes of CO₂e emissions into the atmosphere. If current agriculture-sector driven land degradation continues, crop yields are expected to fall by 10% worldwide and up to 50% in certain regions by 2050. More than just a method of farming, regenerative agriculture is a philosophy aimed at healing the planet and involves the following practices:

- Maintain year-round vegetation through crop rotation and perennial crops.
- Reduce soil degradation and enhance soil organic matter.
- Optimize nutrient and water use efficiency.
- Integrate livestock management with sustainable grazing.
- Minimize reliance on chemical inputs.



Paulo Galvão Holding a Climate Clock, featuring the Regenerative Agriculture Lifeline in São Paulo Brazil.
Photo Raul de Lima

With the Climate Clock showing less than 6 years to act to stay under the critical threshold of 1.5°C of global warming, transforming the global food system — specifically, scaling up regenerative agriculture practices — is a key response to climate change.

The new lifeline tracks global land area cultivated in accordance with regenerative agriculture practices — and currently reads "1,013,455 ha REGENERATIVE AGRICULTURE"*, as certified by the globally recognized regenagri Standard.

The new lifeline joins other key climate solutions on the Climate Clock, such

as Renewable Energy, Indigenous Sovereignty, Fossil Fuel Divestment, and Loss & Damage Financing, and will be displayed on over 100 climate clocks in the hands of climate champions and educators across the world. Activists will also carry clocks featuring the new Lifeline into the COP28 negotiations to press for a more just and holistic transformation of global food systems.

There are over 100 monumental and handheld Climate Clocks across the world, including New York, USA; Rome, Italy; London, UK; Tokyo, Japan; Seoul, South Korea; and Beijing, China; as well as throughout Africa and India.

“Agriculture systems must be reoriented as a climate solution by producing and sustaining a nutrient-dense and climate-resilient food basket for all. Moving towards more regenerative agriculture practices that support the land, our growers, and nature, is critical. The clock is ticking. Let’s not waste more time tinkering - let’s make bold action across food systems that translate into real change.” **Jessica Fanzo, Professor of Climate and the Director of the Food for Humanity Initiative at Columbia University’s Climate School in New York City.**

“Regenerative agriculture is the cornerstone of sustainable food systems, a powerhouse in slashing carbon footprints. By nurturing soil health, fostering resilience, and preventing degradation, it not only reduces carbon emissions but ensures environmental conservation. Embracing regenerative practices positions our food systems as crucial allies in the global fight to limit warming to 1.5°C.” **Rahmina Paulette, Climate Activist and Conservationist, Fridays for Future, Head Campaigner at #LetLakeVictoriaBreatheAgain.**

“Brazilians often overlook the impact of monocultures and harmful agricultural practices on the environment, climate change, and food security. Much of our abundant produce is exported, not feeding our hungry. We must lead the fight against pesticide-laden foods and protect our cultural identities, including traditional food practices. Indigenous and Quilombola communities model sustainable soil relationships, but nearby harmful practices threaten them with toxins. As activists, we recognize that climate change impacts vary, requiring tailored solutions like regenerative

Union Square Climate Clock, featuring the Regenerative Agriculture Lifeline in NYC
Photo: Ben Wolf



agriculture to address climate issues and hunger. We must reject destructive agriculture and focus on sustainable methods that nourish people and the planet.” **Paulo Galvão, Brazilian Indigenous Activist.**

“We are at a pivotal moment in our fight against climate change, and the launch of our Regenerative Agriculture Lifeline at COP28 marks a significant step forward. This initiative embodies our commitment to fostering sustainable farming practices that not only reduce carbon emissions but also enhance biodiversity and soil health. This is a call to action for all leaders to #ActInTime and join us in moving regenerative agriculture up the climate action agenda by taking a holistic approach to food systems’ transformation.” **Mahak Agrawal, Global Climate Campaigns Lead, Climate Clock.**

“Traditional and intensive agriculture has led to loss of soil health, soil degradation and loss of biodiversity. 33% of the Earth’s soils are already degraded and over 90% could become degraded by 2050. Land degradation is costing the world US\$6.3 trillion to \$10.6 trillion annually (10-17% of global GDP). Regenerative agriculture is our opportunity to revert this negative direction and to tackle climate change. It’s a holistic and integrated farming approach that increases soil health, enhances ecosystem services, reduces carbon footprint, and ultimately establishes the proper balance between humans and the environment.” said **Franco Costantini, CEO of regenagri C.i.C.**

The messaging will be on the clocks permanently as of 5th December 2023.

TOP 10

LEADERS OF THE YEAR

BUSINESS
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THIS YEAR, **BUSINESS ENQUIRER** HAS HAD THE OPPORTUNITY TO SHOWCASE **MORE THAN 150 BUSINESSES**, HAVING HAD **INSPIRING AND THOUGHT-LEADING CONVERSATIONS WITH THEIR BUSINESS LEADERS.**

We've explored leadership stalwarts in sport, such as Paris St Germain Football Club, to the constantly evolving tourism sector with our partnership with InterContinental Hotels Group. Business Enquirer has also had the opportunity to speak with entrepreneurs of young businesses, trail-blazing for their sectors, like Lumi, which you can read more about on page 108.

Based on this year's conversations, we've highlighted our **Top 10 Leaders of 2023**, who inspire others across the globe.

The business previously known as Somoil, Etu Energias has seen an incredible shift to success since Edson R. Dos Santos joined the energy company in 2020, becoming known as the largest private energy company in Angola.

In the last three years Edson has played a pivotal role in the transformation of Etu Energias, including its rebrand from Somoil and a shift to new technology, unlocking a crucial increase in production.

This increased production has seen the business grow from producing 7,000 barrels per day to 20,000 barrels per day. In May 2023 it announced plans to increase this to 50,000 by 2025.

During this period of reorganisation, Edson's involvement also improved Etu Energias' OpEx, bringing the production cost of a barrel down from \$22 to \$14, playing a part in its \$180 million profit in 2022.

Of course, workforce is an element which Edson values very highly, believing people are a key asset in ensuring Etu Energias remains sustainable.

"The business cannot grow without investing in training. We rely on good international partnerships to ensure colleagues receive the best training opportunities which can both speed up career growth and bolster the business" he said.

Crucially, Etu Energias has made educational and financial investment into safety, and proudly boasts two and a half years injury free.

Celebrating its 23rd year in business in July 2023, Etu Energias is now on a mission to become known as the number one integrated energy company.

EDSON R. DOS SANTOS CEO, ETU ENERGIAS



Helmed by CEO, Du Ruogang, Lekki Port, which became commercially operational in 2022, is Nigeria's first deep-sea port, set to become one of the largest in West Africa.

At the start of this year, Du Ruogang, announced that Lekki Port will facilitate trade volume growth for Nigeria and increase its GDP as part of the macro-economic benefits of the port to the economy.

It has also been anticipated that the port will see the creation of 200,000 new jobs, with a focus driven by Du Ruogang to attract and keep talent at the port, whilst giving Nigerians the opportunity to develop in the engineering and port industries.

Ultimately, Du Ruogang and his team want to encourage confidence in shipping in Nigeria, with exponential opportunities on the horizon.

"Nigeria has a huge opportunity and it needs to grab its future in its hands. We hope that Lekki Port will be a catalyst for change," said Laurence Smith, COO, speaking to Business Enquirer, representing the port's leadership team.

DU RUOGANG CEO, LEKKI PORT



UK based Kevan Mutton is the Managing Director of The Barcode Warehouse, which in 2023 celebrated 36 years in business. Previously known as Trent Valley labels, the company supplies a complete package of Automatic Identification and Data Collection (AIDC) solutions to support organisations in becoming more efficient.

Joining the business in 2012, initially as Sales Director, Kevan has played a strengthening role in the strategic growth of The Barcode Warehouse, which included the launch of its ICE Centre this year.

The 25,000 square foot facility has been purpose-designed to enable The Barcode Warehouse team to work collaboratively with customers to develop innovative packages of solutions.

The centre, which formally opened in June 2023, includes interactive meeting and training rooms, demonstration areas, a café, an auditorium, and break

KEVAN MUTTON
MANAGING DIRECTOR, THE BARCODE WAREHOUSE



out spaces, allowing customers to fully immerse themselves in what The Barcode Warehouse has to offer.

With customers at its core, The Barcode Warehouse has invested in employee engagement ensuring that everyone is on board with the company's values and behaviours.

"Before being promoted to Managing Director I spent much of my career in sales. To sell a business and its benefits to customers you have to truly believe in it, and the team we have built and nurtured are aligned to this. We are proud of our quality people, who are empowered and trusted in their roles," said Kevan.

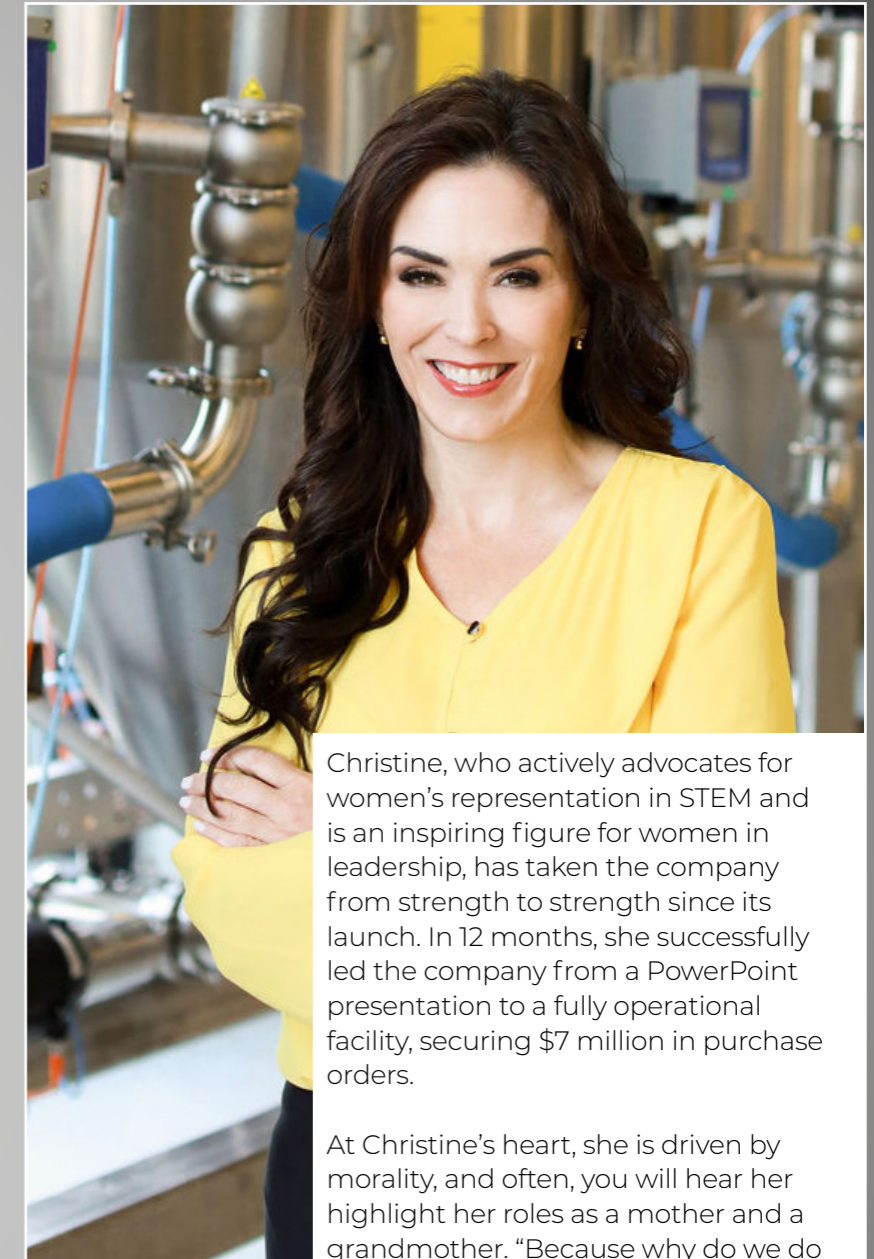
With over 20 years of experience in the agri-food processing sector, Christine Lewington is the visionary CEO behind PIP International.

Under the guidance of Christine, who has a background in mechanical engineering and project management, PIP International is revolutionising the food industry with a world first in pea protein isolate.

Driven by Christine's hard work, determination and vast skill set, PIP International has developed the world's first tasteless and odourless yellow pea protein.

What's more, PIP's technology innovations applied to the method, has created a new class of consistent premium protein quality with advanced functionality while providing significant energy savings, lowering CAPEX and reducing OPEX.

CHRISTINE LEWINGTON
CEO & FOUNDER, PIP INTERNATIONAL



Christine, who actively advocates for women's representation in STEM and is an inspiring figure for women in leadership, has taken the company from strength to strength since its launch. In 12 months, she successfully led the company from a PowerPoint presentation to a fully operational facility, securing \$7 million in purchase orders.

At Christine's heart, she is driven by morality, and often, you will hear her highlight her roles as a mother and a grandmother. "Because why do we do anything? For the greater good of our future generations," she explained.

That underpinning ethos is what inspired Christine to go on the journey of building PIP International.

"When on a trip in Panama with my husband we were told not to look out of the window. Of course, we did. I saw children drinking water out of the sewer. I vowed that as part of my journey in life I would find the technology to clean water. The technology we use at PIP International in our pea processing is that technology. Eventually, it is my goal to give away free drinking water," shared Christine.

JAMES LODEN
COO, DIAMOND TRUST BANK



Speaking to Business Enquirer this year, it became clear that James Loden, Chief Operating Officer of Diamond Trust Bank (DTB), displays leadership values which truly align with the purpose-driven bank's goals.

He said, "As a leader I think it's important to display a level of selflessness, prioritising approachability, empathy and compassion. I instil in colleagues that it's ok to be human, to be vulnerable, and be willing to admit we don't have all the answers. Like our customers, I want my colleagues to dare to be bold and strive to achieve their ambitions".

Just one year after James joined the bank, in 2022 it saw a 54% increase in profit after tax, and is now aiming to expand its customer reach ten fold, to ten million, by 2026.

Supported by James, DTB's growth strategy aims to see the organisation run a total of 100 physical banks in Kenya, forming a twin-track approach alongside its digital transformation, which aims to drive change in the banking sector.

As well as growing its in-person salesforce by an additional 200 people in Kenya, DTB are investing in the development of a new Digital team.

"With the growth of digitisation and fintech, we have a fantastic opportunity to upskill people in Kenya for the future. Our new digital team will undergo an educational programme equipping them with skills in cloud computing and software engineering, for example," James told Business Enquirer.

Prior to joining DTB James spent 11 years with Barclays, including 7 years in Africa, where he fulfilled a variety of roles including leading the transformation of payments processing.



ELIE MAALOUF
CEO, INTERCONTINENTAL HOTELS GROUP

Joining InternContinental Hotels Group (IHG) as Americas CEO in 2015, Elie has recently been appointed as Chief Executive Officer of the global IHG Hotels & Resorts brand.

Learning his leadership skills across the world (including Europe, the Middle East, North Africa and the US) IHG's recently inaugurated CEO has spent several decades in the global hospitality sector and has a breadth of experience spanning hotel development, branding, finance, real estate and operations management, as well as food and beverage expertise.

During his eight years as Americas CEO, the region's estate saw significant growth, from approximately 3,700 hotels to more than 4,350. Elie led the delivery of record profits, oversaw the launch of new brands and formats, and strengthened how the business drives value for its hotel owners.

Elie succeeds Keith Barr, who executed a clear strategy for the business, including making significant investment into IHG's digital capabilities and loyalty offer, as well as embarking on a 10-year responsible business strategy.

It is likely that Elie's appointment will see IHG enter into further phases of strategic growth and customer-led innovation.

Supporting Hell Energy in its ambitious growth, particularly within the UK market, Péter Gárdosi recently shared with Business Enquirer the innovative steps the energy drinks brand is taking.

In an industry first, in August 2023, Hell Energy launched the first energy drink to be developed entirely by AI.

Utilising its intelligence and market and consumer knowledge, the AI developed every element of the new energy drink - appropriately named "AI" - from flavour and ingredients to packaging design and marketing.

The AI, which was overseen by the Hell Energy human team, critically ensured that the drink complies with current food industry legislation.

Impressively, the AI research and development process took just one month, in comparison to the existing process which can take up to a year.

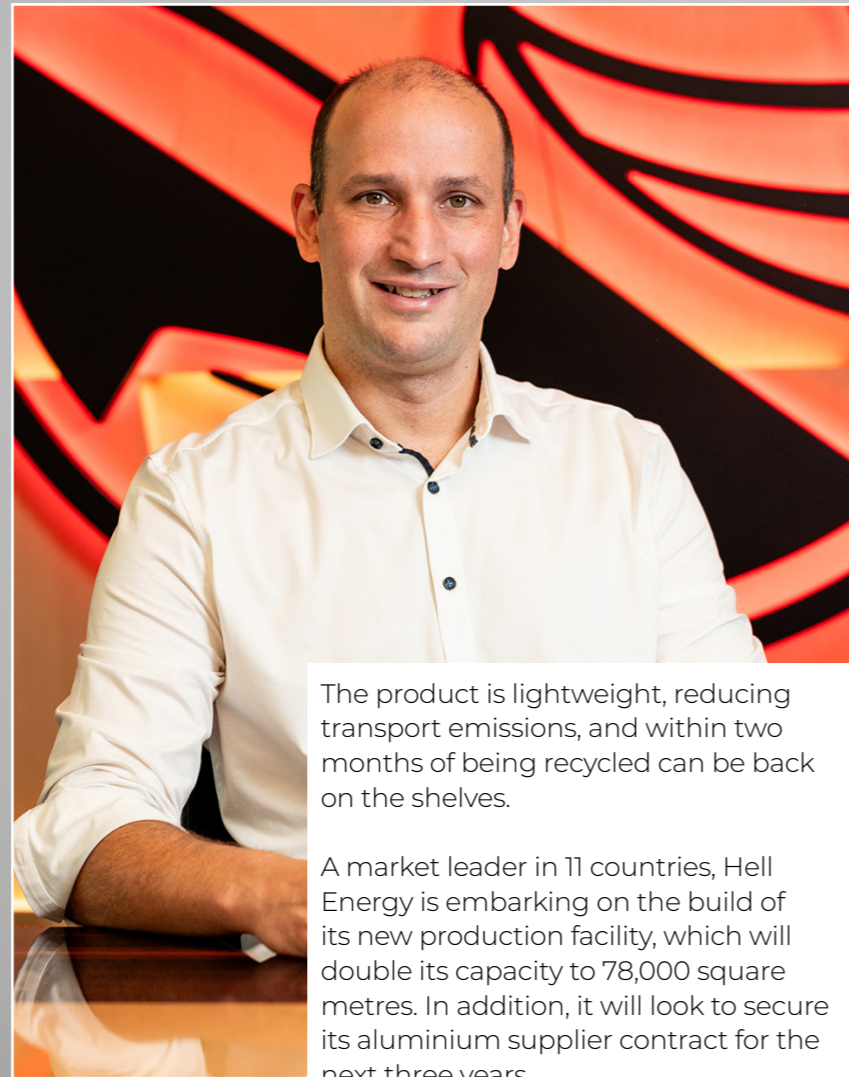
"As well as the human team, the AI even taste-tested three different flavours, picking the one it felt had the highest probability of consumer enjoyment. The product is the first of its kind and is truly unique," shared Peter.

As part of its philosophy to create value in its products, Hell Energy has invested in aluminium can production including the launch of Quality Pack, Hungary's first aluminium beverage can factory. The business is also the first in the world to use Hyrdro CIRCAL Aluminium.

The 42,000 square foot plant produces 1.5 billion 250 ml beverage cans and can lids per year using Hydro CIRCAL Aluminium, which is 75 percent recycled aluminium raw material and 100 percent recyclable.

PÉTER GÁRDOSI

REGIONAL COMMERCIAL MANAGER, HELL ENERGY



The product is lightweight, reducing transport emissions, and within two months of being recycled can be back on the shelves.

A market leader in 11 countries, Hell Energy is embarking on the build of its new production facility, which will double its capacity to 78,000 square metres. In addition, it will look to secure its aluminium supplier contract for the next three years.

And, within the next three to five years the business aims to be a leader in any geographic market it reaches.

Established in 2016 and with a relatively small team, Sulapac are making huge strides within the sustainable packaging industry.

Co-founders Suvi and Laura hail from a scientific, biomaterial background and found mutual ambition to solve the "plastic waste problem".

Nearly ten years on, Sulapac helps brands across industries to replace conventional plastics with a sustainable alternative that doesn't compromise functionality or aesthetics.

Amongst its solutions is Sulapac Universal, a 100% bio-based material which bio-degrades without leaving permanent microplastics behind and can be recycled, preferably via industrial composting.

The business has also developed Universal Flex 30, a material which is suitable for single-use and reusable cutlery. The material is 78% bio-based, offers flexural strain and impact strength, and meets EU and FDA food contact standards.

When speaking to Business Enquirer this year, Suvi highlighted the importance of the team in the development of the company, as well as the need for leaders to be empathetic.

"To be successful you need good innovation, but you also need an enthusiastic, experienced team. Our team is the cornerstone of the business and it's essential that we as business leaders look after them throughout the journeys of their lives. By creating a safe environment for our colleagues, we know innovation can blossom," she said.

Working collaboratively with its customers and partners, Sulapac has a crucial role in accelerating the plastic waste-free future and the change towards a circular economy. However, the co-founders have highlighted the importance of an interdisciplinary approach.

TOP 10 LEADERS OF THE YEAR

DR SUVI HAIMI & DR LAURA TIRKKONEN -RAJASALO CO-FOUNDERS, SULAPAC



"Part of the challenge is ensuring that the infrastructure is there for our products to be degraded safely, in the appropriate environment. Policy makers and waste managers need to work together to build the infrastructure and support the globe's overarching sustainability goals" shared Laura, who is taking on a key role at Sulapac as Director of Quality Assurance and Regulatory Affairs.

Joining the Port of Duqm eight years ago, initially as Commercial Director, Reggy has played a pivotal role in the port's transformation.

Supporting the development of Oman's ambitious Special Economic Zone Authority of Duqm (SSEZAD) project, Reggy has led the port in its establishment, ensuring the diversification of Oman's economy for the future.

Beyond 2023, Reggy is working with his team to develop sustainability at the port, stepping into green hydrogen and becoming a leader in sustainable energy in the region. In turn, this will support Oman's 2050 decarbonisation strategy.



REGGY VERMUELEN
CEO, PORT OF DUQM

Prior to his roles in Oman, which is his 10th country of residence, Reggy received notable recognition for his role as CEO at the Port and Industrial Zone of Haiphong. During his time in Haiphong, Vietnam, Reggy was awarded a certificate of merit from the city for his outstanding contribution to the region's development.

Poised to be one of the largest ports in the region, the Port of Duqm currently accommodates over 5000 employees, directly employing around 250.

Speaking to Business Enquirer this year, Reggy highlighted the importance of teamwork to the success of a business.

"I think it's invaluable to recruit people that are smart in their field and those who can add to my own knowledge," he said.

Whilst Reggy notes on-the-job training as part of the port's training development strategy, it also runs an exchange programme with the Port of Antwerp, enabling colleagues to be exposed to best practices.

Colleagues of the Port also have the opportunity to benefit from one of Oman's many leadership programmes.

With the oil industry accounting for 60% of Congo's revenue, the SNPC plays a vital role in the country's economic development, which is seeing a slow but steady increase.

Spearheaded by the SNPC's General Director, Maxient, SNPC has outlined its vision for the future in Performance 2025. The program follows four key pillars: increase of revenues; reduction of costs; support of governmental action; and better governance and control of activities.

Additionally, the business is driven by strong social and environmental values, which Maxient considers key to the oil company's sustainable growth.

As a publicly owned business, the SNPC has established a significant role in the development of Congo via its SNPC Foundation.

The SNPC Foundation's scope of action is large, but focuses on the positive impact it can have on the Congolese people.

MAXIENT
RAOUL OUMINGA
GENERAL
DIRECTOR, SNPC

Recent initiatives have seen the Foundation install boreholes in 21 rural villages to improve access to clean and safe drinking water. 11 of these boreholes are now operational, with a capacity of 5000 litres.

The SNPC Foundation has constructed two integrated health centres and a health complex, which provided vital support during the Covid-19 pandemic. The organisation has also built and developed key infrastructure for the education and training of local communities, including a high school and a technical trade centre, as well as distributing school kits to schools.

In addition, it has connected several rural villages to the E2C electricity network, providing valuable energy resources.

In a recent conversation with Business Enquirer, Maxient highlighted that his goal "is to bring growth and modernisation to the company by introducing new technologies and processes that have increased efficiency and profits".





MINING

CAPITAL LIMITED

PAGE 34



MINING EXCELLENCE: 20 YEARS OF LEADING WITH INNOVATION AND UNCOMPROMISING SAFETY STANDARDS

Whilst the mining industry is seeing a declining appetite for investment into exploration (with the net profit of the top worldwide mining companies forecasted to see a \$30 billion decline in 2023), one mining company has moulded itself into a complete mining services provider, equipped to stand the ebbs and flows of the industry.

Capital Limited (Capital), which will celebrate its 20th year in business in 2025, has experienced significant growth since its first drilling operation commenced in Tanzania in 2005.



CAPITAL LIMITED

**PROJECT
DIRECTED BY:
ADEL MHIRI**

**ARTICLE
WRITTEN BY:
LAURA WATLING**

1 <https://www.statista.com/statistics/208724/net-profit-of-the-top-mining-companies/>

Since then, it has expanded its footprint across Africa, Latin America, PNG, Pakistan North America and Europe, winning contracts with the likes of Centamin, Barrick, Fortescue, AngloGold Ashanti B2gold, and Allied Gold Corp along the way.

Notably, in June 2010, the business listed on the London Stock Exchange.

Now offering an end-to-end service in the mining industry, Capital is following a five (Drilling, MSA, Mining, Innovation and CDI) pillar approach to ensure growth and longevity, as explained to Business Enquirer by Capital's General Manager, André Koekemoer.

"We initially started with Capital Drilling, which we considered to be our 'bread and butter' for a long time, the natural progression was to add load and haul and mining services to this with Capital Mining," explained André, "In 2017 we

acquired MSALABS which provides geochemical laboratory services for the exploration and mining industries".

MSALABS, in partnership with Chryso Corporation™, the developer of PhotonAssay™ technology, deploys these units to its laboratories globally and now has the largest number of units operating or under installation worldwide.

Using groundbreaking x-ray assay technology, PhotonAssay™ can provide more accurate analysis of gold, silver and copper in hours, as opposed to days and weeks.

"In addition to its efficiency, it's an environmentally friendly alternative to fire assay on-site and in the laboratory," added André.

Adding to these pillars, Capital Investment proactively invests in exploration and mining companies where they are



Capital's General Manager, André Koekemoer



strategically aligned to the company's operations, and WellForce International is a complete rig site solutions provider, supporting on-site drilling operations. Currently WFI falls under Drilling and is therefore a division

“Well Force has developed HiTT, a unique software solution displaying the trajectory of the drill hole towards its target,” shared Andre, “This revolutionary software provides a highly visual 3D solution to realign the drill hole to its target”.

Finally, Capital Innovation screens for future technology to support the delivery of safety, productivity, financial, or environmental benefits for the company and its clients.

Both Chryso PhotonAssay™ and HiTT have been born out of Capital Innovation, along with Capital's electronic mobile drill rigs and recent extension into solar power solutions.

“Capital Innovation launched Mine Power Solutions in a joint venture with Enerwhere. MPS provides modular solar-hybrid systems which combine the low cost of solar power together with the reliability of conventional diesel generators,” explained Andre, “the



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About the Epiroc Exploration & OreBody Solutions business line

Turning rock into decision-making data? Absolutely.

The Exploration & OreBody Solutions business line, nestled within Epiroc's Surface division, is a pivotal player in mineral exploration. This team offers comprehensive solutions for coring, reverse circulation drilling, and geoscience, empowering explorers with efficient sample collection and smart analytics to unlock ore body insights, leading to better decisions. Epiroc Exploration & OreBody Solutions integrates renowned brands such as Fordia, Schramm, and Corescan to provide a holistic suite of offerings.

Epiroc also offers state-of-the-art, innovative geophysical logging services which enable mines to build detailed sub-surface models from exploration through to the blast-pattern. These services comprise a wide range of solutions to capture fast and effective data, using reliable and sophisticated technology, empowering mines with critical information for informed decision-making regarding resource extraction and exploration strategies.

From the initial hole in the ground, to the digitalized data on the screen, Epiroc aims to accelerate exploration campaigns globally.

Within this portfolio, Epiroc's exploration machines offering stands strong with renowned Christensen, Diamec and Explorac rigs, now available with Smart Rig Control Systems. Along with both surface and underground products, this exploration rig portfolio also includes all parts and services, available globally.

About Epiroc's Surface division

Epiroc's Surface division develops, manufactures and markets a wide range of rock drilling equipment and solutions for use in surface mining, construction, quarries, as well as water well applications worldwide. It also provides customers with exploration equipment, tooling and advanced orebody data analysis. The products are known in the market for being on the cutting edge when it comes to productivity, energy efficiency, safety and ergonomics. The division is world leading on surface automation, using the Epiroc 6th Sense solutions to enhance customers' productivity and safety.

Fordia Powered by Epiroc specializes in premium diamond tools and in-the-hole equipment for core drilling. Their expertise lies in crafting high-quality drilling solutions that ensure coring accuracy and efficiency, even in the harshest drilling conditions.

Schramm Powered by Epiroc boasts a rich legacy of over a century in delivering top-notch reverse circulation drilling rigs. Recognized globally for their performance and reliability, Schramm rigs are at the forefront of innovation, catering to diverse drilling needs across industries. Schramm's AirDrill hammers and bits are also part of this consolidated RC offering.

Corescan Powered by Epiroc pioneers automated mineralogy and digital rock analysis. Corescan has developed advanced hyperspectral sensors and data processing technologies that deliver new geological knowledge across the entire exploration and mining value chain. Their cutting-edge technology provides unparalleled insights into orebody characteristics, revolutionizing the way explorers understand and evaluate their resource potential.

About Epiroc

Epiroc is a global productivity partner for mining and construction customers, and accelerates the transformation toward a sustainable society. With ground-breaking technology, Epiroc develops and provides innovative and safe equipment, such as drill rigs, rock excavation and construction equipment and tools for surface and underground applications. The company also offers world-class service and other aftermarket support as well as solutions for automation, digitalization and electrification. Epiroc is based in Stockholm, Sweden, had revenues of SEK 50 billion in 2022, and has around 18 000 passionate employees supporting and collaborating with customers in around 150 countries.

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Commitment to Professional Skills Development

In addition to its investments into innovation, Capital have also focused on training and skills development, having recently established a joint venture with Tanzanian based International Apprenticeship and Competency Academy Limited (IACA).

The initiative aims to provide skills training for the mining industry and beyond, as well as facilitating an improvement in the standards of training to both Capital

employees and its clients. Importantly, it is the first training provider in the country to deliver internationally accredited and recognised training programs through the Engineering Construction Industry Training Board (ECITB UK).

“With our drive towards innovative approaches, we ensure this is considered across the business. With this in mind, our partnership with IACA integrates augmented reality simulation software for training in skills such as welding, as well as offering online testing,” shared Andre.

Safety is integral to Capital, and its relationship with IACA also provides access to the International Health and Safety Passport, enabling development of globally recognised safety capabilities across the business.

Capital's unrivalled commitment to safety is demonstrated by Lost Time Injury (LTI) Free safety milestones across its operations, including 15 years at its Mwanza facility in Tanzania.





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Thor Drill Rig stands as a stalwart in the realm of drilling equipment manufacturing, proudly rooted in South Africa. Established in 1978, this family-owned business has not just endured the test of time but has thrived, becoming a global player in the industry.

The hallmark of Thor Drill Rig's success lies in the over 700 units it has meticulously crafted and deployed across the globe. These units, tailor-made for diverse applications, bear witness to the company's commitment to excellence and innovation. From the vast landscapes of South America to the demanding terrains of Asia, Thor Drill Rig's equipment has proven its mettle, working seamlessly in varied environments.

One of the keystones of Thor Drill Rig's operation is its commitment to maintaining the highest standards of quality. The company proudly produces all its parts in-house, leveraging state-of-the-art CNC machines. This meticulous in-house production not only ensures a stringent control over quality but also guarantees the availability of components, a crucial aspect in the world of manufacturing. Each component, from the smallest bolt to the most intricate machinery, undergoes rigorous scrutiny, adhering to the company's uncompromising quality control standards.

At the heart of Thor Drill Rig's success is its dedicated team of more than 100 individuals spread across three manufacturing facilities. As Richard Branson aptly puts it, "Clients do not come first, Employees come first. If you take care of your employees, they will take care of your clients." This philosophy resonates deeply within Thor Drill Rig, where the well-being and satisfaction of the team are paramount. From the factory floor to the design studio, every member of the Thor family plays a crucial role.

The company prides itself on fostering a work environment that values collaboration, innovation, and mutual respect. Every employee, regardless of their role, is considered an integral part of the Thor legacy. The inclusive culture not only enhances productivity but also fosters a sense of belonging and ownership among the team members. This collaborative spirit is evident in the synergy that permeates through every project undertaken by Thor Drill Rig.

Thor Drill Rig's ability to take on substantial projects is a testament to the collective expertise housed within the organization. With a workforce capable of handling projects of varying scales, the company has become synonymous with reliability and efficiency in the drilling equipment sector.

The passion and pride of the Thor team are palpable in every product that rolls off the manufacturing floor. Beyond being a manufacturer, Thor Drill Rig is a custodian of a legacy, a legacy built on decades of hard work, dedication, and a relentless pursuit of perfection. The products, infused with the spirit of the Thor team, carry not just the weight of machinery but the essence of a company that takes pride in its craft.

In a world where industries evolve and competition intensifies, Thor Drill Rig stands tall, a testament to the power of family values, commitment to quality, and the unwavering dedication of its team. As the legacy continues to unfold, Thor Drill Rig remains at the forefront, drilling its way into the future with innovation, integrity, and a team that truly believes in the power of their work.

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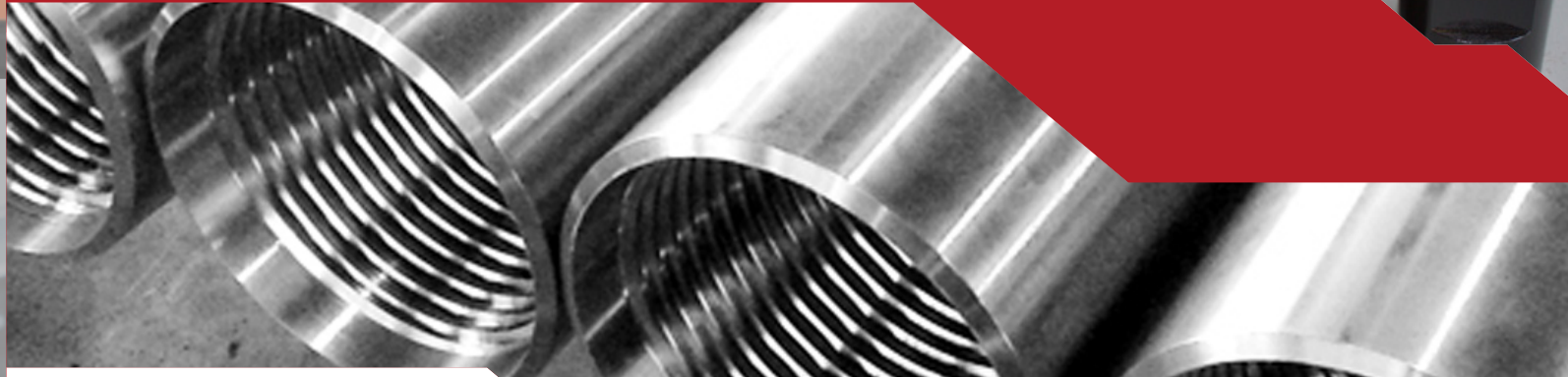


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We take pride in being entrusted by Capital Ltd and numerous other services and mining companies, enabling them to rely on comprehensive borehole logging systems from the field to the office. This ensures the delivery of high-quality data, information, and documents to their clients, essential for well-informed decision-making processes in mining, exploration, production, geotechnical, and hydrological projects.

Our commitment to excellence shows through our constant engagement with customers, and we focus on providing exceptional solutions, coupled with robust support services for the mining, geotechnical, groundwater, geothermal, and Oil & Gas sectors.

Achieving this level of excellence is only possible through a strong collaborative network of technology and business partnerships established with unique and respected organisations that share our passion for people and geoscience.

Our comprehensive suite of solutions, including slim hole geophysical logging tools (QL40 series), data loggers, and WellCAD™ software for processing and interpretation, is well-suited for projects spanning low to high-temperature and pressure environments.

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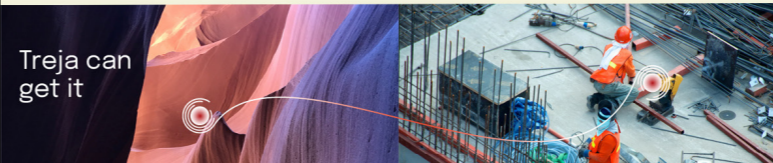
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Amongst its safety initiatives and procedures, Capital pays particular focus to educating its employees.

“Most importantly we work with our employees to ensure they understand the controls to mitigate any risk and are empowered to act if they are unsafe in their workplace or they identify an unsafe condition or behaviour,” shared Andre.

A successful initiative implemented by Capital is its Safety Risk Leadership Walk (SRLW). The program aims to facilitate specific, direct communication regarding tasks and workplace risks between our employees and our management teams.

During each walk, which take place at Capital’s operational sites, leaders assist teams to identify potential hazards and provide support to eradicate behaviours or conditions that have the potential to cause significant harm.

It also provides an opportunity to reinforce Capital’s safety values, the need for employees to follow procedures and our ‘Speak Up’ culture.

A Complete Mining Service

With its five pillar strategy in place, Capital is future focussed, with Andre considering it crucial to be adaptive to changes in demand.

“As we step into the next phase of our growth, Capital will seek to expand its primary base of resources,” he said, “whilst we remain strong in gold, we are also spreading further into resources such as Copper, Nickel lithium and iron”.

With the capability to offer a complete mining service to its clients, Capital is also focussed on working with its clients from a project’s start to finish.

“At Capital, we do it well, and we do it consistently, and this is why we have long-term relationships with some of the industry’s largest mining companies” closed Andre.

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Established in 2009 in MEA, TMS has evolved into a prominent international company, expanding its footprint across Lebanon, UAE, the United Kingdom and Nigeria. Specializing in Genuine and OEM spare parts, TMS is a key player in providing components for Construction, Logging, Mining, Agriculture, and Transportation Industries. The company boasts a comprehensive inventory, covering approximately 80% of various heavy equipment and truck machinery brands, including Caterpillar®, Volvo®, Komatsu®, Hitachi®, Liebherr®, MAN®, Mercedes®, Renault®, IVECO®, Scania®, and more.

Since its inception, TMS has prioritized unwavering commitment to quality assurance, fostering enduring relationships with customers and partners. Today, TMS is synonymous with a repository of top-quality branded spare parts,

resonating with customers not only in the region but globally. The adept TMS team focuses on delivering solutions without intermediaries, ensuring optimal services and financial solutions tailored to meet diverse business needs.

In the minds of its clientele, TMS has emerged as the go-to source for quality branded spare parts, catering to a vast clientele spanning over 36 countries worldwide. The company's journey underscores a dedication to excellence, customer satisfaction, and a global presence in the ever-expanding field of heavy equipment spare parts.

TMS also has an inhouse logistics freight forwarding company, where they can offer air and sea freight options for orders which will be cost efficient and with timely delivery.

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AEROSPACE

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INTERNATIONAL
AIPOORT
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THE QATARI AIRPORT TAKING PIVOTAL STRIDES IN THE INDUSTRY

In 2023, Qatar announced record-breaking tourism statistics, achieving the highest arrivals in the country's history for Q1. 1.163 million visitors were recorded to the 15th March 2023, which is a staggering 268% increase on the same time period in 2022.

Of those arrivals recorded in the first quarter, the majority (45%) travelled by plane, a statistic which Hamad International Airport isn't seeing slowing down as we enter the holiday season.

The capital's airport, recognised as one of the busiest airports in the world, has continued to build on its consistent growth, reporting a substantial 26.84% increase in passenger traffic in Q3 compared to the same period last year.

Offering year round sunshine, a thriving coastal capital, and plenty of iconic places to visit, Qatar is quickly becoming known as somewhere to add to the avid traveller's roster. With that, Doha, the country's capital, has been awarded the prestigious title of the Arab Tourism Capital¹.

¹ <https://www.qatartourism.com/content/dam/qatar-tourism/qatar-tourism-reports/qatar-tourism-q1-performance-report-2023.pdf>



HAMAD INTERNATIONAL AIRPORT

PROJECT DIRECTED BY: GARY SMITH

ARTICLE WRITTEN BY: LAURA WATLING



Celebrating its 10th year in operation in 2024, Hamad International Airport is Qatar's main, national airport, located east of Doha.

Named after the previous Emir of Qatar, Hamad bin Khalifa Al Thani, the airport is also home to the country's flag carrier, Qatar Airways.

Described as an architectural masterpiece where innovation and beauty combine, Hamad International airport offers a unique experience for visitors.

Within the main atrium of the airport travellers are greeted with the famous 23-foot tall "Untitled Lamp Bear" sculpture, part of the airport's art collection.

Meanwhile, the shopping mall-esque duty free offers over 100 stores, including some of the world's most luxurious brands.

The airport, which has been consistently ranked among the best in the world due to its passenger-first approach, ensures operational excellence through digitised services and passenger autonomy.

The airport utilises advanced airport systems and continues to optimise airport operations by integrating smart solutions and strengthening passenger trust and confidence.

It is no surprise then, that once again Hamad International Airport has been recognised amongst the best airports in the world - receiving the 2023 Business Traveller Award for Best Airport in the Middle East, and the second best airport in the world.

Commenting on the achievement, the Chief Operating Officer at Hamad International Airport at the time, Engr. Badr Mohammed Al Meer, said:

Navigating Tomorrow: FMM Unveils the Future with Tech-Driven Innovations and Sustainable Solutions

In an ever-evolving market, the realm of Facilities Management (FM) is undergoing a digital transformation, incorporating technological innovations and adopting processes to reduce carbon emissions.

In this race, FMM, the Five Stars Facility Management company in Qatar in charge of some of the most prestigious landmarks such as Hamad International Airport, National Museum of Qatar or Qatar Free Zones; has gone beyond the conventional role to exceed its FM service delivery.

FMM's CEO, Eng. Irene Vidal, sheds light on this evolution: "Being the first FM company operating Integrated Facility Management in Hamad International Airport has compelled us to focus on key landmarks and prestigious organizations. Consequently, promoting cutting-edge technology has become integral to maintaining the 5-star standard of our service delivery. To ensure an innovative



approach that enhances our performance and maintains competitiveness, we've appointed a team of innovation champions tasked with identifying and tracking new innovative processes and technologies suitable for our organization and clients. Additionally, for the past 2 years, we've conducted our own FM Innovation Awards, recognizing employees with the best ideas and business models.

Currently, our electric cars reduce our vehicle fleet's carbon emissions, our cleaning robots optimize cleaning productivity by 30%, and our IoT systems reduce water consumption by 15%. When we do implement a new process or innovation, we do meticulously track its direct and indirect return on investment so that we can continue investing in technology and add further value to our clients."

As FMM pioneers thought leadership to enter the modern era of Facility Management, it fosters an environment where innovation, sustainability, and welfare coalesce. This isn't just about managing facilities; it's about implementing standards of excellence towards a future where Facility Management resonates with a commitment to a sustainable tomorrow.

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“We are honoured to receive the prestigious award for ‘Best Airport in the Middle East’ from Business Traveller. This recognition reaffirms our commitment to providing world-class services and underscores our unwavering dedication to offer our passengers an unforgettable travel experience. We take immense pride in our role as the ultimate gateway to Qatar and the Middle East – as we look forward to further enhancing our position as the favoured travel destination.”

Now, the previous COO of the airport, Badr Mohammed Al Meer, holds the position of CEO at Qatar Airways, which the airline has described as “an exciting new era that will see innovation cultivate a unified and motivated workforce”³.

Ensuring it remains one of the most enviable airports in the world, in November 2022, Hamad International Airport unveiled Phase A of its expansion plan, consisting of nine projects.

One of these projects is ORCHARD, an indoor tropical garden extending over 6000 square metres and hosting 65 of the airport’s 180 dining and retail spaces.

Designed to go above and beyond ‘stress-free’ travelling, ORCHARD has been developed to create a space for travellers to relax, rejuvenate, and recharge.

Described by the airport as an “architectural wonder”, it has been designed with a column free, grid shell roof that controls and filters the light required to maintain the rainforest trees inside.

ORCHARD is the flagship of a number of measures implemented by Hamad International Airport, enabling it to become the first airport in the region to achieve Global Sustainability Assessment System Design & Build (GSAS-D&B) 4-Star certifications from Gulf Organization for Research & Development (GORD). The GSAS-D&B certification validates that a project is designed and built with special consideration for the environment and helps reduce the project’s carbon footprint.

² <https://dohahamadairport.com/press-releases/news/hamad-international-airport-wins-best-airport-middle-east-award-2023-business>

Additional measures to ORCHARD include the airport's Oryx Garden Hotel, the North Plaza lounges, Al Mourjan Business Lounge - The Garden, and the Remote Transfer Baggage Facility.

A year after the launch of ORCHARD, Hamad International Airport has announced its receipt of ISO 14001 Environmental Management Systems Certification Extension from the British Standards Institution (BSI).

To achieve the certificate, Hamad International Airport went through a surveillance auditing process. The process included reviewing the airport's operations with a focus on areas with high potential environmental risk, interviewing employees, evaluating operational controls and the airport's conformance to the ISO 14001:2015 requirements.

In addition to the ISO 14001:2015 Environmental Management Systems certification, Hamad International Airport also holds the ISO 55001:2014 Asset Management System certification and the ISO 22301:2019 Business Continuity Management Systems certification from BSI. The airport has also obtained the ACI ACA Level-3 of the Airport Carbon Accreditation.

Embarking on Phase B of the airport's expansion project will see the increase of the airport's capacity to 70 million passengers, including over 95,000 square metres in extension of Concourses D and E, as well as a new cargo terminal.

Whilst the airport flies to destinations such as Heathrow, Bangkok, Colombo, and Cairo, it has recently introduced new (and resuming) locations including Lyon, Toulouse, and Birmingham.

Its range further enhances Hamad International Airport's global reach and cements its position as a leader in the aviation industry.

The airport remains a pivotal bridge seamlessly connecting Qatar and the Middle East to the world.

www.dohahamadairport.com



The canary yellow lamp teddy bear iconic airport landmark in the middle of the terminal at the Hamad International Airport in Doha at Qatar

DEFYING THE CIRCULAR AVIATION PARTNER BREAKING THE BOUNDARIES

Defying the industry data is Kim Schulze, CEO and co-founder of KP Aviation, who stands steadfast as the visionary female leader behind the supplier of high-quality aftermarket components and assets. Understanding the value that women can bring to business, she is an advocate of progressing women in the aviation sector and beyond.

Trust is Never Compromised

Kim notes that it was fate that brought her into the aviation sector, spending her early career pursuing a passion for medical research.

"My first taste of the aviation sector was in sixth grade careers week when I was the only girl to gain work experience at a local company specialising in aerial crop dusting," she described, "I never set out to make this journey, but when the opportunity to co-found KP Aviation arose 20 years ago, I couldn't miss it!"

Whilst the demographic of the industry would have been even more inequitable in the early 2000's, Kim sees far more opportunity for women in the sector now. A beneficiary of mentorship throughout her career, she is passionate about giving to those coming up.



KP AVIATION

PROJECT DIRECTED BY: GLEN NEWTON

ARTICLE WRITTEN BY: LAURA WATLING

In the 2022 Women in Aviation Advisory Board (WIAAB) report, "Breaking Barriers for Women in Aviation: Flight Plan for the Future" it was highlighted that there is still a significant gender gap within the industry. The largest gender gaps are in senior leadership positions, professional pilots, and maintenance technicians, and as a whole, women represent less than 21% of the aviation sector.



Kim Schulze, CEO
and co-founder of
KP Aviation,

“It’s a really exciting time for women to explore the aviation industry. It’s constantly evolving and expanding,” she said, “The sector can really benefit from the unique perspectives and skillsets that women can bring. I would say to other women: the world is your oyster, so be curious!”

Curiosity is, in fact, one of the many skills Kim believes has led her on the path of leadership success.

“It has enabled me to understand my team members more and helped me to foster relationships. Humility has also been key by keeping me open to

feedback while identifying and valuing contributions. Finally, grit has given me the passion and perseverance to achieve long-term goals and the persistence to overcome obstacles,” Kim shared.

Within KP Aviation, Kim has been vital in the development of the business’ culture, which has aided in fostering a team that thrives on problem solving to it provide its customers with cost-effective and adaptable solutions.

KP Aviation has also become known for its relationship building at every touch point, with Kim stating, “At KP Aviation, trust is never compromised”.

Maximising Materials Potential

Based in Mesa, Arizona, and with a presence across the world (including Spain, Wales, China, South Africa, and Lithuania), KP Aviation is an established player supplying to the fixed-wing aviation marketplace.

The business is known for its expertise in providing a wide range of materials and services, including whole asset sales and leasing, consignment, technical and material management services, and, crucially, the supply of used serviceable materials (USM).

Established in 2001, the woman-led business has grown to service airlines, MROs (Maintenance, Repair and Overhaul), investment and leasing companies, and aviation aftermarket suppliers around the world.

“With over two decades in the industry, we have become a trusted player in the market,” explained Kim, “Combined with that is our global presence, meaning we are accessible to our customers no matter where they are”.

A key factor in KP Aviation’s success is its long-standing commitment to sustainability, particularly through the circularity of USM.

Maintaining the Magic of Flight

The independent MRO working with KP Aviation to keep the aircraft flying

Although Ascent Aviation Services has been in operation for half a century, Chief Commercial Officer, Scott Butler, details that the business entered its 'modern era' just seven years ago in 2016.

With two growing facilities in Arizona, USA and another in New Mexico, USA the maintenance, repair, and overhaul (MRO) service provider plays a vital role in keeping aeroplanes in peak flying condition.

Focussed on being a one-stop-shop for aircraft owners, operators, and lessors, the full-service heavy maintenance supplier engages in a full breadth of activities valued by its customers.

Amongst its services, Ascent Aviation Services can offer: full airframe heavy maintenance; cabin modifications; transitions for lease return and re-lease; avionics installations and modifications; aircraft and engine storage; and end-of-life reclamations and tear downs for all commercial aircraft types

Joining the business in 2018 to support the business in its transition into the future, Scott has spent over 15 years as a professional in the aerospace industry.

Throughout his broad tenure, Scott has held leadership positions in Program Management and Engineering and Operations Management. He comments that his role as CCO at Ascent Aviation Services enables him to fulfil a "rounded career".

"The most valuable asset you can have in a business is a great team. My role is to empower that team and collaborate with them, ensuring the solutions for our customers come from those on the ground solving the challenges every day," Scott shared.

Providing Speed and Commitment

As one of the largest MROs in the world, Ascent Aviation Services have completed more than 600 heavy maintenance visits for a wide range of aircraft platforms, including Airbus, Boeing, Bombardier and Embraer jets.

With a Class IV 14 CFR Part 145 certified repair station, Ascent Aviation Services has the expertise to maintain narrow and wide body, small to large, and regional to long-haul aircraft, and boasts one of the largest maintenance, storage and reclamation operations in the world. While its breadth of experience is a commercial advantage of the business, Scott highlights that the "speed and commitment" offered by Ascent Aviation Services is a considerable benefit to customers.

"As a one-stop-shop for MRO requirements, we have forged the ability to do everything at an exceptionally high, certified standard, with the capacity to offer services from cradle to grave," he said, "we understand the financial implications for our customers to have aircraft grounded, and strive to offer a stress-free experience".

With 50 years in service, Ascent Aviation Services recognises the value of customer requirements being the cornerstone of its strategy.

As such, it is ensuring it becomes a trail-blazer for sustainability in aviation, following the Aircraft Fleet Recycling Association's (AFRA) recommendations.

"Ascent Aviation Services is inherently a sustainable business, reusing materials and ensuring the overhaul of existing aircraft," shared Scott, "we work closely with our partners, like KP Aviation, to service our mutual customers".

Vital Steps to Keep the Industry Buoyant

With a commercial partnership that Scott described as "growing together", Ascent Aviation Services and KP Aviation have a symbiotic relationship, with KP Aviation acting as both a supplier and a customer to the business, reflecting its circular approach.

"It's been a great relationship which we've built and maintained over the years. CEO Kim and her amazing team have proven their commitment to the customer, which is crucial for us," said Scott.

Much like Kim at KP Aviation, Scott highlighted the importance of the aviation industry stepping into an equitable future, closing the gender gap.

"It's a very encouraging time," he explained, "we're seeing much more workforce variety coming out of college programmes and the military, not only from a gender perspective, but nationality and economic background too. Ultimately, as an employer we look for the best person for the job that will enhance our team".

With the industry experiencing a reduced output of new aircraft production, there is an increasing market for the likes of Ascent Aviation Services and KP Aviation who keep existing aircraft in circulation. With that, however, is an increased demand in person-power.

To ensure the workforce continues to grow and develop, Ascent Aviation Services are partnering with local community colleges, technical schools, and military programs to launch its own aviation Structures certification program.

"The first classes commence in January. It's a really exciting time for the local aviation industry as well as our business, and heralds the start of what we envision to be a busy decade in the sector," shared Scott.

In addition to its new training programs, Ascent Aviation Services plans to expand the business by taking on new challenges, with Scott noting that Israel Aerospace Industries' modification of Boeing triple seven (777) program will see further growth opportunities.

Moreover, Scott foresees the business expanding its wide and narrow body operation and developing its landing gear maintenance offering. Supporting this is the launch of Ascent Aviation Service's full service narrow and wide body aircraft MRO, storage and reclamation services at Roswell International Air Center.

"Ultimately, what will be crucial for us is to listen to our customers' needs and grow our core business to match that to maintain our moniker of a one-stop-shop. This will mean that customers requirements can be met in one place, in Arizona, reducing the time and cost of aircraft, and components thereof, being sent around the country. Working with our partners like KP Aviation is integral to achieving this strategy," Scott said.

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Through this branch of the business, KP Aviation implements its expertise to give aeroparts continued life, enabling them to be reused again. In turn, this reduces waste, uses less raw material, reduces energy use (through less raw material extraction), and offers a cost-effective option for customers.

More recently, the business has also been able to optimise USM value by exploring other sectors in which they can be employed.

“Despite the pandemic being a challenging period for everyone, it also offered us an opportunity. With planes grounded and no maintenance taking place, we had to pivot the business. We sought to find other industries in which we could maximise the use of our existing materials,” explained Kim.

“This was a great example of the talent and dedication of our team. The collective effort in solving complex problems, developing innovative solutions, and

driving the company forward is incredibly motivating,” she continued.

Innovative Steps in the Sector

As KP Aviation glides into the new year, it plans to continue its sustainable innovation and expand its global reach.

A collaboration with Block Aero also signals an exciting time for the aviation industry supplier.

Block Aero is a transformational business in the Industry 4.0, which supports aviation businesses to streamline operations, reduce cost, and return to service faster with the first fully functional aviation blockchain platform.

Its partnership with KP Aviation will explore how block chain technology can be used to support quality control of parts, helping them to become transparent and secure.

“Being able to track the history and

KP Aviation at Mesa, AZ
Credit: <https://keyser.com/kp-aviation-case-study/>

A Can Do Attitude in Aviation

Leading aviation services business, MD Turbines, has grown from strength to strength since its inauguration in 2011. In part, its success is attributed to the relationship it has developed with its customers. Additionally, is its 200 strong, community-led team, which encourages the growth of women in aviation.

Initially established in a leased space of 4,000 square feet and three employees, now, the business has expanded into a 280,000 square foot facility, equipped to handle engine disassembly, repairs, and logistics.

Whilst the business has the capacity to disassemble 230 engines a year, and a logistics fleet of 40 trucks (with plans to expand this to 50 in 2024), VP of Client Services, Edda De Jesus, believes a core strength of the business is its flexibility.

“We have an open door policy with our customers so they have a transparent view of our processes. If a client needs something completed urgently, we simply make things happen,” she said.

Currently, the business is developing a new packing process which seeks to reduce the amount of wood and packing material needed to safely package and transport the 1200 parts per engine.

“Our studies show that this method will not only improve business sustainability performance, but will see significant cost savings,” said Edda, “we’re hoping to launch the new process in early 2024”.

Edda foresees growth potential for MD Turbines within the next two years, which will see the business acquire a new

warehouse. This will provide further storage and drop-shipment facilities for its clients.

A woman in aviation herself, Edda is supported and surrounded by a team of experienced women in the field, including COO, Nancy Macias, VP Marie Tomlinson, and Vice President of Accounting, Maggie Burghardt.

“Maggie has been with the business since the business was established, taking on our accounting department and many other roles such as HR and Vendor Management. She has been integral in providing stability, ability and demonstrate willingness to our team, as well as helping us to develop a culture which encourages the development of women in leadership roles,” shared Edda.

Passionate about her role as a woman in leadership and in aviation, Edda touched on how rewarding it is to be able to help other women to develop and fulfil their potential. An example of this is Michelle Colmenarez, she started at MD turbines at the young age of 18 years old and today she is an AVP in Client Services who service our top tier clients with a portfolio of over \$3.2 MM.

“I strive to lead by example. I believe if women work together, as a team, we have the power to achieve anything. I am honoured to be able to work for a business which continually fosters this,” she said.



Disassembly



Repairs



Logistics



Supply Chain Solutions

MD Turbines' Disassembly division is the highest quality facility, managing over 230+ teardowns annually. MD Turbines Repairs now offers Automated Ultrasonic Immersion Inspection and Eddy Current in addition to the following capabilities: Field Service, Module Swaps, Top/Bottom Case Repairs, Component Repairs, Non-destructive Testing, and more capabilities upon request. We are certified under FAA#5M2R132D, EASA, and ASA-100 regulations. MD Turbines Logistics is a CTPAT-certified company specializing in nationwide transportation services in Canada and Alaska. Our experienced drivers and a fleet of all-air-ride equipped trucks and trailers are what sets us apart.

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authenticity of parts with confidence will help to reduce risk both to cost and to life. The most important thing is that we keep aviation workers and passengers safe,” shared Kim.

As well as ensuring KP Aviation stays in tune with the industry and its customers’ needs, Kim also highlighted the importance of retaining and recruiting colleagues who will support the business’ culture and mission. Building a team that believes in the values of the company and is engaged in the overall objectives is pivotal to success.

Part of the company’s cultural and social initiatives is the active participation in the community and goal of giving back in a meaningful way. KP Aviation works to engage industry partners through its launch of and participation in the AV48 networking group for the Arizona aerospace industry. The company is also establishing a non-profit in early 2024 to direct funding to organizations and causes selected by both the company’s management and employee-led charity committee.

In-keeping with the businesses circular economy, these charitable initiatives will be uniquely funded through the proceeds of KP Aviation’s metal recycling operations and the contributions of its industry partners.



What makes this venture particularly meaningful is how it plans to direct the funds raised – supporting multiple causes including the Southwest Autism Research & Resource Center (SARRC) and a specially designated scholarship with Embry-Riddle Aeronautical University, which is a leader in aviation and aerospace education.

Established in 1997, SARRC is an internationally recognised, non-profit organisation dedicated to autism research, education, evidence-based treatment, and community outreach.

“It is our hope that these contributions from the initiative will support the next generation of aviation professionals, ensuring the industry continues to thrive and innovate,” said Kim.

In her conversation with Business Enquirer, Kim highlighted that the potential for further innovation in the aviation sector, especially in sustainability and technology, is immense.

“Leading a company that can contribute to shaping the future of aviation is both an honour and an inspiration. Knowing that our work significantly impacts our customers and the broader community is deeply inspiring. Whether it’s providing cost-effective solutions that keep aircraft flying or contributing to the sustainability of the aviation industry, the positive impact we make is a powerful motivator,” she said.

www.kpaviation.net



PROFILE

NICOLAI DESCOVICH

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COLLABORATION IS KEY TO LEADERSHIP SUCCESS

“Arnold Schwarzenegger once said: You can call me what you want, but don’t ever, ever call me a self-made man,” said Nicolai Descovich, “and that is something I believe is true in leadership, you aren’t anything without your team”.

Nicolai Descovich is an experienced business leader with over 20 years in the tech and IT space. With a broad-spectrum CV, he cites courage, perseverance, and the ability to manage multi-faceted responsibilities with a special affinity for people and numbers as some of his most vital leadership skills.

Austrian-born Nicolai has held many leadership positions throughout his career, which were crucial to his development, as highlighted in his conversation with Business Enquirer.

Amongst his experience, Nicolai’s notable roles include Regional Director of Strategic

Development at Kyndryl, which saw him focus on strategic planning and execution, ongoing management, and people leadership and development.

He’s also undertaken several leadership roles at IBM, which he joined in 2012 as Client Solution Executive (Deal Maker) for large outsourcing and managed services deals. Four years later Nicolai was promoted to the Client Unit Leader, Austria, for Global Technology Services leading him to become Regional Director of Strategic Sales (DACH), and finally, in parallel, Regional Director Partner and Alliance Ecosystem DACH in 2021. This served as preparation for the spin-off of Infrastructure Services (later Kyndryl) from IBM. His time at IBM saw him have an impactful role in the business’ revenue growth.

“Each of my former roles have served as stepping stones on my journey in leadership,” Nicolai shared, “a cornerstone role for me in my development was as Managing Director of B.I.T Blue IT Services, which saw me manage a team of 250 people working to build the brand’s presence”.

**NICOLAI
DESCOVICH**

**PROJECT
DIRECTED BY:
JAMIE WAITE**

**ARTICLE
WRITTEN BY:
LAURA WATLING**



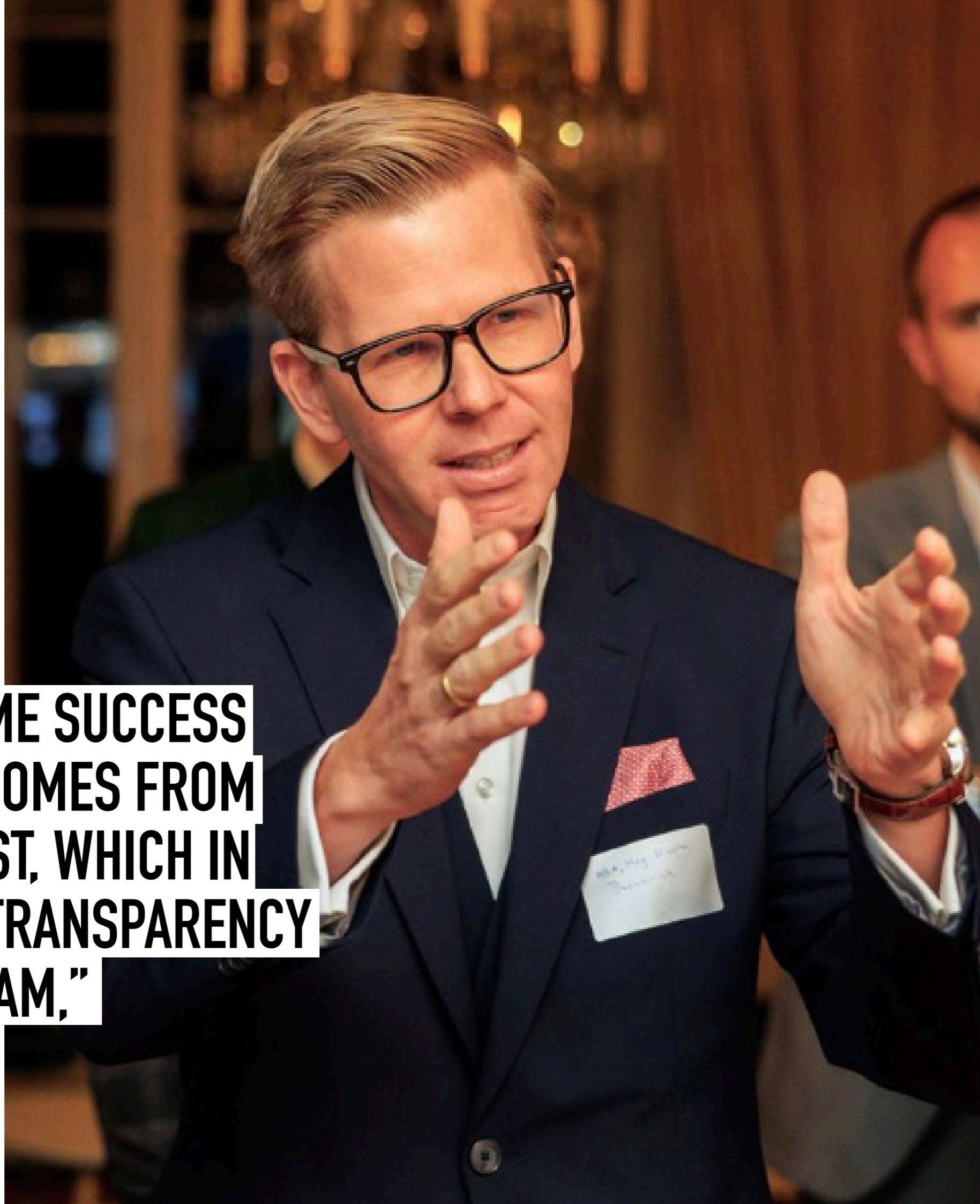
Most recently his leadership journey has led him to become the CEO (Austria) for Nordcloud. Joining Nordcloud in June 2022, he has employed his strategic operational excellence and relentless commitment to innovation to support the business transformation.

Naturally, during Nicolai's career journey he has faced a number of challenges, which he described as a "vibrant symphony" in life. Time and resource management, he mentioned, was one of the biggest challenges to face, something which many an entrepreneur will recognise.

"Also, in the beginning, when you are building a team to work with, you are on your own. And your team is crucial to you as a leader," he said.

How one navigates a challenge is the key decider of success, and Nicolai discussed that a nuanced approach is important, highlighting employing flexibility and a calm demeanour as personal attributes he has learnt along the way.

"I BELIEVE SOME SUCCESS AS A LEADER COMES FROM BUILDING TRUST, WHICH IN TURN BUILDS TRANSPARENCY WITHIN THE TEAM,"



As well as 20 years of 'learning on the job', when speaking with Business Enquirer Nicolai discussed several dynamic mentors. The mentors, which included several figures at Hewlett-Packard and IBM, largely taught Nicolai about important characteristic traits to establish as a leader.

"A positive leadership spirit, the principles and value of diversity, equity, inclusion, and the ability to navigate complexities are all valuable lessons I've learnt from my mentors," shared Nicolai, "as well as this, the ability to coach people by finding out about their real goals, asking open questions, and reflecting on and prioritising options to let people find their conclusions and right next steps on their own. Moreover, the foundations of building customer relationships have also been a key to my success as a leader," he continued.

Having benefited as a mentee, Nicolai is keen to be able to pass his knowledge on to his team and those around him.

"I believe some success as a leader comes from building trust, which in turn builds transparency within the team," Nicolai explained, "leadership for me is about good communication, with an open feedback loop. Leadership is about having a growth and giving back mindset, and serving my people to get the best out of each individual in the team".

Nicolai also values constructive feedback, and fostering a supportive environment for professional growth, referencing Simon Sinek as inspiration, who said: "The role of a leader is to create an environment in which great ideas can happen".

With 15 years in sales leadership roles, Nicolai has a relentless commitment to innovation and strategic growth.

With vast experience in the technology sector, Nicolai considers a commitment to continual learning vital to his future in business.

"In the cloud and tech industry, change

happens fast. As well as attending events, forums and conferences to learn from each other, strategic collaboration is key. In the cloud sector you won't be successful alone. Neither in any technology/IT topic, be it data, AI, security or quantum computing. Partner ecosystems become more and more relevant", he said.

And for businesses and leaders alike, collaboration is set to be far beyond human in the future.

"I recently attended a course at MIT covering the implications of AI on business strategy which gave plenty of food for thought. As a leader I can see many benefits of integrating AI into my role to enhance data-driven decision making," he explained, which he believes will enable clearer and faster decision making, whilst improving team dynamics and operational excellence.

He discussed, however, that it will be important for leaders to ensure ethical AI governance, ensuring its deployment aligns with fairness, transparency, and responsibility.

Whether it's team, mentors, or AI, it's clear that the linchpin in leadership from Nicolai's perspective is collaboration.

"For me, leadership means embracing change, taking a life-long educational journey, and thriving together. Collaboration is how we can flourish collectively," he said.



**“FOR ME,
LEADERSHIP MEANS
EMBRACING CHANGE,
TAKING A LIFE-
LONG EDUCATIONAL
JOURNEY, AND
THRIVING TOGETHER”.**

BUSINESS *Lifestyle*

Sport

Speed, Glamour, and Success
The Las Vegas Formula One
Grand Prix Triumph

Leisure

European Elegance: A Journey Through
Six Iconic Luxury Hotels

Health

ILLUMInating No BS Wellness





WELCOME
 TO *Fabulous*
LAS VEGAS
 NEVADA

SPEED, GLAMOUR, AND SUCCESS
The Las Vegas Formula One Grand Prix Triumph

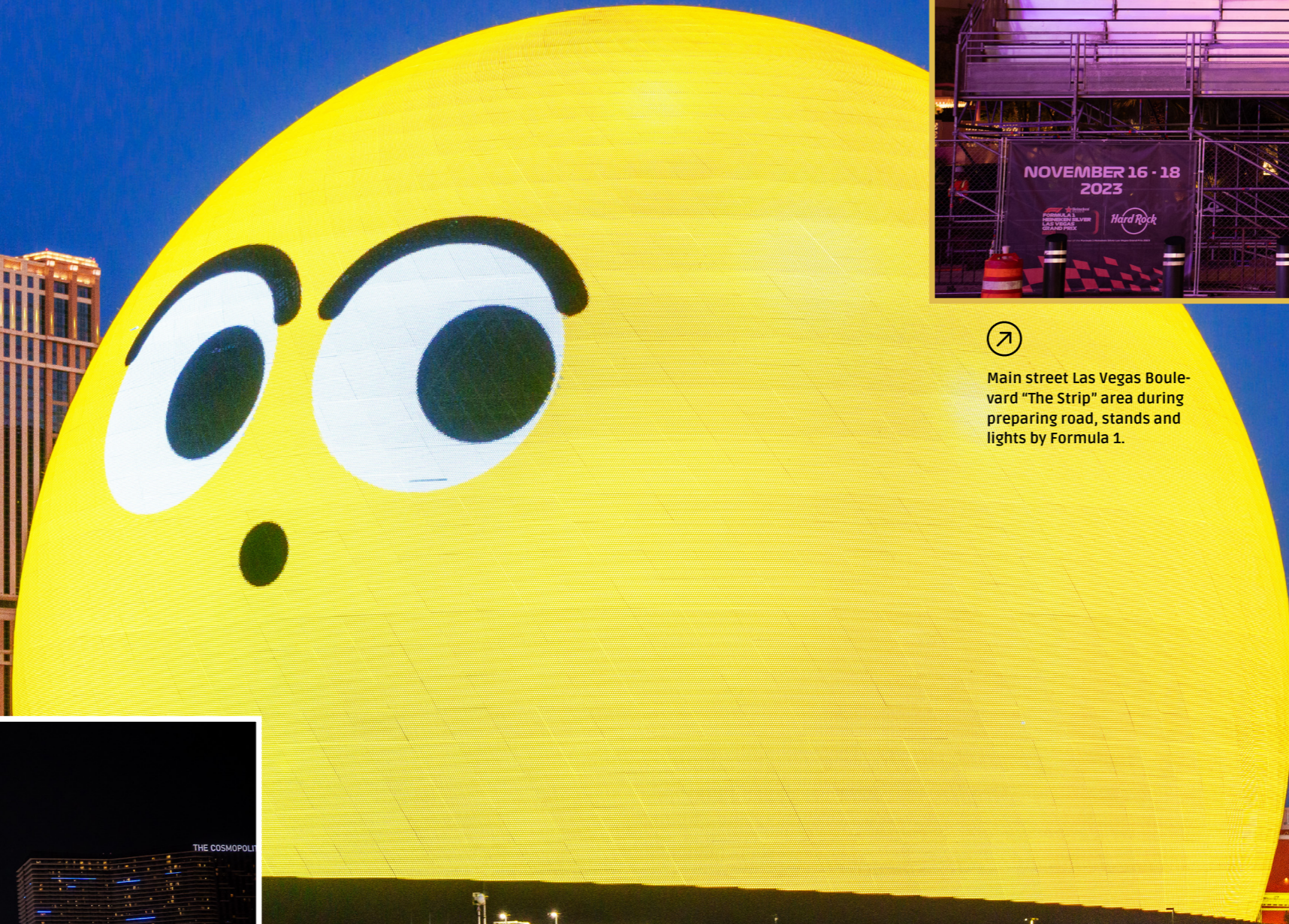


The Las Vegas Sphere, a permanent venue and attraction on the strip, which looked over the track and displayed information to the crowds.

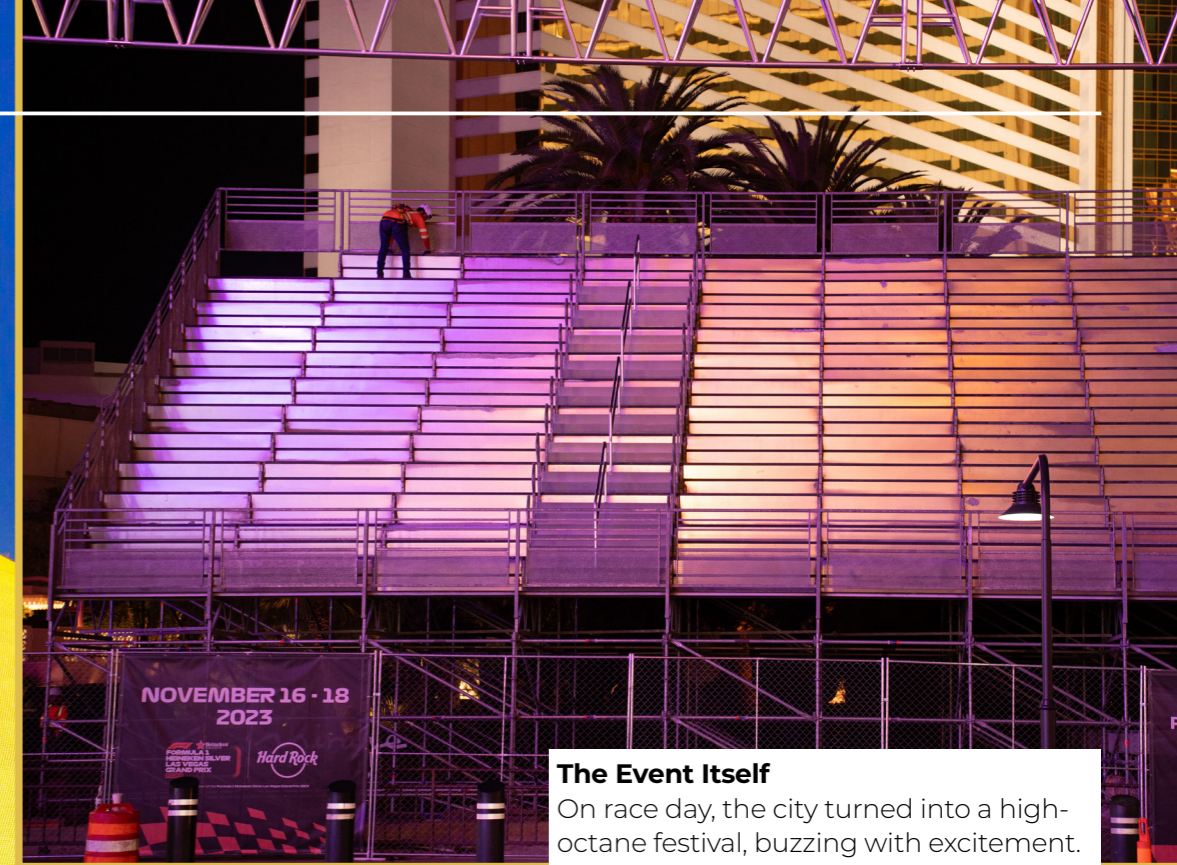
Background and Planning

Las Vegas, a city known for hosting high-profile events, added another feather to its cap with the Formula One Grand Prix. Preparations for this colossal event started years in advance, with significant investments in track infrastructure, cutting-edge technology, and comprehensive marketing strategies. Strategic collaborations with leading global brands and extensive sponsorships played a vital role in elevating the event's stature and outreach.

The city's transformation for the race was not just about laying tarmac; it involved a holistic urban development approach. New hotels, improved transportation networks, and enhanced digital infrastructure were among the key developments spearheaded by the local administration in collaboration with Formula One management.



Main street Las Vegas Boulevard "The Strip" area during preparing road, stands and lights by Formula 1.



The Event Itself

On race day, the city turned into a high-octane festival, buzzing with excitement. The track layout, snaking through the heart of Las Vegas, offered a unique blend of speed and spectacle, with landmarks like the Bellagio and Caesars Palace forming a glamorous backdrop.

The event attracted a massive global audience, with millions tuning in from around the world, showcasing the international appeal of Formula One. The race also set new standards in operational efficiency and safety, with state-of-the-art crowd management systems and advanced racing technologies ensuring a seamless experience for both participants and spectators.



Economic Impact

The economic implications of the event for Las Vegas were profound. Hotels, restaurants, and local businesses experienced a significant surge in patronage, contributing to a robust boost in the local economy. The event generated thousands of temporary jobs, benefiting the city's workforce.

On a global scale, the Las Vegas Formula One Grand Prix enhanced the city's reputation as a premier destination for major international events, promising long-term benefits in terms of increased tourism and global recognition. The event also reinforced Formula One's position as a lucrative and influential sport, capable of generating substantial economic activity wherever it goes.

Innovation and Technology

A standout aspect of the Las Vegas Formula One was the use of innovative technology. From advanced telemetry systems on the race cars to immersive virtual reality experiences for fans, the event was a showcase of technological prowess.

Additionally, the organizers placed a strong emphasis on sustainability, integrating eco-friendly practices in various aspects of the event. This included the use of renewable energy sources, waste reduction measures, and the promotion of sustainable transportation options for attendees.

The Las Vegas Formula One Grand Prix was more than just a race; it was a celebration of speed, innovation, and economic success. It exemplified how a sporting event could transcend its primary purpose and become a catalyst for urban development, technological advancement, and global branding.

As Formula One continues to evolve, the success of the Las Vegas event serves as a benchmark for future races, promising even more thrilling and impactful experiences in the years to come.

European Elegance:

A Journey Through Six Iconic Luxury Hotels

Europe's landscape is dotted with hotels that don't just offer a stay but narrate stories of luxury and heritage. Among these, certain properties in Spain and Italy have distinguished themselves, blending rich history with modern-day allure. This journey takes us through six such iconic hotels, each offering a unique tapestry of experiences that go beyond mere accommodation.

1

Fairmont Monte Carlo

A Pinnacle of Luxury and Sustainability

Nestled between the cerulean waves of the Mediterranean Sea and the legendary Casino of Monte Carlo lies a symbol of opulence and innovation – the Fairmont Monte Carlo. Voted as the number one hotel choice for 2023 by the Business Enquirer Magazine, this 4-star establishment epitomizes luxury, sustainability, and unparalleled guest experience, standing as a beacon of modern hospitality in the heart of Monaco.

A Setting of Unrivaled Grandeur

The Fairmont Monte Carlo's location is nothing short of spectacular. The hotel boasts a rooftop terrace that offers breathtaking views of the Circuit de Monaco, creating a perfect blend of excitement and serenity. With the sea on one side and the bustling city on the other, guests find themselves in an exclusive enclave, ideal for both leisure and business travelers.

Accommodations: A Synthesis of Comfort and Elegance

Home to 596 stylish guest rooms and suites, each space in the Fairmont Monte Carlo is a testament to contemporary design influenced by Monaco's rich heritage. Air-conditioned, with interactive TVs, private marble bathrooms, and balconies offering various scenic views, these rooms cater to the most discerning tastes. The meticulous attention to detail ensures that every stay is not just comfortable but also memorable.

Culinary Excellence: A Gastronomic Journey

Dining at the Fairmont Monte Carlo is a journey through global cuisines, made special by its unique settings. Nobu, renowned for its fusion of traditional Japanese and South American flavors, offers an exquisite culinary experience. The Lobby Lounge Bar & Restaurant, with its traditional French fare, provides a taste of local gastronomy. The crown jewels, however, are the rooftop Horizon restaurant and Nikki Beach. Open seasonally, these establishments offer not just delicious food but panoramic views that turn every meal into a special occasion.



Wellness and Fitness: An Oasis of Rejuvenation

In line with its commitment to providing a holistic experience, the Fairmont Monte Carlo houses La Vallée Spa, a sanctuary of wellness. The spa, alongside a state-of-the-art fitness center and an all-year-round open rooftop pool, allows guests to indulge in self-care while soaking in the Riviera's beauty. These facilities stand as a testament to the hotel's dedication to the physical and mental well-being of its guests.

Accessibility and Romance

The hotel's appeal is broadened by its proximity to Nice Côte d'Azur Airport, and the availability of private parking adds a layer of convenience for travelers. This ease of access, coupled with the romantic vistas and luxurious amenities, makes the Fairmont Monte Carlo a preferred choice for couples. In fact, the location has earned a 9.4 rating for a two-person trip, underscoring its status as a romantic haven.

Commitment to Sustainability and Innovation

In an era where sustainability is paramount, the Fairmont Monte Carlo shines as a leader. The hotel's innovative heat pump system, which harnesses seawater for air conditioning and heating, sets a new standard in eco-friendly technology. The commitment extends to its kitchens, where ingredients are sourced from responsible, local farms. The hotel's efforts have significantly reduced its electricity consumption and, looking ahead, it aims to eliminate single-use plastics across all its facilities by 2034.





Family-Friendly Features and Event Hosting

Understanding the needs of traveling families, the hotel offers a Kid's Club and multilingual babysitting services, ensuring that even its youngest guests have an enriching experience. For business travelers and event planners, the Fairmont Monte Carlo's 19 meeting rooms and two ballrooms, capable of accommodating up to 1500 guests, make it an ideal venue for everything from high-profile conventions to private celebrations.

Looking Ahead: A Dynamic Calendar of Events

The hotel's event calendar is as dynamic as its services. In 2024, it will host prestigious events like the Tour de France, The Rolex Monte Carlo Masters, and the Monaco E-Prix. This versatility in hosting diverse events underscores the hotel's ability to cater to a wide range of preferences and requirements.

A Beacon of Hospitality Excellence

At the helm of this magnificent establishment is Pierre Louis Renou, the Regional Vice President. Under his guidance, the Fairmont Monte Carlo remains loyal to its Monégasque roots while continually evolving to meet the changing demands of its clientele. Recent renovations of guest rooms, restaurants, and Nikki Beach, along with the upcoming enhancements of the spa and fitness facilities, reflect this commitment to excellence.

Renou's approach to hotel management is a delicate balance of preserving the essence of Monte Carlo's iconic hotel while embracing modernity. "We take a sensitive approach to evolving the hotel, ensuring that we don't lose the essence of Monte Carlo's iconic hotel, but continually improve the facilities and technology to meet the demands of our guests," he explains.

A Culture of Environmental Responsibility

The Fairmont Monte Carlo's sustainability initiatives are not just about technological advancements but also about fostering a culture of environmental responsibility. This ethos is evident in every aspect of the hotel's operations, from the L'Horizon Rooftop restaurant's bioclimatic terrace structure that promotes natural ventilation to the internal culture shift towards environmental stewardship.

"I'm very proud to be part of a business which has taken such actions to help the environment," says Pierre, reflecting the collective pride of the team in their environmental initiatives.

A Destination for the Discerning Traveler

The Fairmont Monte Carlo, with its blend of luxury, innovation, and commitment to sustainability, stands as a premier destination for the discerning traveler. Whether it's a family vacation, a romantic getaway, a business trip, or a lavish event, this hotel promises an experience that is both memorable and meaningful. As Business Enquirer's top hotel choice for 2023, the Fairmont Monte Carlo is not just a place to stay; it's a destination to experience the best of what the world of hospitality has to offer.

www.fairmont.com/monte-carlo



2

Marbella Club

Málaga, Spain



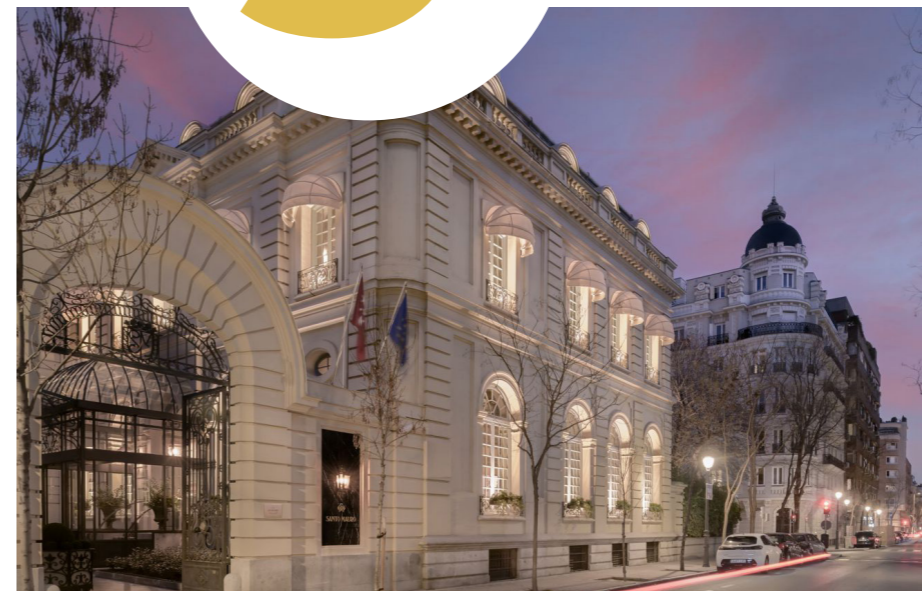
On the sun-kissed Andalusian coast lies the Marbella Club, a name synonymous with discreet luxury since the 1950s. What started as a hangout for Prince Alfonso von Hohenlohe's friends has transformed from Californian-motel-style lodges into a sophisticated beachside village. Despite its expansion, the hotel maintains the intimacy of a members' club. Recent additions like El Patio restaurant attract both upmarket locals and international guests. The reimagined Beach Club, once a bastion of silver service, now boasts an eclectic, artisanal vibe with vibrant corals and Art Deco-style umbrellas. The kids' club, a paradise for the little ones, allows parents to indulge in the sea-gazing Thalasso spa or enjoy a Kundalini yoga session. Prices start from about £377, offering a blend of bohemian charm and impeccable service.



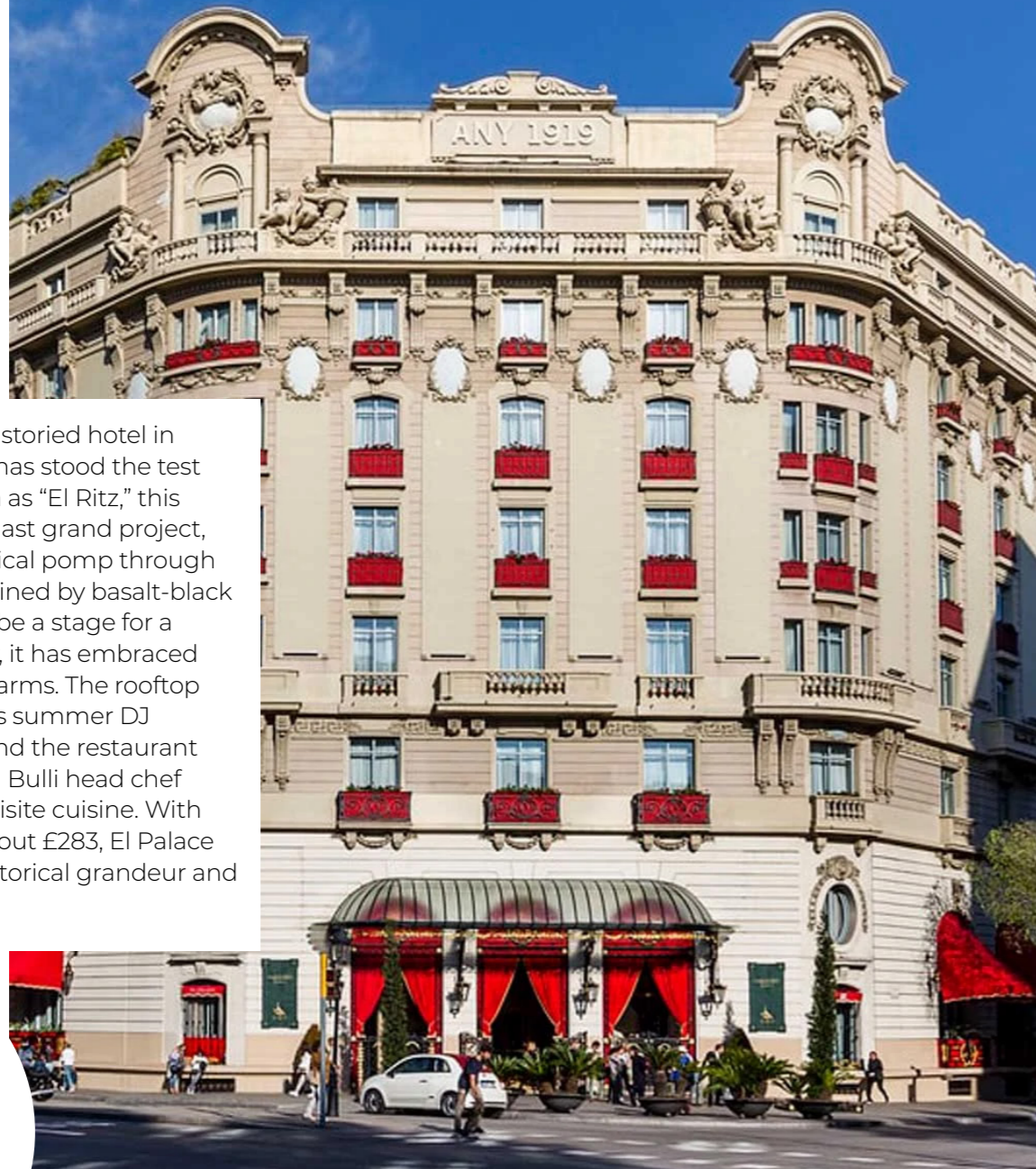
Santo Mauro, a Luxury Collection Hotel

Madrid, Spain

3



Nestled in Madrid's Chamberí neighbourhood, Santo Mauro, a Luxury Collection Hotel, has been a beacon of noble luxury three decades before the city's hotel boom. This 49-room hotel, once the private palacio of the Dukes of Santo Mauro, exudes fin de siècle grandeur. Thanks to designer Lorenzo Castillo, the opulent interiors now have a chic, airy feel. The hotel's French-style formal garden is a masterpiece of landscape design, offering a tranquil escape from Madrid's vibrant pace. With room rates starting from about £509, guests are treated to an experience that feels like a regal retreat in one of Europe's most exciting cities.



El Palace Barcelona, a storied hotel in the Eixample district, has stood the test of time. Locally known as “El Ritz,” this hotel was César Ritz’s last grand project, maintaining its theatrical pomp through decades. Its lobby, defined by basalt-black columns, could easily be a stage for a grand opera. Recently, it has embraced modernity with open arms. The rooftop pool terrace now hosts summer DJ sets and art lessons, and the restaurant Amar, led by former El Bulli head chef Rafa Zafra, offers exquisite cuisine. With rates starting from about £283, El Palace remains a blend of historical grandeur and contemporary luxury.

4

El Palace Barcelona
Spain



5

Cipriani,
A Belmond Hotel
Venice, Italy

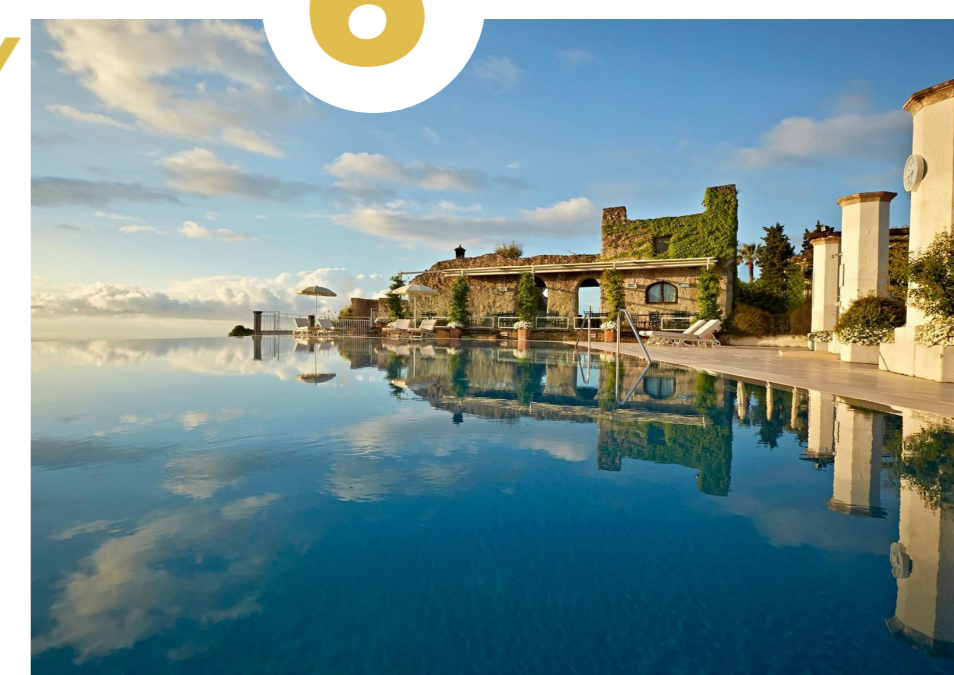


Cipriani, A Belmond Hotel – Venice, Italy
Venice’s Belmond Cipriani is not just a hotel; it’s an experience starting from the vintage motor launch transfer. Built in 1958 on the Giudecca, this hotel was a project born from the partnership between Giuseppe Cipriani of Harry’s Bar fame and the Guinness family. Unlike many Venetian hotels constrained within historic palaces, Cipriani was purpose-built, offering spacious luxury. The hotel’s Olympic-size pool and extensive gardens provide a peaceful retreat from Venice’s bustling streets. With culinary leadership from multi-Michelin star chef Riccardo Canella, dining here is an affair to remember. Starting from £1,105, Cipriani continues to be an epitome of Italian chic and timeless glamour.

Caruso,
A Belmond Hotel
Ravello, Italy

Perched atop the Lattari Mountains, Caruso, A Belmond Hotel in Ravello offers breathtaking views of the Tyrrhenian Sea. This 11th-century estate, now a polished limestone palace, is a luxurious sanctuary. The hotel’s Villa Margherita, designed by Eric Egan, offers a panoramic sweep of the Amalfi Coast. The focus here is on tranquillity and culinary excellence, with dishes that capture the essence of Italian cuisine. The pool area, surrounded by lush hills and the coastline, is an adults-only haven in spirit. With prices starting around £814, Caruso is an idyllic escape for both families and couples seeking serene luxury.

6



ILLUMInating **No BS** **Wellness**

Established in 2020 and now with an annual turnover in the millions, some may look at Lumi Therapy and consider the business an overnight success. But, behind this trailblazer in the sports therapy and wellness industry, is an entrepreneur who has been honing his business acumen for almost 20 years.

LUMI
LUMI THERAPY

PROJECT
DIRECTED BY:
JAMIE WAITE

ARTICLE
WRITTEN BY:
LAURA WATLING

CEO of Lumi Therapy, Gavin Teague's journey started at just 20 years old, when his parents loaned him £5000 to buy a mobile phone shop. Gavin turned this small, independent shop, into a large scale business, and proving his forward-thinking nature early on, became the only shop in the area at the time to be able to repair iPhones.

"Whilst the phone shop was a success, my next move was ahead of its time," said Gavin, explaining the phone shop's transition to a bagel shop, "I was in a local town in Devon which wasn't quite ready to move on from pasties and fish and chips. But failure is such an important part of the journey".

Throughout his career as an entrepreneur, Gavin has established a spectrum of businesses, from a leggings brand, to indestructible eyewear, several online start-ups, and a magnetic wallet which secured to the back of an iPhone.

"I launched a Kickstarter for the wallet about 15 years ago and it completely failed. About five years ago another business launched the same product which is now sold by Apple itself. Timing is everything," Gavin shared, "Sometimes it doesn't mean an idea has failed, it's just that the timing wasn't right and the luck wasn't there".

With Lumi hitting the sweet spot of timing, Gavin has been able to take a step back, and is keen to get back to the "grass roots" of entrepreneurship.

"I know how difficult it is to secure funding, especially if you're not based in a major city. I'm keen to work with young entrepreneurs, not only investing financially where it feels appropriate, but also offering free advice and guidance," he said.

"It's Not That Deep"

"A lot of entrepreneurs believe their business has to have a purpose. My purpose is first and foremost to be an entrepreneur. I've got lucky that Lumi has a purpose and a huge wellbeing impact on our customers," shared Gavin.



CEO of Lumi Therapy,
Gavin Teague

Starting the business with a range of massage guns three years ago, Lumi Therapy struck gold with its timing. In 2023, the global wellness market was valued at over \$5.3 trillion, with a growth rate of 10% per year through to 2025. In the UK, the sector is estimated to achieve £30.6 billion in 2023¹.

Now, Lumi's flagship product is its range of portable ice baths, which Gavin developed himself.

Gavin, who has long been in the health and wellness space, owning his own yoga studio, was seeking alternative therapies for stress management and anxiety.

"I wanted to try an ice bath after watching a Wim Hof (motivational speaker and extreme athlete known for the Wim Hof Method of breathing) show," explained Gavin, "the problem was, I didn't have £8000 to invest in an ice bath".

So, like any entrepreneur worth their salt, Gavin set about developing an affordable ice bath suitable for beginners and athletes alike.

"I've always been very passionate about having a non-bullshit approach, and so I set about trialing the ice bath I built for 365 days myself, and from our simple product, the benefits I found were profound," he said, "ultimately, we want cold water therapy to be accessible to as many people as possible. It doesn't have to be extreme, it's not that deep".

Lumi wants their customers to understand the science behind cold water therapy, and that the positive impacts happen within the first 30 seconds of submersion at just 10 degrees. Anything beyond that point is a personal challenge set by the user.

Gavin highlighted the impact of social media on the business success, noting that its baths have become a viral product.

"Using an ice bath is a very shareable moment, it's an achievement which users want to post to their social media, and that has certainly positively impacted our success," he said.

¹ <https://www.wellnesscreatives.com/wellness-industry-statistics/#statistics>



A Full Package of Accessible Products

Lumi's range of ice baths are fully-portable insulated pods, incorporating 3 layers of thermal insulated TPE protection that helps to keep the water at a steady temperature. The baths also come with the Lumi Thermo insulated Lid and All weather cover.

As well as a range of sizes to suit individual needs, Lumi also offers a PRO range, targeted at professional athletes. Not to mention, its limited edition Aquaman bath, inspired by the upcoming film.

Complimenting its ice baths are a range of accessories such as a thermometer and cleaning sponge, as well as other wellness items including the Eco Wolf Yoga Mat, Lumi apparel, and breathwork guidebooks.

Gavin is excited to announce the launch of Lumi's ProRobe Duo, which will be coming to market in January 2024.

"Drying robes haven't seen any innovation since they first came to market, so Lumi are here to change that," shared Gavin, "our ProRobe Dup has been designed to incorporate drying technology, along with features from hiking and climbing jackets, and has utility purposes. Like we've done for our baths, we're going to carve the way for drying robes, and it's a very exciting launch for the business".

The Ultimate Ice Breaker

With Lumi's business well established, Gavin has been able to take a step back from a direct leadership role, acknowledging that his passion is best placed creatively.

"I thought I'd be fantastic at running a team until I found it very emotional. I'm trying to build a business with some core values that don't align with my own stress. So now we have a General Manager in place, whilst I'm able to provide more guidance to the role," Gavin explained with honesty.

Now, Gavin is working to build a Lumi community from within, taking advice from Gymshark's ex-CEO, Steve Hewitt.

"We are focussing on what we call our North Star, which is Lumi becoming more than an ice bath brand, but a wellness community. Steve is guiding us on the internal messaging, so that our team understands our core values and our aims for the future", said Gavin.

As part of the internal measures, Lumi is building a spa and fitness studio into its office, to include yoga, boxing, cycling, callisthenics, climbing, and a gym. Naturally, this will also include a recovery centre of ice baths.

Around 50% of Lumi's employees use its existing communal ice bath at the office every morning, with new starters and even interviewees encouraged to partake in the ultimate ice breaker - if you'll pardon the pun.

"Our team has a Whatsapp group to discuss the daily ice bath, and we know that participating as a group sees individuals challenge themselves by 50% more," said Gavin, "our team have absolutely adopted the wellness mindset, which I think is crucial to our success".

With Steve Hewitt on board to help Gavin shape the Lumi community, the vision for the business is to become the Gymshark of cold water therapy.

Currently with a strong-hold in the UK and mainland European market, the next step is to take Lumi global.

"We are very strategic in our growth, and firstly we want to ensure we fine-tune what we're doing in the UK market. We have seven new products launching in 2024, and want to be known for exceptional quality and becoming the industry leader", said Gavin.

www.lumitherapy.co.uk



