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FIBA

COMMITMENT ● PERFORMANCE ● LEADERSHIP



FIBA is a rapidly developing Hong Kong based engineering company with worldwide activities. It specializes in engineering, procurement, project management and project finance for industrial projects.

FIBA offers technical solutions, management and finance expertise in the form of a turn-key 'conception to completion' service across a diversity of sectors and projects. A seamless track record has gained the company international recognition.

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Mission

FIBA is a rapidly developing Hong Kong based engineering company with worldwide activities. It specializes in engineering, procurement, project management and project finance for industrial projects.

We want to create value for all our stakeholders by:

- Safely delivering, cost-effective and technically-advanced services that meet or exceed our clients' expectations
- Offering a safe workplace that attracts, retains and motivates high performers by stimulating innovation, rewarding excellence and treating people with respect
- Acting professionally, responsibly and with integrity in everything we do
- Providing superior returns and rewards to our shareholders



Vision

FIBA shall firmly position itself as turn-key provider of processing plants and gain international recognition, by providing clients with optimal solutions through dedication, technical expertise and management know-how. This vision translates into the following core corporate policies:

- We listen to our customers; their interest comes first
- We innovate for the future while learning from the past
- We communicate openly about issues while focusing our energy on solutions
- We strive for team success, while recognizing individual achievements
- We care about cost effectiveness not cost elimination



Values

Above mission and vision can only be achieved with a strong commitment to key values at every level of our organization:

COMMITMENT TO INTEGRITY

The stability and growth of our business is only possible because our customers, suppliers, employees and shareholders have confidence in us. In this respect, integrity is as important to our future growth and success as any other attribute we have.

Being already a recognized player in our industry in the Middle East and Europe makes us proud, and having earned that position through fair, honest business dealings is a testament to our values.

COMMITMENT TO SOCIAL PERFORMANCE

We recognize that part of being a successful and well-respected company is being socially responsible.

At FIBA, we are not only dedicated to delivering results for our customers and shareholders, but we also support selected social activities.

COMMITMENT TO HEALTH, SAFETY & ENVIRONMENT

When it comes to HSE, a clean bill is more than a corporate asset; it is a fundamental responsibility to employees and to the environment that we all share.

At FIBA we are committed to keeping our employees safe on the job, ensuring compliance with environmental laws and regulations and incorporating these principles into everything we do.

COMMITMENT TO QUALITY

Across the company, FIBA employees embrace a customer-focused, data-driven philosophy and apply it to everything we do. We work with our customers and sub-contractors to achieve the highest levels of quality possible.

We continue to build on successes by sharing best practices across the organization, putting the full power of FIBA behind our quest for better and faster customer solutions.



Services

FIBA offers its customers turn-key plants and, if required, related project financing. This provides clients with the advantage of a single point of responsibility and the best guarantee in terms of time, cost and quality for their investment.

Our services begin with the definition of the project. At this, first stage the most experienced people of FIBA shape based on their combined depth and breadth of experience key parameters of a project. Typical tasks include:

- Market studies
- Site selection
- Feasibility study
- Selection of technology

Once a decision has been reached FIBA continues by providing fast-track project execution. Based on our integrated quality management and project execution system all individual steps are clearly defined and mesh like clockwork. Our services at this stage include:

- Project management
- Project finance
- Engineering
- Procurement
- Construction
- Commissioning

By combining the reliability and commitment of dedicated project teams with cost-effective specialized support services to meet the unique needs of each project, FIBA consistently meets and exceeds client expectations.

Through our integrated approach, FIBA is well positioned to offer our customers more complete projects with higher control, fewer subcontracts, lower cost and greater schedule assurance.

The success FIBA enjoys largely attributes to the immense capacity of its employees for flexibility and creativity. For FIBA new projects always signify both a challenge and an opportunity to further its strategies and capabilities.



PROJECT MANAGEMENT

Project management ties together all activities of a project. A project may be well conceived and adequately financed, the contracts may be carefully drawn up, the contractors and workers highly experienced. But if all aspects of the project are not expertly integrated and managed, it may overrun the budget, fail to meet the schedule, or fall short in technical quality.

We know how to manage all aspects of even complex projects, from engineering to procurement to construction and completion. We are also experts at resolving conflicts and identifying issues before they become problems.

Project management involves designers, contractors, subcontractors, suppliers, lenders, local and national agencies, and public interest and community groups. Our teams focus on the overall picture, establishing priorities and coordinating activities and participants to ensure quality projects that are delivered safely, on time, and within budget.

Our project management experience extends through all phases of project development including:

- General Project Coordination
- Project Controls
- Estimating
- Master Planning and Preliminary Engineering
- Detailed Design
- Constructability and Maintainability Reviews
- Mobilization Planning
- Procurement
- Material Management
- Quality Assurance
- Safety and Security
- Construction Management
- Start-up and Commissioning
- Operations Training

PROJECT FINANCE

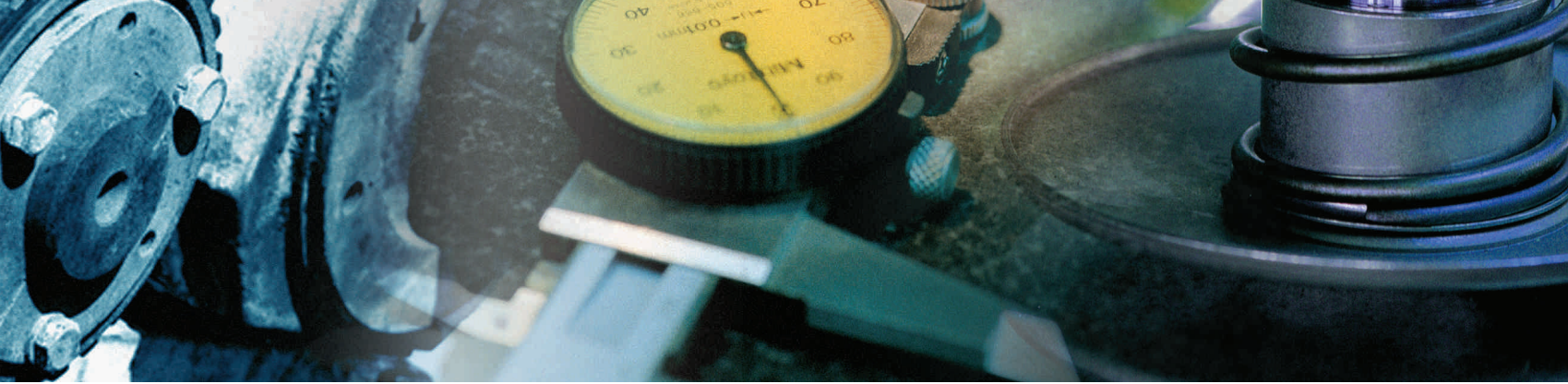
The ability to devise innovative structured financing solutions that enable clients to capture new investment and business opportunities or support growing operational needs lies at the heart of the services offered by FIBA.

FIBA puts its extensive experience in project finance and its excellent links to regional and international financial institutions at the service of its clients. Our professional service typically includes:

- developing of a detailed strategy;
- preparing an information memorandum in a bankable format, allowing financial institutions to assess the applicant, the transaction, etc;
- approaching a short-list of suitable financial institutions;
- acting as central point of co-ordination with financial institutions on all communication regarding the financial facility;
- reviewing and commenting on term sheets of the financial institutions;
- conducting all discussions and negotiations with the financial institutions in- and outside Iran;
- reviewing and commenting on the loan agreement and all related legal documents;

The management of FIBA brings together extensive banking knowledge and a network of relationships to raise project finance for industrial projects. Skilled and experienced in developing and presenting investment and business opportunities to the financial community, FIBA applies its full range of resources to negotiate jointly with its customers the best possible terms and conditions with financial institutions.

Through its professional approach FIBA has developed into a well respected partner of the financial community.



ENGINEERING

Every project has its own parameters: location, size, performance criteria and technical needs, among other factors. Together they define a project's engineering and design challenges. Working from this point of view, FIBA applies its experience and resources to arrive at the right solution for our clients, to meet their local project needs and challenges.

The individual and collective project and technical expertise of our staff and partner firms allows us to deliver appropriate, cost-effective solutions to clients to maximize their assets, improve their competitive position, and increase their long-term business success. Our engineering solutions:

- Increase process efficiency
- Enhance safety
- Reduce waste
- Minimize environmental impact
- Improve operability
- Increase profitability

FIBA's conceptual design services align each project's function, scope, cost, and schedule with the client's objectives in order to optimize project success. The conceptual design phase offers the best opportunity to assess business, commercial, and technical risk and improve return on investment.

During conceptual design, FIBA establishes the early project definition of the engineering, procurement, and construction requirements and a detailed project estimate. Our services include feasibility studies, project development planning, technology evaluation and recommendations, risk management assessment, constructability reviews, asset optimization over the facility's life cycle, and front-end engineering.



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PROCUREMENT

The right goods and services, at the right time, at the lowest cost. That sums up FIBA's approach to procurement, and we have the experience, the tools, and the know-how to make it work. By providing integrated, reliable, and cost-efficient supply chain management services, we help ensure the success of projects - large and small.

Our procurement services cover every step from the flow down of terms and conditions to receipt of materials and equipment at site. By working closely with construction and engineering, procurement can reduce purchasing costs, mitigate industry risks, and reduce the time spent for the purchase of engineered equipment, commodities, and construction subcontracts. Our procurement services include:

- Project Procurement Strategy and Management
- Development of Project Procurement Terms and Conditions and Bidders Lists
- Preparation of Request for Proposal (RFP) Packages
- Evaluation and Analysis of Vendor Proposals
- Negotiation and Final Award of Contracts
- Contract Administration
- Inspection Services
- Quality Assurance and Quality Control

We can independently support client procurement activities as a stand-alone service or work in concert with our engineering, construction and maintenance teams as an integrated function.

We have compiled a comprehensive vendor list including top-level international suppliers of products and services. Our advanced sourcing methods and market knowledge help us obtain the best pricing, quality and service for our clients.

CONSTRUCTION

Major projects are complex undertakings, often involving dozens of contractors and suppliers, hundreds of workers, and millions of dollars in material, equipment, and services. Orchestrating such operations demands first-rate construction management - something FIBA provides for projects big and small.

We employ professional personnel, flexible procedures and advanced systems to supervise the erection process. We continuously manage and measure compliance with key parameters including safety, quality, total project cost and timely completion.



International Cooperation

To ensure quality and keep pace with the advancement of technology, FIBA has associated itself with a number of reputable international firms. FIBA's extensive experience in cooperating with international engineering companies for the implementation of projects in the Middle East has been through joint venture agreements with joint responsibility, or on a subcontracting basis.



Health, Safety & Environment

Health, safety and environmental (HSE) issues are at the top of FIBA's priorities. It has become an every-day part of FIBA's personality and culture and is also part of our internal and external evaluations. Our staff is committed to three simple goals throughout all activities:

- No harm to people
- No harm to environment
- No damage to equipment

In this context, all project parts, including those executed by contractors, are analyzed before.

commencement to identify potential hazards and assess associated risks. HSE measures are applied at all stages, including design, construction, commissioning and installation.

Environmental responsibility is an integral part of being a successful turn-key provider of plants. FIBA deals daily with environmental issues and is committed to the responsible use and preservation of natural resources.



Quality Management System

At FIBA we believe that our customers' trust is the single most important success factor for the company. We are focused on earning that trust every day and in every customer interaction, seeking to deliver flawless service.

To comply with this commitment in a systematic way a quality management system has been rolled out, which focuses on:

- Improving the overall quality of the activities of FIBA
- Providing services matching exactly client requirements
- Systematizing managerial processes
- Organizing the key activities based on documented procedures
- Optimizing processes

It covers all services, which, in their entirety, result in a complete plant.

Management is sharing best practice standards across the entire organization, putting the full power of FIBA behind its quest for better, faster customer solutions.

FIBA is also in constant dialogue with its suppliers and contractors on quality management issues and learns itself from best-practice standards of its international peers.



Human Resources

The true value of any company in a technology driven industry is its people. FIBA is fully aware that the experience of its staff is the foundation of its success. The company gives great importance to securing high-calibre personnel and puts many resources towards finding the right people. FIBA is also cognizant of the ongoing imperative to train and empower staff.

A good employee needs to have a positive attitude, a creative spirit, and the ability to contribute effectively in an organizational setting. Certain traits exemplify these qualities for success in our business, which can be summarized as follows:

- We prefer employees with progressive attitudes, with a will to improve conditions for themselves and for others. Such persons are valuable to the company with their strong willpower and drive to make changes happen.
- Of benefit to the company are also strong foreign language abilities, an open-mindedness, and keen cultural awareness.

To those persons who meet the stringent requirements, the company offers a performance-based reward system and advanced training programs. FIBA puts also great emphasis on know how transfer inside the company and has developed a mentoring and trainee program, which facilitates the in-house training of junior staff.



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