

NEWSLETTER

Q1 2026



AIREC



MARKING SPECIAL MOMENTS – TEAM BIRTHDAYS

January , February



HR INITIATIVES

Empowering Our People & Purpose – Culture, Responsibility & Wellbeing

NEW JOINERS



ORGANIZATION ANNOUNCEMENT

Mr. Godwin Sundar– HR Coordinator



We are pleased to announce that **Mr. Godwin Sundar** has joined our organization as an **HR Coordinator**.

Godwin brings with him diverse international experience in administration, HR support, and business management across Kuwait, France, Italy and India. He has demonstrated strong capabilities in document control, internal communications, scheduling coordination, and stakeholder management.

During his internship tenure he gained knowledge and work experience while working at ChannelHub (Paris), PCS SAS Di Paolo Carta (Piedmont, Italy), and MOM (India).

Godwin has recently completed Master of Science in Sustainable Management and Eco-Innovation and holds a Bachelor's degree in International Management from Rennes School of Business – France (2022)

Technically proficient in Microsoft Office, Google Workspace, project-management platforms, and applicant-tracking systems. Godwin is fluent in English, French, and Hindi.

He holds passion for Basketball and Chess, in addition to playing the Guitar and the Keyboard.

Godwin can be reached on email godwin.sundar@aalargan.com and mobile number 99858256.

Please join us in welcoming Godwin to the team and in providing him with all the support he requires.

Louise Ferrao
Chief People Officer

TITLE CHANGES



Elie Jawad

Chief Project Management Officer
Joined AIREC : September 2008
Previously served as Senior Vice President – Project Management.



Yasmin Abou ElMakarm

Chief Leasing & Property Management Officer
Joined AIREC: September 2008
Previously served as Vice President – Leasing



Amr Kassab

Chief Project Controls Officer
Joined AIREC: September 2015
Previously served as Project Control Manager



Toni Mubarak

Chief Program Management Officer – Corporate
Joined AIREC: December 2025
Previously served as Chief Program Management Officer



Louise Ferrao

Chief People Officer
Joined AIREC on March 2019
Previously served as Vice president - HR.



Fouad Rizkallah

Chief Legal Officer
Joined AIREC: March 2018
Previously served as Head of Legal Department



Emad Ageab

Administration Manager
Joined AIREC: March 2018
Previously served as Sr. Administration Officer



Rana Ammar

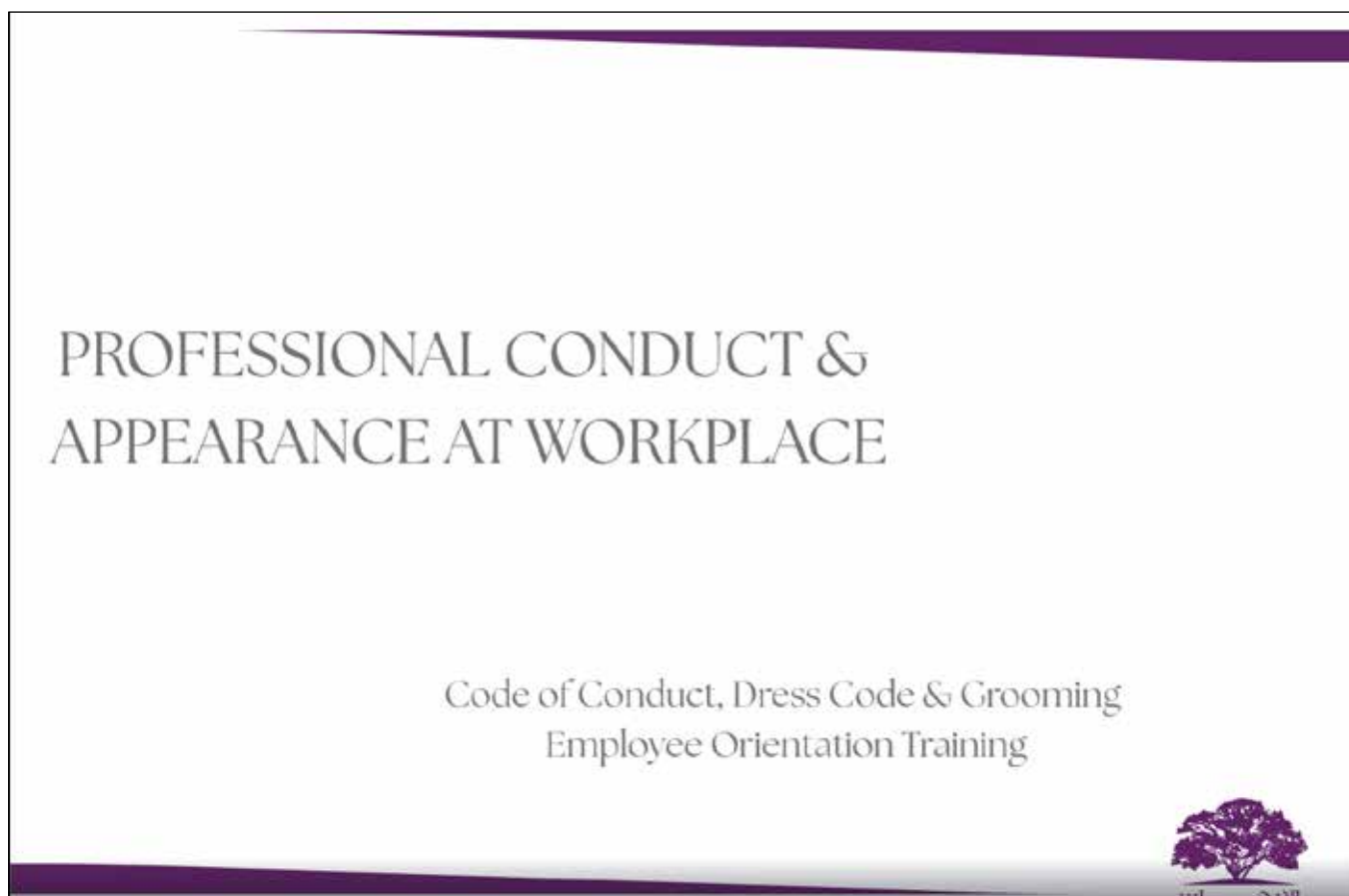
Head of Compliance
Joined AIREC: March 2008
Previously served as Compliance Manager

HR INITIATIVES

Empowering Our People & Purpose – Culture, Responsibility & Wellbeing

Activities - January

Inhouse training online: Code Professional Conduct & Appearance at Workplace



Enhancing our **team-building** activity every month. During “**Happy Hour**” we had an activity “**Find the Person**” game, where team members had to shake hands with colleagues who matched specific descriptions. It was so much fun, people were laughing enjoying and engaging....

#Lifeasyouloveit #ProudARGANIANS
#Employeeengagement
#Workculture

HR INITIATIVES

Empowering Our People & Purpose – Culture, Responsibility & Wellbeing

Activities - February

Graish

Potluck magic in action!We didn’t just show up...we-Decorated , Cooked, Catered, bought in Vibes

Celebrating “Garish” .. just how we like it!
Great food, sweet treats, and even better company
#PotluckVibes #TeamSpirit #GoodFoodGoodMood



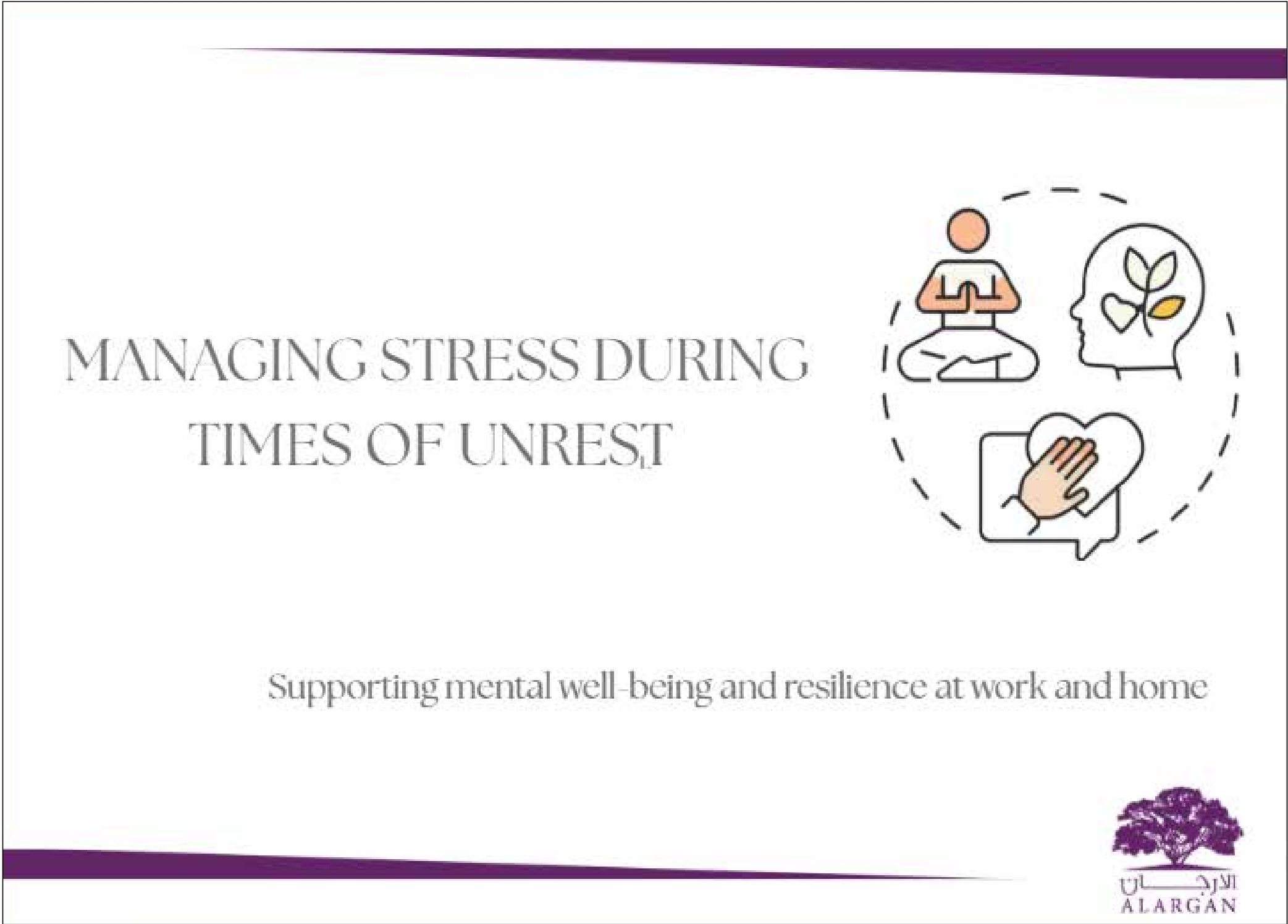
Activities - March

Inhouse online Training : on Performance Appraisal & Bell Curve Concept

Topics

- 1. What is Performance Appraisal (PA)? Purpose of Performance Appraisal
- 2. Performance Evaluation Components Weightage
- 3. Performance Appraisal Form explanation
- 4. Performance Appraisal Submission timelines quarterly
- 5. Roles and Work flow processes
- 6. Understanding the Rating Scales
- 7. Understanding the “Bell Curve” Methodology
- 8. Common Rating Mistakes
- 9. HR Governance
- 10. Question & Answer

- 1. HR Initiative : Sent out Videos/tips to support mental wellbeing during uncertain times.



- 2. HR Initiative : has arranged a complimentary webinar session on Resilience, Emotional Balance & Wellbeing, providing practical tools to manage stress and strengthen resilience.

Webinar topic: Staying Steady in Uncertain Times: Resilience, Emotional Balance & Wellbeing.

In times of uncertainty, it is natural to experience anxiety, distraction, and emotional pressure. Staying mentally grounded and managing our reactions becomes more important than ever.

MÖVENPICK



GUEST EXPERIENCE



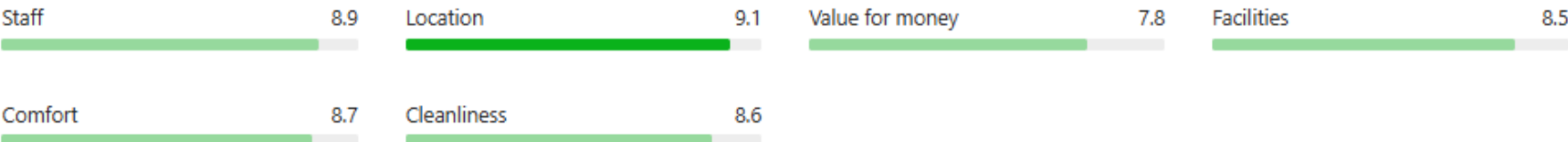
Booking.com

8.6 Your review score based on 978 reviews

↑ From 8.4 Q4-2025 to 8.6 Q1-2026

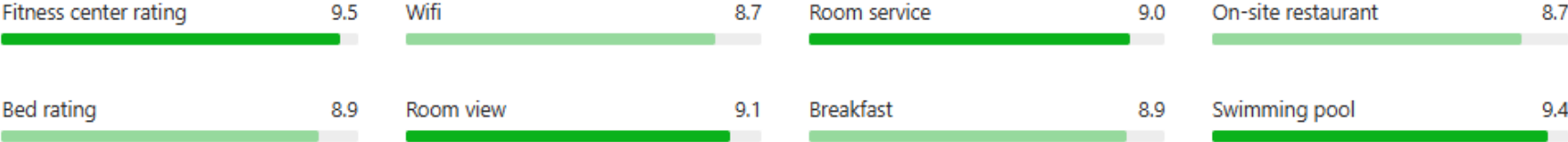
Basic categories

These categories represent aspects common to every guest experience. They're rated by your guests and are independent of your review score.



Additional categories

These are asked as bonus questions to provide insights into specific aspects. They're rated by your guests and are independent of your review score.

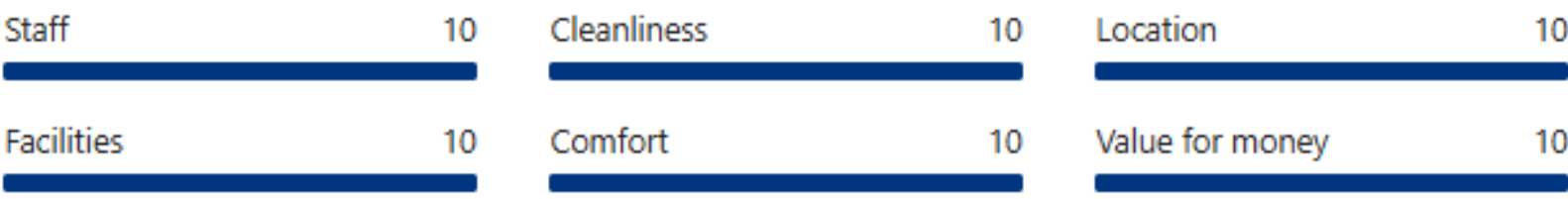


REVIEWS

10 Heather, us
Reservation Number 6191768923

Mar 12, 2026

Basic categories ⓘ



Fantastic service and facilities

Beautiful property in a relaxing place. Professional and friendly staff that made my stay comfortable and welcoming. I will definitely stay here again.

This decline is primarily attributed to the need for upgrades across several areas of the hotel, including:

- . Bed bases and mattresses
- . Rattan chairs and tables
- . WI-FI
- . A properly equipped gym & Kids club facility.

These deficiencies have also negatively impacted the overall satisfaction score, as the overall ambiance and maintenance standards are being compromised.

Honored to welcome Mr. Raki Philips, new Regional President Accor and Mr. Philip Jones, Senior VP MEA (Gulf, Egypt & Levant)

A meaningful visit on 8th and 9th January that inspires continued excellence & collaboration

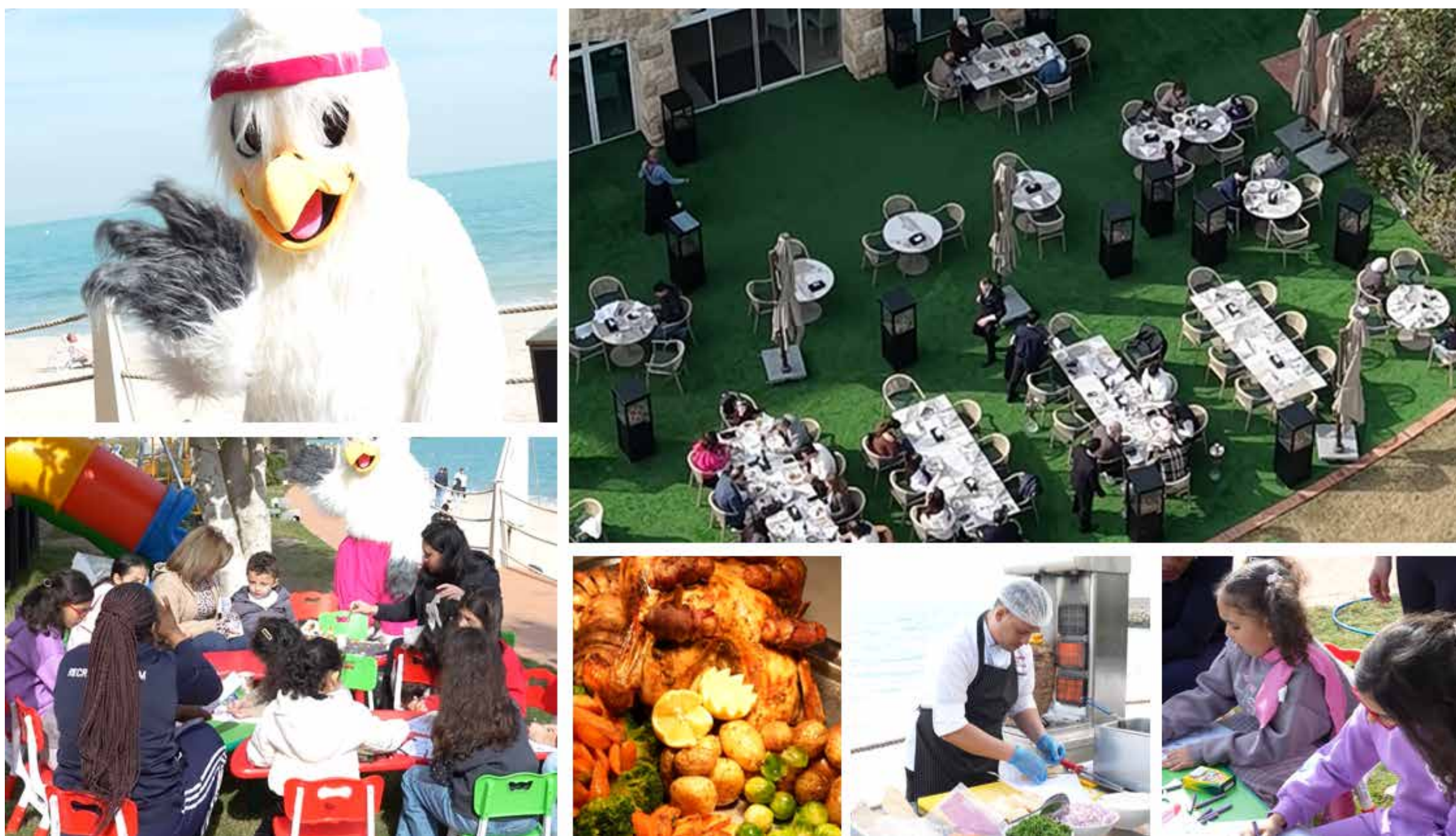


TOWNHALL MEETING Q2025 4

Wrapping up Q4 2025 with gratitude and pride—celebrating strong financial results, recognizing our Employee of the Year, honoring birthdays, and commemorating Sri Lanka Independence Day. A true reflection of teamwork and success.



FRIDAY BRUNCH



VALENTINES DAY SPECIALS

Love is in the air with good music, great food, and the perfect romantic setting to celebrate Valentine’s day



RAMADAN OFFERS

Delicious buffets
In amazing Ramadan spirit!



Al Bida’a Ballroom
for ideal group Iftar and Ghabka



Ramadan Suhour
Made Special at Veranda Café



Savor the Spirit of Ramadan
With a Magical Ghabka



Discount vouchers



Quarter Ouzi
for catering only

EVENTS AND PROMOTIONS

Kids Corner Buffet

Fun Bites For Little Delights!
A Special Buffet Designed Just For Our Young Guests.

ركن الأطفال
بوفيه خاص بنكهات ممتعة للأطفال الصغار!
طعام مميز ومعد خصيصاً للأطفال الأعرار

Bon Appétit, Little Chefs!
تتمنى للأطفالكم وقتاً ممتعاً وشهية طيبة!

MÖVENPICK
HOTEL & RESORT
AL BIDA'A KUWAIT

movenpick.com

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HOTEL & RESORT
AL BIDA'A KUWAIT

Stay With Us This Ramadan

Unit Type	Maximum No. of persons	Normal Price Starting From	Room with Suhour
Superior room	2	61	45
Two bedrooms chalet	4	135	89
Three bedrooms chalet	6	185	109
Four bedrooms Villa	8	217	159

For reservations, please call
22253100 or 22253225

Terms & Conditions:
• All reservations are valid from the first to last day of Ramadan 2019.
• All reservations are subject to availability. 20% per person per night.
• All reservations are subject to a 30-day cancellation policy.
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MÖVENPICK | **BREEZE**
HOTEL & RESORT
AL BIDA'A KUWAIT

Eid Al-Fitr Lunch Buffet
at Breeze Restaurant

14 KD
per person

Enjoy a special Eid lunch with your family at Breeze Restaurant and indulge in a delicious buffet in a relaxed and welcoming atmosphere.

Kids Activities
Kids Music • Face Painting • Magic Show

Fun Games
Pass the Message • Musical Chairs • Three-Legged Race • Balloon Pop Race • Ball on Spoon Race

Team Games
Sack Race • Frog Jump Race • Pass the Ball Relay • Tug of War

Lunch Time:
1:00 PM – 5:00 PM

For reservations:
22253100 – 96968641

movenpick.com

SPECIAL OCCASIONS

MÖVENPICK
HOTEL & RESORT
AL BIDA'A KUWAIT

March
Happy Women's Day

Happy
Mother's
Day

MÖVENPICK
HOTEL & RESORT
AL BIDA'A KUWAIT

EID MUBARAK

MÖVENPICK
HOTEL & RESORT
AL BIDA'A KUWAIT

KIDS CLUB EID ACTIVITIES

Creating joyful moments and unforgettable experiences through engaging Kids Club activities.



CELEBRATING EXCELLENCE IN HOSPITALITY

Congratulations to Ibrahim Ahmed, Executive Housekeeper for being recognized as Housekeeper of the Month, Accor. A true leader setting the standard for quality and dedication.

HOUSEKEEPER OF THE MONTH

JANUARY 2026

HOUSEKEEPER OF THE MONTH

IBRAHIM AHMED

EXECUTIVE HOUSEKEEPER,
ACCOR, KUWAIT

This month, we feature Ibrahim Ahmed, Executive Housekeeper, Accor, Kuwait whose career spans more than two decades across Egypt and the Middle East.



Behind every immaculate guest room, perfectly pressed linen, and reassuring sense of hygiene is a professional whose work often goes unseen—but felt. Clean Middle East’s Housekeeper of the Month column is dedicated to celebrating these silent leaders of hospitality: the individuals who uphold standards, inspire teams, and transform cleanliness into trust.

This month, we feature **Ibrahim Ahmed, Executive Housekeeper, Accor, Kuwait** whose career spans more than two decades across Egypt and the Middle East. From his early days in supervisory roles to leading complex, large-scale housekeeping and laundry operations, Ibrahim’s journey reflects the discipline, resilience, and people-first leadership that define excellence in this profession. His experience across resorts, city hotels, pre-openings, and high-pressure environments—including managing quarantine operations during the COVID-19 pandemic—highlights the strategic importance of housekeeping beyond daily operations.

10

www.cleanmiddleeast.ae

HOTEL ACHIEVEMENTS

Proudly representing Mövenpick Hotel & Resort at HORECA 2026
Rajendra Yata and Abdallah Khalaf Abdel from Housekeeping Dep't. showcased exceptional skill and dedication in the bed-making competition. Your contribution and participation are truly remarkable. Well done!



HEARTIST OF THE MONTH & YEAR

December 2025
Front of the House



Diaa Abdo
Front Office

Heartists of the Year
2025
Front of the House



Eslam Abdelzaher
F&B

January 2026
Front of the House



Rajendra Yata
Housekeeping

Back of the House



Rebekah Milka
Engineering

Back of the House



Khazal Samir
HR

Back of the House



Arqam Suhail
Accounts

CELEBRATE DIFFERENCES AND CULTURAL AWARENESS

22 February 2026

Celebrating the spirit of **Ramadan** through togetherness
and shared blessing with colleagues and families



Celebrating Kuwait National and Liberation Day



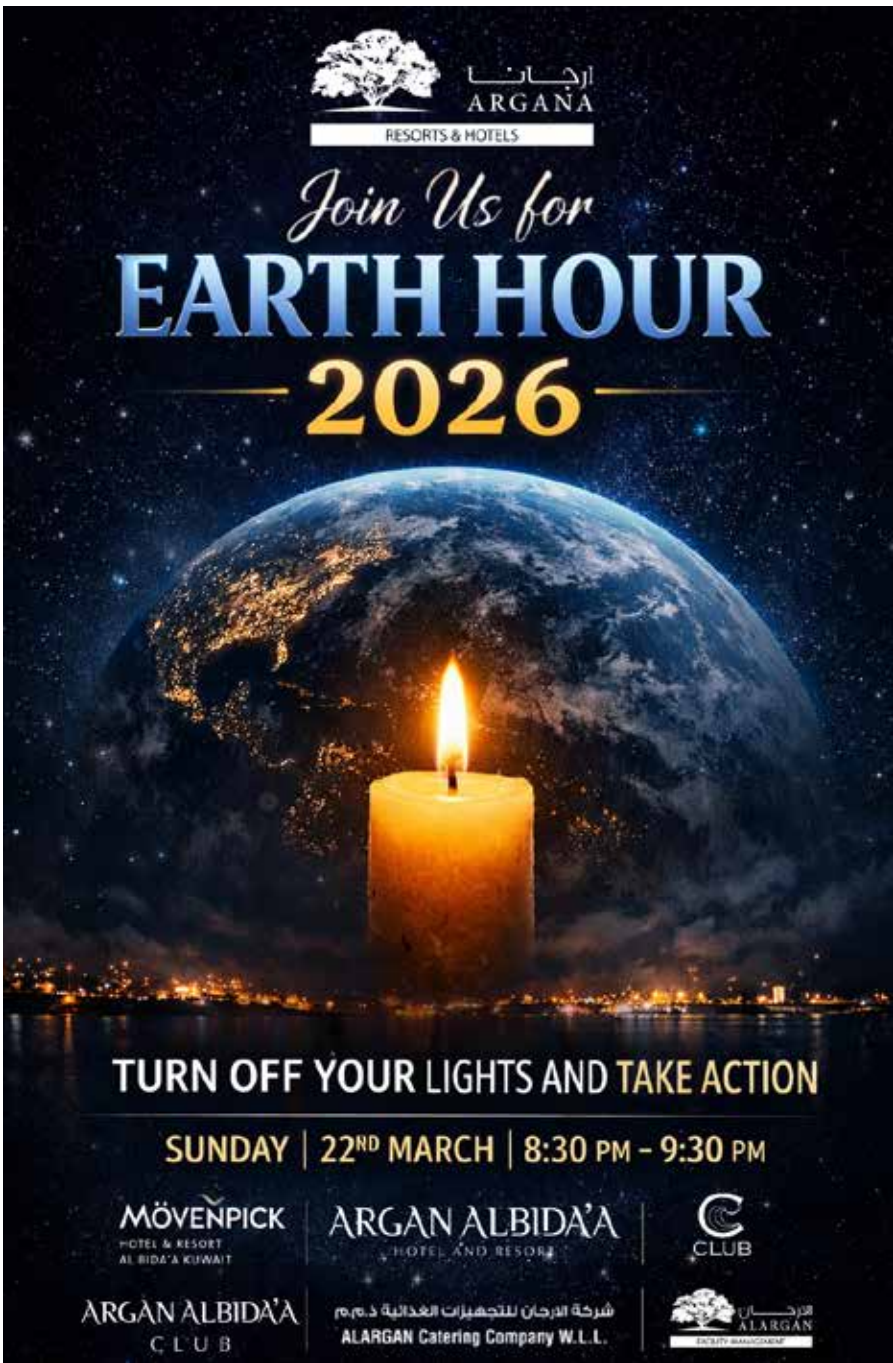
CELEBRATING SUCCESS AND DEDICATION

An appreciation dinner honoring the outstanding 2025 results with Movenpick and Argan Al Bida'a leaders



EARTH HOUR - 22 NOVEMBER 2025

Commemorating Earth Hour with a shared commitment to awareness, responsibility, and positive change.
Lighting candles as a symbol of our commitment to a more sustainable future





OUR PEOPLE

Dec 2025 - Employee of the Month

Jetlada Phonok
(Spa Therapist)



January 2026 - Employee Of The Month

Ivan Ray Tuazon
(Receptionist)



MEMBER’S EXPERIENCE

Our Signature C-Ride Class Highlights This Ramadan

Our Signature Ride Class is Back This Ramadan! We’re excited to announce that our Signature Spinning Class is back for Ramadan! Join us for this powerful and energetic ride designed to:

- Boost your endurance
- Burn calories
- Release stress
- Give you that amazing post-workout vibe

Check out our weekly schedule below and reserve your bike early! Let’s stay active, strong, and consistent this Ramadan.

Sunday, Wednesday and Friday 4:00-pm

See you in class!



MEMBER’S EXPERIENCE



NEW TEAM MEMBERS



NISANSALA FERNANDO
Female Attendant
Operation



SYDNEY SITIMA
Floor Assistant
Fitness

ARGAN ALBIDA'A

HOTEL AND RESORT

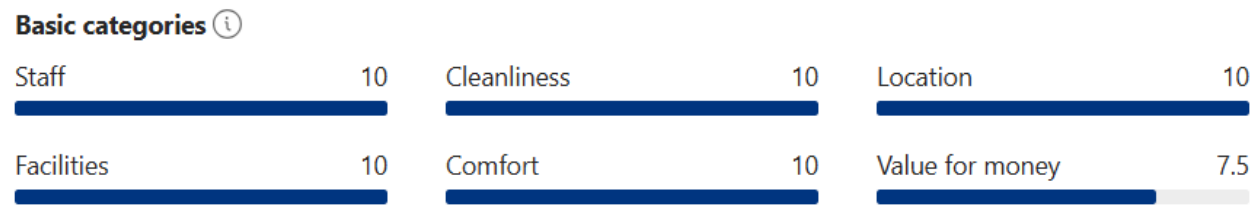


GUEST EXPERIENCE

Booking.com Very Good 8.5 1,442 reviews ↑ from 8.4 Q4 2025 to 8.5 Q1 2026



10 Noora Mohammed, qa Jan 26, 2026
Reservation Number 5183297066



A relaxing and comfortable stay in a great location, with friendly staff and a lovely atmosphere.

The location was excellent and very convenient, with easy access to the beach and nearby attractions. The rooms were spacious, clean, and comfortable, and the staff were friendly and helpful throughout our stay. The pool area and overall atmosphere were relaxing and perfect for unwinding.

-

10 عواطف, kw Feb 10, 2026
Reservation Number 5127407323



Translated from Arabic by Google - Show original

It's absolutely amazing! Everything is wonderful.

10 Abdulrahman, kw Feb 14, 2026
Reservation Number 5003831794

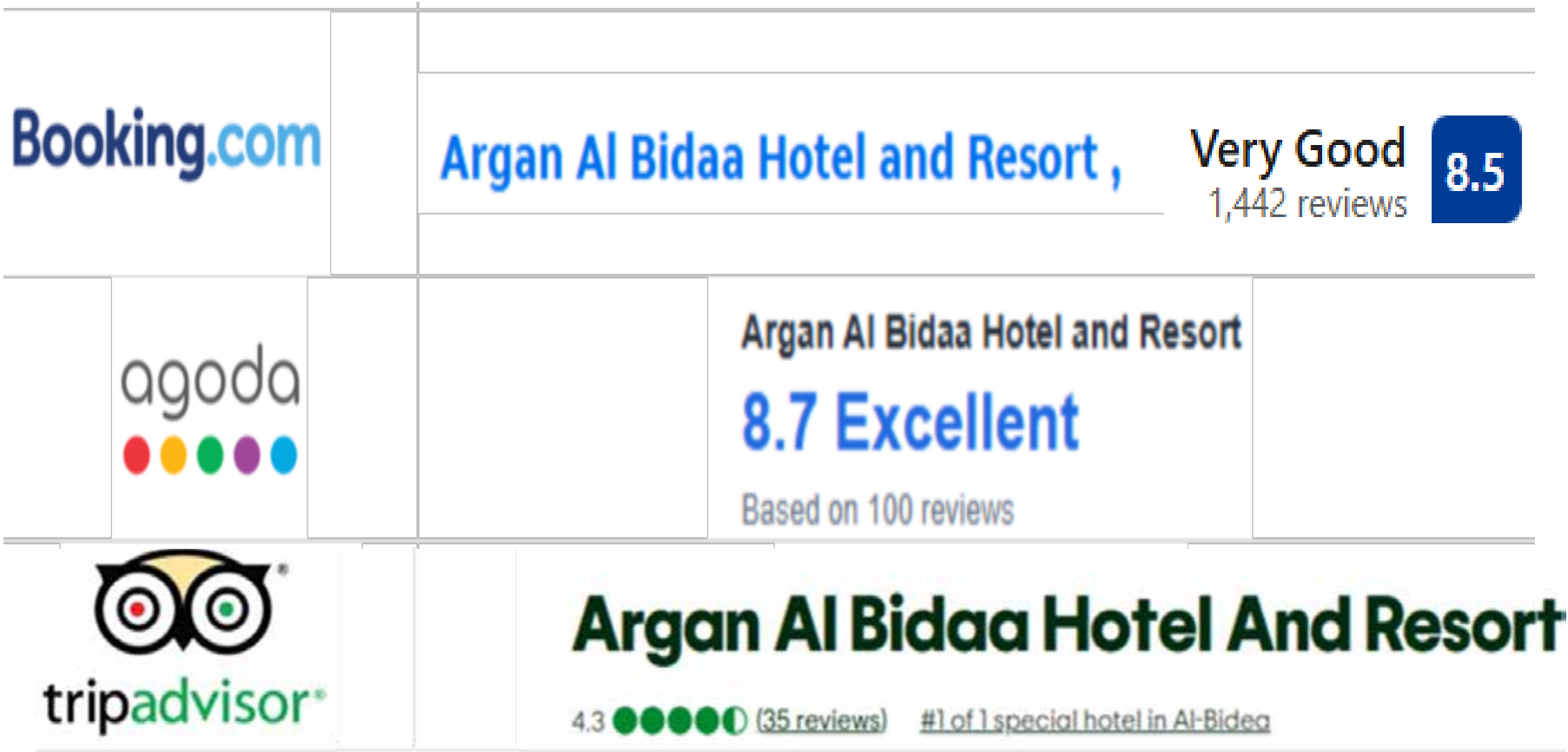


Additional categories

Bed rating	10	Breakfast	10	Room view	10
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Everything is good
Peace, safety, and good treatment

HOTEL ACHIEVEMENTS



HOTEL ACHIEVEMENTS HORECA 2026

We are so proud of our Housekeeping Team Nofil Mahaldar and Vaibhav Desai for representing well our hotel Argan Al Bida’a Hotel and Resort in the Bed Making Competition in HORECA 2026. You did great!!!



GRAND OPENING OF AHWET AL BIDA'A



VALENTINES IN AHWET ALBIDA'A, ZAHRET REYHAN, BACKYARD & KASHTA



RAMADAN MUSIC NIGHTS IN AHWET ALBIDA'A, ZAHRET REYHAN, BACKYARD, & BBQ BROS



F&B OFFERS



MOTHERS DAY
21ST MARCH



PRAYERS DURING HARD TIMES





اركان بداية
ARGAN Bedaya
Kids Club

ARGAN ALBIDA'A
CLUB

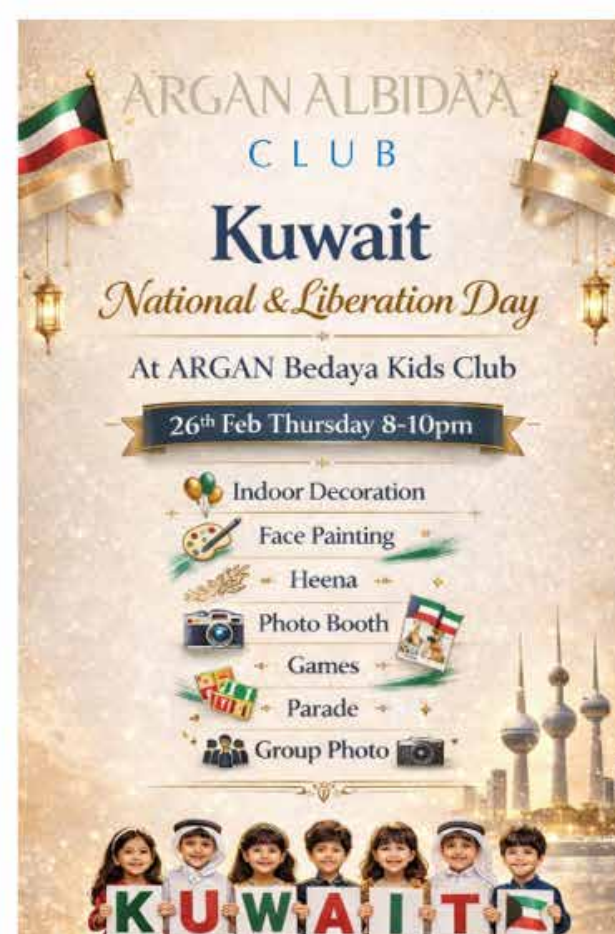
CLUB OFFERS



BIRTHDAY CELEBRATIONS



KUWAIT LIBERATION AND NATIONAL DAY CELEBRATION





KIDS CLUB EID ACTIVITIES





ارجان بداية
ARGAN Bedaya





WELCOME TO OUR NEW STAFF



Laila Alenezi

From Sr. Program Development Executive to Client Relations Manager



Hind Al-Ghannam

Program Manager



Fatemah Khalfan

Business Development Manager



Mariam Vadiwala

EY Teacher



SCHOOL FIELD TRIPS AT ARGAN BEDAYA THROUGHOUT JANUARY & FEBRUARY



School field trip activities include cooking, STEM, art, and sports!



AK CENTER COOKING CLASSES IN JANUARY & FEBRUARY

AK Center offered cooking workshops to help domestic workers learn how to cook traditional Kuwaiti cuisine.



BIS SPORTS DAY IN JANUARY



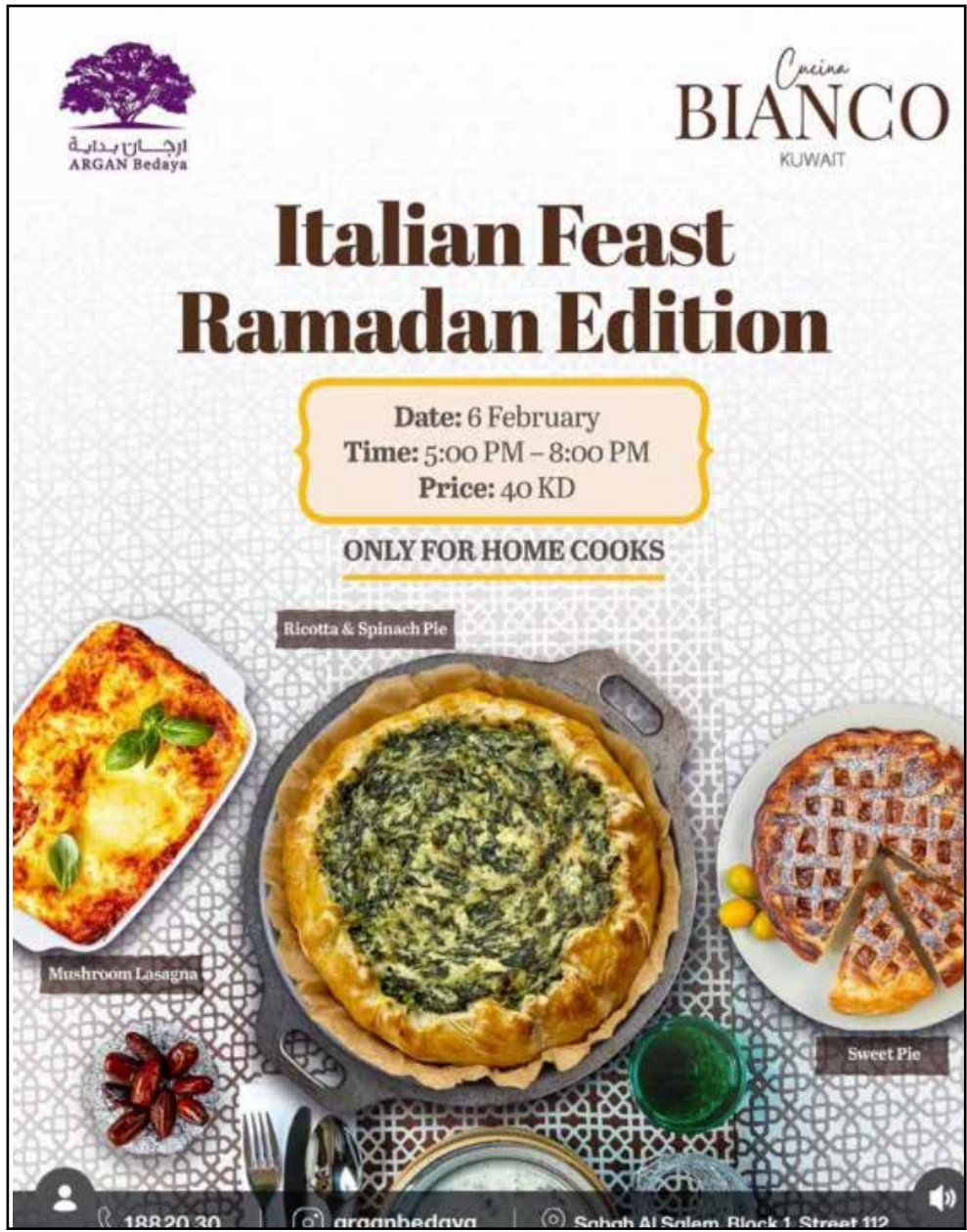
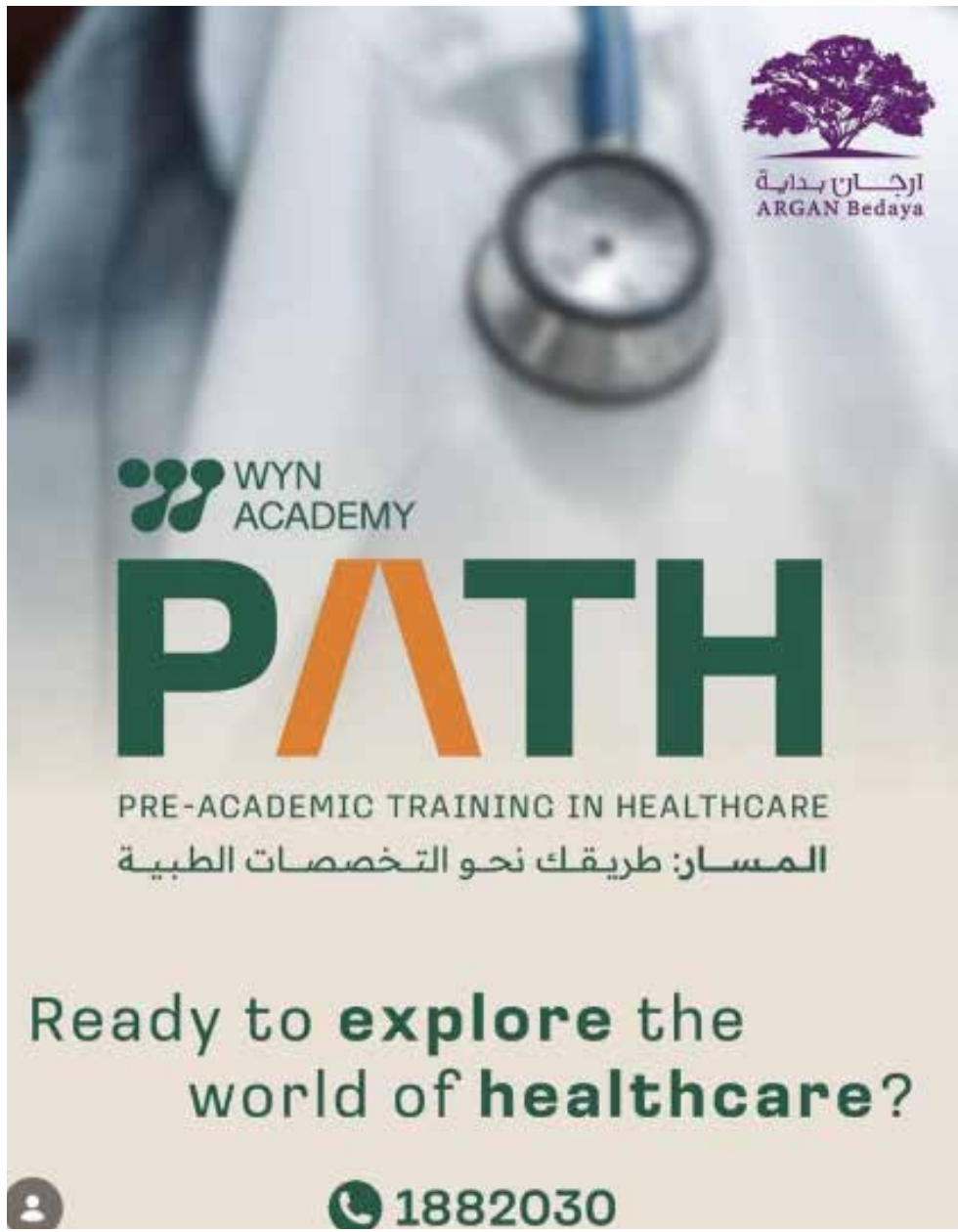
ARGAN BEDAYA'S X MARSAMI ART WORKSHOPS IN JANUARY



ATHLETES 3X3 TOURNAMENT IN JANUARY



WORKSHOP



GASTRONOMICA SPORTS DAY IN FEBRUARY





ARGAN Bedaya
Early Childhood



HARVESTING FROM OUR GARDEN THROUGHOUT JANUARY & FEBRUARY



WINTER CAMP IN JANUARY



PUMPKIN COMPETITION IN FEBRUARY

Early Childhood Center participated in the Pumpkin Competition at Gardenia, where children, led by Dr. Duna AlMashaan, spent four months planting and nurturing a pumpkin that grew to 53.4 kg and won 1st place.



“WEEK WITHOUT WALLS” PROGRAM FOR BBS IN FEBRUARY

BBS students attended their “Week Without Walls” program at ARGAN Bedaya Early Childhood Center. The students spent their time immersed in our early childhood environment, working closely alongside our teachers and children.



READ ALOUD WITH PARENTS IN FEBRUARY



BOOK FAIR IN FEBRUARY



KUWAIT NATIONAL DAY EVENT IN FEBRUARY



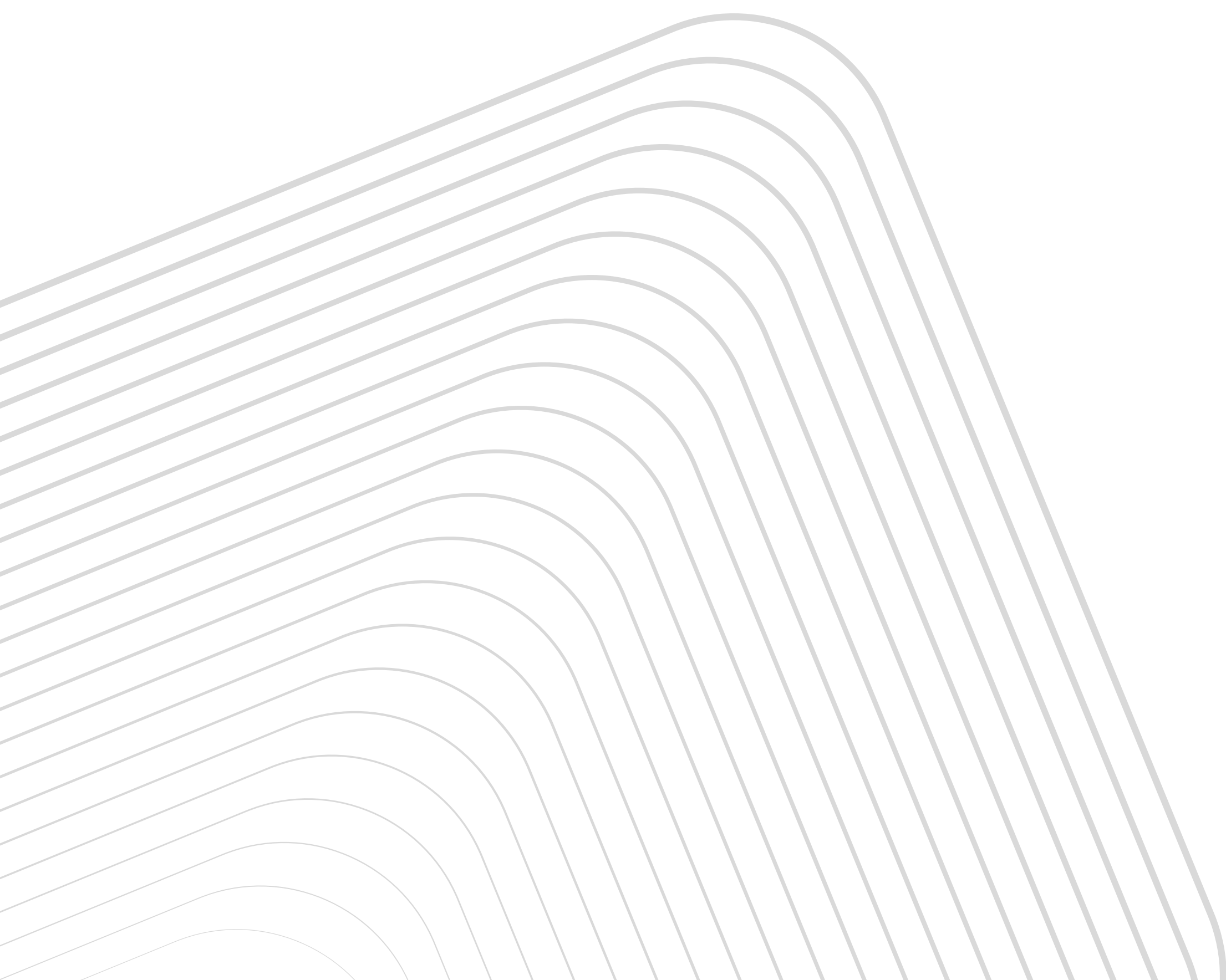
ACT OF KINDNESS INITIATIVE IN MARCH

The winning 53.4 kg pumpkin was used to prepare curry meals at ARGAN Bedaya Kitchen, and 275 meals were distributed, with the help of our Early Childhood families, as an act of kindness during the month of Ramadan.



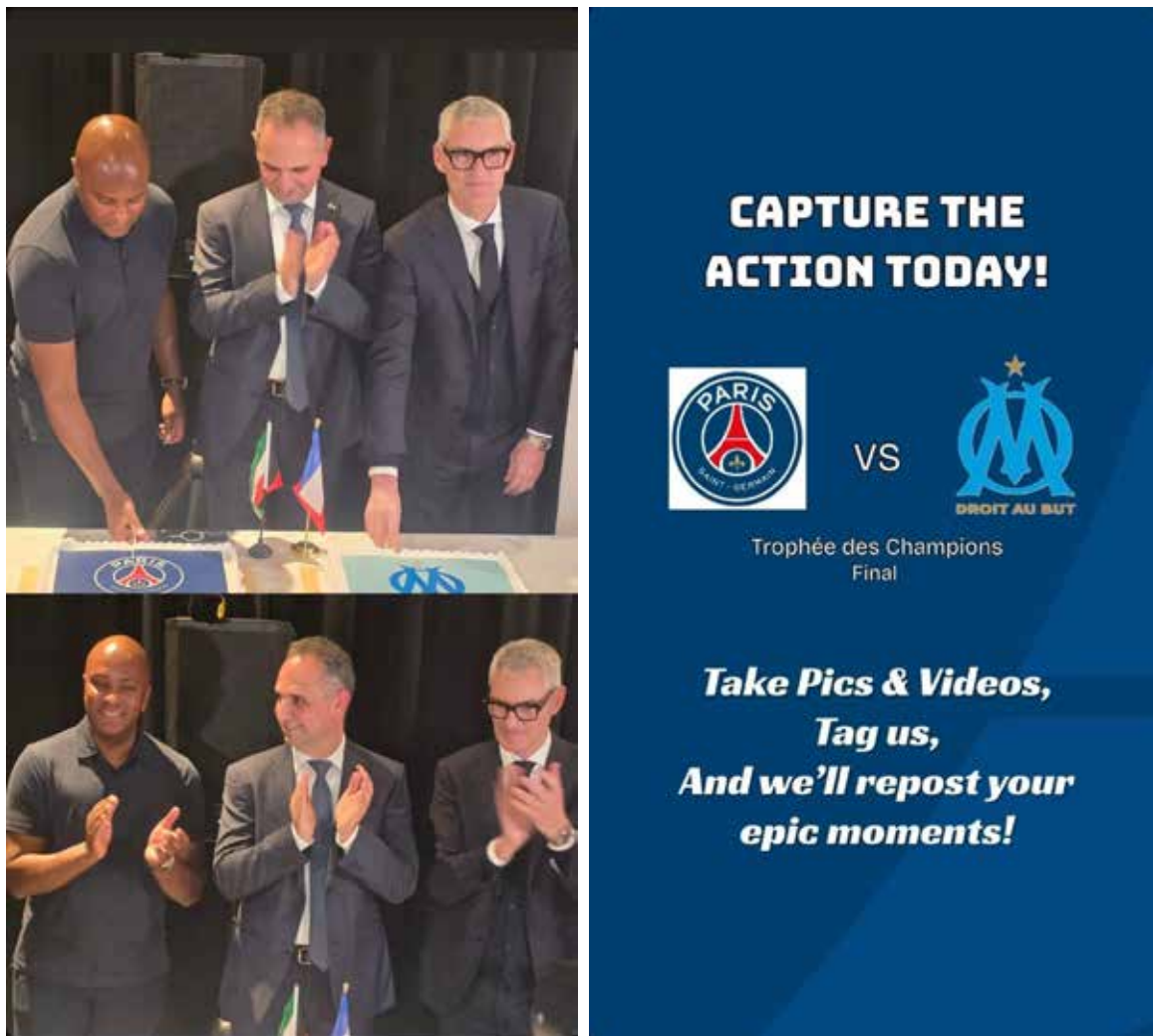


**ACADEMY
KUWAIT**



TROPHEE DES CHAMPIONS FINAL

Paris Saint-Germain vs Olympique de Marseille, we were excited to be part of the French Super cup Final at Jaber Al-Ahmad International Stadium



TROPHEE DES CHAMPIONS FINAL

We were excited to welcome Didier Domi, Technical Advisor & Former PSG Player, and Cyril Klosek, Technical Director Middle East from the Paris Saint-Germain Academy, who Visited AR-GAN Bedaya.



GCC CUP SERIES

Proud that we represented KUWAIT.PSG Academy Kuwait competed in the GCC Cup Series -Abu Dhabi, UAE.



FOOTBALL FOR HUMANITY EVENT

Paris Saint-Germain Football Academy Kuwait proudly joined the Football for Humanity event, in collaboration with the Ministry of Foreign Affairs and the United Nations office in Kuwait, highlighting the power of sport to unite and inspire positive impact.



ARGAN Riaya
Specialized Hospital



ارجان رعاية
المستشفى التخصصي



New Joiners

ORGANIZATION ANNOUNCEMENT
Dinil Pynadath Raphael – Chief Accountant



We are delighted to announce the appointment of **Dinil Pynadath Raphael** as **Chief Accountant** for **ARGAN RIAYA Specialized Hospital**.

Dinil brings extensive experience in healthcare and corporate finance, with a strong background in accounting, auditing, financial reporting, and internal controls. He has over a decade of experience managing end-to-end finance operations, including budgeting, MIS reporting, cost-center accounting, feasibility studies, pricing of services, and consolidation of financial statements.

He also has solid exposure to IFRS compliance, audit coordination, insurance reconciliations, payroll review, and stakeholder management across hospitals and multi-industry organizations. With his hands-on leadership experience and strong analytical approach.

Dinil will play a key role in strengthening financial governance, controls, and decision-support across the organization.

We welcome **Dinil** to the team and wish him every success in his role.

Please join us in welcoming **Dinil Pynadath Raphael** to the team and in providing him with all the support he requires.

Mohamed Omar Ali| HR Generalist – Human Resources

ORGANIZATION ANNOUNCEMENT
Edmond Bilal – Center Manager



We are delighted to announce the appointment of **Edmond Bilal** as **Center Manager** for **PIFSS**; however, during this initial period, he will be working with **Argan Riaya Specialized Hospital** to familiarize himself with similar operations ahead of **PIFSS**’ opening.

Edmond Bilal brings a strong clinical and healthcare management background, with extensive experience in hospital operations, marketing, business development, and quality management. He has a proven track record in launching new services, driving revenue growth, strengthening patient retention, and leading strategic initiatives aligned with organizational objectives.

Edmond also brings solid expertise in market analysis, JCI compliance, patient safety, and customer-centered service, with a data-driven approach to improving overall performance.

We wish **Edmond** every success in his new role and look forward to his contributions to the team.

Please join us in welcoming **Edmond Bilal** to the team and in providing him with all the support he requires.

Mohamed Omar Ali| HR Generalist – Human Resources

ORGANIZATION ANNOUNCEMENT
Islam Tareq – Accountant



We are delighted to announce the appointment of **Islam Tarek Abdelfattah Hassan** as **Accountant** for **ARGAN RIAYA Specialized Hospital**.

Islam Tareq is an experienced accounting professional with over 7 years of experience in the healthcare sector, specializing in revenue auditing, accounts payable and receivable, cash management, and inventory control.

He last worked at **WARA Hospital** as an **Accountant, Revenue Auditor, and Store Supervisor**, he managed end-to-end financial operations including daily revenue audits, vendor reconciliations, month-end closings, and ERP-based reporting.

Islam has strong expertise in hospital financial systems, inventory supervision, and compliance-driven processes, supported by a Bachelor’s degree in Accounting and solid ERP, Excel, and HMS system skills.

We look forward to his contributions and to seeing the positive impact he will bring to the team.

Please join us in welcoming **Islam Tareq** to the team and in providing him with all the support he requires.

Mohamed Omar Ali| HR Generalist – Human Resources

ORGANIZATION ANNOUNCEMENT
Mohamed Mostafa – Senior Guest Relations Officer



We are delighted to announce the appointment of **Mohamed Mostafa** as **Senior Guest Relations Officer** for **ARGAN RIAYA Specialized Hospital**.

Mohamed holds a Bachelor of Business Administration from **Ahram Canadian University** and brings several years of experience in customer service, sales operations, and healthcare administration. He began his career as a **Call Center Agent** with **Telecom Egypt**, where he handled customer inquiries, resolved complaints, managed account updates, and supported product and service sales.

Most recently, **Mohamed** has been working as a **Receptionist** at **New Dar Alshifa Hospital** in **Kuwait**. In this role, he manages patient reception, handles phone inquiries, processes insurance approvals and payments, assists patients with documentation, and coordinates with insurance providers to ensure smooth administrative operations.

Mohamed is known for his strong communication skills, ability to work both independently and within teams, and his resourceful approach to problem solving. He is fluent in Arabic and English and brings valuable experience in customer relations and healthcare administration.

Please join us in welcoming **Mohamed Mostafa** to the team and in providing him with all the support he requires.

Mohamed Omar Ali| HR Generalist – Human Resources

ORGANIZATION ANNOUNCEMENT
Mohamed Salah – Guest Relations Officer



We are delighted to announce the appointment of **Mohamed Salah** as **Guest Relations Officer** for **ARGAN RIAYA Specialized Hospital**.

Mohamed Salah is an experienced customer service professional, who last worked as a **Team Leader** at **Dhaman Health Assurance**, where he had been part of the organization since 2021.

He brings a strong background in healthcare customer service, having previously spent five years at **Dar Al Shifa Hospital** as a **Customer Service Representative**. Earlier in his career, he worked for four years as a **Sales Assistant** at **Hassan Glasses**, building solid front-line customer engagement and sales skills.

Mohamed is known for his leadership, customer-focused approach, and extensive experience in service-driven environments.

We look forward to his contributions and to seeing the positive impact he will bring to the team.

Please join us in welcoming **Mohamed Salah** to the team and in providing him with all the support he requires.

Mohamed Omar Ali| HR Generalist – Human Resources

Team Birthdays



Social Medial Campaigns



ACL video



Dr. Osama
Orthopedic



Hydrotherapy



Orthotics & Prosthetics



Orthopedic Dept.



Orthotics Program



Pediatrics



Dr. Abdulrahman AIM-
isfer

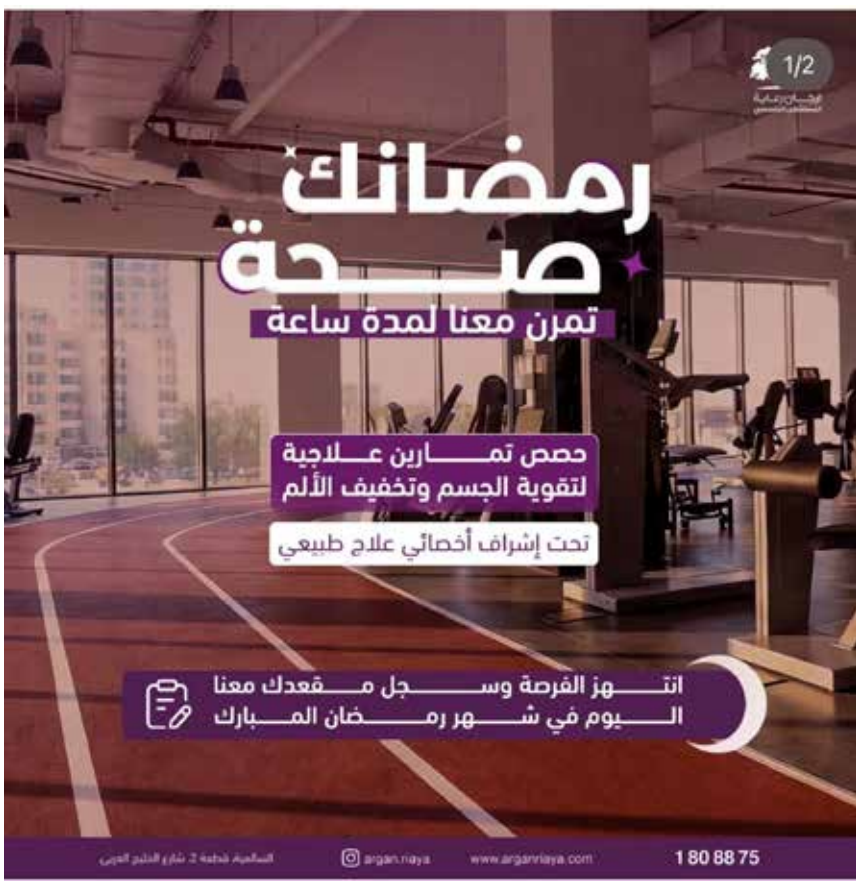
Services & Posts



Physiotherapy homeCare



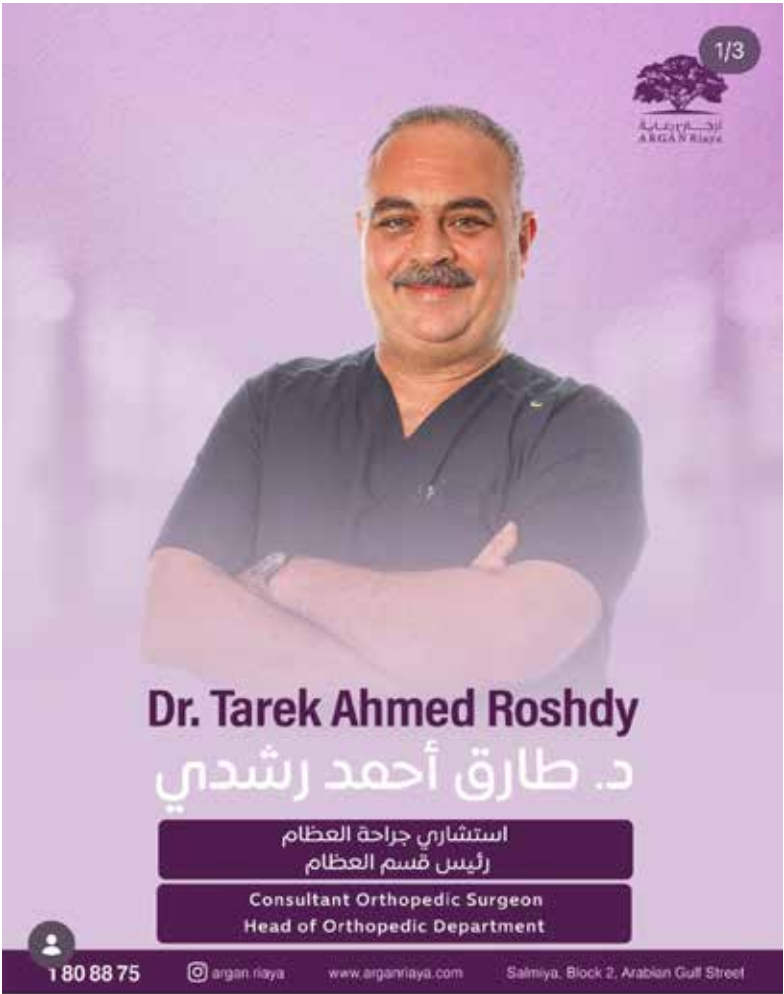
SLP Online consultation



Ramadan Circuit



Fall Prevention



Orthopedic Bio - Dr. Tarek
Roshdy



Front liners offer

Open Day at Riaya

January & February Open days were conducted in January and February to drive traffic to the Orthopedic Department and attract new patients. Invitations were shared through the WhatsApp database.



Partnership with C Club and hotels, utilizing in-room TV screens to showcase and promote ARGAN Riaya Specialized Hospital services.



Internal Event

Women's Wellness Day with WMF Community
Seven women attended and actively engaged in a Pilates & women Health lecture and interactive Q&A session



