

# Nesma Insider

Bringing our Nesma community closer through shared communications • Issue No.143: December 2025



## ABOUT NESMA INSIDER

Nesma Insider is part of Nesma's commitment to the integration of the Nesma Group of companies with news, announcements, stories, articles and more. The newsletter encompasses all the countries in which Nesma operates: Saudi Arabia, Egypt, Turkey, the United Arab Emirates and beyond.

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# Celebrating 2025



A look back on Nesma Insider 2025 highlights a year shaped by progress, collaboration and purpose. Throughout the year, Nesma companies advanced strategic projects, strengthened partnerships and expanded capabilities across multiple sectors, all in support of the Kingdom's national priorities.

Guided by Saudi Vision 2030, these collective efforts reflect Nesma's ongoing commitment to innovation, operational excellence and creating lasting value for our people, our partners and the communities we serve.

## Innovating: Projects, Companies, Alliances, Products & Services

Nesma companies continued to align their goals and priorities with Saudi Vision 2030. Throughout the year, this alignment translated into the advancement of strategic projects, the strengthening of partnerships, the expansion of capabilities and the delivery of innovative products and services across the Group.

### Projects

**Nesma** joined the Jubail–Buraydah Independent Water Transmission Pipeline Project, one of the Kingdom's most significant water infrastructure initiatives. The project will transport desalinated water across regions, strengthen long-term water security and support national development priorities.

**Nesma Infrastructure & Technology** secured multiple major power infrastructure projects across the Kingdom, including grid substations, transmission lines, interties and network upgrades for the Saudi Electricity Company and other authorities. These projects support grid expansion, energy security and the integration of renewable energy in line with Saudi Vision 2030.

**Nesma Water & Energy** expanded its operational portfolio after being awarded the operation and maintenance of five wastewater treatment plants in the Tabuk region by the National Water Company, reinforcing its role in sustainable water management and environmental compliance.

**Nesma Renewable Energy** achieved a global milestone through the Al-Dawadmi Wind Project, setting a world record for the lowest cost of electricity generation from wind energy and reinforcing the Group's leadership in clean energy development.

## Projects Cont'd

**Nesma United Industries** delivered a diverse portfolio of projects across giga and strategic developments, including the Amaala Linear Park at Triple Bay. As part of its ongoing partnership with Aramco, NUI also launched three strategic security projects through its Technical Systems Division, delivering integrated security systems across multiple regions of the Kingdom to strengthen and safeguard critical infrastructure.

**Nesma Renewable Energy and Nesma Water & Energy** advanced the Group's utilities and renewable energy portfolio through large-scale solar, wind and water infrastructure assets. During the year, both businesses combined their PPP activities under a broader utilities platform, integrating renewable energy and water investments and aligning development, investment and asset management teams. Key milestones included progress across major renewable projects, the successful procurement and delivery of more than 2.1 million solar modules for the 1.1 GW Henakiyah Solar Project through MNE Trading Ltd, and the submission of a bid for four solar projects totaling 3 GW under the sixth round of the Saudi Power Procurement Company's National Renewable Energy Program, in partnership with Etihad Water & Energy and KEPCO.

**Play Cinemas** expanded Nesma's presence in the entertainment sector with the launch of its first cinema location in the Kingdom, followed by the opening of a new branch at Amwaj Mall in Dhahran, strengthening the Group's footprint in affordable and accessible lifestyle entertainment.

**Nesma Catering** was awarded a long-term catering contract at Oxagon in NEOM, providing large-scale catering services to support the development and meet its operational requirements.

**Nesma's Oxagon Construction Villages project** was recognized by IJGlobal as the largest PPP deal to close in the Middle East and Africa in 2024. Delivered under a DBFOM model, the project supports NEOM's Oxagon development and reflects Nesma's growing role in delivering large-scale social infrastructure aligned with national development goals.

**As part of Nesma's PPP portfolio**, the Yanbu 4 Independent Water Plant completed its Net Dependable Capacity (NDC) Test and entered its second contract year. Since commissioning, the plant has delivered more than 150 million m<sup>3</sup> of desalinated water, supporting Madinah's demand during peak periods including Ramadan and Eid Al-Fitr, and reinforcing Nesma's role in advancing reliable water infrastructure.

**Nesma Orbit** advanced the Prime Business Resort project in Riyadh by securing high-quality materials through quarry visits in Portugal, Turkey and Spain, supporting the delivery of a premium mixed-use development concept.

**Tenacity** delivered a large-scale Design Thinking program for Bank AlJazira, training 883 managers across 27 cohorts in seven weeks, supporting innovation, digital transformation and customer-centric thinking at scale.







### Alliances

**Strategic partnerships established by Nesma Group companies to support growth and collaboration.**

**Nesma Infrastructure & Technology** strengthened its strategic alliances through memoranda of understanding with Tricion Defense Group, Nemetschek Group and China Communications Construction Company (CCCC), a joint venture with Inspur Group, and strategic engagement with China Electric Power Equipment and Technology Co. (CET). NIT also reinforced its China collaboration through leadership involvement in the China-Saudi Technology Innovation Center, supporting technology transfer and market integration.

**Spacemaker** strengthened its modular construction capabilities through a strategic joint venture with Tech Onshore MEP Prefabricators (TOM) to localize the manufacturing of advanced MEP modular solutions in the Kingdom.

**Nesma Renewable Energy** strengthened its international partnerships through consortium collaborations with Korea Electric Power Corporation (KEPCO) and Etihad Water & Electricity (EtihadWE) to support participation in large-scale renewable energy projects under the National Renewable Energy Program.

**Nesma Co.** joined a strategic consortium with Air Arabia and KUN Holding to establish a new national low-cost airline based in Dammam, supporting the Kingdom's aviation and connectivity objectives.

**NDIGITEC** strengthened its strategic partnerships by signing a memorandum of understanding with Paragon to enter the GCC events and entertainment sector, expanding its creative and production capabilities into large-scale, tech-enabled experiences.

### Celebrating Success

**Nesma Group celebrated its accomplishments, received appreciation from clients and hit important milestones.**

**NDIGITEC** marked its 20th anniversary, celebrating two decades of growth, innovation and excellence, and highlighting its transition into a new era powered by Artificial Intelligence and Human Intelligence.

**Nesma United Industries** achieved external recognition when its Technical Systems Division (TSD) was named Regional Partner of the Year – Saudi Arabia by Genetec during the ELEVATE 25 EMEA Channel Event, reflecting TSD's performance and innovation across key security projects.



## Our Nesma Family

*The Nesma Family came together through team-building initiatives and programs that support employees' mental, physical and emotional well-being.*

**Nesma United Industries** established a dedicated Mental Health Unit to support employees' work-life balance through confidential consultations, awareness initiatives and early intervention services. The company also promoted employee wellbeing, safety and development by observing World Mental Health Day, marking World Health & Safety Day, organizing a World Diabetes Day awareness event in collaboration with Dallah Hospital, hosting Food Safety Day at the NEOM NRC1 site, and engaging more than 600 employees through its Empowered from Within internal training program. In parallel, NUI strengthened team spirit and employee engagement through sports activities, with the ICD – Fadhili Basketball Team returning to compete in the JOBC Inter-Company Basketball League, where Jaylo Flores Galceran was crowned Three-Point King on opening night. NUI also supported national talent development by celebrating the graduation of the 7th and 8th cohorts from ZADK Academy of Culinary Arts.

**Nesma Infrastructure & Technology** brought its leadership and teams together through key internal and external engagement initiatives during the year. These included holding the 2025 NIT Management Forum in Qatar to align on strategic priorities and future collaboration, as well as participating as a Platinum Sponsor at the Arab Union of Electricity Conference in Riyadh and supporting community engagement as a Gold Sponsor of the Annual Hareed Festival in the Farasan Islands.

**Nesma Security** received formal recognition from the Metro Project and the Royal Commission for Riyadh City for its role in identifying and preventing cable and metal theft at a major project site, reflecting the vigilance and professionalism of its security teams.

**Spacemaker** strengthened employee engagement and wellbeing through internal initiatives, including an Employee Movie Day in collaboration with Play Cinemas, reinforced its safety culture through a one-day HSE training for its QHSE team, and supported community outreach by encouraging female engineers to inspire high school students to pursue engineering careers.

**Namma International Marine Services** conducted vessel visits at Jeddah Islamic Port to review safety procedures, ensure compliance and engage with crew members, reinforcing the company's commitment to a safe and supportive work environment.

**Nesma Training Center** delivered diverse training, leadership, cultural and community programs throughout the year, supporting skills development, wellbeing and lifelong learning across the Group and broader community.

**Nesma Group** marked key national, cultural and religious occasions throughout the year, including Ramadan and multiple national days, strengthened Group-wide engagement through company celebrations and iftar gatherings, and reinforced internal connection through leadership and employee initiatives, including the successful completion of the Employee Engagement Survey, which achieved an 89% participation rate across the Group. Separately, on February 18, the Nesma Corporate HR Department conducted a Group-wide HR Forum, bringing together HR teams to discuss Nesma culture, employment and empowerment, training and development, HR applications of artificial intelligence and Saudi labor law.





## Our Nesma Family Cont'd

**Nesma Catering** delivered a three-day leadership training program focused on strategy, leadership and performance management, supporting the development of leadership capabilities across its teams.

**Nesma Co.** strengthened employee engagement through internal initiatives including Leilat Nesma, its 46th anniversary celebrations and the Nesma Cricket Team's achievement in the WPCA – Zam Zam Champions Trophy 2025, and supported professional awareness by hosting a Zakat and tax workshop in collaboration with KPMG.

**Mawaddah Hotels** Group strengthened employee engagement through its Annual Employee Celebration, while separately advancing its ESG efforts by organizing an orphanage visit in Jeddah, where employees participated in cultural, recreational and maintenance activities in support of social responsibility and community wellbeing.

**NUI and Spacemaker** employees participated in a Town Hall session led by CEO Naif Al-Abeedi, providing direct engagement with leadership and insights into future growth, innovation and sustainability plans.

**Nesma Public Transport** CFO Kashif Iftikhar was recognized among Saudi Arabia's Top 10 finance leaders at the Kingdom CFO & Finance Transformation 2025 Forum, highlighting his leadership in finance strategy, compliance and PPPs.

**Kamyar Rezai**, Strategy and Business Development Executive Manager at Nesma Renewables, was appointed to the Steering Committee of the Global Water, Energy & Climate Change Congress (GWEC 2025), reflecting Nesma's focus on sustainability, innovation and global collaboration.

**Modern Bus Company** organized a visit to the Holy Mosque Library in Makkah for its drivers as part of an initiative to promote faith-based values, offering insight into the spiritual and historical legacy of the Grand Mosque.

**Nesma Orbit** held a Mid-Year Town Hall led by CEO Khaled Chawki, where employees were updated on the company's five-year strategic direction and refined vision to become a leading provider of premium interior and finishing solutions in Saudi Arabia, reinforcing alignment, transparency and leadership engagement across the organization.







### **Innovation: Products & Services**

**NDIGITEC** strengthened its production and innovation capabilities by acquiring Esko's CDI Crystal Quartz technology, becoming the first company in the Middle East and GCC to adopt the system and one of the first globally to implement this advanced flexographic solution.

**Nesma Co.** advanced its internal capabilities through the launch of a digital transformation program, including the implementation of Oracle Fusion ERP, and introduced an internal Compliance Awareness Campaign to strengthen integrity, accountability and regulatory compliance within the Company.

**Namat** introduced limited-edition product collections inspired by Saudi National Day, Handicrafts Year and Ramadan, delivered customized locally crafted gifts for selected organizations and international events, and reinforced its social responsibility by supporting inclusive initiatives, including honoring graduates of a fashion program for women with hearing disabilities.

**NES Esports** organized Saudi Arabia's first school esports tournament, bringing together local and international schools and reinforcing its commitment to youth engagement, teamwork and the development of competitive gaming in the Kingdom.

**Modern Bus Company** conducted performance tests on the MAN Lion's City Electric Bus in Makkah to evaluate range, energy efficiency and operational performance under local conditions. The trials supported MBCO's ongoing efforts to advance sustainable and low-emission public transport solutions.

### **Goodwill & Outreach**

#### **Community engagement and outreach activities by Nesma Group companies.**

**Nesma Infrastructure & Technology** strengthened its safety and compliance performance by achieving 3.5 million safe work hours and receiving HSE Excellence recognition from Aramco, while successfully completing safety audits conducted by the Saudi Electricity Company (SEC). In parallel, NIT expanded its regional engagement by participating in the Damascus International Fair 2025 alongside the Ministry of Energy and Saudi energy companies, exploring opportunities in electricity and renewable energy.

**Nesma Catering** achieved 11.2 million safe work hours without a single lost-time injury and conducted a desert cleanup initiative at the Schlumberger Project in Hawiyah Al-Ahsa, reflecting a strong safety culture and commitment to environmental responsibility.

**Nesma Water & Energy** engaged with regional stakeholders through key external platforms, welcoming an official visit by H.H. Yasser Bin Ibrahim Humaidan, Minister for Electricity and Water in Bahrain, to its solar project at the South Bahrain Water Station, and participating in the Future Projects Forum in Riyadh to gain insights into upcoming projects, digital transformation and contractor classification.



### Goodwill & Outreach Cont'd

#### *Community engagement and outreach activities by Nesma Group companies.*

**Nesma United Industries**, together with its divisions including Spacemaker, reinforced its leadership in facilities management and sustainability by participating as a Diamond Sponsor at Facilities Management Expo 2025 and contributing to expert discussions at SFMA Expo 2025 on digital transformation and smart facilities solutions. In parallel, NUI achieved 30 million safe work hours without any Lost Time Injuries (LTI) on the NEOM Green Hydrogen Project – Air Products, reflecting a strong safety culture across its operations. The company also supported national workforce development by participating as a Gold Sponsor at Job Fair 2025 in Dhahran Expo, promoting career opportunities and empowering Saudi talent.

**NDIGITEC** participated in key regional and international industry platforms, including the 5th PRIME Awards, Gulf Print & Pack 2025 and industry seminars in Riyadh and Dubai, contributing to dialogue on innovation and sustainable packaging alongside global partners.

**Mawaddah Hotels Group** strengthened its regional and international presence through participation in religious tourism forums in Cairo, Istanbul and Casablanca, promoting its hospitality portfolio. The Group also took part in a tourism training program organized by the Ministry of Tourism to support frontline skills development and participated in key industry exhibitions, including Arabian Travel Market (ATM) 2025, showcasing growth and innovation, and the Future Saudi Hospitality (FSH) Exhibition, highlighting women's role in facility management. In addition, CEO Magdy Metwally delivered a keynote speech during Saudi Tourism Association activities on tourism development and digital transformation.

**Spacemaker** engaged with key industry stakeholders through hosting a visit by the Public Investment Fund (PIF) National Development team and participating in Big 5 Construct Saudi in Riyadh, showcasing its modular construction capabilities and supporting knowledge exchange aligned with Vision 2030.

**Modern Bus Company** successfully completed its first large-scale Hajj operation, transporting more than 250,000 pilgrims between Jamarat and the Haram over three days using 100 buses, demonstrating strong operational coordination and effective crowd management under demanding conditions.

**Namma Cargo** participated in key industry platforms, including the SABIC Technical Meeting in Jubail, where it showcased its logistics and freight forwarding capabilities and engaged with petrochemical stakeholders. The company also served as a Silver Sponsor at Logistics Leaders Saudi 2025 in Riyadh, with CEO Moustafa Banhawri contributing to discussions on leadership, innovation, and the Kingdom's logistics transformation.

**Nesma Co.** hosted H.E. Patrick Maisonnave, French Ambassador to Saudi Arabia, and H.E. Mohammed Nehad, Consul in Jeddah, at its headquarters to discuss the evolving business landscape in the Kingdom and explore opportunities for future collaboration with French companies.

**Nesma Mobility** welcomed global technology experts at its Jeddah headquarters to exchange insights on AI, digital transformation, and Industry 4.0, supporting innovation and future-ready solutions aligned with Vision 2030.

**Nesma Security** organized a blood donation drive and received appreciation from King Fahd Specialist Hospital in Dammam in recognition of employee participation and support for the hospital's blood bank.

**Nesma Renewable Energy** participated in major industry forums, including Impact MENA – The Access Circle Investment Summit, the Saudi Giga Projects 2025 Summit, and the Saudi Infrastructure Investment Roundtable, contributing to discussions on energy transition and sustainable growth. The company also hosted an official delegation from the Ministry of Industry and Mineral Resources and the Ministry of Energy at the Dumat Al Jandal Wind Farm, highlighting operational excellence, advanced technology, and the development of Saudi talent.

**Play Cinemas** strengthened community and audience engagement through initiatives such as a charity screening for underprivileged children in partnership with Nafaa Charity Association, as well as an interactive Resident Evil-themed activation in Jeddah that demonstrated immersive and innovative entertainment experiences.



## Nesma Signs Rail Partnership with Colas Rail

Nesma signed a strategic partnership with Colas Rail during the TransMEA event in Cairo to build rail construction capabilities ahead of major railway projects in Saudi Arabia. The collaboration will cover metro, freight, and high-speed rail projects, with the Qiddiya Express high-speed network identified as the first project under discussion. The partnership supports the expansion of the Kingdom's rail infrastructure in line with future development plans.



## Nesma Security Team Recognized by the Royal Commission

Nesma Security received recognition from the Royal Commission in appreciation of the outstanding performance of its security team deployed in Jazan. This recognition reflects the team's consistent excellence and dedication since 2019, as they have maintained high standards of safety and security.

The achievement highlights the efforts of more than 200 security guards, whose professionalism and commitment continue to support critical operations and reinforce trust with key stakeholders.



## NTC Hosts Digital Leadership & AI Workshop

Nesma Training Center (NTC) organized a two-day workshop titled "Digital Leadership & AI Tools" on November 23–24, 2025, as part of its ongoing efforts to enhance employee capabilities.

The workshop brought together 21 employees from various Nesma departments, focusing on digital leadership practices and the use of artificial intelligence tools to support decision-making and enhance operational efficiency.



## Spacemaker Marks World Quality Day 2025

Spacemaker participated virtually in the World Quality Day 2025 celebration under the theme “Delivering Quality Service Through My Strengths.” The internal workshop, attended by 28 employees, focused on leveraging individual strengths to enhance service quality and organizational performance.

The session reinforced Spacemaker’s commitment to quality, continuous improvement, and professional excellence. As a result of this participation, Spacemaker has been included in the Quality Ambassador Program managed by SASO.



## Spacemaker Enhances Safety Through HSE Training with NHTI

Spacemaker conducted Health, Safety, and Environment (HSE) training programs in collaboration with Nesma High Training Institute (NHTI) as part of its ongoing commitment to workplace safety. The initiative included Basic Firefighting and First Aid/CPR sessions attended by 22 employees from the safety, security, and management teams and was delivered onsite by NHTI’s certified trainers.

Following the positive engagement and feedback, Spacemaker will continue this partnership to deliver additional safety and professional development programs, reinforcing a strong culture of safety and continuous improvement.



## Namat Employees Attend First Aid Workshop at KAUST

Namat employees from the Thuwal and Khulais branches participated in a First Aid workshop at KAUST, delivered by the university’s HSE Department. The session focused on essential first aid principles and practical emergency response, with 42 employees in attendance.



## Nesma Facility Management Participates in Aramco Blood Donation Campaign 2025

Nesma Facility Management's O&M team actively participated in the Aramco Blood Donation Campaign 2025 held at the Tanajib Project, contributing to this important humanitarian initiative and supporting community health efforts.



## Nesma Cricket Team Wins Saidul Islam Memorial Cup

The Nesma Cricket Team won the Saidul Islam Memorial Cup, organized by the Western Province Cricket Association, following strong performances throughout the tournament held from July to December 2025.



## NUI Strong Bench Wins ABC Cup 2025

The Nesma United Industries NUI Strong Bench basketball team won the ABC Cup 2025, organized by Al Khobar Ballers Club, after a strong performance in the final match against Hitachi. The team is composed of Nesma employees and led by Ryan Catapang, reflecting teamwork, sportsmanship, and employee engagement at NUI.



## Congratulations!

### Newborns



A new baby boy for **Ahmed Hassan Al Hujayri**, Lab Technician, Nesma Water & Energy.



A new baby boy for **Hassan Musa Mansoor**, HR & Admin Supervisor, Nesma Real Estate.

### Certificate

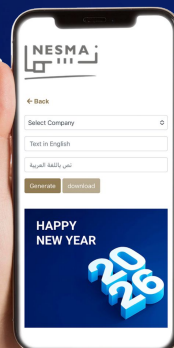


**Salah Al Ghamdi**, Logistics & Facilities Supervisor, Nesma Water & Energy, completed a Diploma in Governance from King Khalid University.

## Happy New Year!

*Wishing you a successful and rewarding year ahead.*

Use the **Nesma Digital Greeting Cards** platform to share New Year greetings and celebrate key occasions. Available to all employees.



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