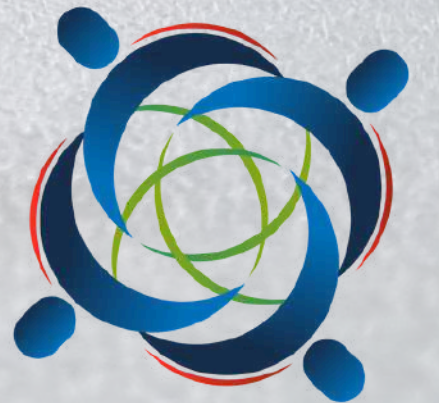


Power of people

Navigating our Business Division



CO&M

INDEX

- **Brief Insight**
- **Mission**
- **Milestones**
- **Industries**
- **A Business of People**
- **One place, all services**
- **Responsibility to human resources**

CO&M Group was founded in 2010 by Italian managers with half a century of experience in oil and gas, marine, and industrial services. Our group is headquartered in Italy. We have a worldwide presence: in recent years, we have consolidated our partnerships in Asia, South America, North and West Africa, Bahrain, Saudi Arabia, and the United Arab Emirates.

CO&M has long-standing experience managing personnel and providing engineering services for hundreds of production facilities worldwide. We provide temporary or permanent staffing solutions and a 360-degree service that includes recruitment, training, and placement of employees. We have become a reliable and independent partner of major international energy companies and other clients who have chosen to focus on their core businesses; instead of following the changing dynamics of the workforce sector.

Brief Insight





MISSION



Being the key to the development and the sustainability of our clients, hence, for a sustainable future.



Providing the best solutions that help our customers and partners grow their businesses and invest in their human resources area.



To give equal dignity to each person through work and recognizing his/her/their diversity as the based for human development

Milestones

2010
GROUP
ESTABLISHMENT

2017

Manpower Work for
FPSO Kaombo Norte.
Client: Saipem S.p.a

2019

Revamping of Oil
Refinery - Nigeria

2019

Infrastructures
refurbishment
Location: Ali Al Salem
Air Base- Kuwait

2020

Site Technical Assistance
Services
Yanos Refinery- Russia
Company: SLAVNEFT

2023

FSP0 FIRENZE
Dry Docks Dubai
Client: Rosetti Marino

2024

Opening Branches
in Norway, Abu
Dhabi and
Bangalore.

Industries



Oil & Gas

- Manpower
- O&M
- E&I installation
- Mechanical Completion
- Cathodic protection
- PMC
- IPMT
- Hook up teams

Civil Engineering

- Manpower
- PMC
- Engineering services
- Turn-key camps

Ship, Cruise, Yacht

- Manpower
- Cathodic protection
- Internal Architectural Outfitting



A Business of people

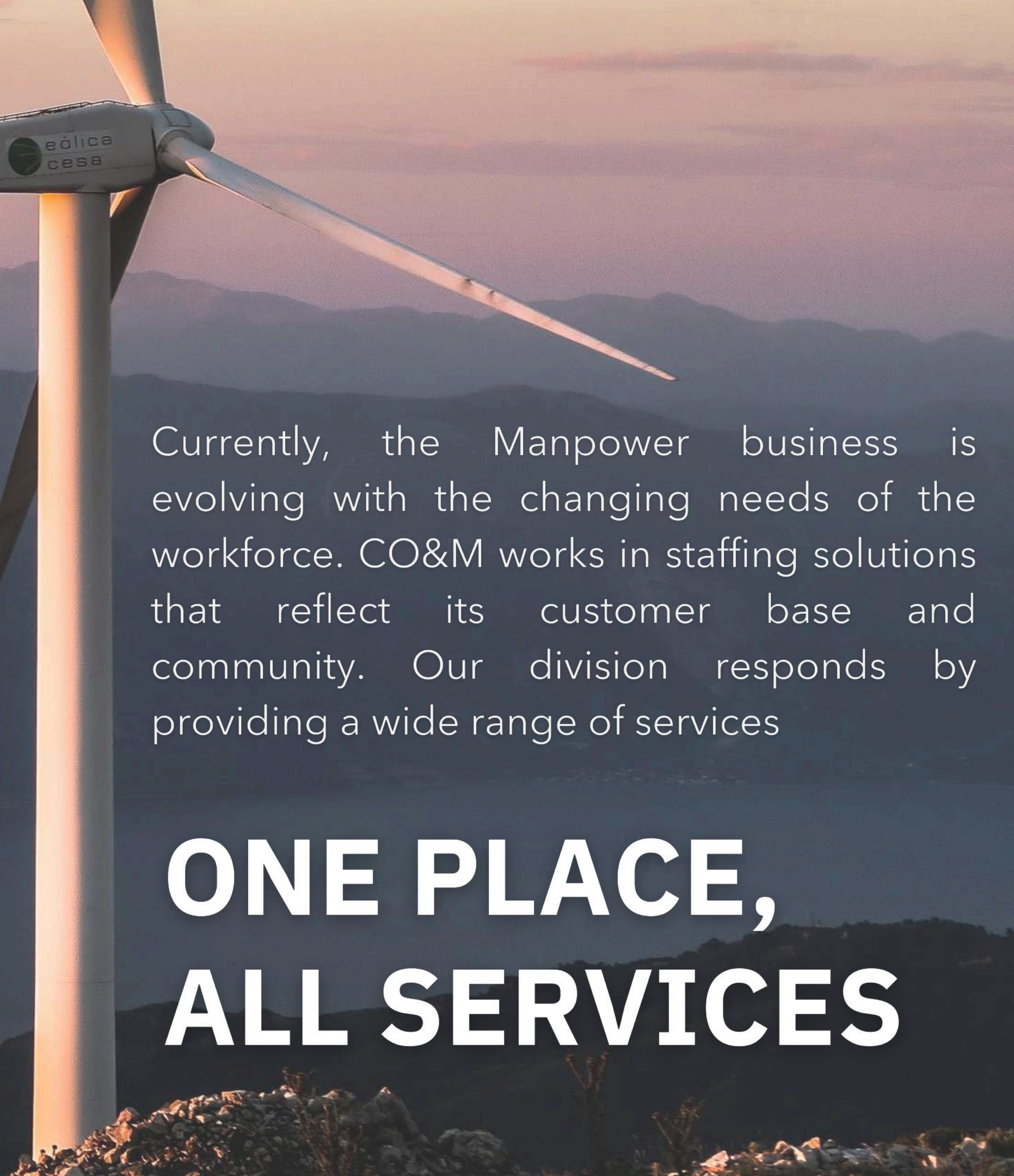
CO&M Group is a one-stop key for supervision and engineering services, providing consultancy and support at 360 degrees. We customize solutions to meet our client's specific needs and exigencies. CO&M offers an In-house team of 30 people, swift mobilization times, fast reply, and assistance 24/7.

We supply:

- Managers
- Superintendents
- Supervisors
- Coordinators
- Inspectors
- Surveyors
- Foremen
- Engineers
- Technicians

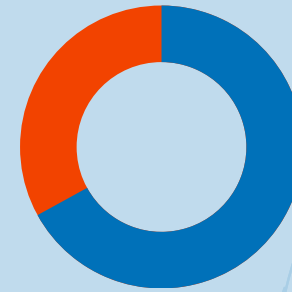
DISCIPLINES

- Electrical
- Painting/Coating
- Cathodic protection
- Mechanical
- Instrumentation
- Telecommunications
- Piping
- Hull
- Welding (MIG, MAG, TIG)
- Quality (QA and QC)
- HVAC
- Rigging/Scaffolding
- Procurement
- Site Material
- Supply chain
- Planning
- Data Analyst/Quality
- Cost Controlling
- Document controlling
- Logistics
- CPLO
- Drilling
- HSE
- Software Eng./PLC

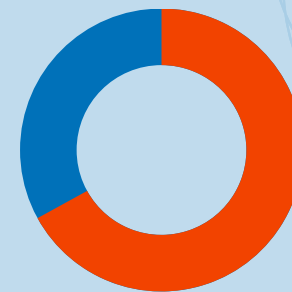


Currently, the Manpower business is evolving with the changing needs of the workforce. CO&M works in staffing solutions that reflect its customer base and community. Our division responds by providing a wide range of services

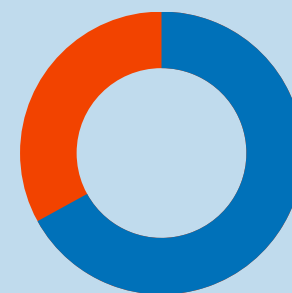
ONE PLACE, ALL SERVICES



We offer PMC for projects such as:
FSPO
FLNG
FRSU



Providing skilled personnel with all necessary qualifications
BOSIET, OPITO, STCW,
SEAMAN's BOOK.



During all the projects phases
Pre-commissioning,
Commissioning, Revamping,
Start-up, Hook up, Shutdown



Responsibility to human resources

Our company has assembled human capital with high levels of knowledge and professionalism. Our people are characterized by their multiculturalism, generational diversity, and innovativeness; this allows us to have great flexibility and resilience when finding the right solutions for our clients.

Our principles:

We are committed to the core labor standards of the International Labor Organization (ILO), such as Freedom of association and the right to collective bargaining ; and the effective abolition of child labor.

CO&M Group rejects any form of discrimination based on ethnicity, color, gender, age, disability, sexual orientation, political or religious views, nationality, and social origin.

It's part of our core principles to develop and foment a work environment that meets international standards of Quality, Safety, and Hygiene.



Thank you

