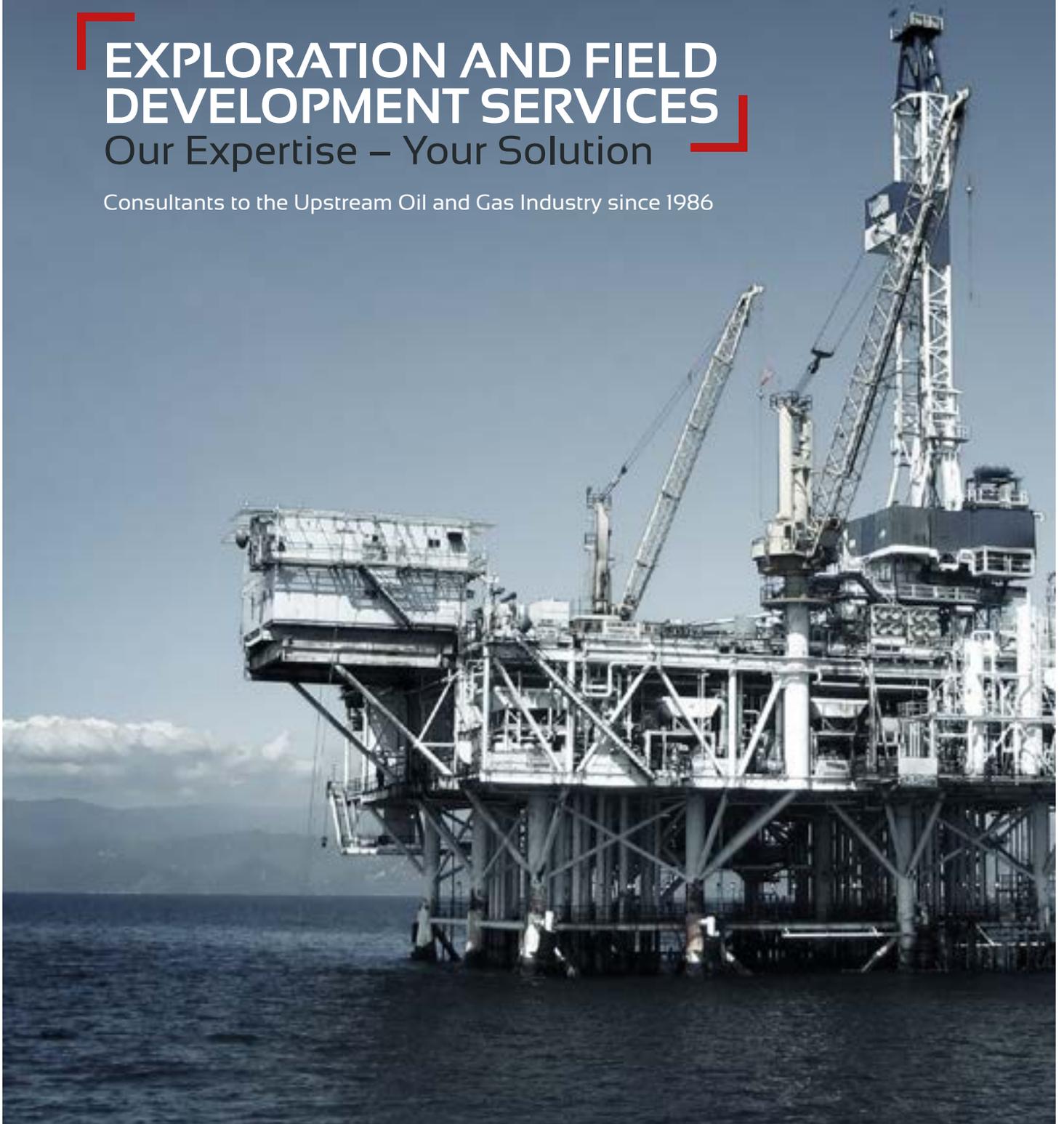


# HOT

## EXPLORATION AND FIELD DEVELOPMENT SERVICES

Our Expertise – Your Solution

Consultants to the Upstream Oil and Gas Industry since 1986



MENTORING OPERATIONAL SUPPORT  
**MICROFLUIDICS** PRACTICAL KNOW-HOW  
 FIELD DEVELOPMENT PLANNING **DEDICATION**  
 GLOBAL ACTIVITIES PROFICIENCY KNOWLEDGE  
**CONSULTING** CUSTOMIZED EXPERTISE  
 INTEGRATION EXPLORATION ACREAGE EVALUATION DEDICATION  
 RESERVOIR CHARACTERISATION **FOR LABORATORY SERVICES**  
**TRAINING** PRODUCTION TECHNOLOGY  
 INTEGRATED ASSET MODELLING MOTIVATION **COACHING**  
**ASSISTED HISTORY MATCHING** LEAD AND PROSPECT GENERATION  
 IMPROVED / ENHANCED RECOVERY UNDERGROUND STORAGE  
**AUDITING** EXPERIENCE



## A MULTIDISCIPLINARY CONSULTANCY WITH GLOBAL ACTIVITIES

The HOT Energy Group (HOT) is a technology driven, multidisciplinary and independent organisation serving the oil & gas industry in its pursuit of recovery and field operations optimisation.

With more than three decades of specialist experience in the subsurface domain, HOT's disruptive innovations, pioneering workflows and integrated solutions help to minimise exploration and field development risks. HOT provides a wide range of services reflecting the latest thinking, development and technologies in the industry and works side by side with its partners across the globe to deliver best practices and timely solutions. HOT's global footprint is supported by HOT offices in Austria, Germany, Libya and the UAE and a network of alliance and representative offices.

## WE LIVE INTEGRATION

Having a team of dedicated specialists who truly understand cross-disciplinary integration is our foundation for consistently delivering real results to our clients' challenges.

## WE SHARE OUR KNOWLEDGE

We are committed to the professional development of your staff. Our world-class instructors together with our organisational team deliver public and bespoke training across the globe to develop the skills your business needs.

## WE HAVE THE ENERGY

And the resources, experience and motivation to deliver. Our rock-solid reputation is your guarantee of a total solution to your subsurface and training needs.

## QUALITY MATTERS

*„That's why, year after year, we do our utmost for each and every project. By bringing together results-driven individuals and supporting a can-do culture, we have built a team that delivers. We have every confidence in our team, you can too.“*

– Dr Diethard Kratzer, Founder and CEO



**1986**

**Founded HOT Engineering (Austria) as a Spin-off from the Mining University Leoben** to prepare a thermal EOR pilot test in Canada

**1990**

**Launch of HOT's Public Course Program**

**1996**

**Commercialisation of HOT's Novel Reservoir Simulation Software SURE**  
Development contracts with Agip, Amoco and OMV

**2001**

**Trademark for PEBI™**  
US Patent and Trademark Office registered HOT's unstructured gridding technology

**2003**

**Sold SURE Simulation Technology to SMT Seismic MicroTechnology Inc. (USA)**

**1988**

**Organised the First 'International Forum on Reservoir Simulation'** on behalf of Stanford University and the Mining University Leoben

**1999**

**(RC)2 Reservoir Characterisation and Research Inc. (USA) acquired HOT**

**DGCVeritas Inc. (USA) acquired HOT**  
HOT leads Veritas Exploration Services (VES) activities in MENA region

**2010**

**Founded HOT Reservoir Solutions (Germany)**  
Focus on HOT's bespoke software development (SenEx) and EOR laboratory services

**2012**

**HOT goes Down Under**  
First consulting and training in Australia

**2016**

**Founded HOT Microfluidics Solutions (Germany)**  
Pioneering Rock-on-a-Chip technology for EOR applications  
InspIOR turnkey microfluidic flooding system

**2018**

**Founded HOT FirmSoft Solutions (UAE)**  
Centre of excellence for advanced assisted history matching (SenEx) development, marketing and sales

**2019**

**Customer Outreach Award 2019**  
Awarded by FindCourses

**2006**

**Management Buyout**  
By Dr Diethard Kratzer and key staff members

**Founded HOT's Libyan Branch**

To better serve one of HOT's key markets

**SME Training Provider of the Year**

Awarded by Getenergy

**Opened Vienna Office (Austria)**

To better serve our international customers

**Organised the 1st Libyan-European Oil & Gas Summit**

On behalf of National Oil Corporation of Libya (NOC)

**WE ARE WHAT WE REPEATEDLY DO.  
EXCELLENCE, THEN, IS NOT AN ACT,  
BUT A HABIT.**

– Will Durant

## SEAMLESS INTEGRATION OF EXPERTISE

We are an established provider of advanced and integrated geological, geophysical, petrophysical, as well as reservoir and production engineering technology, and well positioned to offer state-of-the-art training.

We strive to do our best, on time and on budget, and thrive on the tough jobs. Our work is supported by industry-standard software and complemented with our own specialist proprietary tools.

### EXPLORATION ACREAGE EVALUATION

Regional studies, geo-statistical assessment, sweetspot identification

### LEAD AND PROSPECT GENERATION

Identification, risking and ranking, volumetrics, economics

### RESERVOIR CHARACTERISATION

Clastics, carbonates, fractured basement, unconventional

### FIELD DEVELOPMENT PLANNING

Oil, gas, condensate, green and brown fields, conventional and unconventional

### IMPROVED / ENHANCED RECOVERY

Waterflood optimisation, conformance, gas injection, cEOR, thermal recovery

### UNDERGROUND STORAGE

Gas storage, CO2 sequestration

### PRODUCTION TECHNOLOGY

Optimisation, artificial lift

### INTEGRATED ASSET MODELLING (IAM)

From the reservoir to surface facilities

### AUDITING

Due diligence, reserves, unitisation, peer-review

### EOR LABORATORY SERVICES

'Rock-on-a-Chip' microfluidic flooding experiments, InspIOR flooding system, core flooding

### BESPOKE SOFTWARE DEVELOPMENT

Assisted history matching (SenEx)

### OPERATIONAL SUPPORT

Wellsite geology, seismic acquisition design, workover supervision

### TRAINING AND KNOWLEDGE TRANSFER

Exploration & production, management & leadership, finance & contracting, soft skills

30+ YEARS OF EXCELLENCE





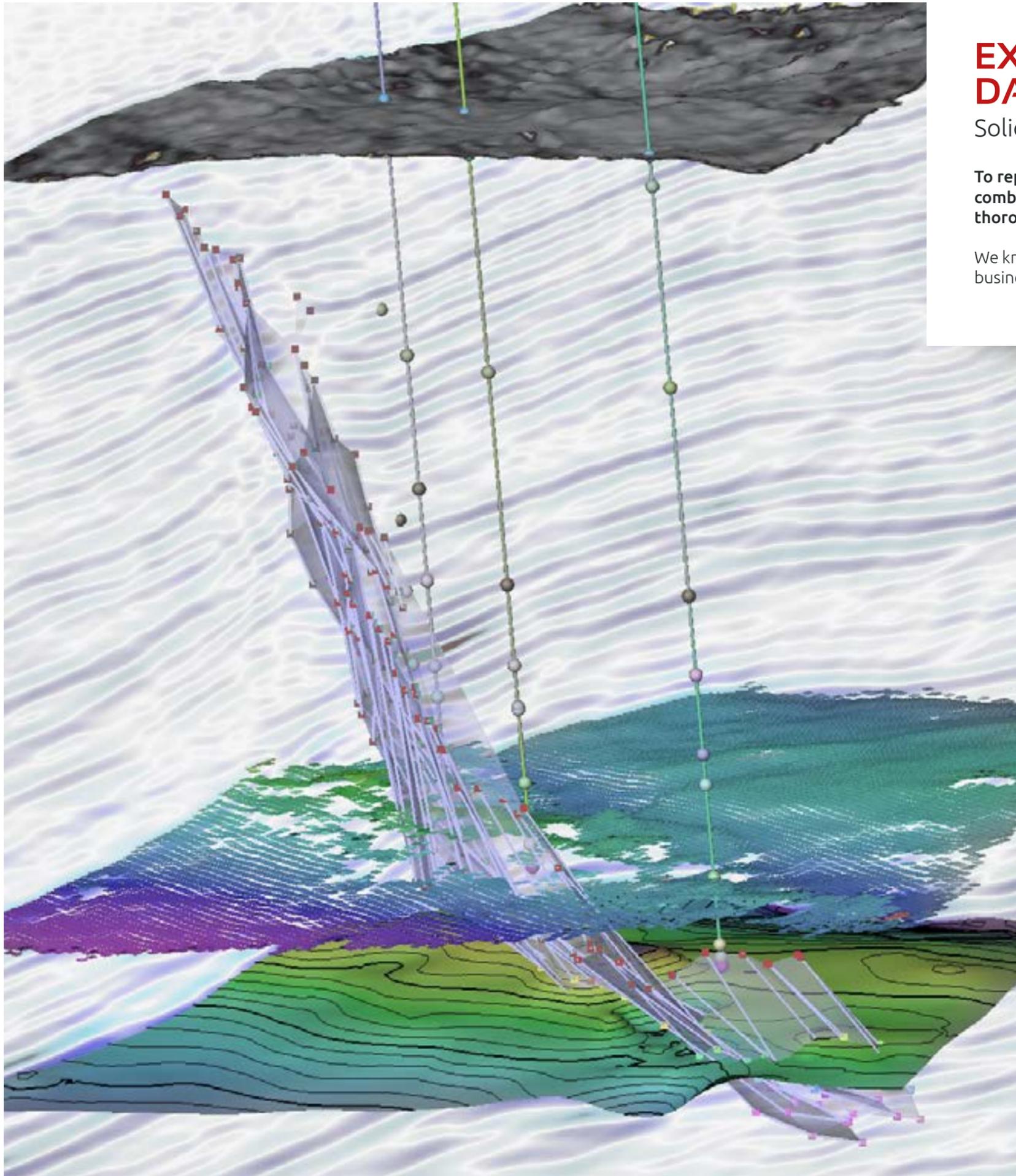
## WE WORK TOGETHER TO ACHIEVE

– Dr Diethard Kratzer, Founder and CEO

### CUTTING-EDGE PROFICIENCY

Skills, Spirit, Dedication: The Secret of our Success

We have a globally-experienced, multidisciplinary and multicultural team of specialists that reflect the latest thinking, developments and technologies in the industry. Our highly motivated staff and associates are keen to tackle the real challenges brought to us by our clients. With the confidence to work individually and a team player's attitude, we work together to achieve.



## EXPLORATION AND DATA MANAGEMENT

Solid Foundation, Wise Investment

To replace reserves, finite exploration funds need to be well directed. Our approach combines play-based analysis at basin to block scales, operational optimisation and thorough G&G evaluation to better understand and manage exploration risk.

We know that being able to access, trust and utilise data is at the very foundation of your business, so let us help you transform that data into knowledge.

### EXPLORATION GEOLOGY AND GEOPHYSICS

- ▮ Field mapping
- ▮ Gross depositional environment mapping
- ▮ Common risk and play mapping
- ▮ Exploration statistics
- ▮ Regional seismic interpretation
- ▮ AVO screening
- ▮ Airborne geophysics (magnetics, gravity) interpretation
- ▮ Sequence stratigraphy

### SEISMIC DATA ACQUISITION AND PROCESSING

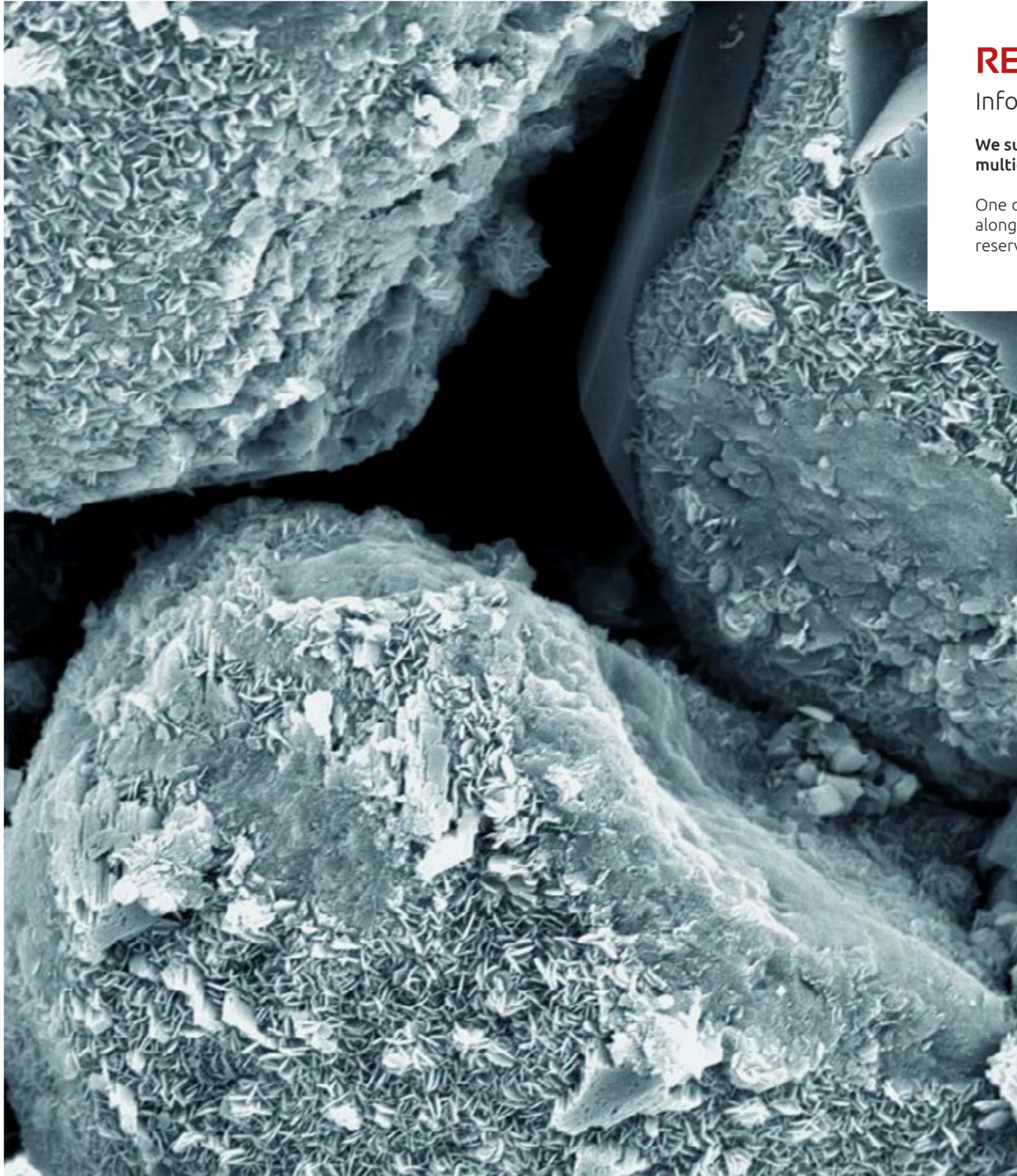
- ▮ Target-oriented seismic survey design
- ▮ Illumination analysis
- ▮ Processing quality assurance
- ▮ Proprietary first-break picking
- ▮ Acquisition and processing tender generation and bid evaluation

### SEISMIC INTERPRETATION

- ▮ Structural and stratigraphic interpretation
- ▮ Quantitative seismic interpretation
- ▮ Seismic attribute analysis and calibration
- ▮ AVO studies and fluid substitution modelling
- ▮ Pre- and post-stack seismic inversion
- ▮ Time-lapse seismic interpretation

### DATA MANAGEMENT

- ▮ Well log digitisation, conditioning and normalisation
- ▮ Map digitisation and geo-referencing
- ▮ Data base build and data mining



## RESERVOIR CHARACTERISATION

Informed Analysis, Deep Understanding

We support you to make informed decisions about your oil and gas reservoirs by conducting multidisciplinary reservoir evaluation, characterisation and modelling studies.

One of our special areas of expertise is core, cuttings and log based reservoir characterisation, along with the development of seismically consistent, high resolution 3D static and dynamic reservoir models.

### PETROPHYSICS AND BOREHOLE GEOPHYSICS

- ▮ Formation evaluation (MWD, open and cased hole)
- ▮ Vintage log analysis
- ▮ Production log interpretation
- ▮ BHI log processing and interpretation
- ▮ Well ties and borehole seismic data integration
- ▮ Geomechanics

### RESERVOIR CHARACTERISATION

- ▮ Core logging (clastics, carbonates, evaporites, volcano-clastics, fractured basement)
- ▮ Porosity and permeability estimation from drill cuttings
- ▮ Biostratigraphy, petrology and reservoir quality interpretation
- ▮ Sedimentological analysis and interpretation
- ▮ Facies analysis and mapping
- ▮ Fracture assessment
- ▮ Sequence stratigraphic interpretation
- ▮ Seismic reservoir characterisation

### RESERVOIR MODELLING

- ▮ QC and optimisation of static models
- ▮ Structural model building
- ▮ Facies modelling
- ▮ Saturation-height modelling
- ▮ Stochastic property modelling
- ▮ Multiple scenarios deterministic modelling
- ▮ Volume estimation and uncertainty evaluation
- ▮ Fracture network modelling
- ▮ Simulation grid design and upscaling

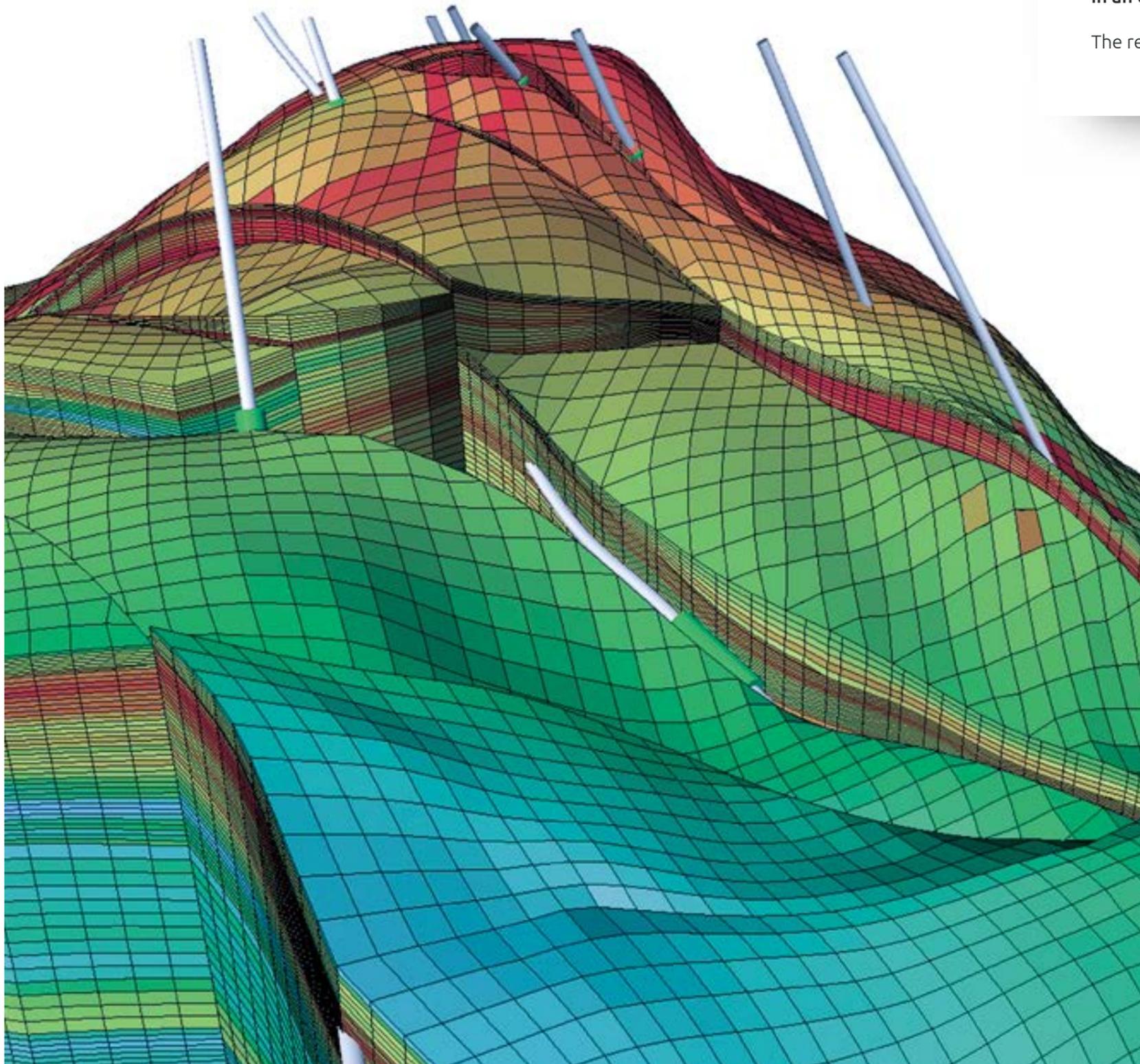
### FLUID CHARACTERISATION

- ▮ Screening and QC of sampling and lab work
- ▮ Equation of state modelling
- ▮ Generation of representative and optimised fluid descriptions (dry gas, black oil, compositional)

### ROUTINE AND SPECIAL CORE ANALYSIS

- ▮ Screening and QC of sampling, core handling and lab experiments
- ▮ Derivation of Archie parameters, wettability, capillary pressure, relative permeabilities
- ▮ Hysteresis modelling

**WE TRUST OUR MODELS.  
SO DO OUR CUSTOMERS.**



## RESERVOIR ASSESSMENT AND PRODUCTION TECHNOLOGY

Minimise Risk, Leverage Opportunity

Our fully integrated sub-surface workflow from geophysical interpretation and reservoir characterisation through to reservoir modelling, flow simulation and forecasting culminates in an optimised field development plan.

The result: Opportunities are delineated, risks mitigated and capital appropriately allocated.

### TRANSIENT WELL TESTING

- ▮ Fall-off, build-up and interference test design and analysis

### WELL PERFORMANCE ANALYSIS

- ▮ Wellbore integrity
- ▮ Production performance analysis
- ▮ Production / injection allocation analysis and optimisation
- ▮ Decline curve analysis

### RESERVOIR PERFORMANCE ANALYSIS

- ▮ Drive mechanisms quantification
- ▮ Material balance calculations
- ▮ Injection analysis and optimisation
- ▮ Inter-well communication
- ▮ Evaluation and optimisation of mature waterfloods
- ▮ Performance forecasting
- ▮ Reserves estimation

### RESERVOIR (FLUID FLOW) SIMULATION

- ▮ Conversion between simulators
- ▮ Model migration from Eclipse™ to PetrelRE™
- ▮ QC and optimisation of simulation models
- ▮ Screening of geomodels / scoping runs
- ▮ Grid optimisation (single-well, cross-section, sector, full-field)
- ▮ Single and dual permeability modelling
- ▮ Black-oil simulation (gas storage, gas, oil, condensate, heavy oil)
- ▮ Compositional simulation (gas storage, condensate, volatile oil, miscible flooding)
- ▮ Streamline simulation
- ▮ Assisted history matching
- ▮ Performance evaluation, forecasting and optimisation
- ▮ Uncertainty and risk analysis

### PRODUCTION TECHNOLOGY AND OPERATIONS

- ▮ Well planning
- ▮ Well test and workover design
- ▮ Production optimisation
- ▮ Artificial lift design and optimisation



## SenEx - THE ADVANCED TOOL FOR RAPID AND SUPERIOR HISTORY MATCHING

## GAME-CHANGING ASSISTED HISTORY MATCHING SOFTWARE

Fast, Focused, Flexible, Forward-Thinking

Our flagship software SenEx (Sensitivity Explorer) improves the history match quality at well-level and significantly speeds up the history matching exercise.

SenEx arrives at high-quality and geologically consistent history matched models with typically less than 20 simulation runs **no matter how many wells to match, no matter how long the history to match, no matter how many parameters to tune.**

### SenEx - HOW IT WORKS

There is no trial-and-error in SenEx. SenEx applies advanced mathematical techniques to compute sensitivities analytically and hence efficiently. It works at the grid block level, therefore eliminates the need for box multipliers, leading to geologically sound and consistent models.

After each simulation run, SenEx generates new property arrays to be used in the next simulation run. This loop is repeated until a satisfactory match is finally reached. This advanced approach saves time and reduces the amount of human resources required.

### KEY PUBLICATIONS

- SPE-131627 History-Matching with Sensitivity-Based Parameter Modifications at Grid-Block Level
- SPE-165979 Computer Assisted History Matching – A Field Example
- SPE-192780 Advanced Assisted History Matching of a Large Mature Oil Field Based on a Huge Number of Grid-Block Level Parameters and Saturation Functions

### WHY SenEx?

- ▮ Reduces drastically the turnaround time of history matching mature fields
- ▮ Achieves superior well-level history-match quality with typically less than 20 simulation runs
- ▮ Generates geologically sound and consistent reservoir models
- ▮ Works at the grid block level eliminating the need for “box multipliers”
- ▮ Supports various black-oil reservoir simulators

## PIONEERING TECHNOLOGY

Rapid and Cost Efficient EOR Process Optimisation using a Rock-on-a-Chip Approach

**Our Rock-on-a-Chip microfluidic technology opens a new era of designing and optimising IOR/EOR oilfield applications and of screening EOR processes with various chemicals.**

This pioneering technology captures images from the interactions between chemicals and hydrocarbons during flooding processes. The results provide a deeper understanding of EOR processes and chemicals, and a more informed EOR field application planning.

### PIONEERING ROCK-ON-A-CHIP TECHNOLOGY – A WINDOW TO YOUR RESERVOIR

Chemical EOR processes are usually optimised using phase behaviour and core flood experiments. However, phase behaviour is typically measured in test tubes and not under more realistic flow conditions in porous media. And core floods, despite being complex and time consuming, give only limited insight to oil mobilisation and displacement.

Our Rock-on-a-Chip microfluidics is different, as it allows visual access to the porous system: we see the complex fluid-fluid interactions, oil mobilisation and displacement mechanisms happening. This in-depth information and knowledge gained allows us to better understand the many mechanisms of oil recovery and to support our customers in their decision-making process.

Our reusable micromodels are based on reservoir rock images, are transparent, allow for complex pore geometries, small pore throats and wettability control. This technology allows oil & gas operators and chemical companies to systematically evaluate fluid systems in porous media, to screen and to optimise EOR chemicals before embarking on complex core floods and EOR field applications.

### KEY PUBLICATIONS

- SPE-185820 “Rock-on-a-Chip” Devices for high p, T Conditions and Wettability Control for the Screening of EOR Chemicals
- SPE-185814 Advanced flow behaviour characterization of enhanced oil recovery polymers using glass-silicon-glass micromodels that resemble porous media
- SPE-185489 Oil mobilisation by viscoelastic flow instabilities effects during polymer EOR: a pore-scale visualization approach

### BENEFIT FROM THE NO. 1 IN MICROFLUIDICS FOR IOR/EOR

We offer:

- 🔧 **Rapid dynamic screening** of IOR/EOR chemicals and **EOR process optimisation**
- 🔧 Turnkey **microfluidic EOR solutions** (services, hardware, software)
- 🔧 **InspIOR**, our flagship Microfluidics EOR Flooding System
- 🔧 Bespoke transparent Rock-on-a-Chip **micromodels** (chip design, customisation, fabrication)
- 🔧 **Fast results** at **lower cost**

LOOKS LIKE MAGIC.  
INSPIRING EOR PROCESS  
VISUALISATION.



## MICROFLUIDICS - A WINDOW TO YOUR RESERVOIR

## InspIOR – A PROFESSIONAL MICROFLUIDICS EOR FLOODING SYSTEM

We offer Turnkey Solutions

Our InspIOR turnkey microfluidic flooding systems allow fast and cost effective EOR process optimisation and EOR fluids screening capabilities.

InspIOR, HOT's flagship microfluidic flooding device, provides a professional experimental setup for IOR (brine, low salinity), chemical EOR (polymer, surfactant, alkaline, SP, AP, ASP, nanoparticles, etc.), microbial EOR and gas injection (foam, etc.) processes. It also allows microfluidic investigations on mudcake filtration, production optimisation (scaling, precipitation, etc.) and conformance control.

### InspIOR FEATURES

InspIOR models are available for ambient, high temperature and reservoir conditions applications and allow automated operations through InspIOR Vision, our process control and visualisation software.

Full-cycle EOR experiments, from chip saturation to waterflood and subsequent EOR flooding are performed within hours, and therefore allow to systematically test and optimise EOR fluid systems in porous media.

### BESPOKE TRANSPARENT MICROMODEL CHIPS

We design, fabricate and deliver customised micromodels (chips) based on your high-resolution rock images (e.g. micro-CT or thin section images or pore-/grainsize distributions) for use in single and multi-phase flooding experiments.

Our standard glass-silicone-glass (GSG) chips are transparent, allow complex pore geometries and small pore throats, and are delivered either oil-, mixed- or water-wet. Standard chip formats are either linear or 5-spot type.

An unlimited number of identical chips can be produced and chips can be reused many times. This allows a proper and unbiased comparison between individual flooding experiments.



## EOR LABORATORY SERVICES

Careful Measurements, Accurate Results

**Our track record demonstrates that our laboratory has always maintained a strong commitment to experimental work in combination with numerical and analytical analysis.**

As a result, we are in a position to offer customised and complex laboratory services in cooperation with our technology partners.

### CHEMICAL EOR CORE FLOODING

- ▮ Brine and low salinity flooding
- ▮ Polymer (P) flooding
- ▮ Alkaline (A), Surfactant (S), AP, SP, ASP flooding
- ▮ Nanoparticle flooding
- ▮ Dynamic adsorption, injectivity, permeability reduction and tracer tests
- ▮ Effluent composition analysis and characterisation (brine, oil and emulsions produced)
- ▮ Dean stark saturations
- ▮ Routine core analysis and relative permeability curves

### CHEMICAL EOR FLUID CHARACTERISATION AND FLUID-FLUID INTERACTIONS

- ▮ Fluid viscosity and density
- ▮ Rheological characterisation of complex fluids
- ▮ Chemical EOR phase behaviour and aqueous stability tests
- ▮ Interfacial tension
- ▮ Water analysis
  - ▮ Ion-chromatography
- ▮ Characterisation of complex chemical EOR solutions
  - ▮ High-performance liquid chromatography (HPLC), gas chromatography (GC), nuclear magnetic resonance spectroscopy (NMR), and UV-VIS spectroscopy
- ▮ Nanoparticle concentration, nanoparticle size distribution by volume and Zeta potential
  - ▮ Multi angle dynamic light scattering (MADLS), electrophoretic light scattering (ELS) and gravimetric methods
- ▮ pH and electrical conductivity

### CHEMICAL EOR ROCK-FLUID INTERACTIONS

- ▮ Contact angle measurement on rock samples (at reservoir conditions, IFT, wettability alteration)
- ▮ Spontaneous imbibition tests
- ▮ Gravimetric sorption tests

### PETROPHYSICAL MEASUREMENTS

- ▮ Bulk X-ray diffraction (XRD)
- ▮ Bulk X-ray fluorescence spectroscopy (RFA)
- ▮ CT and micro-CT imaging
- ▮ Mercury injection capillary pressure (MICP)
- ▮ FIB-SEM analysis with energy-dispersive X-ray spectrometry (EDS)

## YOUR TRUSTED PARTNER FOR PROFESSIONAL DEVELOPMENT

## WORLD-CLASS OIL & GAS TRAINING

We accelerate Careers and Empower People

Over three decades we have honed our capability to design and deliver cutting-edge public and customised training, enabling us to continuously incorporate the latest thinking and industry developments into our training portfolio.

With our strong commitment to further education we have successfully assisted thousands of oil and gas industry professionals by improving their knowledge, skills and expertise. Whether you have just started your career or are an experienced professional, our comprehensive portfolio of knowledge transfer services will help you to strengthen your competencies.

## WE...

...deliver a **wide range of training solutions** in upstream oil & gas industry disciplines, surface facilities, management & leadership, finance & contracting as well as soft skills.

...are **independent** and so is the technology we present and the software we use in our training programs.

...are the 2016 & 2017 Getenergy '**SME Training Provider of the Year**' for consistently developing and delivering industry leading training programs.

...have been awarded the "**Customer Outreach Award 2019**" by FindCourses, a global training search engine for professionals. FindCourses has recognized HOT as a trusted partner in their Customer Outreach award selection process based on prompt and excellent customer care and professionalism in handling training inquiries.

...have a genuine drive and enthusiasm for **facilitating measurable improvements** in the performance of our clients' employees. For us, it is more than just a course or training project - it is our passion and commitment to further education and capacity building.



Winner of the 2016 & 2017 SME Training  
Provider of the Year Award

## TRAINING SOLUTIONS FOR TOMORROW'S CHALLENGES

## TRAINING & KNOWLEDGE TRANSFER

We deliver Excellence

With our extensive, multi-disciplinary experience we remain on the cutting edge adding value through continuous development and research.

Our wide range of oil & gas training solutions cover all crucial stages of the exploration and production value chain. From public short courses to tailored integrated development programs: With a core team of industry experts we deliver a variety of professional training solutions and services which help our clients ensure they meet the requirements of today's increasingly complex oil and gas industry environment.

### PUBLIC SHORT COURSES

We offer 100+ public courses annually in various locations worldwide. Our short courses reflect our diverse training services portfolio, including the most current topics related to E&P, Surface Facilities, Finance & Contracting and Personal Development.

### CUSTOMISED TRAINING

We design training solutions by taking into account your company's requirements and objectives as well as your staff's background and experience. From standard to tailored and bespoke in-house programs - we will find the ideal balance between classroom, workshop and on-the-job training.

### NEW-HIRE AND LONG-TERM TRAINING

These multidisciplinary programs focus on the practical applications required by the industry and are designed to accelerate the development of new graduates, young and experienced professionals and their integration as contributors into the workforce.

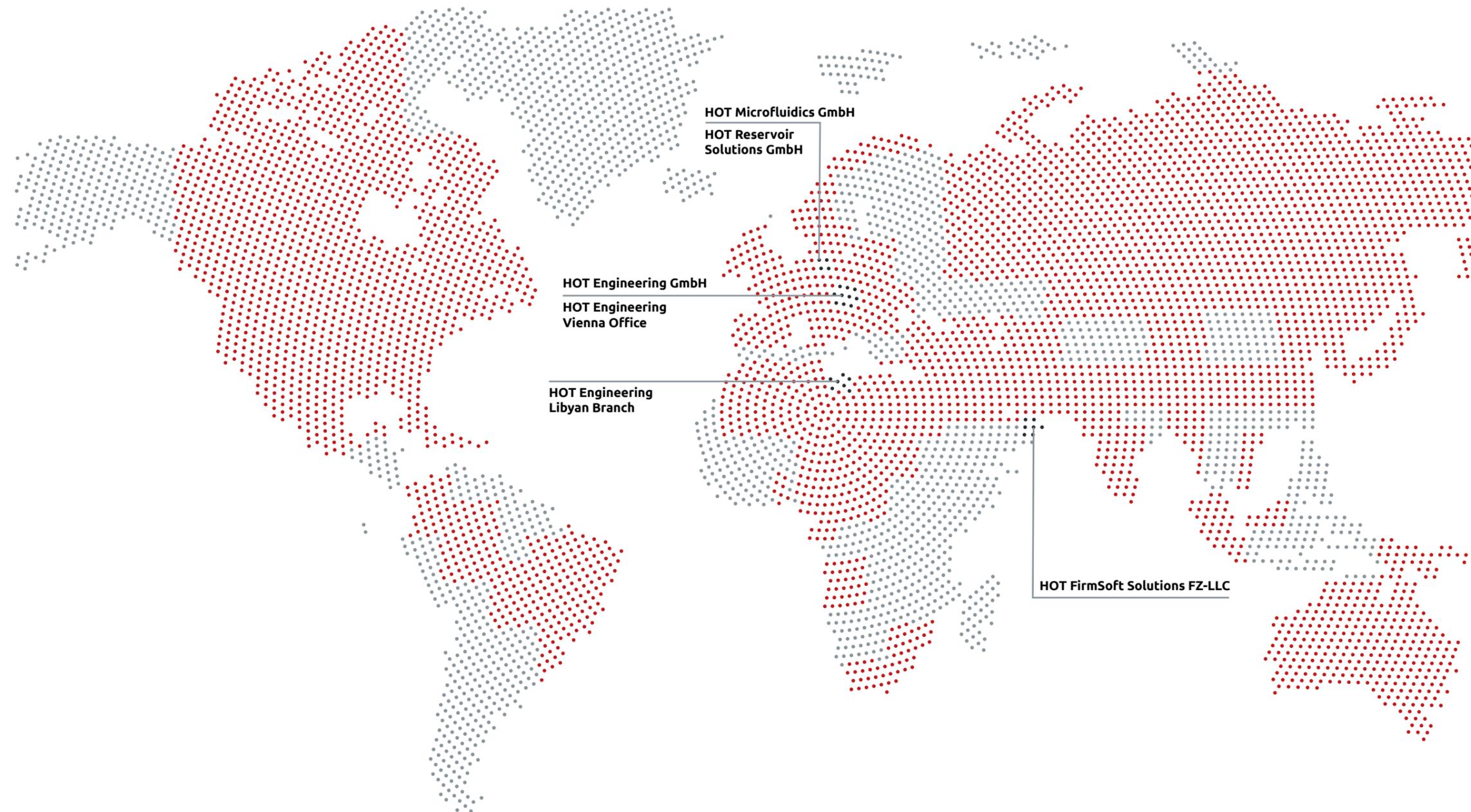
### TEAM DEVELOPMENT

We work with your people at all stages of their development to improve performance: At the start of projects when the team is experiencing problems, when they are going through changes in priorities and personnel or when they need to develop positive relationships with key stakeholders.

### ON-THE-JOB TRAINING, COACHING AND MENTORING

We develop the skills of individuals and small groups, help them think through and resolve their problems. Supplying our technical expertise as required enables you to make informed decisions about the most appropriate way forward.





### The HOT Energy Group

#### **HOT Engineering GmbH (Headquarters)**

Parkstrasse 6  
8700 Leoben, Austria  
Tel.: +43 3842 43053-0  
Fax: +43 3842 43053-1  
hot@hoteng.com  
training@hoteng.com

#### **HOT Engineering Vienna Office**

Herrengasse 1-3, Floor 2  
1010 Vienna, Austria  
Tel.: +43 3842 43053-0  
Fax: +43 3842 43053-1  
hot@hoteng.com

#### **HOT Microfluidics GmbH**

Am Stollen 19B  
38640 Goslar, Germany  
Tel.: +49 151 424 407 39  
microfluidics@hoteng.com

#### **HOT Reservoir Solutions GmbH**

Am Stollen 19B  
38640 Goslar, Germany  
Tel.: +49 151 424 407 39  
hotrs@hoteng.com

#### **HOT Engineering Libyan Branch**

Essyahia City  
Tripoli, Libya  
Tel.: +218 21 483 7278  
libya@hoteng.com

#### **HOT FirmSoft Solutions FZ-LLC**

Building #7, Ground Floor, SD2-76  
PO Box 345858  
Dubai Outsource Zone  
Dubai, United Arab Emirates  
Tel.: +971 55 786 6061  
senex@hoteng.com

HOT Microfluidics GmbH

HOT Reservoir  
Solutions GmbH

HOT Engineering GmbH

HOT Engineering  
Vienna Office

HOT Engineering  
Libyan Branch

HOT FirmSoft Solutions FZ-LLC

## GLOBAL ACTIVITIES

Our global footprint is supported by HOT offices in Austria, Germany, Libya and the UAE and a network of alliance and representative offices.

**HOT**

LOOKING FOR A PARTNER WHO'LL  
**MAKE A DIFFERENCE?**  
[www.hoteng.com](http://www.hoteng.com)