

Precision and method are the foundations of all reliable engineering.

René Descartes

Editorial

As we welcome the New Year, the UAE cold storage and refrigeration systems sector continues to expand rapidly, driven by growing demand from food, pharmaceutical, and logistics industries. Increasing focus on energy efficiency, smart controls, and regulatory compliance is reshaping how refrigeration systems are designed and operated in the region.

REFTECH, a bi-weekly technical magazine for the commercial refrigeration and cold chain industry, is committed to delivering practical, application-driven knowledge to professionals across design, manufacturing, installation, and operations. Through technical insights, case studies, and technology updates, we support informed decision-making.

We wish our readers and industry partners a successful and innovative New Year ahead.



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Dear Snowland Family,

As we welcome the new year, I would like to sincerely thank every member of our team for your dedication and commitment. Your hard work, discipline, and professionalism have been the foundation of Snowland Cooling Systems LLC's continued growth and strong market reputation.

In 2025, we expanded our presence across the GCC, delivered projects with accuracy, and consistently upheld the trust placed in us by our clients. Despite challenges, the team demonstrated resilience, teamwork, and a strong focus on quality and safety. These accomplishments clearly reflect that our people remain our greatest strength.

As we step into 2026, we do so with renewed energy and a clear focus on innovation, sustainability, and service excellence. By strengthening collaboration and embracing continuous improvement, we are confident of achieving new milestones together.

Wishing you and your families a healthy, successful, and prosperous New Year.

Together, we move forward.

Warm regards,
Liyakath Ali Khan

What's Inside

- ❖ Current Affairs
- ❖ Project Updates
- ❖ Training & Development
- ❖ Internal Activities

Snowland Cooling Systems LLC continues to align closely with the latest labour regulations and evolving economic developments in the UAE. These recent updates clearly

reflect the nation's strong commitment to fair employment practices, workforce protection, and regulatory compliance—principles that resonate deeply with our own organizational values and governance standards.

Impact on Cooling & Refrigeration Industry

For our industry, these regulations reinforce the importance of:

- Accurate payroll & WPS compliance
- Safe worksites and trained manpower
- Fair contracts and responsible hiring

At Snowland, we continue to prioritize safety, skilled workforce development, and transparent HR practices to meet national standards.

Key UAE Labour Updates

Minimum Wage for Emiratis Increased

MoHRE has set a minimum salary of AED 6,000 per month for Emirati employees in the private sector, effective January 1, 2026. Companies must adjust salaries by June 30, 2026, to remain compliant.

Worker Protection Insurance in Action

The Worker Protection Insurance Scheme continues to support employees, with payouts issued to workers facing employment gaps, enhancing financial security and labour market confidence.

Stronger Labour Compliance

MoHRE is actively tracking false work

Moving Forward — Our Commitment

We remain focused on:

- Upholding labour compliance
- Supporting employee welfare
- Building a responsible and progressive work culture

Because strong teams build strong cooling solutions.

registrations and labour law violations to ensure ethical hiring and payroll practices across the UAE.

Workforce Growth & New Opportunities

The labour market continues to expand, with more companies and employees registering in the private sector — reflecting stable growth and stronger economic activity.

Key UAE Labour Updates

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Effective January 1, 2026.
Adjustment by June 30, 2026.

Worker Protection Insurance in Action



Support for employees with payouts to cover employment gaps.

Stronger Labour Compliance



MoHRE cracking down on false work registrations & labour violations.

Workforce Growth & New Opportunities



Expanding private sector with more companies & jobs.

— Committed to Fair Employment & Workplace Security in the UAE —

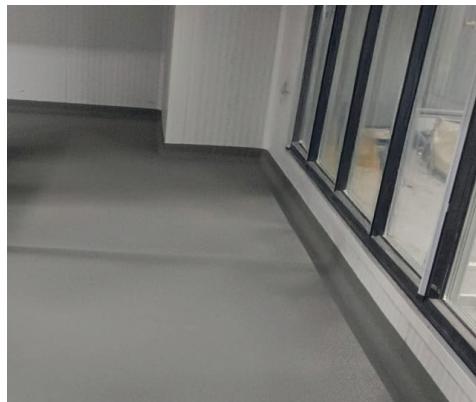
Project Highlights – Q4 2025

OPERATIONS

This quarter has been a remarkable period of growth and achievement for Snowland Cooling Systems LLC. Our teams across the GCC have been driving forward with a clear mission: delivering high-quality, climate-ready refrigeration solutions that empower businesses to operate efficiently and sustainably.

UAE

Our UAE operations have been buzzing! We proudly completed over 50 cold room and industrial refrigeration projects across sectors like food processing, logistics, hospitality, and pharmaceuticals. On top of that, 15+ projects are currently underway,



each designed to meet the highest standards of performance, efficiency, and compliance.

Bahrain

In Bahrain, our footprint continues to expand. We successfully wrapped up multiple cold storage and refrigeration installations, and we're actively progressing with 5+ ongoing projects, delivering tailored solutions that meet both local needs and international benchmarks.

Kingdom of Saudi Arabia (KSA)

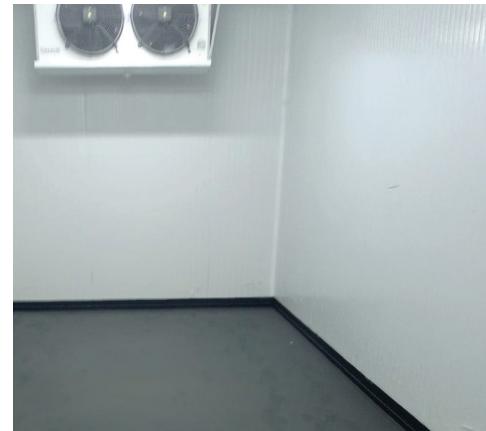
In KSA, Snowland has supported the growth of temperature-controlled



infrastructure across diverse industries. With 3+ live projects in progress, our teams are focused on precision, timely delivery, and seamless collaboration with our clients.

These achievements are more than numbers—they reflect the hard work, dedication, and expertise of our project, engineering, and service teams. As we move forward, Snowland remains committed to reliability, safety, and long-term value in every project we undertake.

Here's to continuing the momentum and delivering excellence across the region!



Training & Development

At Snowland, we believe learning is for everyone—whether you work on-site or in the office. To stay ahead in a fast-changing world, we all need to upgrade our skills and grow together.

Technology & AI Readiness:

The future is tech-driven. Every employee, across all roles, should aim to:

- Strengthen knowledge and skills in their area of work
- Understand and adapt to AI and modern tools
- Work smarter, faster, and more efficiently



Communication Skills:

Good communication is essential at every level. It helps us:

- Collaborate better within and across teams
- Avoid misunderstandings and improve productivity
- Deliver work more effectively, no matter the role

By focusing on both technical growth and communication, we create a team that is smarter, stronger, and ready for the future, ensuring Snowland continues to excel in innovation and operational excellence.

New Joinees & Internal Movements

INTERNAL ACTIVITIES

At Snowland Cooling Systems LLC, building strong teams remains a key priority as we expand our UAE operations. This quarter, we are delighted to welcome talented professionals who bring experience, expertise, and fresh perspectives to our organization.

Recently Joined

- ◆ Accountant Executive
- ◆ Senior Engineer – Estimation

We extend our warmest congratulations and wish them success as they begin their journey with Snowland.

Upcoming Onboarding – Growing Stronger Together

We are excited to continue expanding our team with the following new roles:

- ◆ Sales Officer
- ◆ Cold Room Technician
- ◆ Office Assistant

Each addition reflects our commitment to operational excellence, collaboration, and sustainable growth.

Welcome aboard! Together, we continue to build a stronger, more dynamic team.

Policy Updates & Workplace Discipline

At Snowland Cooling Systems LLC, maintaining discipline and clarity in workplace policies is essential for smooth operations and a positive work environment. Please take note of the following key updates:

Attendance Management

- ◆ Ensure that attendance data is maintained accurately and promptly.
- ◆ Regular and proper tracking helps in

timely salary processing and overall operational efficiency.

Leave Policy

- ◆ All employees are requested to refer to the inter-office circular for detailed guidelines on leave entitlements and procedures.
- ◆ Compliance with the leave policy ensures fairness and smooth workflow across teams.

Reminder: Adhering to these policies is crucial for maintaining discipline, transparency, and a productive workplace.

Celebrating Our Team – December 2025

At Snowland, our people are our greatest asset. This month, we proudly celebrate the milestones and special days of our colleagues, acknowledging their contributions and wishing them continued success and happiness.

Work Anniversaries

Let's applaud our teammates for their dedication and years of service:

- ◆ Mohammad Shahabudeen
- ◆ Mohammed Jahangeer

Your hard work and commitment help Snowland grow stronger every day!

Birthdays

Wishing our colleagues a year filled with health, happiness, and success:

- ◆ Jishnu Kolathai
- ◆ Abu Taher Ruman
- ◆ Mohamed Niyas
- ◆ Sonat Pradeep
- ◆ Junaid Siddique

At Snowland, our team is the heart of our success..

UAE Cold Storage & Refrigeration Systems Sector Expands Rapidly

The United Arab Emirates is witnessing rapid expansion in its cold storage and refrigeration sector, driven by demand for temperature-controlled logistics, technology upgrades, and infrastructure investment. Rising food imports, pharmaceutical distribution, and e-commerce fulfillment are increasing reliance on dependable cold chain solutions nationwide.

Refrigerated warehousing remains a critical pillar of the logistics ecosystem, supporting safe handling of chilled and frozen products while meeting stringent food safety and healthcare standards. Operators are deploying smart refrigeration technologies, including automated temperature monitoring, energy-efficient cooling systems, and multi-zone facilities for chilled, frozen, and pharmaceutical storage.

The UAE's strategic role as a trade and re-export hub accelerates growth, enabling access to Gulf, African, and South Asian markets. Meanwhile, sustainability is gaining momentum, with companies investing in greener refrigeration solutions to cut energy use, reduce operating costs, and limit environmental impact.

Closing Note

As Snowland continues to grow and innovate, each of us plays a vital role in shaping the future. Let's embrace new challenges, learn continuously, and work together to create solutions that make a real difference. The journey ahead is full of opportunities, and together, we can achieve excellence in every step we take.