



HEAD OF CREWING MESSAGE & FESTIVE DAYS ONBOARD

EVENTS SEASON: ADIPEC 2021 & MARITIME AWARDS

STRENGTHEN BONDS WITH INDUSTRY LEADERS

MARCAP 2022 BUSINESS ROADMAP

NEW HSE PRACTICES



HEAD OF CREWING MESSAGE

Dear all Marcap Family and Crew
Members, Seasons Greetings!



In line with our challenging time during the current COVID-19 pandemic, our mission was and will always be to keep our front liners safe, healthy, and happy. To continue achieving our corporate targets of best vessel safety and performance.

Our message to the crew: "You are our backbone, our asset and a part of our family. We believe in your capabilities to reflect the best image of Marcap at Sea. We are in the office always at your service working together on your development and promotion within the company!"

Through my direct daily contact with our crew, I have felt and found positive energy, hardworking, responsible, and faithful people.

The pandemic still obliges us to maintain safe distancing between each other, but we in Marcap try to find alternative ways to shorten the distance with our crew. In line with our crew welfare, we are committed to deliver to our vessels monthly dinner, the spirit of Eid celebration, and last but not least, a Christmas tree, sweets and greeting cards during the latest Holiday Season. A smile of happiness from the sea by our heroes to the land was our payback.

Wishing you a happy new year with the hope that you will have many blessings in the coming 2022!

Nibal Al Sheikh Saeed,
Head - Crewing & Government Relations



Our crewing department not only gets feedback directly from the crew, but we follow them on social media as well. And we are happy with what we see!



“We are in the office always at your service working together on your development and promotion within the company!” - Nibal Al Sheikh Saeed



With a slight softening in the COVID-19 restrictions, Marcap appeared to be in the thick of things during the last quarter of 2021. We enjoyed the diversity of events while taking all possible precautions.

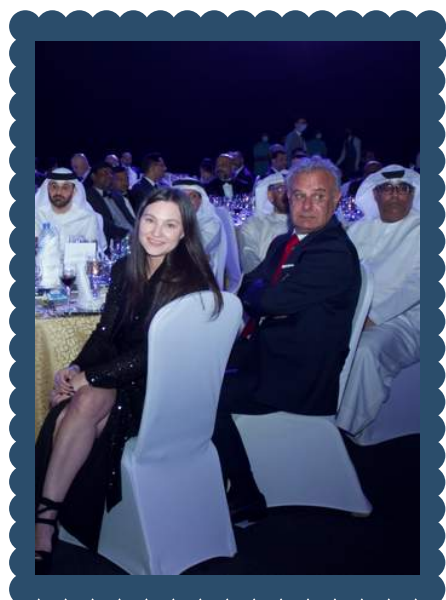


EVENTS SEASON:

MARITIME AWARDS & ADIPEC 2021

During the fall, Marcap delegation participated in Maritime Awards Gala Dinner as a company nominated in the category “Ship Manager of the Year”. Such an outstanding event with more than 750 participants from the Middle East and Indian Subcontinent, is clearly the biggest award ceremony in the area.

This time we didn’t return with the award. Nevertheless, we are determined to challenge ourselves again to bring one more trophy to add to our big collection.



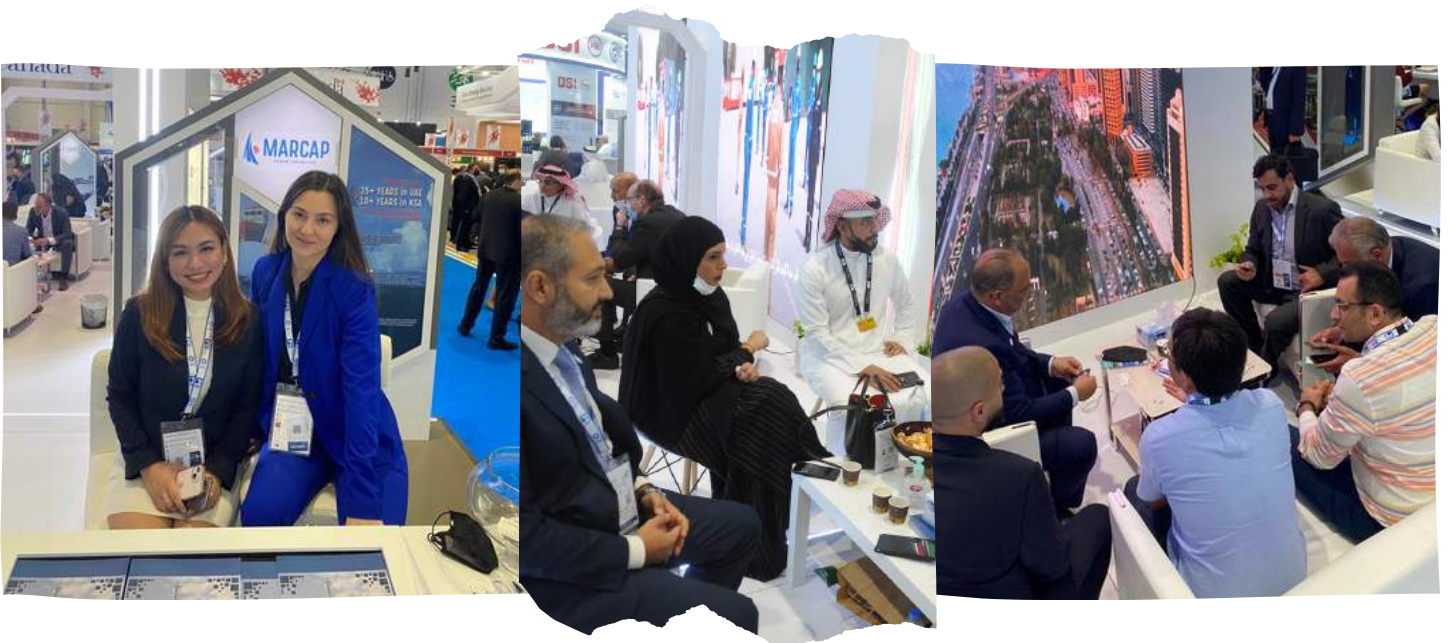
ADIPEC 2021 amazed us all by its scope. Naturally, the business society was craving to familiar personal form of communication. The exhibition was full of visitors, and we were struggling at times to entertain all the comers.

Marcap was comfortably accommodated under the colossal Umbrella of its partner EMDAD. An elegant and spacious stand was rightfully awarded with “Best Overall Stand Design” in ADIPEC. The third pavilion by size, minimalistic and airy booth geared with digital equipment, considered respectful of the special times of COVID-19 without sacrificing the convenience.



ADIPEC 2021

Business introductions, negotiations, seeing ex-colleagues, conferences, interviews, and dinners were not only building network but making people happy. We were finally able to meet and smile to each other sometimes with eyes only due to the “mask effect” :)

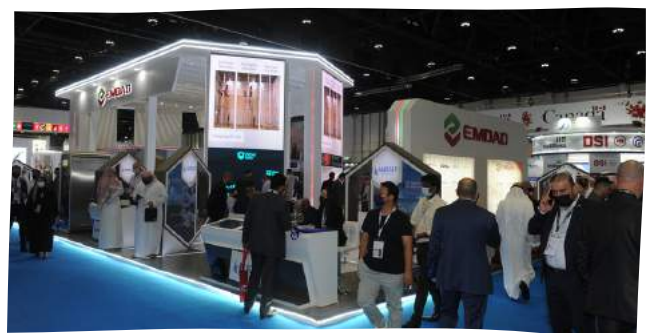




ADIPEC 2021

Thankfully, no one got affected after the occasions. And here we must pay tribute to the policy of UAE, protecting all of us through vaccinations and numerous measures to control the spread of the virus.

We officially declare that these events were exceptionally effective in reminding us all of how valuable is the luxury of direct human interaction and how much we miss it.



Marcap management team was cordially invited to a couple of significant events in the industry. Both were organized by Abu Dhabi Ports subsidiaries: Safeen Group and Abu Dhabi Maritime Institution.

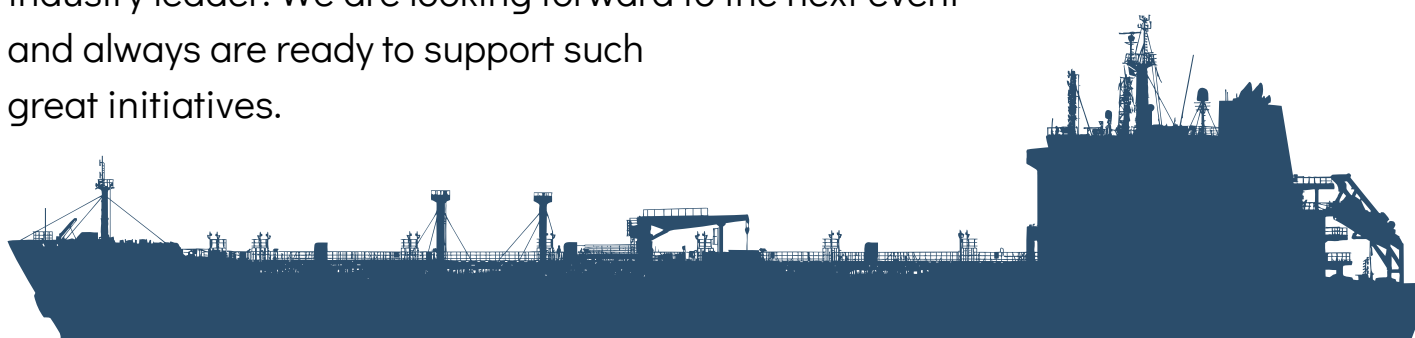
STRENGTHEN BONDS WITH INDUSTRY LEADERS



Safeen Group Annual Meeting took place in November 2021. This exclusive gathering provided the participants with the opportunity to meet with the CEO of SAFEEN, Captain Adil Banihammad and his team.

Captain Adil opened the meeting with a meaningful presentation followed by table workshops and a delicious lunch. The floor was open for other participants. The main objective was to share the insides and challenges of the maritime industry, find the solutions together and stay connected in the future pursuing mutual goals.

Open discussions like that are extremely important as they present different opinions from various angles to the same task. For Marcap in particular, it was great to discuss opportunities for cooperation and strengthen the bonds with an industry leader. We are looking forward to the next event and always are ready to support such great initiatives.



We would like to extend our gratitude for the time given and the opportunity to guide us through the outstanding facilities at Abu Dhabi Maritime Academy, and the extensive familiarization with the state of the art equipment, which gave us firsthand knowledge of the center and the team involved. Mrs. Nadeya Masam and Dr. Yasser Al Wahedi showed the highest level of hospitality to all our team.



The outstanding simulation facility in particular gave us an insight of the opportunities that could help our officers in having the right experience. In addition, the continuous education courses provided would help in the career development of our team, which we shall definitely consider in the near future. As discussed, Marcap is open for any cooperation especially in the training program of Academy cadets on board our fleet.



MARCAP 2022 BUSINESS ROADMAP.

FULL SPEED AHEAD



Marcap is now at full speed ahead of its journey, sailing towards business and people excellence. The company recently completed its annual corporate strategic goal setting using the balanced scorecard (BSC) approach. The CEO, senior leaders and Marcap's management consultant attended and finalized the 2022 corporate goal-setting process.

At the heart of this journey is capitalizing on the efforts, contributions, and added value expected from Marcap employees. People are the core of Marcap's business sustainability. The people's commitment, determination, and collaboration make Marcap thrive in evolving business environment. The company's focus on people-centric value creation will ensure Marcap's business and leadership sustainability in the next 25 years.

Building corporate KPIs and performance management framework that aligns with Marcap's business model is the business strategy and corporate culture that Marcap has engaged. The company ensured that all objectives and KPIs developed are considering the BSC perspectives – Customer, Financial, Internal Process, and Learning & Growth. Goals and KPIs at the corporate level are then cascaded down to the department and employee level, ensuring a clear line of sight, transparency, and embracing best practices in performance management.



By Juan Paolo Arao,
Management Consultant
Registered HR Expert – ISO TC/260

QHSE

NEW HSE PRACTICES LAUNCHED

ADDITIONAL SAFETY AWARDS

To promote 100% HSE culture, Safety always remains Marcap's Top priority. Considering the same, we are happy to announce the addition of 3 more Safety Awards for our crew: two for the "BEST HSE OBSERVATION" and one for the "SAFE WORKER".

These Safety Awards are applicable on all Marcap Fleet including UAE and Saudi Vessels. The purpose of these Safety Awards is to highlight the Safety Performance of the Crew and encourage EVERYONE for self-motivation and continual improvement across the fleet. Crew Safety Performance will be evaluated on a monthly basis and Safety Awards will be announced accordingly.



MARCAP INDUCTION CERTIFICATE



Marcap launched Induction Certification Programme for Employees. The first certificate was handed by Mr. Samer Qiblawi, President & CEO of Marcap. We are pleased to announce that all new & rejoining employees will be awarded with an Induction Certificate subject to the successful completion of the Induction Programme.

The objective of this certification is to build productivity and foster a positive attitude towards 100% HSE Commitment.

STRESS MANAGEMENT TRAININGS ONBOARD



Crew well-being is always Marcap's priority. Today Mental Health is the focus globally. To help our crew staying in a good spirit, Marcap provided stress management training, on board the vessels.

Here are 6 practical tips to Manage Stress Onboard:

1. Promoting 4-7-8 breathing exercise technique
2. Regular exercise onboard
3. Providing healthy food provisions to reduce stress
4. Strengthening teamwork Onboard
5. Power of Time-Out
6. Time Management Technique

Following simple practices protect your health and the people around you from additional stress.

Nothing is worth more than our health. Being full of energy, enthusiasm and motivation is a blessing. When stress comes to our life, it is becoming harder to achieve this state. But you should remember that you are in control, this is your choice of which path to follow.

Once you are focusing on the good, your life automatically becomes brighter, you receive news in a different way, you deal with issues much easier. So if you feel depressed, find something cheerful to shift your attention, and you will see the difference.

HSE AWARDS



In line with the company's directive to inculcate HSE culture as a way of living, the crew onboard Marcap Vessels are strongly encouraged to participate in reporting a potential Safety Observation and HSEQ improvement suggestions on monthly basis. For the last quarter of the Year 2021 from October to December, we are elated to announce that the award winners and contributors are primarily from ratings. This serves as an encouragement that HSE is actively incorporated into the daily activities of everyone on board, where everyone makes a difference, regardless of rank or seniority. We are pleased to announce the following outstanding Marcap crew for their HSE contribution:

OCTOBER 2021:

BEST HSE OBSERVATION:

- NABIL MAHMOUD ABDELGHANY YAAKOUB, 3rd Engineer/Marcap Supporter
- CLYDE BALANZA MANDARIAGA, Bosun/NBHH1
- THOMAS TEKESTE NEGASH, AB/Marcap2

SAFE WORKER:

- FEBIN KURIAN, O/S/Marcap1
- DMYRTO MAZURENKO, 2nd Officer/AD Astra
- RICKY SWANDI SINAGA, Bosun/Per Aspera

NOVEMBER 2021:

BEST HSE OBSERVATION:

- MOHAMED ASMEER ALI, Cook/Tam1
- JUNE FRANE MANALO, Chief Officer/Marcap Mars
- GENESIS CORTADO MALLADA, AB/Marcap202

SAFE WORKER:

- IKBAL BAHARUDDIN, Motorman/Tam2
- ELCHIN AKBAROV, ETO/Marcap Supporter
- KOSTIANTYN HARLAIEV, 3rd Engineer/Marcap Danny

DECEMBER 2021:

BEST HSE OBSERVATION:

- TUSHARA SAMPATH A., AB/Marcap2
- MUHAMMAD IVAN, Chief Officer/Marcap Aida
- JAYPEE DASIG SAZON, Bosun/Marcap Siba

SAFE WORKER:

- GUNAWAN GUFRON, Chief Officer/Marcap1
- NIKI VICTOR, Chief Engineer/Marcap Nisreen
- ANTON DANUSHKA RAYEN, Cook/Per Aspera





KUDOS

Marcap Crew both in UAE and Saudi Arabia make us proud. They are being recognized not only within the company but among the biggest clients as ADNOC and Saudi Aramco. We are glad to announce the achievements and rewards rightfully handed over to the following crew members.



Captain ABDULRAHMAN HAMSON became a STAR of the month for Saudi Aramco and has been awarded with the "Safe card winner of the month" in December.

SAFE card STAR of the month



Capt. Abdulrhman Hanson from the MTOD Contractor Saudi Marcap has been awarded with the "SAFE card winner of the month" award for December. Capt. Hanson stopped a passenger boarding his vessel who was holding his mobile phone, not able to use both hands to board the vessel. The crew informed the passenger, the passenger put his phone away freeing up both hands and boarding continued safely. This action is in line with the expectations of the Marine Department GI 2.403 "Safety Procedures For Personnel Boarding Saudi Aramco Vessels". Thank you Capt. Hanson for keeping your passengers SAFE!👍

Members of our valuable MARCAP 202 crew were awarded by ADNOC with Certificates of appreciation for active engagement and participation in the outstanding implementation of ADNOC 100% HSE.

RAFI NIFTULLAYEV, Master
 JOSVICO ERLINDO MALIOTA, Chief Engineer
 NANANG RIZAL DIRGANTARA, Chief Officer

We congratulate our hard-working front liners and encourage all our crew to work more towards better HSE performance.



FESTIVE SMILE OF THE MONTH

New Year and Christmas time is a period of high hopes and surprises. We had a lot of fun in the office drawing gift cards. Everyone was excited to test his/her luck and rushed to get a present accordingly.



ZODIAK WISHES ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

LIBRA (September 22nd - October, 23rd):

- Mr AZIZ VICTOR, Manager - IT
- Mr TAREK MAJZOUN, Senior Accountant
- Mr ZAIN ADIB MOHAMMED, Crewing Officer



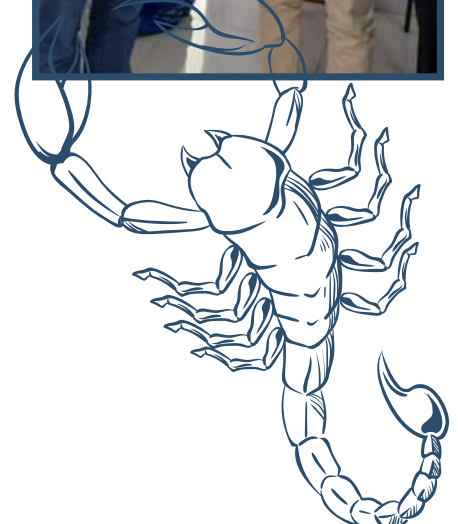
SCORPIO (October, 23rd - November, 21st):

- Mr NOUMAN SADIQ, Officer - HSEQ



SAGITTARIUS (November 22nd - December, 21st):

- Mr. USMAN ARIF, Driver
- Mr. SALAM SAEED, Manager - Purchasing & Inventory
- Capt. SHAHIN SAAD, DPA & CSO



NEW JOINERS & CERTIFICATES

We would like to extend our warm welcome to our new joiners



Mr. RICKY BRIGGS MACASINAG IBANEZ. He has joined us as a "Technical Assistant" in the Operations division. He has brought 05 years of administrative & technical experience in PMS, onshore Gas plants, power plant Shutdowns, and as technical support.



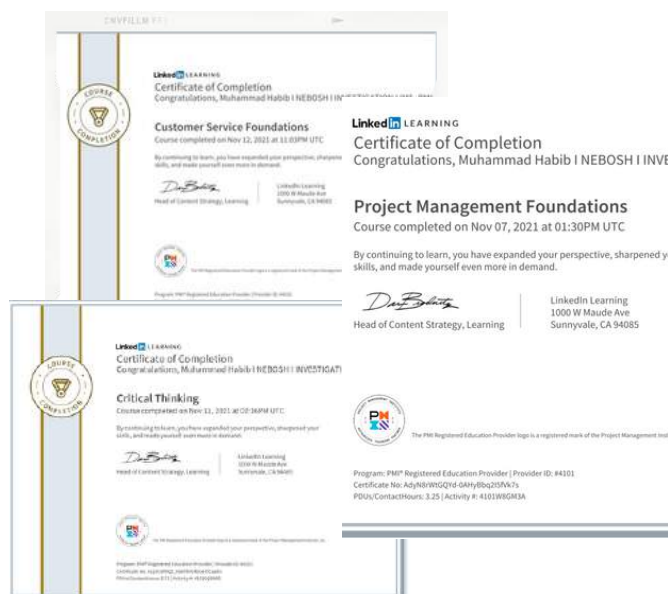
Mr. FASIL KOLIKKEEL PUTHANPURA. He has joined us as an "Accounts Assistant" in the Finance department. He has brought 06 plus years of experience in accounts payable, accounts receivable, payroll processing, and general administration.



Mr. JUAN MARCO MATEO TAACA. He has joined us as an "IT Support Engineer" in the Information Technology department. He has brought 03 plus years of experience in IT administration.



We congratulate Mr. HABIB UR REHMAN for completing continuing professional development and gaining certificates on the following subjects: "Customer Service Foundations", "Critical Thinking" and "Project Management Foundations".





WE ARE HOME ON WATER

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