

TRISTAR WORLD

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2025

WE WON'T JUST CHASE SUCCESS

**WE WILL
CREATE IT**



TRISTAR



MESSAGE FROM GROUP CEO

My dear friends and colleagues,

Happy New Year Everyone.

As we look ahead to another year, I would like to reflect on our accomplishments of the year gone by and look forward to the opportunities and challenges that lie ahead as we get ready to welcome the year 2025.

I wish to begin by stating that Y2024 has been another interesting, challenging, and successful year for Tristar.

We have ended 2024 on a high note. We are proud of our achievements especially, after a long wait, signing the agreement with the Uganda Civil Aviation Authority (UCAA) for commissioning the fuel storage facility and fuel hydrant pipeline system at the Entebbe International Airport. We have constructed a 12-million litres fuel storage tank farm and laid an underground fuel pipeline to supply fuel directly to aircraft. The facility will contribute to a safe and good air traffic turnaround at the airport, which will not only benefit the Ugandan people but also help in the development of the region. This will also boost the growing number of operators at the airport.

Apart from Uganda national carrier Uganda Airlines, other African airlines that are now operating in Entebbe are Kenya Airways, Ethiopian Airlines, Rwanda Air, and Air Tanzania. From the Middle East, we have Emirates Airlines, Fly Dubai, Air Arabia, and Qatar Airlines, to name few.

I would like to applaud the dedication, teamwork and commitment displayed by Anil and the local team that enabled us to cross this last hurdle in record time.

Apart from this, during mid-2024, we commissioned our Commercial Aviation Station in Bangui, Central African Republic which has a storage capacity of one million litres. The facility is equipped with two storage tanks, each capable of holding 500,000 liters, and two refuelers with a capacity of 15,000 litres each. We have been serving a diverse range of clients, including three international airlines on a contractual basis: Ethiopian Airlines, Royal Air Maroc, and Air France.

In South Sudan, we are happy to announce our fourth contract with the Peacekeeping Mission for another five-year tenure. Our turnkey fuel supply contract in Somalia was also renewed for one more year till November 2025.

While the above is about our fuel business, the other segments, Maritime Logistics, Fuel Farms and Road Transport and Warehousing (RTW) divisions have done well, too.

For Maritime, we have extended our contract with Shell Tankers for six of our vessels for a period of five years each. Our hybrid barge continues to be constructed in Turkey, and we anticipate her arrival in the UAE in the second quarter next year.

Under RTW, we renewed for two years our contract with Shell Oman and another term of one year with revised provisions with ADNOC, which will be our seventh year. ADNOC also signed a lube bulk storage contract with our Dangerous Goods warehouse inside JAFZA. Our KSA branch has been lauded by Saudi Basic Industries Corporation (SABIC) for its 'substantial efforts to deliver the best competitive advantage' and for supporting the company in reaching their goal of becoming the preferred world leader in chemicals.

Tristar Bitumen & Lubricants Terminal signed a new contract with Ocean Petro Gulf as its new customer for Bitumen storage and services. Tristar Guam successfully secured the addition of Tank 1902 (445K barrels) to the DLA contract for Jet A1 storage, increasing overall storage utilization to 93% and secured a 3-year lease agreement with World Fuels Services to store Jet A1 in Tank 1906 (198K barrels) to support Into-Plane operations at the Guam International Airport.

Earlier this year, the Shell brand entered the Sri Lankan fuel retailing market after Shell Brands International AG and RM Parks Limited signed a retail brand license agreement, and affiliates of Shell and RM Parks Limited signed a product supply agreement. RM Parks Limited is a partnership between Tristar Group and RM Parks Inc, an experienced distributor of Shell fuels in the North American fuel retailing market.

We have launched in Kenya our 13th and 14th retail service stations under our AFAL brand located in Maguguni and Kilimambogo town centers on September 20 and October 24, respectively. The stations will serve both motorists and commercial customers plying the busy Thika-Garissa route.

Our Lubricants business in East Africa has won the tender of Kenya Power to supply premium lubricants to their power generation units and has partnered with DP World to supply lubes to the Port of Dar Es Salam in Tanzania.

As our business progresses, so too is the progress that we made with our non-profit societal interests, especially covering Environmental, Social and Governance (ESG) areas. We have commenced the process of replacing all company provided service vehicles with electric vehicles (EVs) with the acquisition of five Tesla vehicles. A charging station was installed inside our old head office now call Road Transport and Warehousing compound which has a solar power project with a 503-kilowatt peak system.

We are continuously aligning our sustainability efforts with the UAE's vision of achieving Net Zero by 2050. We have established a decarbonisation roadmap aligned to climate science. We have set a target of reducing absolute GHG emissions by 22.1% for Scopes 1, 2, and 3 by 2030, and by 77.6% by 2050. Thus, we are open to exploring different clean energy options, and are studying the feasibility of solar PV, biofuels, dual fuel technologies, electrification, and green hydrogen mobility across its operations.

From a recognition point of view, I am happy to announce that in November 2024, we received the Golden Peacock Global Award on Sustainability in London from the Institute of Directors (IOD), India. It was our 10th Golden Peacock Award.

We participated in the second phase of the SDG 5 Pledge by the UAE Gender Balance Council which underscores the private sector's commitment to advancing gender equality in the UAE. Our female headcount is now 91, up from 78 in 2023, considering our harsh industry due to the nature of our operations. In addition, we now have almost 20 Emirati national staff, up from 12 in 2023.

Next year, we will continue to engage with the local communities where we operate. In the UAE, we will conduct the 7th 'Safety at Sea' Conference, the 3rd International Women's Day, the 3rd year partnership with the RTA in conducting road safety awareness campaign with school children, and the 2nd Tristar Community Run.

As you will notice, the cover of this newsletter states: **In Year 2025 – We won't just chase success - We will create it.**

I therefore encourage your active participation to ensure that we collectively harness the full potential of our collective talent, to foster an environment of collaboration and continued success.

All the best in 2025 and Keep Aiming High Tristar.

Sincerely,

Eugene Mayne

TRISTAR COMMISSIONS AVIATION FUEL HYDRANT SYSTEM AT ENTEBBE INTERNATIONAL AIRPORT



The Uganda Civil Aviation Authority (UCAA) signed an Agreement with Tristar Energy Limited, a division of UAE-based Tristar Group, for operating a newly constructed fuel storage facility and fuel hydrant pipeline system at the Entebbe International Airport.

Tristar has constructed a 12-million litres fuel storage tank farm already and laid an underground fuel pipeline to supply fuel directly to aircraft. The new facility built will hold additional fuel storage at the airport, with enhanced safety for safe and good air traffic turnaround which will benefit the Ugandan people and regional development. This will also boost the growing number of operators at the airport.

Tristar has future expansion plans to meet any demand in the long term. When fully completed, the fuel farm will have 22 million litres storage and a 7km fuel hydrant pipeline with 43 fuel hydrant pits covering the entire airport. The storage facility and fuel hydrant pipeline are constructed in compliance with latest industry standards and leak detection system with 24X7 control and monitoring system.

The Agreement signing ceremony was chaired by Director General of UCAA, Mr. Fred Bamwesigye. From Tristar, Mr. Eugene Mayne, Group Chief Executive, signed the Agreement. The meeting was attended by other senior management staff from both sides with their respective legal counsels.

Mr. Bamwesigye acknowledged the efforts of both sides and wished that the long-term collaboration would help the airport

infrastructure and boost airline passenger growth at Entebbe International Airport. Mr. Mayne thanked UCAA for the support and leadership. He also emphasized on the best standards and safety systems that are benchmarked at Tristar and assured UCAA that Tristar would set world-class standards at the airport for fuel handling services.

Tristar's Aviation facilities comply with international standards, specifications and guidelines set by IATA, JIG, AFQRJOS, as well as with IFQP requirements set by Airlines for Aviation Fuel Quality Control and Operating Procedures. Entebbe International Airport is now being considered as one of the potential East African airports being used as a gateway to other parts of Africa and the rest of the world.

Apart from Uganda national carrier Uganda Airlines, other African airlines that are now operating in Entebbe are Kenya Airways, Ethiopian Airlines, Rwand Air, Air Tanzania, and from Middle East, Emirates Airlines, Fly Dubai, Air Arabia, and Qatar Airlines, to name few. Tristar adheres with the international standards and guidelines of IATA and JIG. Tristar's high standards of safety will enhance the confidence of international airlines operating into Entebbe International Airport.

The infrastructure will be run on a Build, Operate and Transfer arrangement between Tristar and UCAA and is in line with the ongoing EIA expansion programme.

TRISTAR SPOTLIGHTS SEAFARER MENTAL HEALTH



The Tristar Group's annual 'Safety at Sea' conference saw the dynamic involvement of more than 200 government authorities, diplomats, maritime industry leaders and professional sailors in Dubai, and virtual participation from almost 500 seafarers around the world.

Senior envoys from the UAE, Indian and Philippines Governments, and global authorities on marine safety and welfare addressed the event, with real-time online participation from crew bases in the UAE, Oman, Philippines, India, and Myanmar, and from many of Tristar's ocean-going and coastal vessels around the world.

Eugene Mayne, Group CEO of Tristar, who instituted this event in 2019 after two of the company's own sailors died by suicide at sea, has grown it into a regional forum that shapes opinion and action about mental health for seafarers. Delivering the welcome address, he enumerated the many steps that can prevent tragedy – especially asking for help and giving it. "Communicating about our own stress or sadness is not a crime. Reporting it when we see it in someone else is a virtue. Being able to help someone who is struggling is a gift," he said, calling for higher levels of attention, consideration, and compassion from everyone in the industry.

He also made a heartfelt appeal with the allegory of a lighthouse, which shows a path forward from scary, rough, or unknown territory. It offers shelter, respite, and comfort. "Be a lighthouse to your colleagues at sea, or to someone sailing alongside you," he urged.

Mayne and ensuing speakers placed mental wellness on par with the more tangible features of maritime safety. Marford Angeles, the Philippines Consul General in Dubai, appealed directly to Filipino seafarers who were participating remotely: "I call on my compatriots in every vessel to be a beacon of light. We are responsible for our brother, wherever we are, and whether we are seafarers or not."

Satish Kumar Sivan, Consul General of India in Dubai spoke about India's 10 per cent share of the world's total maritime workforce, and currently ranked third. He cited major measures taken by India to promote maritime safety including SAGAR (Security and Growth for All in the Region), which focuses on maritime security and international cooperation.

Capt. Abdulla Darwish Al Hayyas, Director of Maritime Transport Affairs at the UAE Ministry of Energy and Infrastructure, endorsed some of the major event themes on good leadership, building trust, and the Golden Safety Rules. He congratulated Tristar for leading the open discussion on the mental health of seafarers and thanked the organisers and participants for aiming to achieve measures of progress. "It is a rare opportunity for seafarers to publicly engage in direct dialogue with the senior people ashore who are responsible for their well-being," he stated.

Tim Coffin, CEO of Tristar's Maritime Logistics division emphasised caution and prevention as vital safety measures. "Nearly all incidents that lead to fatalities and serious injuries are preventable," he explained. "Apart from the immense industrial and financial costs of these avoidable events, the toll on individual seafarers and their families and shipmates is devastating."

Coffin spoke of the many measures that Tristar has initiated in the five years since the event was established. "Our colleagues and partners will continue to work together and take practical steps to resolve this unnecessary burden on society," he said. "Safety at Sea is all about taking action to save lives."

The roster of distinguished speakers also included Capt. Karen Davis, Managing Director, OCIMF; Stuart Edmonston, Safety & Risk Management Director, UK P&I Club; Dr. Grahaeme Henderson OBE, President of the Conference and Chair of Together in Safety; and Eng. Octavio Rangel, Head of the Panama Maritime Regional Office, Dubai.

SEVEN KEY STRATEGIES FOR CLIMATE ACTION

A multi-pronged approach – involving both the public and private sectors – is needed to achieve the UAE’s Net Zero goal by 2050, an industry leader underscored during the ‘Journey to Net Zero Forum’ organised by Khaleej Times last August 27.

“The journey to Net Zero is one of the most critical challenges of our time and demands a collective effort and a shared vision to prioritise the health of our planet alongside the growth of our economies,” Eugene Mayne, Founder and Group CEO of Tristar, said during his keynote address in front of senior executives across various sectors, including energy, oil and gas, manufacturing, waste management, transport, tourism and green project finance.

“The journey to Net Zero is not just a destination, but a commitment to safeguarding our environment to ensure a sustainable and prosperous world for all,” he added.

Mayne also said: “Net Zero doesn’t mean eliminating all emissions. Instead, it’s about reducing carbon emissions as much as possible and offsetting any remaining emissions through actions like reforestation or technological solutions such as carbon capture and storage.”

“This balance is crucial because the excess greenhouse gases in our atmosphere are the primary drivers of global warming, leading to more frequent and severe climate events,” he underscored.

According to UN Climate Action, “global temperature increase needs to be limited to 1.5°C above pre-industrial levels. Currently, the Earth is already about 1.1°C warmer than it was in the late 1800s, and emissions continue to rise. To keep global warming to no more than 1.5°C – as called for in the Paris Agreement – emissions need to be reduced by 45 per cent by 2030 and reach Net Zero by 2050”, when there is only a residual amount of carbon emission that can be absorbed by nature.

Mayne identified the following seven key strategies that would drive climate action.

1. Decarbonise energy – There should be a transition from fossil fuels to renewable energy sources such as wind, solar, and hydroelectric power.
2. Electrification of transport – The transportation sector must shift to electric vehicles, while improving public transportation and developing infrastructure for cycling and walking.



3. Make industries green – Innovations in materials, energy efficiency, and carbon capture technologies will be key, as well as adopting practices where waste is minimised, and resources are reused.

4. Sustainable agriculture and land use – Promote sustainable agricultural practices, protect forests, and restore degraded lands. A shift to plant-based diet can also contribute significantly to reducing emissions.

5. Effective carbon capture and removal – This can be achieved through natural methods, like reforestation, and technological methods, such as direct air capture and storage.

6. Behavioural and societal changes – Encourage sustainable consumption patterns, reduce waste, and foster a culture of environmental stewardship.

7. Promote circular economic model – Eliminate the linear model following a 'take, make, and waste' approach. Promote circular model that gives emphasis on reduce-reuse-recycle to keep resources sustainable.

TRISTAR RECORDS 27% GROWTH FOR H1 2024

Tristar Group achieved EBITDA of AED 470 million, with an increase of 27%, compared to the first half of 2023. Group revenue reached AED 2 billion as of June 30, 2024.

“The first half of 2024 has seen special projects go live, with the Sri Lanka new retail fuel business which started commercial operation from March 2024. The Group’s growth continues to be the main focus of Tristar’s Management, based on partner of choice relationship with Core Customers as a result of best-in-class service, and a strong focus on innovative and high growth potential projects investments. The company is currently engaged in serious negotiations for several blue-chip projects with Oil Majors that will ensure long term financial and environmental sustainability for the group beyond the immediate future,” said Eugene Mayne, Group CEO of Tristar.

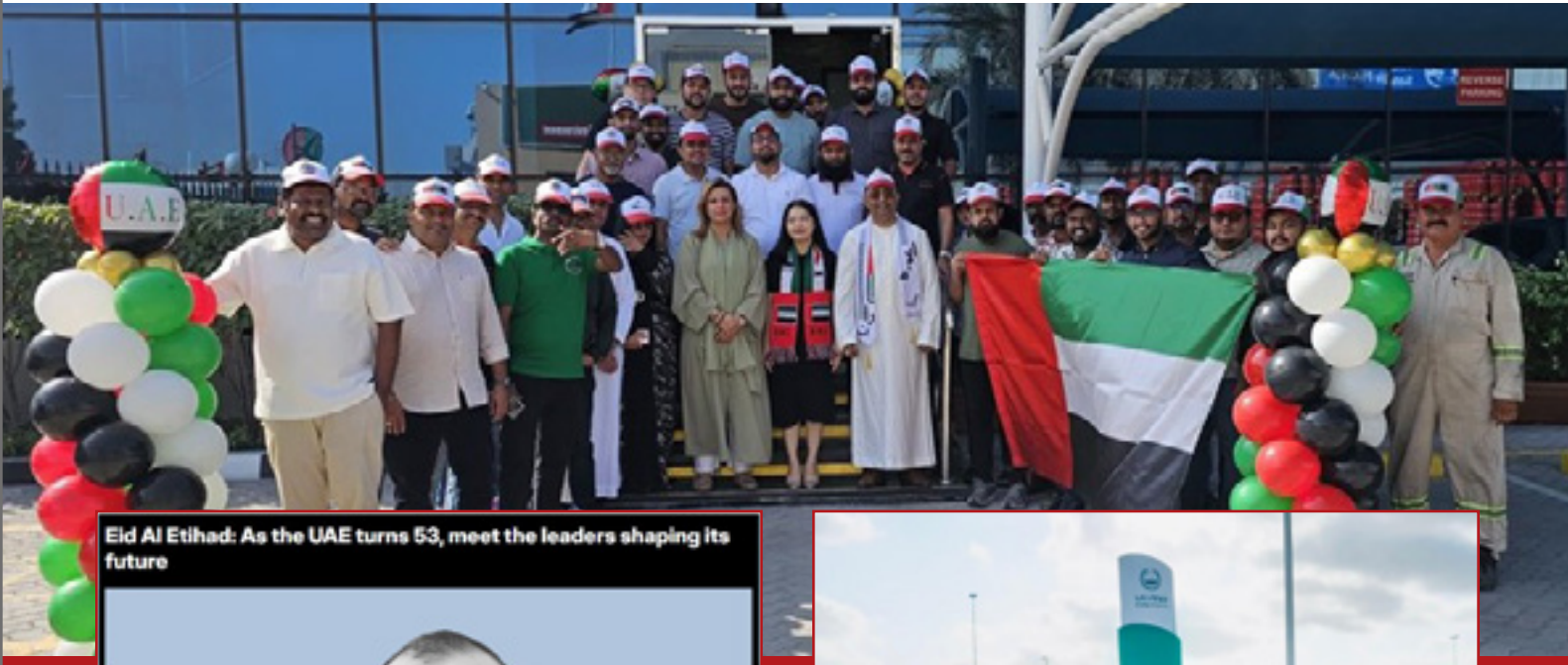
Tristar continues to explore entry into new markets with new products, including but not limited to electric vehicles, biofuel and renewable energy, in its drive to make its own energy

transition going forward. Tristar is due to launch the region’s first ever hybrid bunker barge in early 2025 which the company is confident will set the tone for a change in coastal bunkering operations in the UAE. The company is targeting to convert at least 10 percent of its coastal fleet to Hybrid which will cut emissions in its coastal operations in Fujairah by at least 50 percent.

Tristar, annually, discloses its carbon footprint through the CDP and is a member of the First Movers Coalition launched by the US government and World Economic Forum with pledge to purchase products and services that are low or near zero as possible.

Mayne added: “Our road fleet decarbonization is being developed in phases as we explore modern technologies and fuels that are both environment friendly and cost-effective, to ensure that we remain competitive in the marketplace. For the long-term, the team continues to explore options like hydrogen fuel cell, EV, and biofuel vehicles that can lower current levels of emissions.”

TRISTAR FOUNDER HONOURED AS 53 PIONEERS OF THE UAE



Eid Al Etihad: As the UAE turns 53, meet the leaders shaping its future



Eugene Mayne

Group Chief Executive Officer, Tristar Group

He transformed the logistics industry by pioneering sustainable supply chain solutions, enhancing road safety standards, and supporting national projects critical to the UAE's growth.



In celebration of the UAE's 53rd National Day – Eid Al Etihad, Khaleej Times honoured 53 men and women who have helped define the nation's progress. From community leaders and innovators to cultural champions, the newspaper said these pioneers continue to play an important role in transforming their industries while elevating the UAE's good standing. It added that their impact reflects the resilience, ambition, and unity that define the UAE's success story.

Tristar Founder and Group CEO, Mr. Eugene Mayne, is included for having 'transformed the UAE logistics industry by pioneering sustainable supply chain solutions and enhancing road safety standards.'

His message: "As a longtime resident of the UAE, I have been fortunate to witness and be part of the country's phenomenal rise in the global arena. On this special day, I would like to extend

my deep appreciation and gratitude to our leaders who have laid the foundation of this great nation and to extend our company's heartiest congratulations on this 53rd UAE National Day. We would also like to acknowledge and remember all the achievements and sacrifices that have gone into building this great nation.

Today, we celebrate the spirit of unity, resilience, and progress that defines the UAE. We look ahead with unwavering hope and determination to build the future where freedom, justice, and opportunity thrive for all citizens. Together, as one people, we can achieve greatness and leave a legacy of pride, strength, and harmony for generations to come. Happy National Day to all our fellow citizens who carry the spirit of our country in their hearts."

Staff in various offices wore the UAE national dress or in the national colors of red, green, and black on November 29.

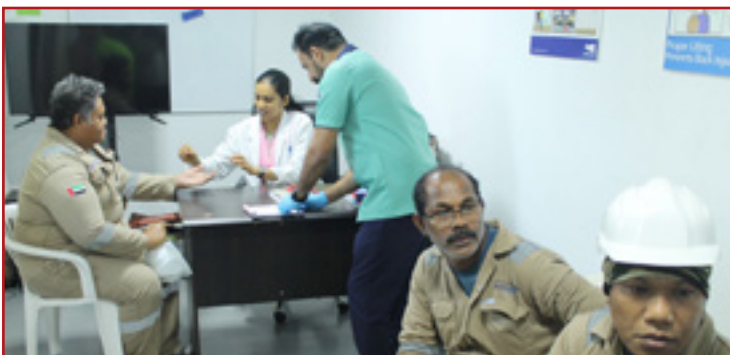
DAY OF SEAFARER AT PORT OF SOHAR



The Maritime Logistics Team conducted four activities in two days inside SOHAR Port and Freezone with Tristar crew members and seafarers from various service providers. On December 10, a Man Overboard Drill and a Fire Safety Drill were simulated at the Tristar Pride with the participation of the Port of Sohar Marine Safety Team, ZERO, Port Security Police and Oman Pesco.

Next day, a clean-up activity at the Jetty called Harbor Clean Day and a free medical check-up by Aster Hospital were conducted involving all seafarers. The day ended with a Health & Safety Session and Fellowship Dinner with officials from SOHAR Port and Freezone and the entire Seafarers Community within the Port of Sohar.

The Tristar Team comprised Tim Coffin, Saji Nair, Capt. Nazeef Sidique and Aneesh Manakkathodi. The port's Harbour Master, Batti Al Shibli, commended Tristar for initiating the activities and is looking forward to next year's events for the Seafarers Community. The seafarers who participated said they were quite happy with the clean-up teamwork.



MARITIME LOGISTICS UPDATE BY TIM COFFIN, CEO

The 6th edition of the Tristar 'Safety at Sea' Conference was held on November 7 in Dubai. We welcomed industry leaders, regulators, government representatives and many others to Dubai to promote seafarer well-being. Attendees also livestreamed-in from mess rooms on ships and various crew gatherings ashore around the world. The conference was opened by Mr. Eugene Mayne and the audience was welcomed by Capt. Abdulla Alhayyas, Director of Maritime Transport Affairs Department of the UAE Ministry of Energy & Infrastructure.

We had the privilege of hearing from Dr. Grahaeme Henderson OBE FREng, Chair of Together in Safety; Capt. Karen Davis, Managing Director of Oil Companies International Marine Forum; and Mr. Stuart Edmonston, Safety & Risk Management Director of the UK P&I Club. Many panelists participated also, from nearby companies including Bahri and ENOC, and from further away including Germany, the UK and the USA.

Our hybrid barge continues to be constructed in Turkey, and we anticipate her arrival in the UAE during the spring next year.

Overall, the product tanker market is softening after a period of very high rates. Fortunately, we extended six of our vessels with Shell Tankers for five years each, so we have adequate protection against market volatility.

In December, we undertook a port clean-up day in Sohar – the first such event organized by Tristar with the strong support of SOHAR Port and Freezone.

TRISTAR SHARES ROAD SAFETY BEST PRACTICES AT WETEX



Tristar Road Transport and Warehousing GM, Shivananda Baikady, was one of the speakers at the Health & Safety Conference of the recent WETEX event, where he spoke about Tristar's road safety best practices such as the holding of a Quarterly Safety Meeting (QSM) with drivers and ground staff where Tristar customers and suppliers as well as local authorities share specific perspectives on road safety to further change driving behaviours.

Some Tristar drivers transport Dangerous Goods and they are trained specifically to handle such products with special focus on defensive driving techniques and to anticipate third party behaviour on the road. Tristar has already retrofitted distraction monitoring devices on its trucks to track driver behaviour and to make sure Tristar trucks are operated safely as possible.

WETEX is the Middle East's largest sustainability and clean energy technology exhibition organized by Dubai Electricity and Water Authority (DEWA).

OMAN OIL AWARD



Tristar Oman was awarded 'Best Transportation Contractor' by the Oman Oil Marketing Company (OOMCO). According to Road Transport and Warehousing GM Shivananda Baikady: *"This remarkable recognition reflects the Oman Team's unwavering dedication to operational excellence, safety, and reliability. The award stands as a testament to the hard work and commitment of everyone that drive seamless and efficient transportation services."*

OOMCO is Oman's leading fuel marketing company selling high-quality petroleum-based lubricants. Tristar Oman Country Manager, Sivakumar Kunhiraman, received the award.

TRISTAR GETS 2 AWARDS FROM LINDE



The Road Transport operations of Tristar Group in the UAE and Qatar were awarded by Linde Global Helium for covering 4 million kilometres without an accident. Officials of the leading global industrial and medical gases company turned over the awards to Product Head – Road Transport (UAE) Arundhan Alphones and Group Manager for HSE Sridhar Srinivasalu during their Safety Commitment Day on October 24. The event also marked 20 years of successful partnership between Tristar and Linde with outstanding safety and operation performance. Road Transport and Warehousing (RTW) GM Shivananda Baikady was also present at the event with other team members and thanked Linde for the recognition and long association.

In 2020, Tristar signed a five-year contract with Linde-Sigas, to transport industrial and medical gases to Linde-Sigas clients across the Kingdom of Saudi Arabia from five centrally located depots in Dammam, Jeddah, Riyadh, Jubail, and Yanbu.

TANZANIAN DIPLOMAT VISITS TRISTAR



H.E. Omar Hassan Omar, Consul General of the United Republic of Tanzania in Dubai and the Northern Emirates, visited Tristar Group's Road Transport and Warehousing (RT&W) main facility in Jebel Ali where Shivananda Baikady, GM - RT&W, showed him how the company's 24/7 Journey Management Room functions. The diplomat also tried Tristar's custom-made Driving Simulator which tests drivers' skills in various hazardous situations and weather conditions to ensure that best practices are followed on the road. The energy logistics service provider has road transport operations in the East African country since 2015.

COMMERCIAL AVIATION STATION IN CENTRAL AFRICAN REPUBLIC



The newly commissioned Tristar RCA Commercial Aviation Station in Bangui, Central African Republic commenced operations in June 2024. With a storage capacity of 1,000,000 liters, the facility is equipped with two storage tanks, each capable of holding 500,000 liters, and two refuelers with a capacity of 15,000 liters each. Since its inception, Tristar RCA has been serving a diverse range of clients, including three international airlines on a contractual basis: Ethiopian Airlines, Royal Air Maroc, and Air France. Additionally, the station provides fuel services to five domestic airlines and refuels a minimum of five ad-hoc flights every month, showcasing its capacity to handle varying demands.

The Tristar RCA facility has been audited and certified by JIG Auditor. It has successfully completed its first IATA audit in September 2024, achieving the prestigious GREEN rating, underscoring the company's commitment to safety, quality, and operational excellence.

Tristar RCA's objective is to provide the airport and airlines world-class aviation operations adhering to the industry's best quality and safety services, which will enable the country's capital, Bangui, to attract more airline operators. In just four months of operations, the station has already achieved a remarkable sales volume, reflecting the station's rapid growth and efficiency in meeting the needs of both international and domestic aviation clients.



NEW AFRICA FUELS STATIONS IN KENYA

On September 20 and October 24, Tristar Kenya launched the 13th and 14th Africa Fuels service stations located in Maguguni and Kilimambogo town centers, respectively. Located approximately 15 to 16 kilometers from Thika Town, the stations will serve both motorists and commercial customers plying the busy Thika-Garissa route. Most of the 14 fuel stations across the country also operate service bays, car wash, restaurants, and supermarkets.



APPOINTMENT OF DISTRIBUTORS

AFAL Manufacturing Limited (AML), part of the Tristar Group and Chevron Brands International LLC (Chevron) plans to achieve placement in 10,000 retail stores in Kenya by the end of 2025. The AML Kenya team has signed agreements with six key regional distributors to have a wider coverage and penetration to each market in Kenya.

Seen in photo are Srinivas Iyer, Regional CEO of Tristar, Nicholas Kirui, Director of Axle Energy (Distributor Rift Region), and Harish Kumar Raju, Regional Sales Manager of AML. Other photo shows Irene Mutinda, Territory Manager – Central of AML and Jesse Kimani, Director of Jesmart Enterprises Ltd (Distributor Central Region).

TRISTAR SPONSORS ARABIA CSR & SUSTAINABILITY FORUM



Tristar was the Exclusive Sponsor of the 12th Cycle of the Arabia CSR & Sustainability Forum organised by Arabia CSR Network and held under the patronage of the UAE's Ministry of Economy on October 9 and 10. Themed "Sustainable Prosperity: Reorienting for a Balanced Future", the forum brought together global and regional leaders, sustainability experts, and industry practitioners to explore innovative strategies for creating a more sustainable and resilient future for the Middle East and North Africa (MENA) region.

Tristar Group CEO Eugene Mayne spoke and participated in the panel discussion on Creating Value with Sustainable Investments: Strategies, Practices and Examples. He presented Tristar's efforts on exploring sustainable investments in the current and upcoming year. With him in photo are H.H. Engineer Sheikh Salem bin Sultan bin Saqr Al-Qasimi, Chairman of the Ras Al Khaimah Civil Aviation Department and Member of the Government of Ras Al Khaimah Executive Council, and Mrs. Habiba Al Mar'ashi, Founder, President and CEO of Arabia CSR Network.

TRISTAR'S 2023 SUSTAINABILITY REPORT LAUNCHED IN LONDON



Tristar Group CEO Eugene Mayne (right), presented the Tristar 2023 Sustainability Report at the recent London Global Convention of the Institute of Directors (IOD), India. The report detailed Tristar's alignment with the UAE's vision of achieving Net Zero by 2050 and enumerates all its actions towards upholding the UAE Climate-Responsible Companies Pledge spearheaded by the UAE's Ministry of Climate Change and Environment (MOCCA), and the Faster Forward initiative launched by the United Nations Global Compact.

From left to right: Ashok Kapur IAS (Retd.), Director General, IOD, India; The Baroness Verma, Global Chair, Advisory Council, IOD, India, Member of the House of Lords and Former Minister, International Development and Energy & Climate Change, Govt. of UK; The Lord Johnson of Lainston CBE, Ex-Minister of State, Department for Business and Trade, Govt. of UK; Tulip Siddiq MP, Hon'ble Parliamentary Secretary (Economic Secretary to the Treasury and City Minister), HM Treasury, Govt. of UK; and M. Nagaraju IAS, Secretary, Department of Financial Services, Ministry of Finance, Govt of India.

TRISTAR RECEIVES ESG LABEL



Tristar's Sustainability Team, led by Head of Sustainability, Dr. K.D. Kandpal, and CSR & Sustainability Officer, Racheal Xavier, received the ESG Label from Dubai Chamber of Commerce on October 7. The label focused on efforts relevant to environmental, social and governance criteria. Maha Al Gargawi, Vice President of Business Advocacy at Dubai Chambers, commented: "The Dubai Chamber of Commerce ESG Label is designed to encourage the business community to adopt and develop practices that have a positive impact on society and the environment, as well as promote good governance, by recognising participants' efforts to advance sustainability."

SDG 5 PLEDGE



Tristar participated in the second phase of the SDG 5 Pledge facilitated by the UAE Gender Balance Council alongside other like-minded companies. The pledge underscores the private sector's commitment to advancing gender equality in the UAE and aims to increase women's representation in middle and senior management roles to 30% by 2028. The event took place on November 26, with Group Chief Administrative Officer, Balaji Nagabhushan representing the company.

UN GLOBAL COMPACT BRAINSTORMING SESSIONS

Tristar Group Head of Sustainability, Dr. K. D. Kandpal, has been participating in brainstorming sessions conducted by the United Nation Global Compact (Global Compact Network UAE) along with other corporates and industry sustainability professionals. He has provided valuable input in developing the 'Just Transition' framework for the Transport and Logistic sector in the UAE. Dr. Kandpal has emphasized how Tristar Group is aligning to UAE's climate goals through adoption of green fuels in road transport, electric hybrid engines in maritime, adopting solar power in warehouse operations and exploring bio-fuel production in Gas & Energy sector.



3RD QUARTERLY SAFETY MEETING



The 3rd Quarterly Safety Meeting (QSM) for 2024 took place on September 22 at the Delhi Private School in Jebel Ali, where Tristar's unwavering commitment to safety, focusing on road safety awareness and proactive incident prevention, was reinforced. Road Transport and Warehousing (RT&W) GM Shivananda Baikady emphasized the company's dedication to maintaining a safe and secure work environment while Group HSEQ Manager Sridhar Srinivasalu reflected on the company's safety performance and shared valuable Learning from Incidents (LFIs) to enhance awareness among the participants.

The gathering featured a compelling session on Driver Distraction by Mahesh Krishna from TotalEnergies, who highlighted the critical risks associated with distracted driving and shared practical measures to mitigate them. It was followed by a presentation on Defensive Driving Techniques by Praveen Lawrance from HSEI Training Centre, who urged everyone to anticipate third-party mistakes to prevent accidents. RTA official

from the Traffic Awareness Section Abdul Fattah Ahmed Haidara shared essential Pedestrian Safety Tips by underscoring the need for caution and attentiveness in high-traffic zones.

A lively Safety Skit on the Permit to Work process, performed by Tristar Warehouse and Workshop Team members, creatively illustrated the importance of adhering to safety protocols. In his closing remarks, Baikady stressed the importance of adhering to Tristar's 5 S Golden Rules on Road Transport, the necessity of reporting Near Misses and Potential Incidents (NMPI), and the value of sharing safety knowledge with external drivers. The QSM reaffirmed Tristar's ongoing efforts to foster a strong safety culture and its commitment to achieving excellence in health, safety, and environmental practices. The drivers and other employees who excelled in road safety and HSE best practices were rewarded through the Drivers' Professional League (DPL) and HSSEQ Award Program (HAP) by the HSE Team.



4TH QUARTERLY SAFETY MEETING

The 4th Quarterly Safety Meeting (QSM) for 2024 brought together employees and stakeholders to review safety progress, discuss critical road and workplace safety topics, and strengthen the culture of proactive safety measures. The meeting was held on November 17 at the Delhi Private School in Jebel Ali with the theme 'Reinforcing Safety Through Collaboration and Compliance'.

Road Transport and Warehousing (RT&W) GM Shivananda Baikady urged the participants to continue their commitment to foster a safe working environment. Group HSEQ Manager Sridhar Srinivasalu reinforced the importance of learning from past events to prevent future occurrences.



Thomas Edlmann, Managing Director of Road Safety UAE, highlighted the importance of caring about third-party driver behaviour, a crucial factor in reducing traffic-related risks. Dubai Policeman Omar Muslim Usman provided a comprehensive update on new traffic rules and regulations and ensured that the attendees were well-informed about recent legal changes that affect road safety compliance. Ravi Chathukutty, Tristar Road Transport Operations Manager, delivered a detailed presentation on Bunkering Procedures and indicated the critical safety protocols involved in fuel handling and storage.

Throughout the meeting, an interactive Q&A session was facilitated to encourage participants to engage in a meaningful dialogue. The winners of the Drivers' Professional League (DPL) and HSSEQ Award Program (HAP) were recognized, too.

TRISTAR AND RTA PARTNERSHIP



The partnership between Tristar and the Traffic Awareness Section of the Roads and Transport Authority (RTA) has made significant strides in enhancing road safety awareness among young students in Dubai. Since its inception in March 2023, the initiative has expanded its reach to various schools across Dubai and even Sharjah, engaging over 9,000 students. This partnership continues to play a vital role in fostering a safer, more traffic-conscious generation.

Tristar covered two more schools in September and October - Indian High School in Garhoud and Dubai Schools in Al Khawanej - where more than 550 students received essential road safety awareness.

Tristar's 'Kids Traffic Arena' has been set up inside the schools' compound and young students were encouraged to drive around the simulated roads in pedal cars. As part of the programme, they are taught important rules like heeding signals, stopping at pedestrian crossings, and always wearing seat belts when seated inside a vehicle. The participants were also gifted a stationery case with road safety messages.

The premise of this campaign is to increase road safety awareness among school children and inculcate lifelong safety habits at a young age, with practical lessons. They are also able to remind parents and family members to obey the traffic rules they have learnt and comply with road safety guidelines like avoiding distractions and mobile phones while driving.

GROUP HSEQ AUDITED SITES IN AFRICA



As part of ongoing efforts to drive a uniform approach towards safety across the Tristar Group network, an internal audit program has been extended to various sites in the Africa continent. Faisal Ahamed, Lead HSEQ Assurance Officer from the Group HSEQ Team, audited various fuel sites in South Sudan, Central African Republic, Democratic Republic of Congo, Somalia, Uganda and other operating sites in Kenya and Tanzania as part of the Group HSEQ MS Internal Audit Program. This program serves as an opportunity to assure that conformity to the company's policies and procedures are being followed and helps each facility to assess and identify areas of improvement to meet stakeholders' expectation, as well as achieve Goal Zero. During the audits, the Learning from Incidents (LFIs) and the company's best practises were cascaded to all employees which benefitted each location in their operations to drive a proactive safety culture. The outcomes of the audits were briefly addressed to respective operational staffs, local HSEQ teams, and the country managers along with the Business Unit Heads and Group HSEQ Manager.



BACK TO SCHOOL ROAD SAFETY AWARENESS CAMPAIGN IN ABU DHABI:

Tristar partnered with the Saaed Association for the Prevention of Traffic Crashes for its 'Back to School' road safety awareness campaign held at Bawabat Al Sharq Mall in Baniyas, Abu Dhabi, from September 30 to October 2.

Tristar was represented by Abu Dhabi branch's Sathishaa Adapa, Assistant General Manager - Transport Operations, and Talal Abed Albaki, Manager - AUH Operations, with support from the Group's HSEQ and Corporate Communications teams, led by M.S. Sridhar and Arthur Los Banos, respectively.

The HSEQ team delivered an impactful presentation titled 'Road Safety Tips for Children and Parents' which emphasized best practices to ensure the safety of young commuters. The sessions were interactive, featuring educational activities and prize giveaways that engaged families and reinforced critical safety messages. This initiative reflects Tristar's dedication to promoting road safety through community engagement, aligning with its broader mission of safeguarding lives and fostering a culture of responsibility on the roads.

TRISTAR RECEIVES 10TH GOLDEN PEACOCK GLOBAL AWARD IN LONDON:



Tristar Group CEO Eugene Mayne (2nd from left) and Group CAO Balaji Nagabhushan received the Golden Peacock Global Award for Sustainability on November 13 at the London Global Convention of the Institute of Directors, India.

TRISTAR CONTINUES SPONSORSHIP OF SOUTH SUDAN FOOTBALL ASSOCIATION (SSFA):



Tristar South Sudan handed over a cheque amounting to USD 250,000 for the payment of the salary of the head coach and trainer and for the team kits. This is the sixth year running that Tristar is supporting the SSFA. The cheque was handed over on November 23 at the new stadium recently inaugurated by the country's President, Gen. Salva Kiir, and FIFA President, Gianni Infantino.

UNIVERSITY STUDENTS IN OMAN VISIT TRISTAR:



Several students from the Arab Open University in Muscat visited Tristar Oman's Road Transport and Warehouse facilities at the Rusayl Industrial Estate to gain a general understanding of the company's business operations.

GCEO VISITS TRISTAR TERMINALS GUAM, INC.:



Mr. Eugene Mayne visited Guam on August 19 and 20 and met the staff and stakeholders. The terminal has successfully secured an additional storage contract and lease agreement this year.

RENOVATION OF SANITARY FACILITIES AT KENYA SCHOOL:



Tristar Kenya has renovated the sanitary facilities of the Kiserian Primary School in Kajiado County last August, six years after the company turned over the new facilities for boys and girls in 2018. "This will boost the learners hygiene thus reducing diseases associated with unhygienic conditions," said the Head Teacher James Muthami.

ROAD TRANSPORT AND WAREHOUSING WEEKLY MEETINGS:



The meetings held every Monday since 2022 have become essential for discussing past and upcoming activities, enabling proactive decisions are taken, and ensuring to prevent undesired outcomes. The consistent participation and collaboration among staff have greatly benefited all departments in the entire Tristar organization.

OMAN AND QATAR DRIVERS RECOGNIZED:



Mubarak Saleh Al Ghailani (middle) was awarded by Shell Oman as Best Truck Captain for having no accident nor incident in all his journeys. In Qatar, Sidhik P. (left) received the Linde Safety Coin for demonstrating exemplary safety behaviour by preventing an incident through quick reporting, while Siddique K. (middle) received a reward voucher as a token of appreciation for promptly reporting zero nitrogen pressure in a full container after filling.

JOB FAIR IN RAK:



Tristar HR Department participated at the Ras Al Khaimah Jobs and Internships Festival (RAKJIF) on October 17 which was organized by the Sheikh Saud bin Saqr Al Qasimi Foundation for Policy Research in collaboration with the Department of Human Resources, RAK.

PHYSICAL WELL-BEING AT NEW HEAD OFFICE:



Staff gather at the Recreation Corner every day at 4pm to stretch. They also play Table Tennis, Carrom, Chess and Darts lunch breaks.

CUSTOMER SERVICE IN KENYA:



Tristar Kenya celebrated Customer Service Week last October 11 when staff rewarded customers with giveaway items at four Africa Fuels stations located in Jogoo Road, Kenol Kabati, Isiniya, and Maguguni.

LABOR RUN:



About a hundred of Dubai-based admin and ground staff as well as drivers and mechanics participated at the Taqdeer Labor Run (5K and 3K). The event was held at the Muhaisnah area and was part of the 6th Labor Sports Tournament 2024-2025.

CRICKET TOURNAMENTS:



Office and ground staff participated in two tournaments as part of the Employee Engagement Program of the company.

GARDENING AT JAFZA TERMINAL:



Staff at the Tristar Bitumen and Lubricants Terminal inside the Jebel Ali Free Zone have beautified the compound by planting and growing flowers.

BREAST CANCER AWARENESS SESSIONS IN UAE AND PAKISTAN:



Women staff based at the Tristar’s Dubai offices had a session on October 3, while Tristar Pakistan organized it on October 29.

NATIONAL DAYS IN GCC:



Staff in Qatar celebrated their national day on December 17, in Oman on November 18, and in the Kingdom of Saudi Arabia on September 22.

MONTHLY BIRTHDAY CELEBRATIONS:



Head Office-based staff at the monthly birthday celebrations at the old and new head office.

WOMEN’S DAY IN GCC:



Omani and Emirati Women’s Day celebrations on October 17 and August 28, respectively.



December is Christmas Season and the Tristar Head office celebrated its Annual Staff Party on December 14 at Palazzo Versace in Dubai with the family of Mr. Eugene Mayne, while Tristar Guam staff and their families gathered at the Port Authority Family Beach on December 7.



Also on December 7, Tristar South Sudan staff visited the children at the Atek Kilwak Orphanage in Juba for a short entertainment program consisting of a traditional dance followed by a cake-cutting and distribution of refreshments.

