



TRISTAR WORLD

www.tristar-group.co

April 2024

AIM HIGH TRISTAR





MESSAGE FROM GROUP CEO

on land and sea without a single fatality. In many of our GCC locations, we ran campaigns for safe driving during Ramadan, and at all locations we continue emphasising the importance of reporting on near misses and potential incidents and providing specialised driver training.

Our HR Team has been focussing on nationalisation efforts, especially in the GCC countries, and an emphasis on growing the female members of our staff. The UAE operations has increased its Emirati workforce by 100%, of which a remarkable 90% are women. In Saudi Arabia, our workforce has grown by 25%, and half of them are women. Tristar's Oman operations currently comprise roughly 50% of Omani nationals.

Overall, we have inducted close to 400 new employees in 2023, which is approximately 16% of our total workforce count.

On a related note, I would like to reiterate a message from our annual International Women's Day event, with reference to the crucial role that men can and must play in the professional and personal development of women. As a signatory of the UN Women Empowerment Principles, and an avid upholder of the UN's Sustainable Development Goals (SDGs), Tristar is keen on increasing support to women and recognising their cruciality, especially with context to SDG 5 on promoting gender equality.

As a group, we have long upheld interwoven concepts like equal opportunities, schooling for girls, female empowerment, financial literacy, work-life balance, and community initiatives, which are now known as Diversity. Equity. Inclusivity (DEI). We must continue to incorporate more facets and aspects of DEI across our global operations on a regular, frequent, and dedicated basis.

Many of you may have experienced or read about an extreme weather event that affected the UAE in mid-April, when heavy rains and ensuing floods brought our cities almost to a standstill. I am proud to highlight a team of mechanics from Road Transport Operations, who braved the elements and helped clear several vehicles that were stuck in a flooded road near our Dubai headquarters.

There were 13 people in all, composed of mangers, operations staff, and the mechanics, who worked in knee-deep water for several hours to clear the vital stretch of road that links several companies and workers' accommodations in the area. Their efforts freed several heavy vehicles and cars that had been stuck for two days and facilitated easy movement for many others.

We appreciate this community service initiated by the Tristar team and I personally applaud them as real heroes in our midst. They were not merely upholding our core value of safety, but took the initiative to take it to others.

Similarly, in Oman, Shell has feted the Tristar team for managing its road transport operations efficiently and ensuring safe movement and zero incidents, during bad weather conditions which affected the nation in mid-February.

Among other community initiatives around the world, our teams have been lauded for distributing Ramadan meals, educating children about traffic rules, organising emergency drills, adopting a school, sponsoring a football team, and ensuring the highest standards of welfare and well-being at staff accommodation. Keep the Tristar flag flying high.

Not all progress is immediately visible and not all victories are celebrated – or get mentioned in our newsletter. Just because others cannot see the results does not mean you are not getting better at what you do. Just because someone is ahead of you does not mean you are on the wrong trajectory. Just because no one notices doesn't mean it doesn't matter. Just because there is no applause doesn't mean you didn't score high.

I urge you to move upwards on the path of always doing the right thing. And in the right ways. It is what Tristar does.

We have a great richness of talent, diversity and dedication that forms the foundation of what we do. Let us use it to build a sustainable future for our company and for people in all the countries we operate in.

Aim High Tristar and Godspeed,

Eugene Mayne

Dear Colleagues,

It delights me to congratulate all of you on the remarkable success achieved across our maritime, road and warehousing, fuel farms and fuel services operations. The Tristar Group recorded a 31% increase in consolidated revenues to touch AED 4 billion, while EBITDA increased 29% to reach AED 812 million as of December 2023.

This growth was largely driven by the Fuel Farms and Maritime business segments, and we continue to benefit from our acquisition of Aquarius Energy (formerly HG Storage International) in August 2022.

Your dedication and collaboration have been instrumental in helping us navigate our way through numerous challenges, and thereby, exceeding most expectations. We are grateful for every single contribution to our collective achievements. Thank you.

Looking ahead, we have some scheduled plans taking shape and others still under finalisation, to grow and expand our business, while minimising our environmental footprint. We have always maintained a keen focus on cost control and operational excellence, and teams across all our business segments continue to build momentum on these platforms.

In late 2023, Tristar formed a partnership with RM Parks, Inc, an experienced distributor of Shell fuels in North America. This new company, RM Parks Pvt Ltd, was awarded a contract by the Sri Lankan Ministry of Petroleum and Energy to operate 150 retail fuel stations across Sri Lanka for 20 years. In effect, Tristar will enter the Sri Lankan fuel retailing market later this year as the Shell brand.

In Bangui, Central African Republic (CAR), we are advancing with the construction of an aviation fuel depot that will cater to the needs of the international airport. When operational, the facility will handle the storage and refuelling requirements of the airport in full measure.

In Mumbai, India, our ship management business has taken over six vessels, and another five are scheduled for integration in the next few months.

Meanwhile, we continue to explore entry into new markets with new services that include but are not limited to electric vehicles, biofuels, hydrogen fuel cells, and renewable energy. Tristar will continue to focus on growing shareholder value, while staying true to our core values of integrity, safety, and sustainability.

In late March, Tristar became one of the first companies in the Middle East to set internal climate targets aligned with science, by applying a mix of frameworks based on the Science Based Targets initiative (SBTi) and the Transition Pathway Initiative (TPI). The Sustainability Team organised a climate intervention modelling workshop as part of the climate journey that we started in January 2024. Facilitated by a global decarbonisation consultancy, this workshop helped identify targets and priorities for various climate goals across our four business verticals, to shape out an emissions reduction roadmap which will be ready in May. The team has already identified our emission hotspots, with the baseline year set as 2021.

For everyone's knowledge, we have a target of reducing absolute GHG emissions to 22.1% for Scopes 1, 2 and 3 by 2030, and 77.6% by 2050.

The HSEQ team has announced a stellar safety performance report for 2023, with the group covering more than 70 million kilometres

TRISTAR CONSOLIDATED REVENUES JUMP 31% TO AED 4 BILLION IN 2023



Tristar Group recorded a substantial 31 per cent increase in consolidated revenues to AED 4 billion while the EBITDA was up 29 per cent to AED 812 million as of December 2023.

Growth in revenue was driven by the Fuel Farms segment and the strong Maritime results from favourable freight markets. Group earning also benefitted from the contribution of Aquarius Energy, formerly HG Storage International, that the group acquired 51% in August 2022.

“The Group continues to maintain a strong focus on growth by leveraging the partner of choice relationship enjoyed with Core Customers as result of best-in-class service to our Primary Customers and a strong focus on cost control and performance excellence.

We expect to continue this momentum in 2024 and beyond, with our recent partnership with US-based RM Parks Inc. and Shell, with licence to operate over 150 Shell branded fuel sites across the Sri Lanka for over a 20-year period. 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 regions 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 FMC 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.

Mr. 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 teams continue to explore options like hydrogen fuel cell, EV, and biofuel vehicles that can lower current levels of emissions.”

TRISTAR ENTERS SRI LANKA FUEL RETAILING MARKET



The Shell brand will enter the Sri Lankan fuel retailing market later this year 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 of the Tristar Group and RM Parks Inc, an experienced distributor of Shell fuels in the North American fuel retailing market.

RM Parks Limited will rebrand to Shell an existing network of 150 retail fuel stations across Sri Lanka, which it was awarded a contract to operate for an initial period of 20 years by the Sri Lankan Ministry of Petroleum and Energy in 2023.

Building on Shell's proven experience as the global leader in mobility, in bringing quality fuels, lubricants and services to motorists worldwide, the brand license and product supply agreement will give Sri Lankan consumers access to Shell's fuel and lubricant portfolio, together with comprehensive offers in lower-emission fuels and convenience retail.

The first Shell branded stations are expected to open in the third quarter of 2024.

Eugene Mayne, Group CEO of Tristar said: *"This is a great start to 2024 and we look forward to making a strong entry into the downstream fuel industry in Sri Lanka. With a valuable partner such as RM Parks and by harnessing the strength of the Shell brand, the opportunities to grow our footprint in Sri Lanka are unlimited and we look forward to playing an active role in making further oil and gas investments in the country."*

Jason Callison, President of RM Parks Inc. said: *"We are excited to continue our long and valuable relationship with Shell by reintroducing the Shell Brand in Sri Lanka after a more than 60-year absence. With our strong partnership with the Tristar Group and the Shell brand we feel that the future growth opportunities in Sri Lanka are limitless."*

István Kapitány, Global Executive Vice President of Shell Mobility said: *"Through this partnership with RM Parks and Tristar, we are excited to bring the experience of visiting Shell service stations, including our Shell fuels and great convenience retail offers, to millions of new customers in Sri Lanka. Every day, around 33 million drivers around the world visit a Shell service station for an evolving range of quality fuels, a welcoming and comfortable break on the journey and a retail experience that offers customers convenience, quality, and choice. This collaboration with RM Parks and Tristar is a great example of how we are bringing Shell's quality products and services to new markets and helping fuel retailers and entrepreneurs to grow their business through Shell brand licensing."*

Photo caption: Sri Lanka President Ranil Wickremesinghe (center) with Shell Brands International AG Business Development Manager Laszlo Baksa (4th from left), Shell Mobility Licensed Markets Business Development Lead Melanie Erhard (3rd from left), Tristar Group CEO Eugene Mayne (4th from right), RM Parks Inc. President Jason Callison (left), and other executives of Shell and RM Parks Inc.

TRISTAR 2ND INTERNATIONAL WOMEN'S DAY



Tristar recently held its 2nd Annual International Women's Day event with external stakeholders promoting the movement 'HeForShe' and highlighting the crucial role men can and should play in women's careers and personal development. The gathering acknowledged the women's contributions to the global economy and recognized their importance both domestically and professionally.

Being a signatory of the UN Women Empowerment Principles and an avid supporter of the UN Sustainable Development Goals with focus on Goal 5, on promoting Gender Equality, Tristar is keen on giving women all the support they require, while also recognising their power and cruciality.

In his opening address, the founder and CEO of Tristar Group, Mr. Eugene Mayne, gave a concept note on the role of men and boys in supporting women stating that "men and boys need to be educated and enlightened about their roles in being the support that women need". He further reiterated that, as an organisation, Tristar has long upheld concepts like equal opportunities, schooling for girls, female empowerment, financial literacy, work-life balance, and community initiatives, and has been practicing this for a number of years. Mr. Mayne summarized these concepts in three solid words – Diversity. Equity. Inclusivity.

Tristar's goal is to incorporate more facets and aspects of Diversity, Equity, and Inclusivity across its global operations on a regular, frequent, and dedicated basis. In closing, Mr. Mayne said: "The HeForShe movement relies greatly on men and women engaging together and since women have struggled for so long, men must do so much more, to simply catch up."

The event, hosted by the brilliant and versatile co-host of the Business Breakfast Show on Dubai Eye 103.8 FM, Ms. Brandy Scott, was attended by Tristar's women staff, customers, corporate partners, and other stakeholders, numbering about 150 attendees. It was held at the Kempinski Boulevard Dubai.

Dr. Mariam Almatrooshi, a Criminal Radiologist and the Head of the Dubai Police Athletic Council, the first-ever lady to hold

this position in the Middle East, spoke on the importance of male allyship and the imperativeness of including women in every field and sector. Citing her personal experiences, she highlighted the men in her life, who supported her along the way in a male dominated profession. Dr. Almatrooshi spoke also about her fearlessness and encouraged the audience to chase their dreams no matter the obstacles.

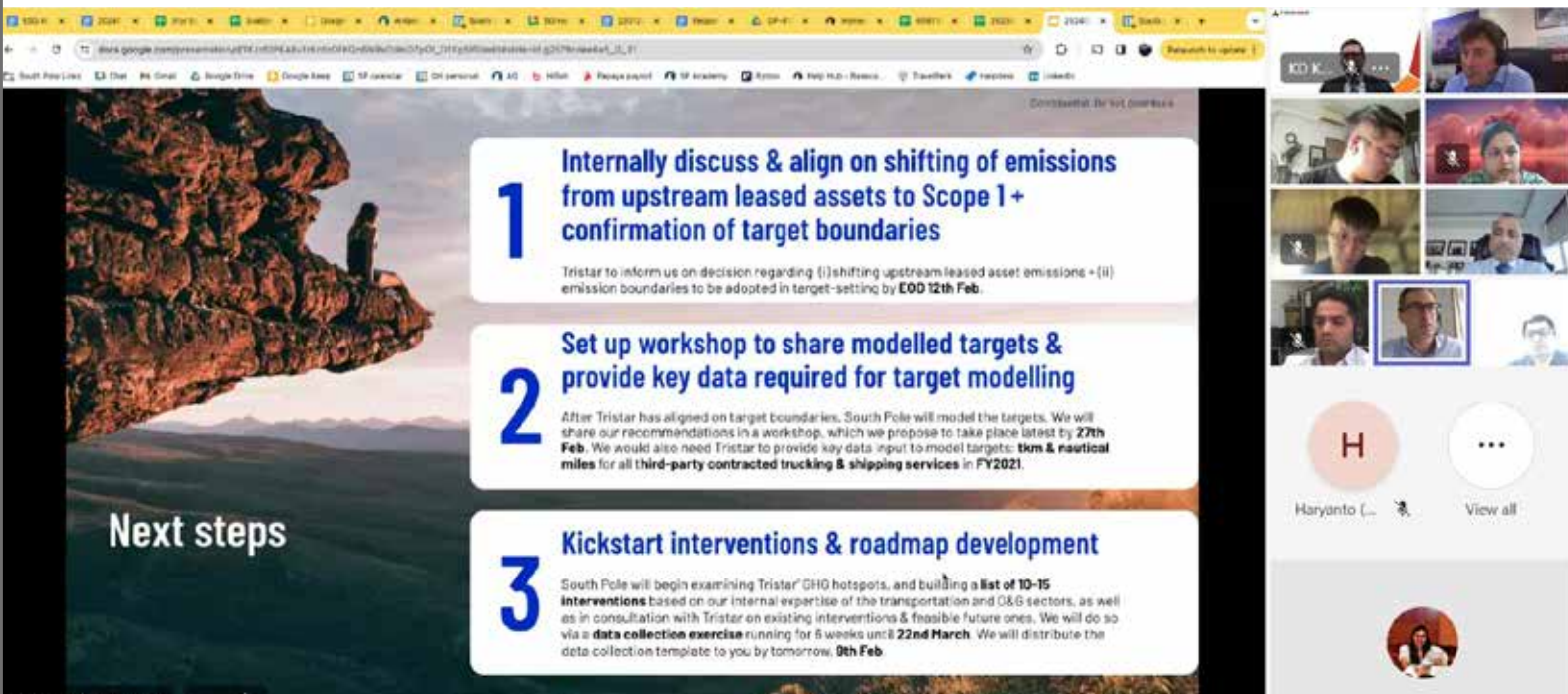
The second keynote speaker, Ms. Julie Lewis, a public speaker, and author, gave an inspiring speech on 'Investing in Women'. She emphasised the fact that women need to, before anything invest in themselves. Women need to develop and believe in themselves, the support from men is only but secondary. Women need to recognise their power and abilities; women should be their own personal cheerleaders and they need to start viewing themselves as assets.

Tristar put together a panel discussion, where the panelists tackled and shared their thoughts on "Accelerating Gender equality through Economic Empowerment".

This power packed panel, moderated by Ms. Scott, comprised four influential women with knowledge and skills from key professional sectors: Ms. Tatiana Antonelli Abella, Founder & Managing Director of Goumbook; Ms. Sara Chatila, UN Communications & Advocacy Manager; Regina Arambur, Shell Customer Operations Manager; and Ms. Surabhi Shenoy, Business Growth Specialist.

They discussed various issues affecting women in the workforce and spoke about confidence and self-branding, emphasising the fact that women get less remuneration than their male counterparts with the same skills. Women, need to rid themselves of all inferiority complexes, start presenting themselves as professionals and rightfully take their seats at the table. Ms. Tatiana, in the vein of self-branding said that "it is about time that women stopped describing themselves as passionate in their fields. Women need to present themselves as experts and should demand the remuneration that they deserve'.

ENVIRONMENTAL: NET ZERO GOALS



Next steps

- 1 Internally discuss & align on shifting of emissions from upstream leased assets to Scope 1+ confirmation of target boundaries**
Tristar to inform us on decision regarding (i) shifting upstream leased asset emissions + (ii) emission boundaries to be adopted in target-setting by **EOD 12th Feb**.
- 2 Set up workshop to share modelled targets & provide key data required for target modelling**
After Tristar has aligned on target boundaries, South Pole will model the targets. We will share our recommendations in a workshop, which we propose to take place latest by **27th Feb**. We would also need Tristar to provide key data input to model targets: **tkm & nautical miles for all third-party contracted trucking & shipping services in FY2021**.
- 3 Kickstart interventions & roadmap development**
South Pole will begin examining Tristar's GHG hotspots, and building a list of **10-15 interventions** based on our internal expertise of the transportation and O&G sectors, as well as in consultation with Tristar on existing interventions & feasible future ones. We will do so via a **data collection exercise** running for 8 weeks until **22nd March**. We will distribute the data collection template to you by tomorrow, **0th Feb**.



ADOPTION OF SCIENCE BASED TARGET INITIATIVES

In the journey towards Net Zero, Tristar took the first step in identifying its emission hotspots across the various business verticals and has set its baseline year as 2021. Moving to the second step, Tristar has adopted a robust and strategic approach to develop an emission roadmap which is aligned to Science Based Target Initiatives (SBTi), complying with the requirements of the Carbon Disclosure Project (CDP) and other global climate standards. A science-based target is a goal or set of goals developed by a business to provide a clearly defined pathway to reduce greenhouse gas emissions (GHG). The target details how much and how quickly a business needs to reduce its emissions.

Tristar conducted its first capacity building workshop on February 8 to develop more insights on the journey towards

the emissions roadmap. The activity was held online. Then on March 25, a climate intervention modelling workshop was facilitated at the head office in Dubai and was participated by overseas-based staff through live streaming. The global decarbonisation consultancy, South Pole, managed the workshop which identified targets and priorities for climate goals across the company's four business verticals to be able to shape its emissions reduction roadmap.

During the discussions, Tristar Group CEO Eugene Mayne stated: "The SBTi represents the highest standard for corporate climate targets, and we are adopting it as another ratification of our sustainable business plans, Science-based target-setting is new for us. It is hard to get full buy-in from all our stakeholders on account of varying geographical realities and regulatory requirements, and target delivery is not going to be easy." He added that the "race to Zero is also a time-bound journey that hugely demands resources, but in the long-term this will bring in cost benefits alongside significant energy and carbon savings".

SOCIAL: SOCIAL RESPONSIBILITY INITIATIVE



RAMADAN 2024

During the Holy Month of Ramadan under the company's Social Responsibility Initiative, Tristar partnered with the Traffic Awareness Section of the Roads and Transport Authority (RTA) to distribute 'Ramadan Meals' to the professional drivers' community. On March 20 and April 4, some staff volunteered to distribute the packed meals before sunset at the Dubai Taxi Company compound at the Muhaisnah Area and at the Truck Drivers' Rest Area near International City and Al Warqa, respectively.



EMIRATES WOMEN POLICE ASSOCIATION

Tristar supported the Iftar Gathering of the Emirates Women Police Association on March 29 in celebration of Zayed Humanitarian Work Day which was held at the Park Rotana Hotel Abu Dhabi. The company's Corporate Communications Department represented by Arthur Los Banos and Nawal Hussain Al Balooshi attended the event, with Tristar Abu Dhabi Operations Manager Talal Abed Albaki and head office HR driver Ijaz Mohammada Rahman.

GOVERNANCE: STAKEHOLDER ENGAGEMENT



IOD CONVENTION

During the Institute of Directors, India (IOD) Global Convention in Abu Dhabi last March, Group Chief Administrative Officer Balaji Nagabhushan participated in the panel discussion on 'Driving Sustainability through Visionary Leadership, Creativity, and Innovation'. The conversation revolved around the role of the board in cultivating creativity through a 'bottom to up' approach, deciphering long term strategy for a business organization to thrive, and taking trans-sectorial and trans-national collaboration for secure and sustainable approach. The theme of the convention was 'Leadership for Innovation and Business Excellence'.



ROUNDTABLE DISCUSSION

Tristar was invited by Century Financials for a roundtable discussion on the subject of 'Enhancing Employee Engagement through Structured Volunteering Initiatives: Strategies and Impacts'. Road Transport and Warehousing (RTW) GM Shiva General Manager spoke about Tristar's volunteering engagement activities. The discussion revolved around enhancing financial literacy among the non-admin staff of corporate organizations. The event held on January 23 was part of Century Financials' commitment towards the launch of 'Financial Freedom for All' with the PRME - Middle East and the PRME Anti-Poverty Group, an UN-supported initiative and in association with the University of Dubai.

NEW AWARD PROGRAM LAUNCHED AT 1ST QSM FOR 2024



The new Safety Award Program called NMPI Award was launched at the first Quarterly Safety Meeting (QSM) held on March 3 at the Delhi Private School in Jebel Ali. The program will award individuals with cash prizes if they report more numbers of near misses and potential incidents.

Group HSEQ Manager Sridhar Srinivasalu announced the stellar safety performance of 2023, with the entire Group covering 70+ million kilometres on land and sea without a single fatality and provided insights on the trends of incidents recorded. He summarized the theme of the quarter 'Intervention' and why reporting near misses and potential incidents is so important. He also shared Learning from Incidents (LFIs) of industry-related incidents and presented safe driving tips during Holy Month of Ramadhan.

Road Transport and Warehousing (RTW) GM Shivananda Baikady and Tristar Abu Dhabi Workshop Manager Stanley Patrick Lyall explained the Brake System and Brake Binding Causes and Effects. Shell official Mohammad Al Herais

discussed about Vehicle Inspection and 3600 Walk Around, while RoadSafetyUAE Managing Director Thomas Edelmann updated the participants on the current UAE road accident statistics and their major causes.

Baikady delivered the closing remarks by retelling the humble beginning of Tristar in 1998 which was established as a safe and responsible road transport company. He further stressed that everyone strictly adhere to Tristar Road Transport 5 'S' Golden Rules, Reporting of Near Misses and Potential Incidents (NMPI), and Knowledge Sharing with external drivers about safe driving.

Drivers and other employees who excelled in road safety and HSE were rewarded through the Drivers' Professional League (DPL) and HSSEQ Award Program (HAP) by the HSE team. Assistant HSEQ Manager at the Tristar JAFZA Chemical Warehouse facility Peter Pereira was the host of the hybrid gathering.



4TH QUARTERLY SAFETY MEETING

The fourth and final Quarterly Safety Meeting (QSM) for 2023 was held on December 17 at the Delhi Private School in Jebel Ali and was livestreamed for various offices and accommodations across the UAE and GCC.

Road Transport and Warehousing (RTW) GM Shivananda Baikady acted as host and conducted a very informative and engaging gathering. Group HSEQ Manager Sridhar Srinivasalu in his opening message explained the theme of the quarter: 'Take Time to Take Care of Yourself & Others'. He then talked about Fatigue Management and what to do during the first 5 minutes of an emergency situation, as well as how to approach roundabouts and curves.

HSEI Middle East Safety Senior Lecturer Praveen Lawrance discussed the key aspects of defensive driving techniques. Scania Middle East Service Director Marek Rucinski highlighted the 'Safety Features of the Future'. Dubai Policeman Omar Muslim Usman discussed the latest road traffic laws in the UAE. All their sessions were followed by an interactive open forum.

In his closing remarks, Group CEO Eugene Mayne outlined the remarkable road safety performance of the drivers. He attributed this accomplishment from regularly attending the QSMs where every single message they receive from each QSM has saved their lives on the road.

Several drivers and ground staff were rewarded through the Drivers' Professional League (DPL) and HSSEQ Award Program (HAP) by the HSE team, with the top two DPL winners Asad Ali Sultan and Charan Singh Avatar Singh being rewarded, too, by Scania and Al Shirawi.

TRISTAR WINS GOLDEN PEACOCK BUSINESS EXCELLENCE AWARD



Tristar Group received the Golden Peacock Business Excellence Award today, March 5, during the opening session of the Annual 2024 UAE Global Convention by the Institute of Directors (IOD), India, held at the Grand Hyatt Abu Dhabi Hotel.

The award is presented to organizations in different sectors which are adjudged to have made the most significant achievements in the field of Business Excellence.

Tristar Group CEO Eugene Mayne (2nd right) received the Golden Peacock from Indian Ambassador to the UAE, H.E. Sunjay Sudhir (2nd left). With them are IOD, India President Lt. Gen. Surinder Nath (left), PVSM, AVSM (Retd) and Tristar Group Chief Administrative Office Balaji Nagabhushan (right).

Mr. Mayne was one of the convention's keynote speakers whose theme is 'Leadership for Business Excellence and Innovation'. He talked about future-proofing business against uncertainties and the Board's role in steering this strategy.

He cited the astonishing success story of Abu Dhabi as a 'sterling example, from desert settlement to 21st century city, with adequate fortification for a very distant future' whose leader, the late Sheikh Zayed bin Sultan Al Nahyan, 'had an intimate knowledge of his people, a clear vision for modernisation, and the ability to identify the right people who would turn his far-ranging plans into reality'.

"Future-proofing a business is daunting, but it is imminent. If you are having trouble getting started, shorten the distance between where you are, and where you focus. Marathon runners don't dwell on the end of the race, they focus on getting around the next corner. Then, the next corner," he explained.

In his closing statement, Mr. Mayne challenged the attendees: "Let's ask ourselves this one question: What is the smallest step we can take today to mark some progress tomorrow?"

TRISTAR WINS FOR THE SECOND TIME ENERGY SUPPLY OF THE YEAR AWARD



Tristar received the Energy Supply Chain of the Year Award at the Logistics Middle East Awards of the ITP Media Group. This is the second time Tristar received the award. The first was in 2021.

According to the organizers, this category recognises companies offering transportation and storing solutions for bulk volatile cargo and their innovation and commitment to excellence rather than the total volume of transported cargo or market share.

The organizers commented: "Tristar Transport's distinction as the Energy Supply Chain of the Year reflects its unparalleled integration and innovation within the liquid logistics sector, offering comprehensive solutions across the downstream oil and gas industry."



LOGISTICS S4STAR AWARDS

Tristar received two recognitions from the Dow India, Middle East & Africa (IMEA) Logistics S4Star Awards as Winner of DOW IMEA Safety Award 2023 and Winner of DOW IMEA Sustainability Award 2023. With Road Transport and Warehousing (RTW) GM Shivananda Baikady (center) and Group HSEQ Manager Sridhar Srinivasalu (left) is Mubarak Humaida, Logistics Manager, Dow IMEA.

UAE MINISTRY OF EDUCATION RECOGNIZES TRISTAR FOR SUPPORTING NSTI FESTIVAL

Tristar Group CEO Eugene Mayne pose with H.E. Ahmad Belhouli Al Falasi, UAE Minister of Education, with the Memento of Appreciation for supporting the National Science Technology and Innovation (NSTI) Festival held at Dubai Festival City from February 1 to 5.

Tristar was invited to set up its 'Kids Traffic Arena' which educates school children of various ages on the importance of wearing seat belts and of following traffic rules like not using mobile phone while driving. These children will remind their parents or any driver on what they have learned; and someday they, too, will be driving vehicles.



NAUTICAL INSTITUTE UAE HONORS TRISTAR GROUP CEO



Tristar Group CEO, Mr. Eugene Mayne, was the Guest of Honor at the Nautical Institute UAE Marine Ball. He was recognized for initiating the annual Tristar 'Safety at Sea' Conference whose inaugural session was held on November 10, 2019. The initiative to promote the physical and mental well-being of seafarers globally has received awards from the Seatrade Maritime Awards, Arabia CSR Awards, Logistics Middle East Awards, Maritime Standard Awards, and Golden Peacock Global Awards.

"As custodians of maritime safety and standards, we must strive for excellence in all that we do. Whether we are navigating a vessel through treacherous waters, managing complex operations in port, or developing innovative solutions to maritime challenges, we must hold ourselves to the highest standards of professionalism and integrity. However, we must also remain mindful of the human elements that lies at the heart of our profession," Mr. Mayne expressed in his speech.

TRISTAR TO SPONSOR 2ND COMMUNITY RUN IN 2025



With the huge success of the first-ever Tristar Community Run held last Sunday, February 4, the company's CEO, Eugene Mayne, announced that next year's edition will be bigger with even more surprises. Entry to the Tristar Community Run is free and open to all ages.

More than 600 individuals from over 30 countries joined the event held at Mina Rashid where the world-famous Queen Elizabeth 2 ocean-liner is docked. The overall Top 3 finishers in the 10-kilometer distance represented six countries. In the Female Category, Sameh Ben Fredj of France finished first clocking in 00:46:01, followed by Ioanna Morati of Greece with a time of 00:46:30, and Lyn Nicolas of the Philippines finishing third place in 00:48:11. In the Male Category, Abdelali Bouazzaoui of Morocco won with a time of 00:36:16, followed by Gmt Macahria of Kenya clocking in 00:37:17, and Mohamed Shamil of Sri Lanka finishing third in 00:38:44.

The Tristar Community Run also saw the participation of running enthusiasts and Tristar staff and their families in the 5- and 3-kilometer distances as well as in the 1-kilometer fun run where the oldest participant, 83 years old, was given an award.

Joining Tristar Group CEO Eugene Mayne (4th from right) in awarding the 10-kilometer male category winners were Gulf News COO Marclino Fernandes (left), Tristar Group Chief Administrative Officer Balaji Nagabhushan (2nd from right), Team Sports UAE Managing Director Khalifa Al Shamsi (3rd from left), and Emrill Group COO Gopalakrishnan (right).

Tristar's Arundhan Alphonse placed 3rd in the Men's 50+ age category in the 10 km. race, while Shivani Gupta finished 2nd in the Women's 20 to 29 age category in the 5 km. race.

MARITIME LOGISTICS UPDATE BY TIM COFFIN, CEO



During the first quarter of 2024, Maritime has kept busy managing our diverse fleet of vessels. The markets have remained firm and we are optimistic for a profitable 2024.

The battery-powered coastal tanker for which we ordered construction

last year will shortly have the steel cut for her hull. This is an important milestone in the vessel's construction, and we are on-target for delivery of the vessel early next year.

Falcon Royal recently underwent her statutory drydocking. As an older vessel, unknown problems tend to arise when the vessel comes out of water for these periodic inspections. Fortunately, our Fleet Manager Krishanpal Singh was on-site to ensure an on-schedule and on-budget return to service. She is now back in service trading in the Pacific.

The EU is ramping up their tax on emissions from fuel consumption, and it will now include emissions from ships. Across our fleet we burn about 620 metric tons of fuel per day, so it is important to get this correct. We are working with KD Kandpal and the Sustainability Team to ensure compliance with the incoming regulations, and to ensure the Group process works appropriately with the shipping program.

Our ship management business in Mumbai has now taken over six vessels, with another five planned through the summer.



SOUTH SUDAN

Tristar South Sudan conducted its first online Quarterly Safety Meeting (QSM) on December 21, 2023. The QSM was live streamed from the Juba headquarters with the 16 upcountry sites participating. The online meeting was very successful in connecting staff from all sites while disseminating important safety-related issues such as near misses, accidents/incidents, KPIs, health and environment issues, security, and QC. HSE and Aviation Manager Mesfin Woghe facilitated the activity. Earlier, safety meetings were restricted to staff based.

OMAN

Oman Civil Defense visited the Tristar office in Rusayl last December 23 where GM Suresh Sampana presented the four major pillars of the Road Transportation operations: HSSE Management System; Driver Management; Journey Management; and Vehicle Management. He also shared the achievements of the company such as the training and development of the Omani workforce in product recovery and emergency response.

Tristar Oman drivers and staff attended a joint awareness session with Shell on their 'Ramadan & Summer Campaign (Arrive Alive)' at the Rusayl office last March 7. Tristar's journey management team has been vigilant at keeping track of working hours and driving hours during Ramadan and will again implement this practice during the summer months.



EAST AFRICA

The AFAL Team received a certificate of recognition for Best Local Marketing Activities for the year 2022 during the annual Caltex Partners Summit held in Dubai on March 15 and 16. The award was received by Tristar East Africa Regional CEO Srinivas Iyer, together with Kenya Country Manager Sheetal Mia, Tanzania Country Manager Harish Kumar, and AFAL Technical Production Manager Sandeep Chawla.

DEMOCRATIC REPUBLIC OF CONGO

Tristar Democratic Republic of Congo (DRC) exercised a series of emergency response drills from January 23 to 26. Fire due to multiple sources, medical emergency, and evacuation were the scenarios tested. All the drills were followed by a de-briefing session where noteworthy responses were acknowledged and several areas for improvement were raised.



TOTALENERGIES SENIOR LEADERSHIP 'SAFETY WALK'

On March 22, TotalEnergies officials Thomas Vigneron, Managing Director, Rajiv Kunhiraman, VP - After Sales & Aviation, and Agnes Cheong, Manager - Logistics conducted a 'Safety Walk' around the head office's warehouse and workshop. They were accompanied by the Road Transport and Warehousing team led by GM Shivananda Baikady.



TRISTAR AT MINISTRY OF EDUCATION'S NSTI FESTIVAL

Tristar Group CEO Eugene Mayne visited the Tristar 'Kids Traffic Arena' during the National Science Technology and Innovation (NSTI) Festival. Tristar was invited by the Ministry of Education to set up its 'Kids Traffic Arena' which educates school children of various ages on the importance of wearing seat belts and of following traffic rules. The NSTI Festival was held at Dubai Festival City from February 1 to 5.

SHELL AWARDS

A high-level team from Shell Commercial Fuels turned over to Tristar Group CEO Eugene Mayne the 'UAE's Most Valuable Partner in 2023 Award' on March 26. The team comprised Tan Yew-Chong, GM - Commercial Fuels East, Glenn Chua, Business Manager - Commercial Fuels UAE & Singapore, Gwee Si-Ying, Marketing Manager - Commercial Fuels UAE & SG, and Fidel Diaz, Sales Manager - Commercial Fuels UAE.

In Oman, Shell recognized Tristar last March 6 for managing its road transport operations safely during the bad weather conditions which affected the Sultanate middle of February. Tristar monitored the situation closely thereby ensuring safe movement and zero incidents.



ELECTRIC VEHICLES

Tristar has 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 near the company's Jebel Ali head office warehouse which has a solar power project with a 503-kilowatt peak system.

TRISTAR STAFF ACCOMMODATION IN JEBEL ALI CHOSEN AS MOST WELL ORGANIZED



The Jebel Ali Police Station of Dubai Police recognized Tristar Group's staff accommodation in the Jebel Industrial Area as the most well-organized camp in the area which is committed to the well-being of the people living there.

Tristar Group CEO Eugene Mayne witnessed the awarding ceremony on January 7 when officials from Dubai Police and other organizations handed over winter gift items to all drivers and ground staff living at the camp. The Positive Spirit Initiative and General Administration of Human Rights representatives, and Hemaya School students were present at the event and supported the recognition.

Mr. Mayne expressed his gratitude to the organizers for choosing Tristar and recalled the company's joint effort with Dubai Police in cultivating the culture of road safety among drivers and other road users. The facilities at the Tristar staff accommodation are also conducive to healthy living according to Dubai Police.

IRU ROADMASTERS 'TRAIN THE TRAINER' PROGRAM

The HSEQ Team of Tristar Group, which includes various locations, successfully completed the IRU RoadMasters 'Train the Trainer' Program. The comprehensive training covered participants from Qatar, Oman, Kuwait, KSA, Pakistan, Abu Dhabi, and Dubai. Tristar has been a member of the IRU since 2021 and is accredited to IRU RoadMasters Hydrocarbon Programme since 2022, which enables the company to conduct training and run assessment with its drivers.



COMPUTER CLASSES FOR LOCAL STAFF IN JUBA

The local staff at the Juba office are learning basic computer skills from Mariak Longar Majok, the computer teacher at Gabat School. Most of the classes are being held at the school's Tristar Computer Lab every Saturday afternoon. Ten staff have attended 15 classes so far.



TRISTAR OMAN RECEIVES ISO 39001 CERTIFICATION

Tristar Dubai's Road Traffic Safety Management System ISO 39001:2012 is renewed after a re-certification audit conducted by URS Certification Limited from February 12 to 15. During the recertification audit, the scope of the certification was extended to the Road Transport Operations of Tristar Oman, which now has its own ISO 39001:2012 certification to its name. The certification validates the outstanding service excellence and road safety practices of the Oman operations.



SPONSORSHIP OF SOUTH SUDAN FOOTBALL ASSOCIATION

Tristar South Sudan Country Manager Ravneesh Aujla (left) was a guest of the popular Radio Miraya FM on March 16 with South Sudan Football Association Secretary General Victor Lawrence Lual (middle). They discussed the support extended by Tristar to develop the sport in the country since 2018. Recently, the senior men's football national team progressed to the main stage of qualifying for the 2025 Africa Cup of Nations (AFCON). Other community initiatives by Tristar were also explained for the benefit of the listeners to understand the importance of the company's presence in South Sudan.



Harvest Time at Rooftop Farm: The Workshop staff, led by Manager Sujith Ravel, pose with their harvests together with the 'Tristar Organic Farm' core team members Prasad KM, Jayasree Suresh Kumar and Yakhoob Ahmed Munir. Every year, all head office-based staff are being encouraged to plant vegetables, nurture them, and then harvest for their own consumption. Through their ingenuity, the Workshop staff had repurposed recycled tires to create a set of thriving gardening beds, showcasing the potential for sustainable practices in urban environments. Tristar employees are empowered to actively engage in eco-friendly practices that drive positive change for the planet.



Employee Welfare and Wellness Activities: As part of its employee welfare and wellness activities, Tristar Oman conducted a Carrom and Dart tournament for its ground staff on February 1, while Tristar Kenya provided a training on Growth within the Corporate Landscape for its office staff last March 21



Eid Mubarak: Tristar Group CEO Eugene Mayne greets drivers and ground staff at the staff accommodation in Jebel Ali on April 6, a few days before Eid Al Fitr.



Tristar Sports Champions: Arundhan Alphones completed his first Olympic Distance Triathlon on April 14, with a time of 3 hours and 15 minutes, covering a total distance of 51.5 kilometers by swimming for 1.5 km, cycling for 40 km, and running for 10 km. Tariq Mohammed won the Hatta Mountain Bike Race on February 25. Last December, he won back-to-back races in one weekend.



Toastmasters Area Club Contest: Congratulations to Cyril Anto Mario of Finance who placed 3rd in the Humorous category of the Area Club Contest last March 3 which was held at the Tristar head office training room. Tristar Toastmasters Club belongs to Area 25, Division G, District 127.



Labor Seminar: HR personnel Adela Elago and Mohd. Salim attended a seminar on the Sultanate's new labor laws. They were accompanied by GM Suresh Sampanna and Said Al Shahry, Director & Partner of Said Al Shahry & Partners Advocates and Legal Consultants (SASLO).