

TRISTAR WORLD

www.tristar-group.co

July 2025



GLOBAL SAFETY DAY 2025

SAFETY - A WAY OF LIFE



MESSAGE FROM MARITIME LOGISTICS CEO



Tristar Maritime Logistics has had an eventful few months since the previous newsletter. Most notably, with one of our major customers, we have agreed to construct and operate four medium-range product tankers for long periods, adding 32 to 52 years of contract coverage for our fleet. The vessels under Project named Griffin will be built in a leading Chinese product tanker builder and the first of the series will be delivered to Tristar in 2028. Agreement on design of the ships and constructions standards is now ongoing and must be finalized before the steel is cut for the first vessel in about 18 months' time.

The Annual Tristar Safety at Sea Conference will take place on November 10th. Arthur and Nikita are taking care of the PR and Social Media, while David and Nazeef are doing the heavy lifting to ensure the conference is a great success as usual.

We have recently conducted a BMI challenge, in which each of our ships and all our sea staff were challenged to improve their BMI by way of nutrition and exercise. The winner of the challenge Able Seaman Henry Galamiton Cadua, on our chemical tanker Solar Nesrin, lost seven kilos and a BMI reduction of 2.67. Henry and his wife have won flight tickets to Dubai to attend our Safety at Sea Conference later this year.

A team from our Dubai headquarters recently visited one of our product carriers, Silver Joan, at the Mina Zayed Port in Abu Dhabi. According to Sanjay Sachdev, our Technical Director, he found the vessel in good operational condition and the crew members demonstrating good awareness and commitment to safe practices.

Shore staff regularly take the opportunity to visit the company's vessels to foster better interaction between sea and shore staff, and to verify that onboard conditions meet Tristar standards.

We are about to take delivery of our electric-hybrid coastal vessel, the Tristar Eco Voyager. The vessel has a pioneering propulsion design and is classed Zero-Emission by Bureau Veritas. It is the first vessel of its type in the GCC and will serve another Oil Major for the next 10 years or more. Tristar Eco Voyager will be homeported in Fujairah where the port authority has been supportive of our efforts, providing improved electrical supply for example.

The arrival of Tristar Eco Voyager shuffles our coastal fleet and opens opportunities. This vessel will replace

Tristar Courage, which has been on a 16-year charter with TotalEnergies. Tristar Courage will replace Tristar Pride, which has been stationed at Sohar previously, and Tristar Pride will reposition to Muscat. Muscat is a new market for our coastal business and builds our brand and service offering in Oman.

Within the maritime segment, our largest customer remains Shell Tankers. We agreed last year to extend our six medium-range product tankers for an extended period. The contracts on our Shell-chartered chemical tanker fleet are currently expiring but, happily, Shell is extending these vessels, too.

Also on our chemical tankers, Shell has chosen Tristar as a partner to test marine biofuels. Our chemical tanker Solar Skyler was fueled in Rotterdam in early July. As of the end of July, we have used some of the fuel carefully in limited conditions with no adverse effects.

Meanwhile, we are in negotiation now to acquire an additional product carrier similar to our Silver fleet which will be delivered to Tristar before circulation of this newsletter if we are able to agree terms with the sellers. This addition together with the four new builds under project Griffin will bring our total marine fleet strength to 28.

Our ship-management subsidiary, now about two years old, is undergoing its third audit to manage ships that are chartered to oil majors. This audit, being conducted by AMPOL, will complement two previous audits conducted by ENOC and Shell, both with positive results. These audits, conducted by oil majors, are rigorous reviews of operating standards and are required before a ship managed by the audited manager can be chartered to an oil major. To have three successful audits, with another currently scheduled, is very rare for such a young manager and testament to the competence of our Singapore and Mumbai-based ship management professionals.

Best regards,

TIM COFFIN

THE TRISTAR SAFETY AT SEA CONFERENCE WILL RETURN TO DUBAI ON NOVEMBER 10, 2025



The Tristar Group has confirmed the seventh edition of Tristar Safety at Sea Conference will be held on November 10, 2025, at the One & Only Royal Mirage in Dubai. The annual conference is a unique event which connects leading experts and regulatory authorities with professional mariners around the world.

Buoyed by the accomplishments of previous conferences and the international attention it draws, this year's event is programmed to provide further insight to best practices and promotion of seafarer well-being, and to encourage broader industrywide action.

Tim Coffin, CEO of the Maritime Logistics division of Tristar, explains how the conference has emerged as a major international forum since it was founded in 2019: "The Tristar Safety at Sea Conference started small as a local event, but the pertinence and relevance of the mental and physical well-being of seafarers has attracted our industry like few other topics can. We are very focused on spearheading and improving this important forum on behalf of our industry. The growth and prominence of the conference is testament to the recognized challenges, particularly in the mental health space, which resonate throughout our community."

Tristar continues to work with maritime industry leaders and regulators to improve seafarer safety and well-being, and the conference serves as an important forum to bring them together.

Coffin added: "We are grateful for the active participation of so many leaders and authorities who generously share their expertise and experiences to benefit all participants."

Within Tristar, an active process of collecting and collating information throughout the year shapes the outlook of the annual conference. The Maritime Logistics division conducts regular online welfare meetings with each of their 27+ vessels, where crew members directly address safety and well-being issues with a seafarer welfare specialist, and feedback is recorded for action. Participants at previous events send in progress reports on key takeaways from sessions including Leadership, Well-being and Care, and Incident Reporting. Information is also collated through vessel attendance, crew surveys conducted on board ships, and on- and off-signer debriefs.

Coffin further said that analysing all collated information provides a direction for the Safety at Sea Conference, with insights and learnings that benefits all.

Last year, the conference introduced the global audience to Golden Safety Rules, a set of clear guidelines for incident and casualty prevention at sea established by Together in Safety, a seafarer well-being NGO. The Tristar Safety at Sea Conference on November 10 will provide similar insights and action points, led by experts in their respective fields.

TRISTAR LAUNCHES GREENHOUSE GAS REPORT AHEAD OF UAE'S EMISSION REDUCTION LAW IMPLEMENTATION



Greenhouse Gas (GHG) reporting has become crucial for industries as it provides a framework for understanding, managing, and reducing environmental impact, ultimately contributing to sustainability goals and mitigating climate change. As the impacts of climate change become more apparent, the need to measure, report and reduce GHG emissions has become a global priority.

In the UAE, climate action is a cornerstone of national policy, with the country pledging to achieve Net Zero emissions by 2050. To align with this, the UAE introduced the Federal Decree-Law No. (11) of 2024 On the Reduction of Climate Change Effects, which mandates all entities, including those in Freezones, to measure, track, and manage their carbon emissions, and, also set out emissions reduction targets across key sectors such as energy, infrastructure, and waste management.

The federal law includes various mitigation measures such as carbon capture, utilization, and storage (CCUS), and enhancement of natural carbon sinks. A key feature of the law is the introduction of a robust Measurement, Reporting and Verification (MRV) framework. This system mandates emissions inventories, third-party audits, and the creation of a national electronic tracking platform. This ambition reflects the UAE's commitment to building a sustainable and resilient economy while protecting the environment for future generations.

In line with this vision, Tristar Group launched on June 3 its first GHG Emissions Report - a transparent account of the company's environmental performance and an important milestone in its sustainability journey.

"We did not just comply ahead of regulatory requirements but would really want to take the lead in climate change mitigation as a responsible business," explained Tristar Group CEO Eugene Mayne. "Considering the increasing global climate challenges, our initiative underscores the importance of corporate accountability and climate resilience in alignment with UAE's NetZero goals."

Tristar's initiative shows that its GHG emissions for the year 2024 were calculated to be 2,513,747 tons of carbon dioxide equivalents (tCO2e). Estimating GHG emissions aligns with Tristar's sustainability goals by providing crucial insights into its carbon footprint. By quantifying GHG emissions, the company aims to identify key areas for improvement and implement targeted strategies to reduce emissions across its operations.

"By tracking and addressing our emissions, we also aim to contribute meaningfully to the UAE's green agenda and inspire positive change across our industry and community," explained Dr. KD Kandpal, Head of Sustainability.

TRISTAR UGANDA MAIDEN REFUELLING AT ENTEBBE INTERNATIONAL AIRPORT



Tristar Uganda has carried out maiden refuelling at the Entebbe International Airport, using the Tristar Hydrant Dispenser for Rwand Air Cargo aircraft on July 3. On-time Refuelling was carried out by the Tristar Entebbe Team meticulously following all QC and HSSE norms. Under the open access model, the aircraft was refuelled for one of the users who signed with Tristar for storage and Into-Plane refuelling services. Commented Fuels GM Anil Parri: "It is a special moment for Tristar at Entebbe International Airport and a milestone achievement for the new Fuel Farm and Fuel Hydrant Infrastructure developed by Tristar. Aircraft refuelling services using pressurized fuel hydrant system will help in better turnaround for airlines with safe handling of fuel even for larger volumes uplifts."

The company is currently undertaking commissioning activity for the Hydrant Refuelling System at the Passenger Apron and will integrate the same with the Cargo Apron which is already operational. "The Integrated Fuel Hydrant Refuelling System to cover the full airport at Entebbe International Airport, will be operational by the end of August. The facility is equipped with state-of the-art infrastructure with SCADA and Leak Detection System, working 24x7 operations," Parri said.



TRISTAR HANDS OVER ACCOMMODATION BARGE TO PEACEKEEPING MISSION

TRISTAR STANDS STRONG DESPITE DRC'S SECURITY CHALLENGES TO PROVIDE SMOOTH FUEL OPERATIONS



During the recent security challenges encountered in Goma, Democratic Republic of Congo (DRC), the Tristar Team stood strong on the ground, managing uninterrupted fuel supplies for the Peacekeeping Mission in the country. As a result, the team received appreciations from the top management of mission. This success has been attributed to the company's dynamic logistics and supply chain approach, which ensured a consistent fuel and lubricants supply to the peacekeeping activities across all sites, even when fuel imports into DRC were restricted owing to the security challenges.

"This is also due to our diligent personnel who successfully showed their determination and dedication to keeping the business functioning even in the worst security circumstances in most parts of DRC. This devotion resulted in consistent service delivery to the Mission as mandated," explained Preetham Dsouza, Project Manager at Tristar DRC.

To further strengthen Tristar's organization, a series of staff engagement activities have been lined up, such as the monthly management performance review meetings, the quarterly operations and QHSSE internal interaction with staff of all fuel sites, and the monthly emergency response exercises.

Tristar South Sudan recently handed over the staff accommodation barge it modified for the Peacekeeping Mission in the country. The barge can accommodate 30 peacekeeping personnel who provide protection for the fuel barges travelling on the River Nile. The fuel barges carry essential fuel, food, and cargo such as vehicles and engineering materials for the peacekeeping mission site in the Upper Nile State of the country.

TRISTAR ROAD SAFETY EXCELLENCE HUB



Tristar General Manager for Road Transport & Warehousing (RTW) Shivananda Baikady and Group HSEQ Manager Sridhar Srinivasalu launched the Tristar Road Safety Excellence Hub at the RTW facility in Jebel Ali, Dubai, on April 28. With them are Dubai Police Captain Khaled Mohammad Al Hashimi, Traffic Department of the Roads and Transport Authority (RTA) Specialist Abdulfattah Ahmed Haidarah, and RoadSafetyUAE Managing Director Thomas Edelmann. The hub's mission is to support the UN Decade of Action for Road Safety 2021 – 2030 to save the lives, promote behavioral changes within the driver community, influence policy makers, and empower future generations to make safer roads for all users.

20-WEEK TRAINING FOR FRONTLINE MANAGERS AND SUPERVISORS



The 20-week reflective learning program for transport operations frontline managers and supervisors, which was initiated to build a culture of barrier thinking, provides a great opportunity to refresh, reflect, and strengthen an individual's understanding of operational processes. This interactive platform also engages operations staff at all levels to focus on effective implementation of policies and procedures through the PDCA (Plan-Do-Check-Act) cycle.

Held once a week over 20 weeks, the program deepens process knowledge and further enhances soft skills and communication abilities, fostering stronger team coordination and collaboration. The program also encourages a continuous learning mindset which can further drive operational excellence.

ICT INSPECTION SUCCESS



Tristar's Road Transport and Warehousing (RTW) division has once again demonstrated its commitment to operational excellence under the Inspection of Transporter's Conformity (ICT) program by TotalEnergies. Not only did the division maintained its Green Status, but it also achieved an impressive improvement in its score - from 3.48 to 3.72.

The audit highlighted Tristar's strong leadership, mature systems, and continuous drive for improvement. The positive feedback from the ICT auditor is a clear reflection of the dedication and hard work of the entire RTW team which shows its unwavering commitment to safety, compliance, and quality in transport operations. The achievement is a testament of RTW's ongoing efforts to uphold the highest standards and be the preferred trusted partner in the industry.

SHELL SAFETY DAY 2025



The Road Transport and Warehousing (RTW) Teams in the UAE (Jebel Ali) and Oman (Rusayl) celebrated Shell Safety Day 2025 on June 19. This year's theme - "How I Respond Matters" - was highlighted through a podcast which discussed Shell's five human performance principles through personal stories, reflections and global voices.

The UAE event was led by Shell's Amith Guduru with his colleagues from LSC and T&S, while the Oman gathering was conducted by Shell officials Salt Al Manthari, Mohsin Al Balushi, Wajda Al Habsi, and Mazin Al Khusaibi.

DAY OF SEAFARER IN FUJAIRAH

The Coastal Team of Tristar's Maritime Logistics division supported the 'Day of the Seafarer' celebration organized by Fujairah Port Medical Center (FPMC) on June 25 in collaboration with the Port of Fujairah.

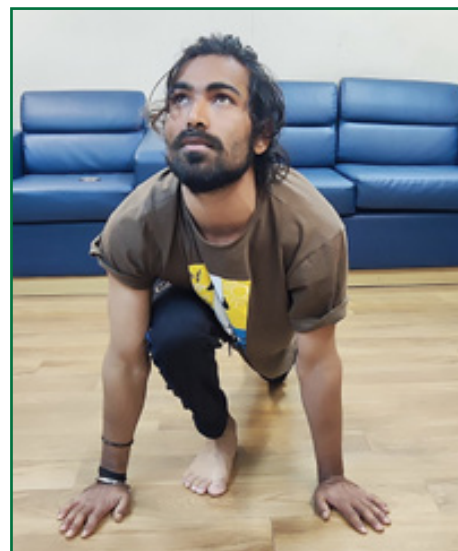
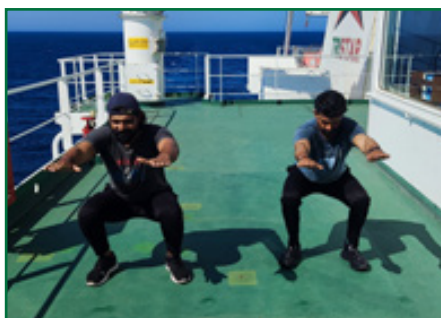
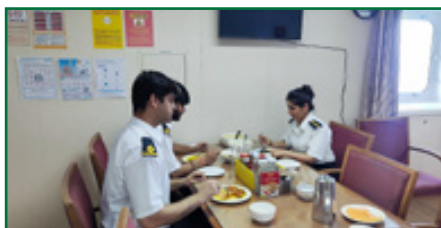
Over 100 seafarers and port staff benefited from the various activities conducted at the center such as free medical consultations, health screenings and ECGs; first aid and bleeding control training; health clarifications and sunstroke management tips; and mental health and safety informative session.



"The celebration was a sincere tribute to the vital contributions of seafarers to global trade and maritime safety," said Manuel Terreiro, HOD - Marine Medical Division of FPMC. He added: "We look forward to continuing our collaboration with the Port of Fujairah and Tristar on future initiatives that promote the well-being and recognition of the maritime workforce. FPMC wishes to thank Tristar and its managers who participated in the seafarer's day and the very informative presentation conducted by Capt. Nazeef Siddiqui."

BMI CHALLENGE

The Maritime Logistics division conducted a BMI Challenge onboard 18 vessels over a 12-week period, following a structured three-phase approach. The goal was to encourage crew members to maintain a healthy BMI while balancing work and life onboard. Phase One, "Fitness Foundations," focused on incorporating physical exercise into daily routines and fostering team spirit. Phase Two, "Nutrition for Strength," emphasized healthy meals, the importance of hydration, and nutrition education. Phase Three, "Mindful Living and Integration," covered the importance of mental well-being, the correlation and focus on mental and physical wellbeing, and enabled the crew to develop sustainable, long-term habits.



"The BMI challenge is an excellent initiative that motivates crew members to maintain a healthy BMI while balancing work and life onboard. It emphasizes the importance of daily physical activity, nutritious meal, hydration, and mental well-being. This structured approach helps develop sustainable long term healthy habits. Present crew members onboard are actively participating in maintaining good healthy habits and interacting among each other as good positive communication can help mental well-being," shared Capt. Neeraj Sharma, Master at Silver Joan.

Another Master, Capt Randeep Kanwar, at Solar Nesrin added: "This challenge has truly been transformative for the crew members. It provided a balanced combination of accountability, education, that made a big impact. we feel better physically, mentally, and emotionally, and gained a lot of tools that we can apply to our daily life moving forward.

Thank you once again for all the support throughout this program. We are excited to continue the journey and will definitely recommend this challenge to others!"

GOVERNMENT OF FUJAIRAH RECOGNITION

Dr. Salem Abdou Khalil Elzeiny (4th from left), Technical Advisor at the Department of Industry and Economy, Government of Fujairah, hands over a memento to Capt. Nazeef Siddiqui (3rd from right), Head of Coastal of the Maritime Logistics division of Tristar, recognizing the company's contributions to the Port of Fujairah. Tristar conducts bunkering operations for Oil Majors at the port with three vessels. With them are (from left to right) Hasan Murad Abdallah, Legal Manager of Department of Industry and Economy, Capt. Roy Thomas, Port Captain of Tristar, George Jebaraj, Chief Accountant of Department of Industry and Economy, Dr. Salem, Capt. Siddiqui, Tim Coffin, CEO of the Maritime Logistics division of Tristar, and Byju Pathrose, Agency Manager of Tristar.



ANNUAL SUSTAINABILITY REPORT 2024



Tristar Group launched its Annual Sustainability Report 2024 during the opening session of the UAE Global Convention of the Institute of Directors (IOD), India that was held on April 22. The report focuses on Tristar's efforts on "Creating Value with Sustainable Investments."

The report highlights wide-ranging Environmental, Social and Governance (ESG) projects and activities which are measurable and guided by global frameworks like the United Nations Global Compact (UNGC), the United Nations Sustainable Development Goals (UN SDGs), Carbon Disclosure Project (CDP), and GRI Sustainability Reporting Standards.

Tristar Group CEO Eugene Mayne explained that "it is the dynamic interplay of corporate ethos and collaborative engagement that propels sustainability" and added that "it is also about long-term viability not short-term victories, and our efforts are underpinned by multiple factors: technology, social equity, climate resilience, value creation, and like-minded partnerships."

Photo shows (from left to right) Nehal Vora - MD and CEO of Central Depository Services Ltd, Justice Ritu Raj Awasthi - Vice Chairman of Institute of Directors, India, Lt. Gen. Surinder Nath - President of Institute of Directors, India, Abdulla Ahmed Al Saleh - Undersecretary at the UAE Ministry of Economy, Mr. Mayne, and Campbell Wilson - CEO and MD of Air India.

GLOBAL REPORTING DISCLOSURES



Tristar Group reported its Communication on Progress (CoP) to the United Nations Global Compact (UNGC) based on the Sustainability Development Goals (SDGs) on April 29. Tristar Group CEO Eugene Mayne, in his Statement of Continued Support, reaffirmed Tristar's support of the Ten Principles of the UNGC in the areas of Human Rights, Labor, Environment and Anti-Corruption. "In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals," he wrote.

Tristar Group also participated in the EcoVadis Sustainability Assessment, as a supplier for Saudi Basic Industries Corporation (SABIC), which has significantly joined sustainability initiatives and programs, demonstrating a commitment to environmental,

social, and governance (ESG) principles. This includes joining the 'Together for Sustainability' (TfS) initiative to improve supply chain sustainability, becoming a core member of the Value Balancing Alliance (VBA) to advance value measurement, and actively participating in various other programs like the World Business Council for Sustainable Development (WBCSD), and the Alliance to End Plastic Waste.

This assessment is a comprehensive evaluation of Tristar's ESG performance covering four key areas including Environment, Labor and Human Rights, Ethics and Sustainable Procurement. This helps Tristar gain insights into its sustainability performance, identify areas for improvement, and demonstrate its commitment to sustainability to stakeholders.

2ND QSM: PRIORITIZING DRIVER WELL-BEING AND ROAD SAFETY



The 2nd Quarterly Safety Meeting (QSM) for 2025 was held on June 15 at the Delhi Private School, in Jebel Ali. The meeting brought together many drivers and staff to reinforce the importance of road safety and driver well-being, particularly during the summer months, under the theme **Protect Yourself...Protect Your Family!**

Shivananda Baikady, General Manager – RTW, opened the event and emphasized the role of such gatherings in promoting a safe work environment. Sridhar Srinivasalu, Group HSEQ Manager, presented Learning from Incidents (LFI), focusing on proactive safety practices to prevent repeat incidents.

The session featured impactful presentations on Fatigue Management and Heat Stress by Mahesh Krishna from TotalEnergies, Tyre Safety during high-temperature conditions by Prakash Hulji from MRF, and an eye-opening talk on Drug Hazards and Awareness by Hamid Al Rasheedi from Dubai Police Anti-Narcotics. All sessions included a Q&A segment, fostering active engagement and knowledge sharing.

In his closing remarks, Eugene Mayne, Group CEO, acknowledged the efforts of all drivers and encouraged a continued commitment to road safety excellence. High-performing drivers were honoured through the Drivers' Professional League (DPL) and HSSEQ Award Program (HAP), reflecting Tristar's culture of recognition and safety leadership.

EMERGENCY RESPONSE DRILL CONDUCTED AT RTW FACILITY IN JEBEL ALI

On June 9, an Emergency Response Drill was conducted at the Tristar Road Transport and Warehousing (RTW) facility in Jebel Ali. The drill simulated a forklift accident during product loading, resulting in the rupture of drums carrying Class 3 flammable liquids. The scenario escalated into a product spill, fire hazard, and personnel injury, requiring the activation of the site's Emergency Response Plan.

The incident response was coordinated by designated Emergency Team Members, including the Incident Commander, Warehouse Emergency Controller, and Base Commander. Teams executed evacuation, firefighting, first aid, and spill containment procedures in a timely and organized manner.

EXPANDING SCHOOL ROAD SAFETY CAMPAIGN TO DUBAI CARMEL SCHOOL



On May 29, Tristar further expanded its school road safety initiative by visiting Dubai Carmel School in Al Nahda, Dubai, where over 270 students participated in a hands-on traffic safety awareness session. This outreach is part of Tristar's ongoing mission to shape responsible future road users by educating children on road rules and safe pedestrian behavior.

The session included engaging presentations and a miniature traffic layout with road signs and pedal bikes, allowing children to experience road safety concepts in a fun and interactive way. The campaign was conducted in collaboration with the Traffic Awareness Section of the Roads and Transport Authority (RTA), continuing a strong partnership that began in 2023.

With this school visit, Tristar's school road safety campaign has now reached over 9,000 students across Dubai, Sharjah, and Abu Dhabi. The initiative reflects Tristar's long-term vision of building community safety awareness from a young age.



Observers from HSEQ and Operations monitored the drill and later provided feedback highlighting good response times and coordination. Overall, the drill successfully demonstrated Tristar's preparedness and commitment to emergency management excellence.

GCEO'S PUBLIC SPEAKING ENGAGEMENTS



Tristar Group CEO Eugene Mayne addressed two distinct crowds. On June 14, he was a keynote speaker at the 5th edition of Excellence Awards 2025 organized by Gulf News in partnership with BeingShe. The event celebrated the visionary women who are not only shaping the future but are also inspiring positive change across industries in the UAE and beyond. Mayne said there was a growing realization that diversity was not only about being fair but also smart business. Although there's been a symbolic as well as a structural shift, he reminded in his address that a lot more work remains to be done.

On the second day, May 28, of the 16th Gulf Petrochemicals and Chemicals Association (GPCA) Supply Chain Conference in Dubai, Mayne spoke on the topic 'What's the Next Big Transformation (or Opportunity) in Supply Chains' and mentioned about the UN's declaration of 2025 as the 'International Year of Quantum Science and Technology'.

TRISTAR TOASTMASTERS CLUB

Tristar supported Toastmasters International through the District Toastmasters Annual Conference (DTAC) 2025, which was held on May 24 and 25 at the Millennium Plaza Downtown on Sheikh Zayed Road in Dubai.

The new set of officers for 2025 to 2026 are:

President:	Kalyanam Sundararaghavan
VP for Education:	Niyas Babu
VP for Membership:	Syed Musthafa
VP for PR:	Arthur Los Banos
Secretary:	Vishnu Vadakkumuri
Treasurer:	Balaji Nagabhushan
Sergeant-at-Arms:	Cyril Anto Joseph

TRISTAR GLOBAL SAFETY DAY



The annual Tristar Global Safety Day was held on April 28 with an awareness session held at the Road Transport and Warehousing facility in Jebel Ali. Three external speakers shared their best practices on How AI-Driven Data Analytics is Transforming Road Safety, Dr. Venkatesh Balasubraman of the Indian Institute of Technology (IIT) Madras; Diversity and Inclusion Influencing HSE Culture, Vijumal Thajudeen of Drydocks World – Dubai; and Road Safety Best Practices, Thomas Edelmann of RoadSafetyUAE.

The 2025 Tristar Global Safety Day theme is 'Safety – a way of life'. Tristar Group CEO Eugene Mayne reiterated that safety should be a way of life not only in the workplace, but also in our own homes with our loved ones.

April 28 is World Day for Safety and Health at Work. The International Labour Organization Director-General is calling on governments, employers, workers and innovators to build a future of work that is not only smarter, but also safer and healthier.

PROFESSIONAL MBA STUDENTS VISIT

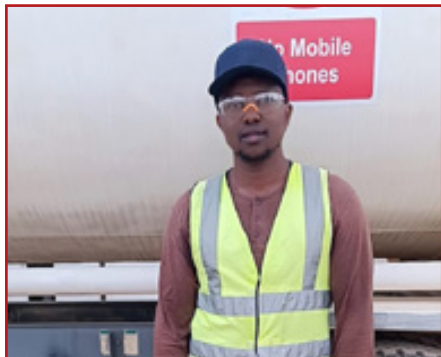


On May 15, Tristar Group Chief Administrative Officer Balaji Nagabhushan welcomed Professional MBA students from the University of Louisville at the Road Transport and Warehousing facility in Jebel Ali. The students were given an overview of the company's different segments of business - Road Transport and Warehousing, Maritime Logistics, Turnkey Fuel Supply Operations and Bulk Terminals businesses, as well as our Environmental, Social and Governance (ESG) initiatives. It was the 3rd consecutive year the company hosted MBA students from the USA which was coordinated by Daniel Bundschuh and Anurag of WorldStrides. The presenters were Tim Coffin (CEO of Maritime Logistics division), Shivananda Baikady (GM of RTW), Anil Parri (GM of Fuels), Yogesh Upasani (Manager of Bulk Terminals), and Dr. K.D. Kandpal (Head of Sustainability).

HSSEQ EMPLOYEE OF THE YEAR 2024

The HSSEQ Employee of the Year Award recognizes Tristar employees who go above and beyond in promoting the highest standards in health, safety, security, environment, and quality across the organization. Winners are actively involved in HSSEQ programs such as trainings, awareness sessions, and internal campaigns. They also contribute to CSR and sustainability initiatives, participate in events like Global Safety Day and World Environment Day, report near misses, and confidently use the Stop Work Card to prevent unsafe acts.

The winners for 2024 were recognized at the Tristar Global Safety Day on April 28 (refer to story on page 10).



GOLD AWARD

SAMUEL WAWERU MURIUKI

Site In-Charge, Beletweyne Site, Somalia

Samuel's leadership in ensuring safe, timely fuel deliveries earned praise from the Peacekeeping Mission. He played a key role in audit readiness, HSEQ compliance, environmental initiatives, and inventory control - all with a record of zero violation.



SILVER AWARD

JAYESH BARIA

Assistant Manager – Operations, Dubai, UAE

Jayesh leads by example with regular road spot checks, in-cab monitoring, and warehouse safety activities. With 100% accuracy in inventory and zero violation, he actively drives HSEQ initiatives and fosters a strong safety mindset within his team.



BRONZE AWARD

REDEMPTA MUKABI WATITU

Dispatch Supervisor, Eldoret, Kenya

Redempta has shown exceptional commitment by regularly reporting near misses, conducting safety walkthroughs and surprise checks, and ensuring PPE compliance. Her proactive approach in identifying risks and engaging in safety meetings reflects her strong safety culture.

CLEAN SRI LANKA DRIVE



Tristar Sri Lanka recently participated in the ongoing Clean Sri Lanka "Beautiful Island, Smiling People" nationwide initiative to support the United Nations #WorldOceanDay #beatplasticpollution campaign. Kithmevan Dandeniya led a dedicated group of 12 volunteers, which included staff from Tristar's business partners, RM Parks and fuel station dealers to conduct a plastic cleanup drive at Dehiwala Beach — one of the most polluted coastal areas near Colombo, as identified by the local municipality.

Over five hours, the team successfully collected 165 kilograms of plastic waste from the beach. The volunteers felt a sense of fulfillment despite the tropical sun as they enjoyed their time in giving back to the environment. Indeed, it was not only an impactful activity but also an uplifting one. Well done, Kithmevan, Ravisha Wijesundara, Duminda Wijesooriya, Arvind Sharma, Piyumal Amarasinghe, Lal Gamini and Nadun Wanniarachchi for making a difference.

HAVOLINE ATF III-H JOINS AML'S GROWING PORTFOLIO IN EAST AFRICA



TRISTAR SUPPORTS VULNERABLE CHILDREN IN CAR



Tristar Central African Republic (CAR) made a significant donation to the Voix du Coeur Foundation and the Enfant de Grace orphanage, two childcare facilities based in Bangui on the eve of International Child Protection Day, celebrated every June 1st.

The donation included, among other things, mattresses, soap, detergents, oil, sugar, salt, boxes of cookies, and clothing. Beatrice Epaye, President of the Voix du Coeur Foundation, said: "We are an implementing agency to make children's rights effective. I always say that during this period, donations are scarce. If people bring us donations to strengthen children's education, to help them sleep in appropriate places, to give them food, that's something for the children, especially those in difficult situations who sleep on the streets."

AFAL Manufacturing Limited Kenya has a significant development in its product portfolio with the recent introduction of the Havoline ATF III-H, a new addition to its range of lubricants, further enhancing the company's offerings to the Kenyan and East African Community (EAC) markets.

This milestone increases AML's total product count to 28, reflecting on the company's commitment to providing diverse and high-quality lubrication solutions. The expanded portfolio now includes Gear Oils, Engine Oils, Hydraulic Fluids, and the new Automatic Transmission Fluids.

TRISTAR GROUP NURTURES FEMALE PROFESSIONALS TO EFFECT CORPORATE AND SOCIETAL CHANGE



Nawal Al Balooshi, Abigail Buhong, Latifa Al Nuaimi



Kainembabazi Shasha

Recognising the many strengths that women bring to the workplace and actively promoting their headship will result in robust debate, reduced groupthink, broader impact, a wider range of solutions, and more effective outcomes. Dubai headquartered Tristar Group sees this as an essential factor for resilience, longevity, and success, and continues to build on the creed to bring corporate and societal change in countries where they operate.

The last decade has seen a dramatic shift from the passive diversity action of including women on staff or training them, to value-driven inclusion and grooming of female leadership. It stands to reason that merely recognising feminine strengths is meaningless when it is not accompanied by supportive action in the workplace. However, the conscious act of combining recognition with validation can be transformative as it leverages the full spectrum of human potential within the workforce and creates a more successful and sustainable company.

In parallel, the importance of hiring women, and grooming them for leadership roles, has become starkly evident in sectors like oil and gas, construction, manufacturing, heavy industry, and supply chain. Women professionals in hitherto male-only roles are not just bringing in diversity and competitive advantage to any single company, they are serving as catalysts for essential industry-wide change.

Examples from Tristar's international operations typify how gender parity in the workplace and the empowerment of female professionals continue to evolve beyond social responsibility. From merely seeing or appreciating the capabilities of women professionals, the corporate mission has changed to integrating, promoting, and hailing them as core drivers of organisational success.

In the Maritime Logistics division - in an industry conventionally reserved for men - Tristar has been recruiting and training female seafarers for some years now and building inclusive environments where they are able to thrive in professional roles that range from deck cadets to engine officers and marine engineers. Two of these female engineers are public advocates for careers at sea for women.

Tristar also works with maritime academies to welcome more female cadets on training contracts, with a view to broaden the seafaring demographic, and increase commercial flexibility and resilience.

These initiatives align with the International Maritime Organisation's (IMO) 'Women in Maritime' programme which advocates for greater female participation in the maritime industry to sustain it.

Across Africa, Tristar actively encourages young women to pursue fulfilling and financially secure careers within their road transport, warehousing, commercial fuel, turnkey fuel supply, and airport operations, by supporting their education and providing skills training. While most candidates opt to work in administration, human resources or retail, Kainembabazi Shasha expressed an unusual interest in operations. With the active sponsorship of senior management, and after an intense six-month training on JET A-1 fuel handling with field experts, she is the Lead Operator for truck gantry operations at the Entebbe International Airport Fuel Farm managed by Tristar.

In Kenya, senior Tristar staff urged Carolyn Mbondo seeking employment to test her interest and skills in warehousing operations. She is currently Product Storage In-Charge at Tristar's Africa Fuels & Lubricants (AFAL), and the only female professional among teams of men.

Tristar's Africa teams believe that seeing women excel in technical or operational roles greatly inspires other young women and girls to pursue similar careers, while signaling to the existing workforce that it is talent and capability, not gender, that defines success. They also endorse it as a crucial element in building a sustainable talent pipeline for the future.

The Tristar Group is an active member of the UAE Gender Balance Council's SDG 5 Pledge, which in its second phase urges private sector commitment to gender equality and increasing women's representation in middle and senior management roles to 30 per cent by 2028.

Across its UAE offices, Tristar currently has 23 UAE national women on the roster working alongside a larger female staff count of almost 100, some of whom hold senior managerial positions in finance, recruitment, marketing, and business development.

TRAINING, THE FOUNDATION OF A SAFE WORKFORCE AND ACHIEVING GOAL ZERO BY SALAL ABASSI- HSSE



Training is a truly key component within the maintenance of a strong Health, Safety, and Environment (HSE) culture within an organization. The first three months of the year have been a very active time for Tristar Terminal Guam, Inc. (TTGI), as several internal and external training programs are scheduled to advance the abilities and safety awareness of our employees.

During this period, we focused on providing requisite safety education to new staff members. Everyone who joined underwent a thorough 40-hour HAZWOPER (Hazardous Waste Operations and Emergency Response) training. This training equipped them with the knowledge necessary to handle dangerous substances safely and react to emergency situations. Additionally, within the Maintenance Department, new joiners received Confined Space Competent Person training, for guaranteeing they are fully prepared to work safely in confined spaces, with the correct safety measures in place.

Our dedication toward safety is additionally strengthened via active training, all our existing employees participated in the 8-hour HAZWOPER refresher training, ensuring everyone is ready and equipped with the knowledge to handle hazardous materials safely, reducing risks and ensuring compliance with environmental and safety standards.

As part of our commitment to staff well-being, each employee attended First Aid and CPR training, helping them to respond effectively in medical emergencies.

Furthermore, for an added increase to safety steps, a couple Automated External Defibrillators (AEDs) were acquired as well and can now be found at our two permanent spots (the terminal and the F1 Dock area). These steps remain vital in guaranteeing we stay prepared for each situation, prioritizing the health of our team members and the safety within our work environment.

Regarding a maintained, high standard for safety, an internal refresher induction was conducted in-house for operations and maintenance teams. This intensive session guarantees all employees are updated with the latest safety procedures and regulations, further improving our firm commitment to a culture of continuous learning and of safety.

Training is more than just a regulatory requirement - it's a vital part of building a safe, efficient, and knowledgeable workforce. Each of these initiatives reflect our commitment to employee safety and professional development. It also reflects our commitment to running operational excellence. Whether equipping those new joiners with important safety skills or providing vital life-saving training, each specific training effort guarantees that our workforce is adequately well-prepared in advance for nearly every challenge coming our way. Our commitment to training doesn't stop here. Moving forward, we will continue to prioritize training programs that enhance our workforce's capabilities, ensuring that TTGI remains a leader in safety and operational excellence and achieve corporate's 'Goal Zero'.

SRI LANKA ACTIVITIES

Tristar Group COO Parinjay visited the Sri Lanka office to communicate the company's vision and strategic objectives. He toured newly opened retail fuel stations and engaged with key regulatory authorities in Sri Lanka.

The local office conducted a First Aid Training to prepare staff in future situations where someone may be injured or suddenly become ill in the workplace. First Aid will be given as temporary support until professional medical care personnel arrive.



ABU DHABI ROAD TRANSPORT WORKSHOP



The Road Transport Workshop of Tristar Abu Dhabi organized a training session with Tristar drivers in collaboration with Scania last June 17. Ahmed Khan and Tamil Selvan from Al Shirawi – Scania conducted practical demonstrations on vehicle checks, dashboard functionalities, braking and gear shifting techniques, hill hold, trailer brake systems, and driver assistance features specific to Scania vehicles. The training was initiated by Abu Dhabi Workshop Manager Stanley Patrick Lyall as part of Tristar's ongoing efforts to enhance driver competency and operational safety.

SHELL RECOGNIZES FIVE TRISTAR OMAN FOR UPHOLDING HSSE PRINCIPLES



Shell Oman visited Tristar Oman last May 27 to gain an understanding of the overall effectiveness of Tristar's operations and the challenges to be faced in the next few months. The Shell Team led by Ali Al Amri, GM (Shell Oman), Ronald Rosario, Distribution Operation Manager (Shell India/Oman/UAE), and Arnab Dey, Distribution Operation Program Manager - Cluster presented an appreciation award to Prithviraj Chavan and Maqsood Ahmed of the HSSE Department, and Rony Tom Varghese, Abishak Sobitha and Mustafa Ibrahim of the JMP Department. The five Tristar staff were recognized for their consistent commitment to maintaining high standards in all essential Health, Safety, Security & Environment (HSSE) principles.

LINDE SAFETY COMMITMENT WEEK



Road Transport and Warehousing customer Linde conducted a safety awareness session at the Tristar Abu Dhabi facility last June 11 in celebration of Linde Safety Commitment Week 2025. The theme "Speak Up. Stay Safe." empowered the Tristar drivers and ground staff to use their Stop Work Authority and to always report unsafe conditions which reaffirmed the 'Safety First' culture of both companies. The Linde Team was led by Amer Al Amer who inspired the participants to operate responsibly while prioritizing the well-being of everyone and the environment.

TRISTAR CHEMICAL TERMINAL QUARTERLY SAFETY AWARDS



The Tristar Chemical Terminal (TCT) conducted its Quarterly Safety Awards on May 21 with Tristar Group COO Parinjay and Group Head of HR Durgesh Pandey. They also participated in the terminal's monthly meeting and interacted with the supervisors and field operations staff in the presence of UAE Bulk Terminal Head Yogesh Upasani and TCT Manager Narendran Rangarajan.

Parinjay briefed the team about safety at work, care to be taken during the hot summer season, and TCT's upcoming opportunities, while Pandey discussed HR policies and addressed the operators' few grievances. The TCT HSEQ awards were given to: Bodhraj Bhattarai (most near misses reported), Raju Srimannarayana Dadala (outstanding involvement in housekeeping of the terminal), and Subba Rao (for going beyond daily duties).

WORKERS' WELFARE AWARENESS WORKSHOP IN OMAN



Tristar Oman participated in the Workers' Welfare Awareness Workshop conducted by Shell Oman on May 5 at the Crowne Plaza Hotel. The session discussed fundamental principles, best practices, and practical advice on how workers' welfare programs can be implemented and enhanced within an organization's culture. Tristar Oman's Journey Manager Rony Tom Varghese delivered a presentation on Tristar Best Practices for Workers' Welfare. Other colleagues who joined him were HSE Manager Maqsood Memon, HR & Administration Assistant Mohammed Salim Al Hasni, and HR Officer Adela Elago.