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A Message from our Group CEO



Dear Colleagues,

At Tristar, success is not defined by external conditions, but by the decisions we take, the standards we uphold, and the determination to overcome challenges. Every milestone we achieve—whether it is a satisfied client, another KM driven without accident, a timely launch, or public recognition—starts and ends with our people.

While strategies, systems, schedules, technology, and training provide the framework, it is your judgment, ownership, and commitment that bring them to life. Our results are driven by individuals who step up, take responsibility, and deliver with consistency, discipline, pride and sacrifice.

As in any organization and at contrasting times, we are privy of two kinds of mindsets.

One is a laid-back approach that waits for instruction or approval and relies on someone else to identify a problem or propose a solution.

The second is initiative-taking. One notices, cares, and acts. When something is not working, one does not look away or pass it down the line. The individual steps in and steps up. This is the mindset of ownership.

Owners do not hide behind job descriptions or wait for permission to proceed. They do not say things like "I have never done this before," "This is too hard," or this is someone else's problem." They take ownership, see what needs to be done, and they do it – thoughtfully, responsibly and with integrity.

The response of every individual at Tristar, regardless of title or role, impacts our work environment. We can either get shaped by environmental circumstances like delays, miscommunication, inefficiencies or challenges, or we can take action to shape them ourselves.

The difference lies in diligence: Attention to trivial things, and to mundane tasks. Thoroughness in communication, and for following through. Doing things correctly even when no one is watching. And getting things done, even when it seems easier to simply look at the other side.

I would like to highlight some of our notable examples:

1. **Mr. Abdul Razak and Mr. Shrinu Peddadi**, who do different things in their day jobs, brought great gusto and tireless work to a public can drive.
2. **Ms. Jisha Vasudevan Nair's** dedication sees her name on a sailing vessel as a rare tribute.
3. **Late Mr. Nathan Scott's** kindness and compassion lives on after him, as a deeply cherished memory.
4. The South Sudan team brought Christmas cheer to Atek Kilwak Orphanage, while the team in Tanzania had the honor of being felicitated by the Prime Minister.
5. The efforts of our Tristar Half Marathon team are nothing short of commendable.

The roster of our everyday heroes is illustrious and long, but must grow...

Everyone has ownership in Tristar. If you see something that can be improved, take steps to better it. If you notice a risk, act immediately to minimize or eliminate it. If a colleague is in need, offer help. If a customer requires reassurance, provide it. And if you do make a mistake, accept responsibility and help us resolve it.

Excellence is built through the everyday decisions we all make, whether it is the important question, the final check, or a last-minute correction. No, this does not mean longer working hours, it just means working with greater attention and intention. It is about taking personal responsibility for the professional standards we uphold and the reputation we carry together.

Each of you has the power to shape outcomes, reinforce our culture, and elevate the standards that define Tristar.

Best wishes,
Eugene Mayne



Launching the Tristar Eco Voyager: Advancing Sustainable Maritime Operations

By Capt. Nazeef Siddiqui, Head of Maritime Coastal



Experience the Event

In November 2025, Tristar reached a major sustainability milestone with the launch of the **Tristar Eco Voyager**, the **Gulf's first hybrid biofuel-electric bunkering barge**, unveiled at the **Port of Fujairah**. The launch brought together senior industry leaders, partners, and government representatives to mark a tangible step forward in decarbonizing maritime logistics.

With a 750-cubic-metre capacity, the Eco Voyager is powered by a hybrid engine combining electric propulsion with biofuel compatibility. This configuration delivers both operational flexibility and measurable environmental benefits, including **up to a 50% reduction in CO₂ emissions** compared to conventional diesel barges when operating on a balanced energy mix. The vessel is also designed for **future zero-emission operations at berth**, supported by planned electric charging infrastructure at the Port of Fujairah.

Operating at one of the world's leading bunkering hubs, the Eco Voyager reinforces Fujairah's role as a forward-looking maritime gateway and reflects the UAE's broader commitment to cleaner shipping and climate action.

The launch was led by Tristar's Founder and CEO, **Mr. Eugene Mayne**, alongside **Mr. Thomas Vigneron**, Managing Director of TotalEnergies Marketing Middle East, whose Lubmarine division has time-chartered the vessel, underscoring the strength of the partnership and shared sustainability goals. We were also honored by the presence of **Louise Tricoire** and the **TotalEnergies Lubmarine** leadership team, as well as senior port and industry stakeholders.

A flagship example of Tristar's long-standing ESG commitment, the Eco Voyager represents a practical, deployable solution supporting the transition toward a more resilient, low-carbon maritime future.



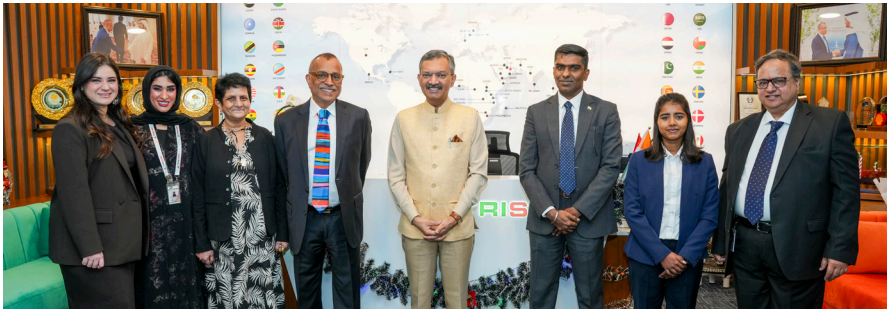
Honored by H.E. Indian Ambassador Dr. Deepak Mittal and H.E. Consul General Mr. Satish Sivan's visit to Tristar Group



At Tristar Group Headquarters

Some moments turn into milestones in every company's journey. It was an honor and privilege to have our Indian Ambassador to the UAE, H.E. Dr. Deepak Mittal and our Indian Consul General to the UAE, Mr. Satish Kumar Sivan visit Tristar Group Headquarters and Road Transport & Warehouse Operations Office on 31st Dec 2025.

We sincerely appreciated the time these leaders spent understanding the heart of our people and organization. We thank them for their inspiring leadership supporting the Indian community in the UAE and beyond.



At Road Transport & Warehouse Office





Tristar Half Marathon: A Sold-Out, Record-Breaking 3rd Edition

By Mr. Anil Parri, General Manager – Fuels



Experience the Event



- 1) Age 7, **Jayden Liam Periera** placed 1st in his in his age category (0 to 8 years male) in the 3km Race (Proud Parent: Charmaine D'Cunha, Assistant Manager – Recruitment & Training)
- 2) Age 13, **Garv Sharma** delivered an outstanding performance by achieving **2nd Overall in the Men's category**, competing against **158 participants of all ages and nationalities**. (Proud Parent: Mukesh Sharma, Turnkey Operations)

The Tristar Half Marathon 2026 (THM26), held on 18 January 2026 at Expo City Dubai, marked our biggest edition yet — and was officially sold out.

What began as a small community run championed by our Group CEO has evolved into one of the UAE's highest-rated fitness events. Following a **9.3/10 rating on Premier Online in 2025**, THM26 exceeded expectations with stronger public engagement and enhanced brand visibility.

This year's event brought together **1,700 runners**, up from 1,000 in 2025, representing **71 nationalities** across four race categories: **3km, 5km, 10km and 21km**. Registrations for the 3km and 5km races closed **two weeks early**, reflecting the event's growing popularity and momentum. Participants included elite athletes, run clubs, families and Tristar employees, reinforcing the strong community spirit at the heart of the marathon.

We were honored by the presence of **Mr. Mark Desmond Thompson, Editor-in-Chief of Gulf News**, who flagged off the races, and **Mr. B.G. Krishnan Consul (Economic, Trade and Commerce) from the Consulate General of India, Dubai** who awarded trophies to our winners. In line with our sustainability

values, all participants received race t-shirts made from **recycled plastic water bottles**, along with official timing chips and finisher medals. Winners across age groups were awarded trophies, with **Group CEO, Mr. Eugene Mayne** presenting cash prizes to overall champions in the 10km and 21km categories.

The lively race village featured a 360° photo booth, live African drummers, stilt walkers and children's activities, creating a high-energy experience for participants and spectators alike. Addressing the crowd, **Mr. Eugene Mayne** confirmed the **Tristar Half Marathon as an annual flagship event**, with plans underway to explore expansion across other Emirates.

We extend our sincere thanks to our staff, volunteers, partners, and organizing team led by **Mr. Balaji Nagabhushan** and **Mr. Anil Parri** ably supported by **Ms. Nikita Taimni**, **Mr. Sanjit Roy**, **Mr. K.M. Prasad** and **Mr. Merish Xavier** along with the organizers at **Super Sports** for making THM26 a memorable success. We look forward to an even bigger edition next year.





Tristar Safety at Sea Conference 2025: Navigating a Safer, More Sustainable Maritime Future

By Capt. Nazeef Siddiqui, Head of Maritime Coastal



Experience the Event

We hosted our **7th Annual Safety at Sea Conference** on **November 10th 2025** at the **One&Only Royal Mirage, Dubai** bringing together global maritime leaders, regulators, and seafarers under the theme **"Get Safety Right, Get Everything Right."** Now firmly established as one of the region's most influential maritime platforms, the conference reinforced the industry's shared responsibility for seafarer wellbeing, safety culture, and environmental stewardship.

Launched in 2019 by Group CEO, **Mr. Eugene Mayne**, the Safety at Sea Conference has evolved from a niche initiative into a global forum shaping best practices and cooperation across the Middle East, South Asia, and beyond. As the Gulf continues to grow as a critical trade and logistics hub, the event highlights the UAE's role as a global convener of maritime stakeholders.

While not a sustainability conference in the traditional sense, Safety at Sea directly supports broader sustainability outcomes by prioritizing **human sustainability** and operational resilience.



Key focus areas include **reducing incidents** that harm people and the marine environment, **strengthening mental health awareness** and welfare support for seafarers, and promoting industry-wide adoption of **Golden Safety Rules** and preventive **safety protocols**.

We featured leadership voices including our CEO **Mr. Eugene Mayne**, H.E. **Mr. Satish Sivan** Consul General of India to the UAE, and **Mr. Shehab Ahmed Al-Rahma**, Director of Oil Terminals at **DP World**. Panel discussions and workshops explored leadership, wellbeing, incident prevention, and practical action planning to drive measurable improvements.

Our hybrid inclusive format uniquely enables actively serving seafarers worldwide to participate via livestreams, strengthening connectivity across the maritime community. As the conference continues to gain recognition and build cross-industry alliances, it reinforces a vital message: **true sustainability in maritime operations begins with people**, and safety, wellbeing, and performance must advance together.

Tristar donates LKR 25-million in Relief Aid to Sri Lanka for Cyclone Ditwah.

By Ms. Nikita Taimni,
Social Impact Specialist

Following the devastation by Cyclone Ditwah across Sri Lanka in December 2025, we provided immediate aid by donating 25 million Sri Lankan Rupees (LKR) to relief efforts and infrastructure rebuilding. Our Group CEO, Mr. Eugene Mayne presented the funds to the UAE-Sri Lanka Consul General, H.E. Mr. Alexi Gunasekare at Tristar headquarters in Dubai. We continue to pray for all those affected by the cyclone. We stand with our colleagues and community in Sri Lanka.



L-R: Aruna Weerasinghe, Accountant and Sri Lankan National; Eugene Mayne, GCEO, Alexi Gunasekera, Consul General for Sri Lanka to Dubai and the Northern Emirates and Assistant Consul for Sri Lanka to Dubai and the Northern Emirates, H.E. Mr. Lalith Lokudadalla.

Winning our 11th Golden Peacock Global Award for Sustainability at the IOD Convention in London, UK

By Mr. Niyas Babu Marukara, Business Excellence and Ms. Nikita Taimni, Social Impact Specialist

We are proud to have won our **11th Golden Peacock Global Award for Sustainability** as this prestigious international award honors organizations worldwide for excellence in sustainability and corporate practices.

As the **Presenting Partner**, Tristar powered the four-day **IOD India 2025 Annual London Global Convention**, themed *"Boards in an Unpredictable World: Navigating Geopolitical Shifts, Climate Crises & Technological Disruptions."* From Nov 4th to 7th, the event brought together global leaders to focus on corporate governance, ESG, and sustainability, including a **Global Business Meet** at the **House of Lords**. Our CEO, **Mr. Eugene Mayne** and Group Chief Administrative Officer, **Mr. Balaji Nagabhushan** delivered keynote addresses during the convention.

Being recognized on this global stage inspires us to continue leading in sustainability across every part of our business.



More Than Just Steel: Welcoming "Tristar Jisha" to our Fleet

By Mr. Shailesh Bildikar, Commercial Director – Maritime Logistics

FLEET MODERNIZATION & EMPLOYEE RECOGNITION

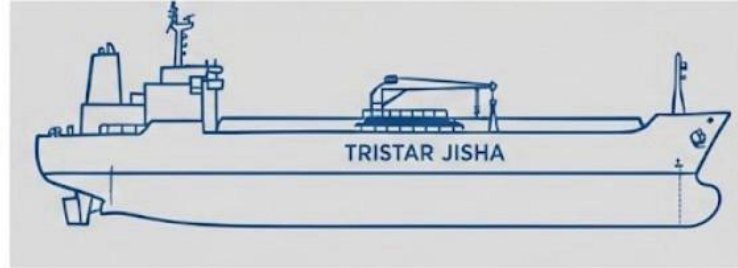
"At Tristar, our assets are a reflection of our people."

THE EXIT: FALCON ROYAL



- Built: 2008
- 50,000 DWT MR Tanker

THE ENTRY: TRISTAR JISHA



A TRIBUTE TO EXCELLENCE

The vessel is named in honor of Jisha, a dedicated accountant within our shipping department. This naming continues our tradition of recognizing the hard work and commitment of our employees by making them a permanent part of our maritime history.

- Built: 2014 (SPP Yard)
- Eco-MR (50,000 DWT)
- State-of-the-art electronic engine

At Tristar, our assets reflect our people. We are proud to announce the latest addition to our fleet: a Medium Range Tanker named **"Tristar Jisha."** This 2014-built Eco-MR tanker (50,000 DWT) is named in honor of **Ms. Jisha Vasudevan Nair**, a dedicated accountant on our Maritime Coastal team. Our shipping department's naming tradition recognizes our employees' hard work and commitment by making them a permanent part of our maritime history.

Acquiring Tristar Jisha marks a significant "upgrade" for the Group. By selling the 2008-built MR Tanker **Falcon Royal (50,000 Dwt)** — which stands as one of our most successful investments to date — and acquiring this newer vessel with a state-of-the-art electronic engine, we are reinvesting in a greener, more modern future.

Tristar Jisha has begun her tenure with **Vitol** and is technically managed by **Ishima Shipmanagement (Singapore)**. We look forward to many years of safe and efficient operations for this new addition.

Augmentation of Fuel Storage Infrastructure at MINUSCA Mission, CAR

By Mr. Biswajit Saha, Country Manager – Central African Republic



We successfully executed a fuel storage augmentation project for the **MINUSCA mission**, increasing total storage capacity by **1.3 million liters** through the installation of **30 TransTanks** across four operational sites in the Central African Republic.

The scope included engineering, mobilization, installation, commissioning, and full integration of associated facilities, delivered under the mobilization option by our in-house project management and technical teams. All activities were completed in line with applicable operational, safety, and quality standards. Despite significant logistical, environmental, and security challenges inherent to remote and hostile locations, the project was delivered within the approved schedule.

Upon completion, the facilities underwent independent inspection and certification by a third-party inspector from India, confirming full compliance with technical specifications and operational readiness requirements.

This project underscores Tristar's technical capability and execution strength in delivering petroleum storage infrastructure in austere environments, reinforcing our expertise in complex fuel storage and logistics operations.

Sustainable Aviation Fuel (SAF) Engagement at Entebbe Airport, Uganda

By Mr. Mohd Aiman Shaikh, Assistant Manager – Quality Control



In line with our commitment to sustainable aviation and future-ready fuel operations, we participated in **Sustainable Aviation Fuel (SAF) stakeholder workshops** held in Entebbe involving regulators, airport authorities, airlines, fuel suppliers and key industry partners.

These engagements formed part of a national **SAF Feasibility Study**, which evaluates Uganda's potential to support SAF development and adoption. Discussions focused on policy readiness, infrastructure requirements, supply-chain considerations and the role of Entebbe International Airport as Uganda's primary aviation gateway.

The study identifies Entebbe as a strategically important location for SAF introduction, supported by growing aviation activity and availability of suitable regional feedstock pathways. Findings underline the importance of early industry participation and stakeholder alignment to enable a safe, structured transition towards sustainable aviation fuels.

Tristar's participation reflects its proactive approach in staying aligned with global aviation sustainability initiatives, while ensuring readiness from an operational, quality and safety perspective. The Entebbe team's involvement also strengthens local engagement and reinforces our role as a responsible aviation fuel partner at the airport. Through continued participation in such initiatives, Tristar Entebbe remains well-positioned to support developments in SAF, while maintaining its core focus on safety, fuel quality and operational excellence.

First KLM Airlines Into-Plane Refueling at Entebbe

By Mr. Mohd Aiman Shaikh,
Assistant Manager – Quality Control

On 1 November 2025, our Entebbe team achieved a key milestone with the commencement of into-plane refueling services for **KLM Airlines**, further strengthening our footprint in East Africa's aviation fuel sector.

We completed the first uplift for a **KLM Airbus A330**, delivering **61,901 liters of Jet A-1** via hydrant dispenser on behalf of **Puma Energy**. The operation was executed safely, on schedule, and in full compliance with Tristar's **Aviation Fuel Quality Control and Operations Standards Manual (AFQCOSM)** and international industry standards.



KLM operates a **three-times-weekly service** at Entebbe International Airport. The successful launch demonstrates our operational readiness and ability to support globally reputed airlines with disciplined, efficient into-plane services.

We now deliver services on behalf of **Puma, Zion, and Norble**, supporting airline customers including **Ethiopian Airlines, Uganda Airlines, FlyDubai, Kenya Airways, RwandAir, Premier Airlines**, and now **KLM**.

This milestone reinforces the Entebbe team's strong safety culture, quality discipline, and growing capability to manage complex aviation fuel operations with reliability and precision.

Quarterly Safety Meeting – Dammam, Kingdom of Saudi Arabia



We hosted our Quarterly Safety Meeting in Dammam on Dec 6th 2025 reinforcing our unwavering commitment to frontline safety. We were honored by the presence of Group CEO **Mr. Eugene Mayne**, whose message underscored that **safety is not a campaign — it is a daily discipline built through consistency, learning and accountability.**

The session brought together strong leadership voices including **Mr. Yousef Khaled (Linde)**, **Mr. Ghassan AlKailani (ChampionX)**, **Mr. Shivananda Baikady (GM-RTW Dubai)** and **Mr. Sridhar (Group HSEQ)**, alongside key customer partners from **SABIC**, **Synthomer**, **JOSLOC**, **SLB** and **Al Jomaih & Shell Lubricating Oil Company (Shell KSA).**

Our KSA leadership team - **Mr. Babu Ravi Kumar**, **Mr. Muhammad Mohtashim Shamim**, **Mr. Abubacker Anwarudeen** and **Mr. Premkumar** - engaged in discussions centered on operational excellence and driver safety.

While senior leaders and partners shared valuable insights, the true focus remained where it belongs: our drivers and frontline teams. **Their commitment to safe execution continues to define our performance in the Kingdom.**

Committed to HSE Excellence: Emergency Response Mega Drill with EPCL in Karachi, Pakistan

By: Ms. Khushnood Rafiq,
HR Business Partner – Pakistan

Tristar Pakistan, in collaboration with Engro Polymer & Chemicals Ltd. (EPCL), successfully conducted an Emergency Response Mega Drill at Descon Yard, Port Qasim Authority, Karachi demonstrating our commitment to safety, emergency preparedness, and HSE excellence. The drill simulated a 20-MT chemical truck rollover involving a spill, fire, and medical emergency. Our staged response, supported by Rescue 1122, Automobile Track Service (ATS), National Highway & Motorway Police (NHMP), local police, and Port Qasim Authority (PQA) Police, showcased effective control systems, seamless inter-agency coordination, and readiness for real-world emergencies - earning commendations from all stakeholders.



Experience the Event





H.E. Prime Minister of Tanzania honors Tristar at Sustainable Land Transport Week

By Mr. Emmanuel Werema, Admin & HR Tanzania

At the inaugural **Sustainable Land Transport Week**, Tanzania's Prime Minister, **H.E. Dr. Mwigulu Lameck Nchemba**, presented Tristar Tanzania with a trophy recognizing us as **Best and Safest Service Provider 2024/25** in the 50–100 truck fleet category under the Land and Road Transport Authority (LATRA) program.

The award was received by **Mr. Manikandan Narayanasamy, Operations Manager**, in the presence of **Minister of Transport, H.E. Prof. Makame Mnyaa Mbarawa** and **LATRA Director General, H.E. Dr. Habibu Suluo** on Nov. 24th 2025. Competing among 15 nominated companies, we secured **2nd place**, reflecting the strength and discipline of our operations.

This national-level recognition underscores Tristar's commitment to excellence in safety, operational efficiency and responsible transport leadership in Tanzania and across our markets.



ESG Label Award from Dubai Chambers

By Ms. Nikita Taimni, Social Impact Specialist

On November 18th 2025, **Dr. K.D. Kandpal, Group Head of Sustainability** and **Ms. Nikita Taimni, Social Impact Specialist**, received the prestigious **ESG Label Award** from **Dubai Chambers' Vice-President, Ms. Maha Al Gargawi**.

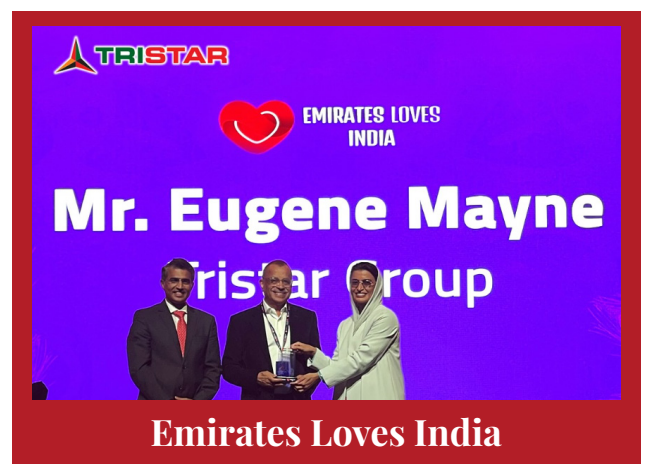
Awarded to 56 companies, the ESG Label recognizes UAE-based organizations that demonstrate strong environmental, social, and governance practices. The initiative encourages businesses to create positive societal and environmental impact while strengthening corporate governance. This recognition reinforces our continued commitment to embedding sustainability into our operations and long-term strategy.

Group CEO Mr. Eugene Mayne honored at Emirates Loves India 2025

By Ms. Nikita Taimni, Social Impact Specialist

Our Group Founder and CEO, **Mr. Eugene Mayne** was honored at the Emirates Loves India event held at Zabeel Park, Dubai on Oct. 26th 2025 in recognition of his contributions to the UAE's business landscape and Tristar's impactful community initiatives.

He received a commemorative memento from **Her Excellency Noura bint Mohammed Al Kaabi, Minister of State at the Ministry of Foreign Affairs**, in the presence of **H.E. A. Amarnath, Deputy Chief of Mission at the Embassy of the Republic of India in the UAE**. The moment symbolized more than individual recognition: it reflected the deep-rooted and growing strategic partnership between the UAE and India built on trade, innovation, and shared economic ambition.



As a business operating at the intersection of global markets, across 30+ countries, we are proud to contribute to this dynamic bilateral relationship while driving sustainable growth and meaningful community impact.



Sponsoring the South Sudan Football Federation (SSFF)

By Mr. Ravneesh Aujla,
Country Manager – South Sudan

We are proud to extend our support to the **South Sudan Football Federation (SSFF)** for another year, reinforcing our ongoing commitment to the local community.

On November 1st 2025, we signed a renewed agreement aligned with our Group CEO, **Mr. Eugene Mayne's pledge of USD 250,000** supporting the appointment of a foreign coach, technical staff and training kits for the national team.

With backing from **FIFA**, the SSFF has also worked to establish a world-class stadium in Juba. Having a home ground has enabled the city to host international matches, drawing strong local crowds and boosting morale for the national team, the **Bright Stars**.



SSFF President, Mr. Francis Amin, expressed heartfelt gratitude for Tristar's ongoing contributions, emphasizing the importance of collaboration between the private sector and sports organizations.

"We appreciate Tristar's support, which demonstrates their commitment to the development of football in South Sudan. Together, we will strengthen our national team and foster a love for the game in our youth," Amin stated.

Through this partnership, we continue to support youth development, national pride, and community engagement in South Sudan.

Christmas Celebrations at Atek Kilwak Orphanage

By Mr. Ravneesh Aujla,
Country Manager – South Sudan

This Christmas, we spent meaningful time with the children of Atek Kilwak Orphanage, home to nearly 120 children under the age of 13. The celebration was simple but heartfelt, with a strong sense of community.

We donated pre-loved clothing and essential dry rations to support the orphanage's daily needs. While gifts were modest, the joy they brought was profound. Moments like these remind us that care and consistency can make a huge impact. At Tristar, we believe our responsibility extends beyond business. Sharing the festive spirit at Atek Kilwak was both humbling and uplifting, and we remain committed to standing alongside the communities we serve in South Sudan.



Tristar Group in Dubai Sustainability Challenge

By Mr. Aldrin Edward, Sustainability Officer and Ms. Nikita Taimni, Social Impact Specialist



Tristar participated in the **inaugural Dubai Sustainability Challenge**, an inter-company initiative organized by **Companies for Good** and powered by **DoGood**, designed to turn sustainability into meaningful, collective action across the UAE.

Over three weeks, **nine companies** — including Amazon, Mastercard, Alshaya Group and Omnicom Media Group — took part in a friendly, app-based challenge that gamified sustainable behavior. Together, participants completed thousands of actions, conserved resources, and strengthened cross-company collaboration.

Led by **Ms. Nikita Taimni**, Social Impact Specialist, **20 Tristar employees** from across HR, Legal, Finance, IT and other departments joined the challenge, with **11 team members scoring over 1,000 points**. The experience fostered strong camaraderie and healthy competition, as colleagues applied sustainability learnings both at work and at home.

The impact continues beyond the challenge, with our team collectively completing **148 hours of sustainability training** and **1,064 sustainable actions**—from switching off lights in unused meeting rooms to prioritizing natural light across our headquarters.

Tristar achieved an impressive **4th place overall**, reflecting the team's commitment and enthusiasm.

Congratulations to our top performers:

1st Place: Mr. Aldrin Edward, Sustainability Officer

2nd Place (Tie): Ms. Charmaine D'Cunha, Assistant Manager Recruitment and Mr. Sharath Kumar, Journey Manager GCC

3rd Place: Mr. Ranjith Mohan, Group Legal Counsel

Global Celebrations



Oman National Day Celebration



UAE Flag Day



Qatar National Day



Dubai Police conducted “Dangers of Drugs” Awareness Session for Our Drivers

By Mr. Sanjit Roy, HR Manager

On Nov. 21st 2025, **Dubai Police** conducted an awareness session on the dangers of drugs at our **Jebel Ali Staff Accommodation** attended by 109 employees. The session highlighted the importance of abstaining from drugs and alcohol while reinforcing safety, discipline, and responsible conduct amongst our drivers. Officers delivered practical insights, engaged openly with participants and addressed their questions, ensuring strong understanding across the team.





UN Women's WEPs Quarterly Forum in Nairobi, Kenya

By Ms. Beatrice Ooko, HR Business Partner – Kenya



Ms. Sarah Mbugua, Supply Chain Officer and Ms. Beatrice Ooko, HR Business Partner represented us at the Women's Empowerment Principles (WEPs) Quarterly Forum on December 1st 2025, hosted by UN Women in collaboration with the **Global Compact Network Kenya** at the Windsor Golf Hotel & Country Club under the theme: "Catalyzing Women's Economic Participation in the Marketplace through Policy and Practice."

Beatrice served as a panelist on "Opportunities and Challenges in Trade and Entrepreneurship," where she drew on her logistics expertise to share practical insights for private sector stakeholders and women entrepreneurs, highlighting:

- Key cost drivers in logistics
- Strategies for SMEs to reduce costs without compromising quality or delivery
- Opportunities to leverage consolidation and aggregation hubs

Her contribution reinforced our commitment to advancing women's economic participation and supporting sustainable business growth in Kenya.

Sri Lanka RM Parks Team's Matara Beach Clean-Up

By Mr. Giriprasad Nair,
Country Head – Sri Lanka

On Nov 21st 2025, our Sri Lanka RM Parks team came together at **Matara Beach** for a meaningful beach clean-up initiative, in alignment with the **Clean Sri Lanka** government drive. We appreciate to your efforts: **Mr. Giriprasad Nair, Mr. Lal Jayathilaka, Mr. Piyumal Amarasinghe, Ms. Sachini Siriwardhana, Ms. Ravisha Wijesundara, Mr. Kith, and Ms. Sanduni Gunawardhana** for your active participation and commitment, which truly elevated this CSR effort to keep our coastlines in Sri Lanka clean. Thank you for making a positive impact on our local community.



UN 2nd World Summit for Social Development – Private Sector Forum, Doha

By Ms. Nikita Taimni,
Social Impact Specialist

Dr. K.D Kandpal, Head of Sustainability and Ms. Nikita Taimni, Social Impact Specialist were proud to represent Tristar Group at the UN Second World Summit for Social Development's Private Sector Forum at the Qatar National Convention Centre (QNCC) in Doha on Nov. 5th 2025. Co-hosted by the IOE, the **United Nations Global Compact** and the **UN Department of Economic and Social Affairs**, the forum convened global leaders to explore how private businesses can accelerate social progress by creating jobs, reducing social inequalities and maintaining ethical and inclusive supply chain, procurement, labor and recruitment processes.

Discussions focused on responsible leadership in a rapidly evolving world shaped by technology, climate pressures and shifting social dynamics — including the ethical use of AI, support for SMEs and creating inclusive economic opportunity.

We heard powerful insights from H.E. Ms. Amina J. Mohammed, UN Deputy Secretary-General; H.E. Ms. Annalena Baerbock, President of the UN General Assembly; H.E. Mr. Roberto Suárez Santos, Secretary General of the IOE; H.E. Mr. Gilbert F. Houngbo, Director General of the ILO; Ms. Tonilyn Lim, Director of Programs at the UN Global Compact; Mr. Daan Wensing, CEO of IDH; and Mr. Nasereddine Gouami, Regional Head of Govt Affairs & Public Policy at Google.

The forum reinforced that NGOs, private businesses and governments must build resilient, inclusive and sustainable economies that drive positive social impact.



Constructing Yapa Secondary School's Boys' Dorm in Lobonok, South Sudan

By Mr. Ravneesh Aujla, Country Head – South Sudan



In Nov. 2025, we completed constructing a new boys' dormitory at **Yapa Secondary School in Lobonok**, strengthening our long-standing commitment to education in this remote community located 150 km from Juba.

Since 2009, we have supported the school by investing in critical infrastructure, including constructing a girls' dormitory and three classrooms, helping expand access to quality secondary education for students in the region. The new boys' dormitory provides safe, stable accommodation and ensures more students from surrounding villages can continue their studies. The project reflects our belief that education is foundational to community development and long-term stability.

We were honored that **His Excellency Vice-President Prof. Dr. James Wani Igga** expressed appreciation for Tristar's continued partnership and contribution to the Lobonok community. Through sustained investment in education, Tristar remains committed to creating lasting social impact in South Sudan.



A New Horizon: Regional Leadership Charts a New Course at the 2nd Annual ABS Women in Maritime Summit 2025

By Ms. Jisha Vasudevan Nair, Maritime Accountant

On Oct 22nd 2025, I joined 150 industry professionals at The Address Dubai Mall for the 2nd Annual Middle East Women in Maritime Summit, hosted by the **American Bureau of Shipping (ABS)**. Under the theme *"Advancing Women in Maritime – Challenges and Opportunities,"* the conversation shifted from diversity as a metric to **diversity as a strategic advantage**.

H.E. Eng. Ms. Hessa Al Malek, Advisor to the UAE Minister for Maritime Transport Affairs, set the tone: "The success of women in maritime is not a women's issue; it is an industry success story." Mr. Khalid Alhammad, President of Bahri Ship Management, reinforced this progress, highlighting Bahri's training of 25 female cadets through partnerships with Sharjah Maritime Academy and the IMO NextWave Seafarers program.

A powerful panel moderated by Ms. Jessica Mahaffey (ABS) featured leaders from ADNOC L&S, DP World, Asyad Shipping, Sallaum Lines, and Adani Ports, emphasizing the need for sponsorship — not just mentorship — to accelerate women into leadership. A fireside chat with executives from Hapag-Lloyd, Hafnia, and Bahri brought these themes to life.

Representing Tristar alongside Capt. Nazeef Siddiqui, Head of Maritime Coastal; Ms. Latifa Alnuaimi, Seafarer Welfare Specialist and Ms. Nikita Taimni, Social Impact Special; I witnessed a clear message: talent — not gender — defines excellence in Maritime futures.



Supporting EEG's Can Collection Drive 2025

By Mr. Aldrin Edward,
Sustainability Officer UAE



On November 8th 2025, we supported the Emirates Environmental Group's (EEG) Can Collection Drive at Al Barsha Pond Park, continuing our annual commitment to community sustainability.

Our team provided logistical support and helped collect **2,200+ kg of aluminum cans from one site alone**. Across six UAE locations, volunteers collected a total of **12,946 kg**, demonstrating the power of collective action.

On the ground, Aldrin Edward (Sustainability Officer) Abdul Razak (Driver), and Shrinu Peddadi (Helper) volunteered and represented Tristar, reinforcing our hands-on approach to environmental responsibility. Through initiatives like this, we actively reduce waste, promote recycling, and strengthen community engagement across the UAE.

Letter From Me To You: In Loving Memory of Nathan Scott, Group Head of I.T.

By Ms. Divya Bharathy Saravanan,
IT Technical and Functional Consultant



Today my emotions feel so mixed when I think of you, Nathan. You went on your jolly vacation to the deep blue sea in Bali, chasing your passion for diving, and rounding around your favorite sharks, and somehow it still feels unreal that you are not just a few steps away in the office.

You were never just a line manager to us – you were our best friend to the whole office team. You never looked at people by their designation or position, you only saw hearts of people/staffs.

That warm smile of yours, the way you made everyone feel seen and valued, will never fade from my heart.

Every morning, I still find myself looking around the office, hoping this is all just a bad dream and that you will walk in, calling out to me like you always did. "Trouble, what have you broken this time in the system?" – the way you used to tease me, and then soften it by calling me "Happiness," is something I carry with me every single day.

"Please, Nathan, just once more, call me Trouble again."

I still choose to believe you are on a long vacation from us, watching over our good deeds and smiling at our little victories. I miss you deeply, and I miss the person who called me Happiness and an supportive person in working place even as in my Line manager.

Life, please be gentle with him in his deep sea dive, because he has always loved the ocean more than anything.

Mr. Nathan, I miss you more than words can say, you're a gentlemen and a once-in-a-lifetime person.



Remembrance Message: *"Hey mate, see you in 2026 then. Enjoy your holiday."* This was Late Mr. Nathan's wish for me when I went on holiday. That was the last day. A friendly, smiling face who wished everyone personally every day. May his soul Rest in Peace – Mr. Balaji Nagabhushan, GCAO.