

MARCAP

MARINE CAPABILITIES (MARCAP) NEWSLETTER

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MARCAP
Marine Capabilities

FROM THE PRESIDENT & CEO'S DESK...

Dear Colleagues,



Time flies, I remember our first issue of Marcap Newsletter in March, and here we are bidding farewell to 2019 and welcoming 2020.

The year has been extremely eventful, as we re-engaged clients meaningfully. I believe "Marcap" is a longstanding and reputable name in the market, as new doors started opening.

We also welcomed new addition to our operation, such as the AHT "POSH Mulia" and "PW Reliance", Spud Barge "PLC-02" for our projects in Abu Dhabi UAE.

The year 2019 also witnessed new initiatives from Marcap, such as our HSE motto "Goal Zero". As we emphasized greater in HSE and spearheaded ideas in the industry, we were honoured to be selected by ADNOC Offshore to showcase our initiatives in the ADNOC Offshore HSE Communication Forum.

Moving forward, we anticipate greater growth in 2020, as the Marcap flag will be planted in new areas of operation. We are also excited about the upcoming prospects for the company, with new projects to be added to our portfolio, and the relocation to our new 10,000 m² yard which is complemented by 125 m jetty in Mussafah Abu Dhabi.

We look forward to the continuous support from our stakeholders, associates, shore staffs and crew!

Thanks for making 2019 memorable, and here's wishing everyone a Happy, Successful and Healthy New Year!

Yours truly,
Samer Qiblawi

MARCAP UNVEILS "QHHSE" WITH "HAPPINESS" INITIATIVE

Q4 2019 sees the much-anticipated launch of Marcap's "Happiness Program".

Dubbed as "QHHSE" which originally encompassed Quality, Health, Safety and Environment, "Happiness" was integrated as it is felt that employees spend a significant portion of their time at work, hence it is equally imperative that the work environment has to inculcate "Happiness".



The "Happiness Box" is placed in the office where employees are encouraged to contribute their ideas on areas where the company can bring about "happiness".



Amongst the earlier initiatives contributed by President & CEO Mr. Samer Qiblawi include "Fitness Program" where employees congregate thrice weekly for fitness training after work to maintain wellness and health.

Other initiatives from Mr. Samer include "Coffee with CEO", where a group of employees from different departments get to meet with him once a month for coffee.



The session enables them to interact with him and understand the direction of the company and ongoing development. It also allows the CEO to better understand the scope of work of his employees, and any areas of improvement for the company.



As the month progresses, it is expected that the initiative will gain greater momentum from listening to the needs and requirements of the staffs.

The Social Committee will be collating all contributions and meeting regularly to bring about events that will benefit their colleagues.

NEWS

ADIPEC 2019

Marcap participated in Abu Dhabi International Petroleum Exhibition & Conference (ADIPEC) 2019 at Abu Dhabi National Exhibition Centre from 11th till 14th November 2019.

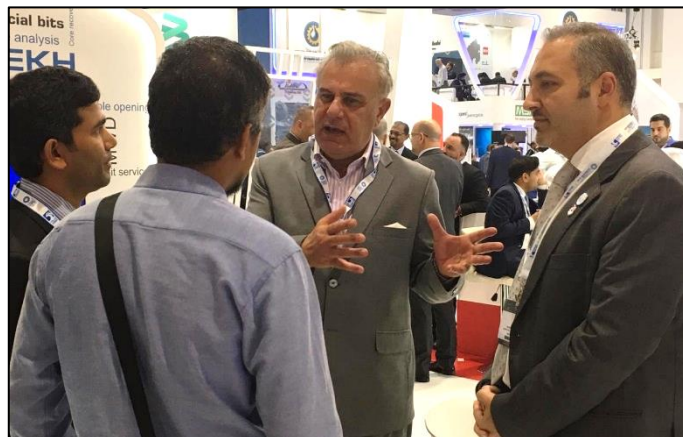


Preparation for the 04-day event started 02 months in advance, with the designing of corporate video, booth, marketing materials and logistics planning.

Under the patronage of His Highness Sheikh Khalifa Bin Zayed Al Nahyan, President of the United Arab Emirates, the exhibition had more than 2,200 exhibitors and welcomed more than 155,000 visitors.



Traffic was bustling as Marcap exhibited together with our partner EMDAD LLC in the main hall. It was also a time of meeting up with existing clients and establishing links with new ones.



Apart from guests in the UAE, Marcap also met up with visitors hailing from the Kingdom of Saudi Arabia, Oman, Kuwait, Bahrain, Netherlands, Norway, United Kingdom, Italy, Japan, South Korea, Singapore, People's Republic of China, Malaysia, Nigeria, Egypt, Lebanon etc.



The annual exhibition also shed light on ongoing and upcoming developments in the Oil and Gas sector, amongst which In-Country Value Program (ICV) was a primary focus.

The event also involved "Young ADIPEC", where high school students aged between 14 and 17 years old visited Marcap's booth. The youths were briefed about the company and what it does so as to spark their interests and career aspirations in the Oil and Gas sector.



Shore staffs from Marcap were encouraged to attend the 04 days exhibition in order to have a better grasp of the industry.



Colleagues also lent their support by coming by the booth as an act of encouragement to the team stationed there.



President & CEO Mr. Samer Qiblawi, a veteran of the industry, was interviewed by several periodicals on his opinion about the sector and the outlook ahead.



To round off the exhibition, a dinner was organised by Marcap for more than 80 guests at the award-winning Byblos Sur Mer, one of Abu Dhabi's most celebrated Lebanese restaurant.

In consideration of Marcap being an Arabic descent company, the Byblos Sur Mer was chosen with the

intention of sharing with the international guest on Arabic cuisine, culture and entertainment. It is hoped that this exhibition is not any other exhibition, but one where they will bring home fond memories.

The event started in the evening where guests mingled in the upper terrace overlooking the scenic marina.



They were then led to the main hall when dinner was ready to be served. Mr. Samer Qiblawi and Chairman Mr. Mohammed Juma Al Bawardi Al Falasi then gave their welcome speech.



The night stretched past 2300hrs as guests were exposed to a wide array of Arabic dishes. International guests also witnessed Arabic entertainment as the singer belted hits after hits, joined by the energetic and sporty Arabic guests.



The 04 days exhibition concluded meaningfully as relationships and network were forged. Marcap looks forward to the immense prospects ahead in 2020.

WELCOME MARCAP MARS



Marcap's latest vessel, the 65 metres Landing Craft Tank (LCT) "Marcap Mars" arrived in Abu Dhabi on 31st October 2019.



The Crewing Department and Crewing Welfare Department organised a welcome party to commemorate the arrival of this LCT, which departed from Jiangsu China on the 03rd of October 2019.



The voyage may have taken 28 days, but the crew were more than eager to bring their shore colleagues for a tour within the vessel.



In line with Marcap's tradition, the arrival was celebrated with cakes and food. The atmosphere was light-hearted as the crew finally get to loosen up as they completed their task in bringing the vessel safely to UAE!



QHSE

HSE AWARDS

In line with company's directive to inculcate HSE as a way of living, crew on board Marcap vessels are strongly encouraged to participate in reporting a qualified HSE Observation and HSEQ Suggestion on a monthly basis.

For the 03 months from September to November 2019, we are elated to announce that the winners and contributors are an even mixture of officers and ratings.

This only relates to an active HSE culture on board our vessels where everyone is bothered to make a difference, regardless of rank or seniority.

Hence, we are pleased to announce the following outstanding Marcap crew for their HSE contribution:

September 2019

1. Best HSE Observation Reporter
 - Oleg Cherkashyn, Master / Marcap Supporter
2. Best HSE Observation Reporter
 - Ichsan Prijella, Chief Officer / POSH Mulia
3. Safe Worker of the Month
 - Nalin Rokshan, AB / Marcap 202

October 2019

4. Best HSE Observation Reporter
 - Htet Naing Oo, AB / NBHH1
5. Best HSE Observation Reporter
 - Anton Sherstobitov, Engine Cadet / Marcap Danny
6. Safe Worker of the Month
 - Mohamed Rishan, Bosun / Marcap Siba



Bosun Mohamed Rishan receiving his award from Capt. Ramin Aliyev.

November 2019

1. Best HSE Observation Reporter
 - Oleksandr Gryaznov, Master / Marcap 1
2. Best HSE Observation Reporter
 - Johnny Espanola, Oiler / Marcap 2
3. Safe Worker of the Month
 - Clyde Mandariaga, AB / Marcap Danny



Capt. Oleksandr receiving his award from Port Captain, Capt. Khalid.

Each awardee will receive a gift and certificate.

NOTEWORTHY EXAMPLE

Special mention to Nalin Rokshan of Marcap 202 for winning Safe Worker of the Month for September 2019.

Nalin was also the awardee for Safe Worker of the Month in the month of July 2019, hence this being his second award in 2019.

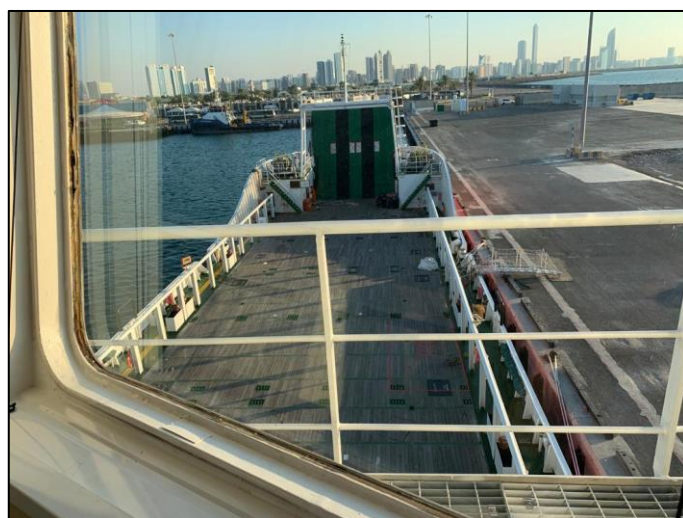
Marcap congratulates Nalin for being exemplary in making a conscious effort in HSE. Truly, HSE does not involve ranks or position, everyone has a part to play and it starts with me! **Work Safely and Go Home Safely!**

MANAGEMENT VISIT

24th November 2019: President & CEO Mr. Samer Qiblawi visited the Landing Craft “Marcap Mars”.



From the tour of the vessel, he was able to engage with every crew on board.

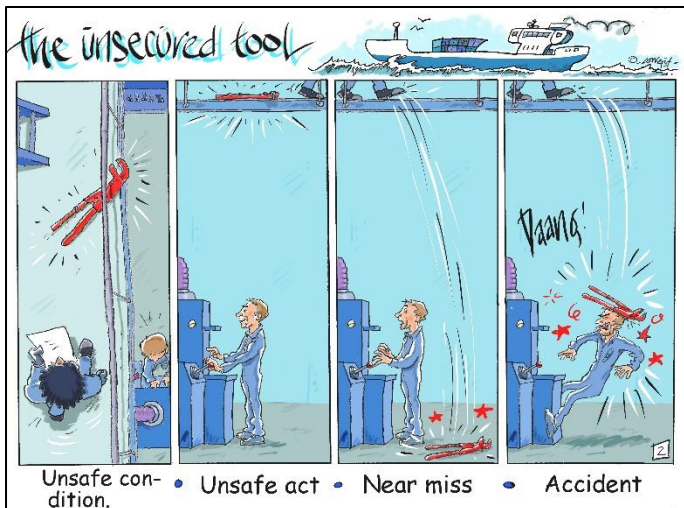


Mr. Samer addressed on the importance of HSE and everyone's role in it. He shared that the success of the company is mainly attributed from the crew on board, and they make a significance. However, executing of any tasks must incorporate HSE elements to ensure it is not only done correctly, but safely at all times.

SAFETY REMINDER

Onshore or offshore, we are working together as one team. Safety is for everyone!

“GOAL ZERO”, Zero Injury, Zero Incident, Zero Pollution.



© SEA HEALTH & WELFARE

Always remember:

Even if it did not happen, it does not mean it will never happen.

Ensure

- (1) All tools are accounted for;
- (2) Never leave any tools behind unattended;
- (3) Always store the tools properly in the assigned storage area;
- (4) Apart from storing in the proper place, ensure it is properly secured (if required);
- (5) Keep an eye for all members of the team and for their safety;
- (6) If you sight an unattended tool, ensure it is properly stored and secured, you will make a difference to the lives of others;
- (7) Always don your PPE and remind your team members to don theirs too!

Do not take things for granted. Do not wait, identify any unsafe condition / act early, or you may live to regret the consequences. **Work Safely and Go Home Safely!**

ENRICHMENT

SHORE STAFFS VESSEL VISIT

07th October 2019: After the successful session conducted on 29th July 2019, another vessel visit was organised for the shore staff, this time on board the Landing Craft Tank (LCT) “AD Astra” when she called Freeport, Abu Dhabi UAE.



Led once again by Port Engineer Chief Khaled Saleh, the session was fruitful and informative as it enabled the shore staff from various department to have a better understanding of Marcap’s fleet and our line of business.



Attended by Ms. Anna Mae Ragay (Operations), Ms. Keemper Salenga (Accounts), Ms. Jennyln Cuasay and Ms. Cyrhyll Osorio (Commercial and Business Development), the trip was made more enriching with the guidance of Chief Engineer Markabi.



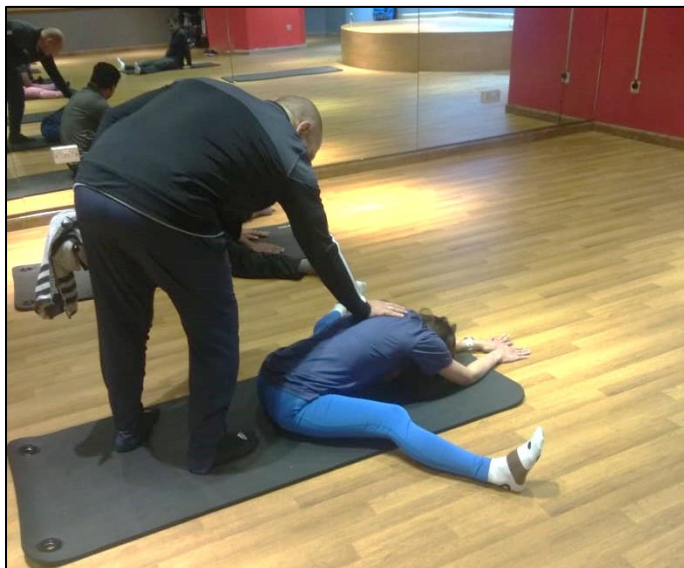
Despite the heat in the engine room and main deck, the visit was an eye-opener as some of the staffs finally went on board a vessel for the first time.

HAPPINESS 2019

FITNESS PROGRAM

07th October 2019: “*Mens sana in corpore sano*” (Latin) – “a healthy mind in a healthy body”.

In line with the Happiness Program, President & CEO Mr. Samer Qiblawi has initiated a Fitness Program for all employees of Marcap, with the belief that having a healthy body is essential to the well-being of a person.



This fitspiration program is conducted thrice weekly, on Sunday, Tuesday and Thursday. The one-hour session incorporates a wide array of exercises and trainings conducted by fitness guru Mr. Julian, who also gives his insights on food intake, proper diet, and wellness.



The program has garnered a core group of fitness aficionados keen on letting off their steam after a challenging day at work, and for those who needed a program to keep their body in shape.



Turnout has been consistent throughout, as everyone is disciplined, and results have been noticeable as pounds were shredded and an air of optimism and confidence surrounds the office.

BOWLING DAY

26th October 2019: The Social Committee got together and organised another “Bowling Day” session for all Marcap employees at Zayed Sports City.



The turnout more than doubled from the last event in December 2018, as the sporty colleagues from Accounts, Operations, Commercial and Business Development, Logistics, and Human Resource came in full force.





The game started at 1400hrs, and as some dusted their rusty skills and showcased their hidden talents, the rest were joyous with the experience.



Family members were also invited, and they participated in this fun-filled event.

For the competitive at heart, there were informal competition between teams, where applause thundered for showmanship and laughter for the misses.



Nevertheless, it was a fabulous time away from work, which forged greater bonding between team members from different departments.



The atmosphere was light-hearted throughout, as smiles beamed across the bowling alleys.

ADIPEC APPRECIATION

21st November 2019: As an act of appreciation for the successfully concluded ADIPEC exhibition from 11th till 14th November 2019, a party was arranged in recognition of the efforts made by the relevant team members.



Led by President & CEO Mr. Samer Qiblawi, he individually congratulated the contributors for their efforts in making the exhibition such a success.



Capt. Abdallah Chehab, Director – Operations.



Mr. Sameh Qiblawi, Director – Administration.



Ms. Elena Skorokhod, Executive Assistant to CEO.



Mr. Mahmoud Salim, Asst. Manager – CBD.



Mr. Haja Mohaideen, Office Support.



Ms. Cyrhyll Osorio, Executive – CBD.



Ms. Jennylyn Cuasay, Assistant – CBD.

SMILE OF THE MONTH

21st November 2019: Along with ADIPEC Thanksgiving, Mr. Samer also took the opportunity to share about the development of “Happiness Program” with the employees and the significance of such a program.

He then launched another initiative from the “Happiness Program”, with “Smile of the Month”, where a draw will be conducted to pick 03 winners with gifts focusing on their well-being.



Capt. Shahin Saad, DPA, won “One session of body massage treatment and body scrub”.



Chief Khaled Saleh, Port Engineer, won “One-night stay for 02 in 5-star Royal M Hotel with breakfast and dinner included”.

The event was light-hearted and hilarious. For the month of December 2019, he has given employees the permission to take 04 hours off from work on any day that they choose.

LOUVRE MUSEUM TOUR

07th December 2019: As an initiative of the “Happiness” program, a tour of Louvre Abu Dhabi Museum was organized for the shore staff of Marcap.



On exhibit was “Rendezvous in Paris”, showcasing art works by renowned artists such as Pablo Picasso, Marc Chagall, Amedeo Modigliani, Sonia Delaunay, Giorgio De Chirico, Juan Gris, Constantin Brancusi, Tamara de Lempicka, Brassai, amongst many others.



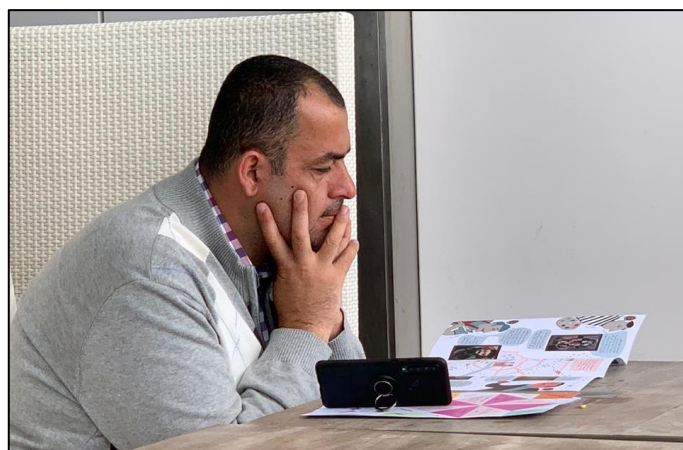
These artists left their home countries across Europe for Paris, which was then a Bohemian hub where they could truly express themselves and created some of the finest and extraordinary art pieces of the 20th century.



Also on exhibit was “10,000 Years of Luxury”, where the team witnessed the history of the lavish and luxurious across 350 extraordinary objects, ranging from fashion, jewellery, art, furniture, design, to the current interpretation on what “money can’t buy” notions of personal freedoms such as leisure time and freedom of movement.



The team also basked in the “rain of light”, an effect when sunlight passes through the 7,850 stars featured on the huge silvery dome of Louvre Abu Dhabi.



All in all, it was an eye opening and intriguing event, where many sat down at the end of the exhibition and slowly digested the historical and interesting information.

COFFEE WITH CEO



“Coffee with CEO” is another initiative for the “Happiness Program”.



The monthly session enables a set of employees to interact with the senior management, where they spend an hour with President & CEO Mr. Samer Qiblawi to better understand the company's development and directions.



Conversely, it also enables the senior management to engage the employees and have a better understanding of their scope of work and experiences. Furthermore, this serves as a channel to exchange opinions and hear their suggestions.



Three sessions were held over the 04th quarter, on 07th October 2019, 10th November 2019, and 08th December 2019, involving team members from Operations, Accounts, Human Resource, Public Relations, Purchasing, Information Technology, and Commercial and Business Development.

WELLNESS CAMPAIGN

10th December 2019: With an emphasis on health and wellness, Mr. Sameh Qiblawi, Director – Administration and the Human Resource Department organised Marcap's first ever “Wellness Campaign” by having Burjeel Hospital within Marcap's precinct for health check on every staff.



Every staff was scheduled beforehand to undergo examination for blood sugar, blood pressure, and vision.



ZODIAC PARTY



The monthly birthday celebration has been rebranded as “Zodiac Party” in line with the Happiness Program, where employees sharing the same zodiac signs will celebrate their birthday together.



The Zodiac Party takes place on the last Thursday of every month, with the last two involving Leo, Libra, and Virgo:



1. Leo (23rd July – 23rd August)
 - a. Ms. Vishaka Geethika (13th August)
2. Virgo (24th August – 22nd September)
 - a. Mr. Sameh Qiblawi
 - b. Mr. Muhammad Areef Baithankaradath
 - c. Mr. Haja Mohaideen Liyakath Ali



3. Libra (23rd September – 23rd October)
 - a. Mr. Aziz Victor Soliman
 - b. Mr. Tarek Majzoub
 - c. Mr. Khaled Saleh
 - d. Mr. Soney John



CONGRATULATORY

The first baby born to an employee of Marine Capabilities is now a freshman in the university.

Congratulations to Mr. Nibal Al Sheikh Saeed, Manager – Public Relations on his daughter Ms. Samah Nibal on gaining entry to United Kingdom's Middlesex University.



Ms. Samah radiates confidence at a young age and did not shy away from the media as she did several interviews for the local television network during her schooling days.

Hence at Middlesex University, Ms. Samah will be pursuing a 4-year degree course in Bachelor of International Commercial Law.

We wish her the very best in her pursuit of excellence!