



WE ARE HOME
ON WATER



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TIME AND HAPPINESS PROGRAM

ISSUE Q1 2024



DEAR MARCAP FAMILY, PARTNERS, AND FRIENDS,



I'm excited to declare that 2024 will be "the year of progress" for our company. Marcap is riding a new wave towards a modernized, digitized, and sustainable future. We've proven our resilience, strength, and team spirit, laying an incredible foundation. Now is the perfect time to think Big, Bold, and Brave.

We have sailed through challenges and celebrated triumphs as we embark on our 28th year, all with unwavering confidence in the promising future and incremental, steady improvement. We've always believed that the company belongs to the Marcap Family, and now we're setting an even bigger vision because we're confident in our team's ability to deliver extraordinary results. Despite strong competition, we're driven to excel and stand out.

The time is now to embrace collaboration, as we eagerly seek out new opportunities, explore uncharted territory, and push the boundaries of innovation. We have been in a long journey of maturation, experience, and confidence-building. Here we stand, seasoned and ambitious, equipped with a robust team and boundless determination.

Join us on this adventure. Let's collaborate on exciting new projects, share ideas, and be assured of our ability to realize our vision. As we move forward, we remain your reliable partner, no matter which service you choose.

Stay tuned, stay optimistic, and stay with Marcap.

President & CEO, Samer Qiblawi



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36_m
LONG

70
PASSENGERS

25
KNOTS

SEAFARING SISTERS: **MARCAP AIDA AND MARCAP NISREEN'S** JOURNEY OF EXCELLENCE

• ► By Cyrhyll Joice,
Executive – Commercial
and Business Development

In the bustling maritime industry of Saudi Arabia, there exists a duo that represents reliability, professionalism, and unwavering dedication: Marcap Aida and Marcap Nisreen, the respected sisters, crew boats operating in the waters serving the prestigious Oil and Gas giant, Al Khafji Joint Operations (KJO).

Their journey began four years ago, during the height of the pandemic, when Marcap Aida and Marcap Nisreen recognized the importance of their role in facilitating seamless operations for Al Khafji Joint Operations. Their vessels, capable of accommodating up to 70 passengers, became synonymous with comfort and efficiency, ensuring a smooth journey for every individual on board.

Their commendable reputation was not forged overnight; it was built through years of hard work, diligence, and an unwavering commitment to exceeding expectations. Over four years, their vessels experienced minimal downtime, a testament to their meticulous maintenance and proactive approach to problem-solving.

As they chart their course into the future, Marcap Aida and Marcap Nisreen remain steadfast in their commitment to Al Khafji Joint Operations. Their contract secured until 2028 serves as a testament to the trust and confidence placed in them by their esteemed client.



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MARCAP NISREEN

PARTICULARS

Type	• → Aluminium Monohull Multi-Role Support Vessel
Class	• → Bureau Veritas
Notation	• → 1 X Hull, X MACH, Crew Boat, Unrestricted Navigation
Year Built	• → 2012
IMO No.	• → 9632430
Official No.	• → 37281220
Flag	• → Tuvalu
Port of Registry	• → Funafuti

MEASUREMENT

Length Overall	• → 36.00 m
Length BP	• → 33.20 m
Beam Moulded	• → 7.60 m
Depth Moulded	• → 3.65 m
Draft (Loaded)	• → 1.88 m

TONNAGE

GRT	• → 236 T
NRT	• → 71 T

MANEUVERING & PROPULSION SYSTEM

Main Engine	• → 03 x Cummins KTA38-M2 rated 1,350 BHP@1,900 rpm each
Total BHP	• → 4,050 BHP
Propeller	• → 03 x FPP, 5 bladed
Bow Thruster	• → 1 x 100HP, electro-hydraulic

ELECTRIC POWER GENERATION

Main Generator	• → 2 x Cummins 6BT5.9-DM1 rated 415/220V/3Ph/50Hz each @ 1,500 rpm
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PERFORMANCE

Speed (Max)	• → Approx. 25 knots
Speed (Cruising)	• → Approx. 23 knots

CARGO DECK

Clear Deck Area	• → 80 m ²
Deck Loading	• → 2.5 T/m ²
Deck Cargo Capacity	• → 40 T



STORAGE CAPACITY

Fuel Oil	• → 60,000 L
Fresh Water	• → 25,000 L

ACCOMMODATION

Berth/Cabin	• → 2x1man • → 1x2men • → 1x4men
Total	• → 8 men
Offshore Seat	• → 70 men

NAVIGATION AND COMMUNICATION EQUIPMENT

GMDSS (Area 2)	
VHF	• → Sailor 5022
SSB Radio	• → Icom IC-M710
EPIRB	• → McMurdo E5
SART	• → McMurdo S4
GPS	• → Furuno GP-32
Navtex Receiver	• → Samyung SNX-300
Radar	• → Simrad NX40X2
Magnetic Compass	• → Riviera 6"
Gyro Compass	• → Simrad RGC50
Echo Sounder	• → Furuno FCV627
AIS	• → Samyung S1-30

FIRE FIGHTING

Pump	• → 1 x 600 m ³ /hr
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SAFETY EQUIPMENT

Life Raft	• → 220 men, SOLAS approved
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MISCELLANEOUS

Oily Water Separator	• → 15 ppm
Sewage Treatment	• → Fitted for 15 persons



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* Above details are believed to be true but without guarantee



MARITIME STORIES

LINKEDIN EDITION

Our Quarterly PDF Newsletter now has a companion — the LinkedIn Monthly Edition. Subscribing is as easy as clicking 'Follow' on our [LINKEDIN PAGE](#). Discover Marcap's insights, stories, experience, and Maritime industry news in one easy-to-read Hub.



PICTURE THIS: 5-YEAR JOURNEY OF OUR MAGAZINE, SEASONED WITH 28 YEARS OF UNWAVERING COMMITMENT TO YOUR SERVICE. EACH EDITION IS A LIVING, BREATHING TESTAMENT TO OUR DAILY QUEST FOR EXCELLENCE. THIS LINKEDIN-FORMATTED NEWSLETTER IS DESIGNED TO SEAMLESSLY DELIVER THE LATEST UPDATES RIGHT TO YOUR FINGERTIPS, FASTER AND EASIER THAN EVER BEFORE.

BUT WHAT MAKES OUR MAGAZINE A MUST-READ? ▶

Join our LinkedIn Page ▶



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INSIGHTS & GROWTH:

We unlock the secrets behind our growth and success, unravel our business practices. Dive deep into the minds of our experienced professionals as they interpret the mystery of our fortune.



TALENT TALES:

It's not just about business; it's about people—the heartbeat of Marcap. Meet our talented employees, whose stories of triumph and resilience will inspire you. They are the soul of our organization.



SEAFARING GLORY:

Our seafarers are not just sailors; they are unsung heroes of our maritime world, the guardians of Health, Safety, and Environment (HSE) practices that set us apart. Discover the uniqueness of their formulas and join us in the celebration of maritime excellence.



PROJECTS & SERVICES:

Got challenges? We have got solutions! Look no further. Our Newsletter showcases our capabilities, offering hope and performance on even the most complicated projects.

Join our LinkedIn Page ▶



ETHICAL ALLIANCES:

Newsletter is not just about us – it is about the community. Loyalty is our anchor. Meet our suppliers, partners, and friends who share our commitment to ethical business and foster deep and solid relationships.



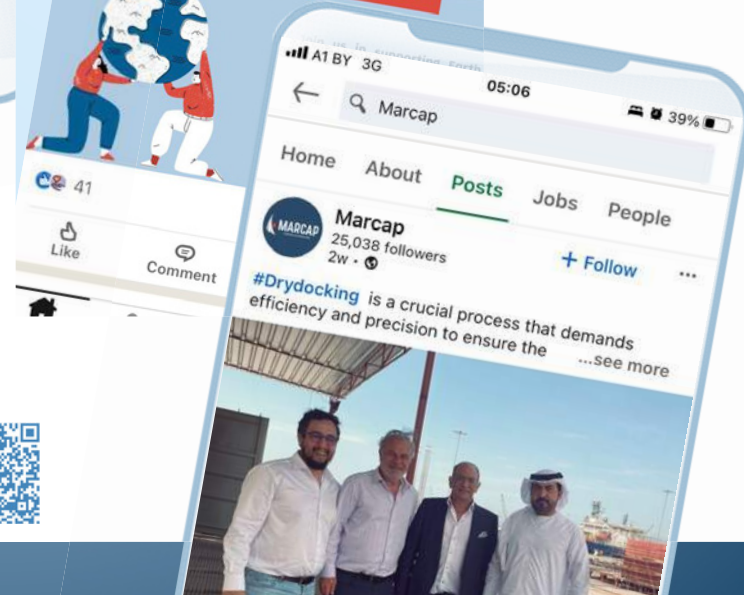
VESSEL VOYAGES:

Feast your eyes on our gorgeous vessels. We unveil their features, capabilities, and the epic journeys they undertake. Each one of them has a story to tell.



MARITIME BUZZ:

Come to know about Maritime events from a visitor's perspective. We will be guiding you to professional gatherings, conferences and exhibitions where the industry sets sail into the future.



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FROM SEAFARING DREAMS TO CORPORATE SUCCESS:

CHIEF ALAA'S JOURNEY

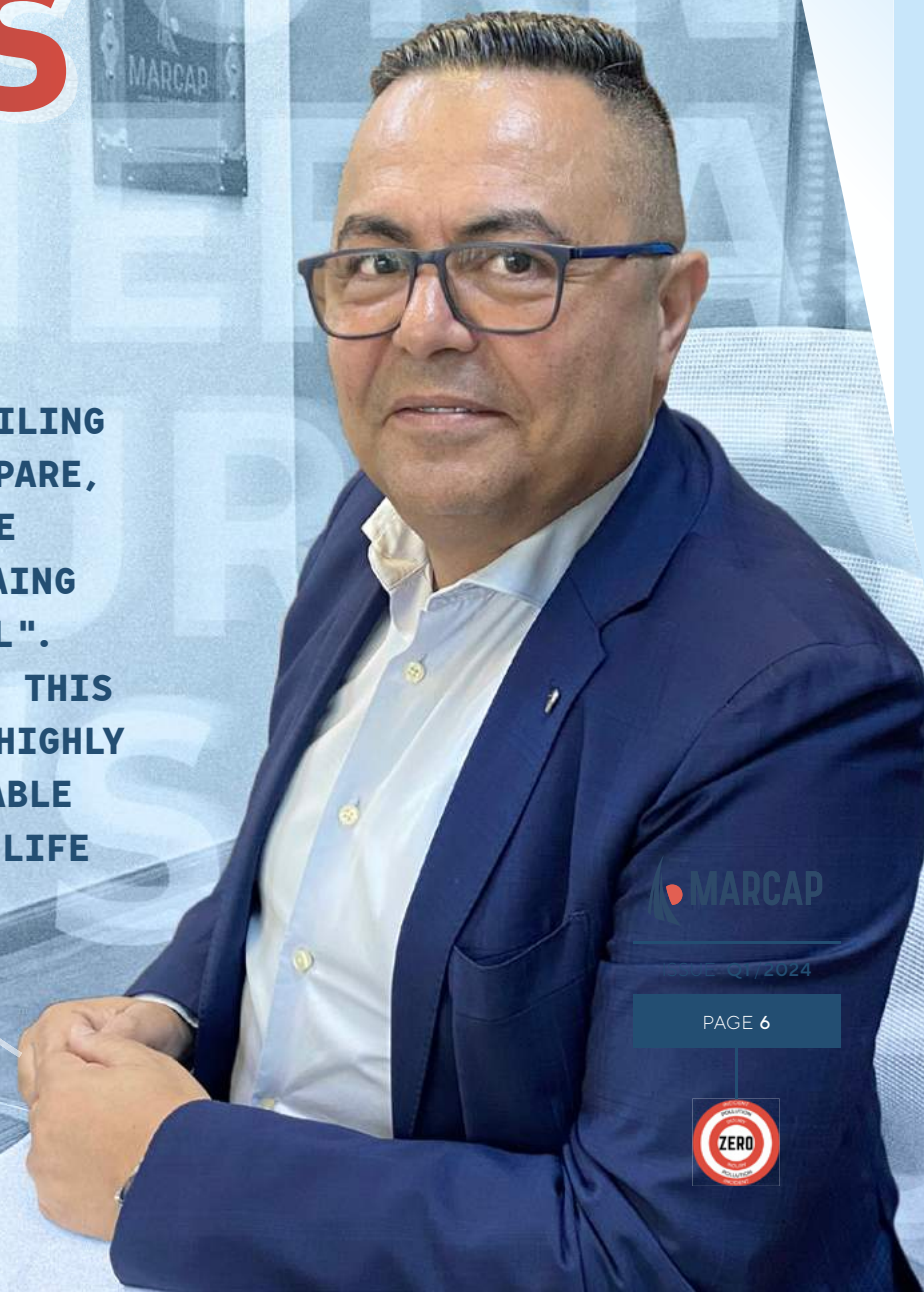
We had an incredible conversation with **Chief Alaa Eldin Salem**, who recently obtained his MBA in International Business. We delved into the fascinating journey of our Technical Manager, a native of Alexandria with a global background in various types of vessels, including the specialized field of seismic vessels. In this emotionally charged interview, Chief Alaa provides valuable insights into his motivations, the profound impact of his MBA studies, and the strategies for success in his role.

WHAT MOTIVATED YOU TO PURSUE YOUR MBA AND DEDICATE A SIGNIFICANT AMOUNT OF TIME TO IT?

› I think what motivated me to pursue my MBA was a dream from my childhood – to earn a PhD. I aspired to pursue a PhD in any field – science, engineering, or business. Moreover, I have always had a hunger for knowledge. Since I was a child, my mother instilled in me a love for reading by constantly giving me books. Books have been a significant part of my life, fueling my desire to learn more and read more.

“

"BY FAILING TO PREPARE, YOU ARE PREPARING TO FAIL". I FIND THIS QUOTE HIGHLY APPLICABLE TO MY LIFE



MARCAP

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WHICH PROGRAM DID YOU CHOOSE FOR YOUR MBA, AND WHICH MODULES WERE MOST VALUABLE TO YOU, AND WHY? ›

When I decided to pursue my MBA, I found international business captivating. Its broad applicability across various industries resonated deeply with me, aligning with our business needs. Upon completing the program, I discovered that my intuition was spot on – it was a perfect fit for our daily operations.

Among the modules, two stood out: Leadership and Communication and Negotiations. The Leadership module highlighted the gap between an average manager and a true leader. Leading by example and understanding the people and their work on the ground garners respect. Mastering communication and negotiation skills have boosted my effectiveness in dealings with Clients, Suppliers, Shipyards, and other Stakeholders. It has made finding mutually beneficial solutions in business much more attainable.

CAN YOU SHARE SOME INSIGHTS OR QUOTES FROM THE PROGRAM THAT HAD A PROFOUND IMPACT ON YOU OR PROVIDED ENLIGHTENMENT? ›

One quote that resonates deeply with me is by Benjamin Franklin: "By failing to prepare, you



“ I BELIEVE THAT THOROUGH PREPARATION LEADS TO SUCCESS

are preparing to fail." I find this quote highly applicable to my life. Throughout my journey, I've always emphasized preparation – for exams, for the next day, for projects, and even for dry-docking. I believe that thorough preparation leads to success. The Leadership course in the program was particularly impactful, offering intensive learning experiences that have enriched my understanding and skills.

HOW HAS THE KNOWLEDGE YOU GAINED DURING YOUR MBA STUDIES CONTRIBUTED TO YOUR EFFECTIVENESS IN YOUR CURRENT ROLE AS A TECHNICAL MANAGER? › This is a great question (*chuckles*). I appreciate it because it made me

reflect on my journey. Before the program, I had accumulated skills through years of experience as a leader in the technical department. However, the MBA program gave me a deeper understanding of the science behind this. It was like a lightbulb moment – it illuminated why I had been doing things based on experience and how I could improve further. As a result, I have become a more professional manager and can now lead my team more effectively. The program taught me about leadership, negotiation, management, business, and the economy of the business. It covers all aspects of what we do and provides valuable insights into why and how we do things. Overall, it has been incredibly beneficial.

WHAT STRATEGIES DO YOU CONSIDER ESSENTIAL FOR ACHIEVING QUICK AND EFFICIENT DRY-DOCKING OPERATIONS? ›

Dry-docking projects are big and complicated, and I think the most important thing is to prepare well for them. When you do your homework, you have a full view of the project, enabling you to carry out the dry-docking effectively and quickly. Preparation should start six months before the project, involving tasks such as creating job lists, assigning responsibilities and procuring spare parts. You also need to determine the appropriate dry dock and obtain



“
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MYSELF FURTHER



quotations from service suppliers and shipyards. By comparing quotations, you can select the most suitable option. With thorough preparation, you are well-equipped with all the weapons to go to the battlefield and complete the project swiftly, effectively, and economically.

WHAT INITIALLY DREW YOU TO A CAREER IN THE MARITIME INDUSTRY, AND COULD YOU SHARE SOME EXPERIENCES FROM THE BEGINNING OF YOUR JOURNEY? ›

This is a great question because my love for the sea is what truly brought me into the maritime industry. I was born near the sea, and I've always had a deep affection for it. Swimming, water sports, and vessels have



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'always fascinated me. As a young boy, around 7 or 8 years old, my uncle, who worked in the port of Alexandria, often took me to visit on weekends. Seeing those immense ships sparked something in me — I was awestruck by their size and engineering marvel. I knew then that I wanted to be a part of that world.

Subsequently, I enrolled in the maritime academy to pursue my passion. I was drawn to subjects like Physics and Math, making engineering a natural fit for me. After graduating from the academy, I began my career on Cargo ships, starting as a cadet and working my way up to become a junior engineer. Later, I was fortunate to have the opportunity to study marine engineering in Denmark and receive an unlimited first-class chief engineer certificate from the Danish maritime authority, along with Danish citizenship. Afterward, I ventured into the offshore industry, specifically the seismic sector, spending a decade on seismic vessels in various roles, including as a second, third, and chief engineer.

Driven by a thirst for knowledge and the dream of working with Maersk, I shifted to the drilling sector, joining Jack Ups and Semisubmersible Rigs. I eventually rose to the position of onshore technical superintendent. Seeking further expertise with Dynamic Positioning (DP), which was a new technology at the time, I returned to the offshore industry to delve into DP vessels.

After gaining experience as a chief engineer on DP vessels, I returned to shore management to support operational activities.

WHAT ASPECTS OF WORKING AT MARCAP DO YOU PARTICULARLY ENJOY, AND WHAT FACTORS HAVE CONTRIBUTED TO YOUR CONTINUED COMMITMENT TO THE COMPANY? ➤

At Marcap, I especially enjoy the daily challenges and the dynamic nature of the work. Each day presents new tasks and obstacles, keeping me alive, engaged, and motivated to push myself further. I thrive in an environment



where no two days are alike; routine monotony isn't for me; I am getting easily bored. The diversity of tasks and energetic surroundings at Marcap is what I find very enjoyable.

Moreover, Marcap is unique in my career — it feels like home, a family I belong to, where I am part of a close-knit family. The camaraderie among colleagues fosters open communication, making it easy for me to collaborate with the team. Together, we celebrate our achievements, which brings me immense joy and motivates me to come to work every day.

I am grateful for the outstanding leadership at Marcap, particularly from Mr. Samer and the senior management team. Their encouragement and support inspire me to go above and beyond in my role. The positive atmosphere they cultivate makes it a pleasure to work here and fuels my desire to continually strive for excellence.

**MOREOVER,
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OF A CLOSE-KNIT
FAMILY**



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TASNEEF Maritime Conference

Marcap is proud to have participated in the second edition of the TASNEEF Maritime Conference 2024, themed "Regulations and Laws in the Maritime Sector in the Region," under the esteemed patronage of the Tawazun Council.

The conference provided invaluable insights into the latest updates on maritime regulations, as shared by relevant governmental bodies and authorities in the sector. Additionally, it shed light on the challenges faced by current industries and outlined innovative strategies to overcome them.

It was an enriching experience, offering us a comprehensive understanding of the evolving landscape and prospects of maritime and shipbuilding projects.

DNV Event

Marcap had the privilege of participating in the highly informative DNV Port State Control seminar held in Dubai. It was an invaluable gathering, bringing together key stakeholders from the Maritime industry alongside UAE PSC authorities.

The seminar featured insightful presentations from industry experts, including shipowners, ship managers, flag states and port states. Their wealth of knowledge and experience provided valuable insights to help us navigate the complexities of the maritime industry and stay ahead of emerging trends and regulations.

We extend our heartfelt appreciation to the organizers for the planning and execution of this event. It was a fantastic opportunity for networking, learning, and exchanging ideas.



MARCAP'S MARITIME
ENGAGEMENT:
INSIGHTS FROM THE
MARTIME EVENTS



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SETTING SAIL FOR SAFETY: ACTUAL DRILLS

In this article, our HSE Team highlights the importance of Actual Drills on board and emphasizes why Seafarers should take it seriously.

AT THE HEART OF MARITIME OPERATIONS LIES AN UNWAVERING COMMITMENT TO HEALTH, SAFETY, AND ENVIRONMENT (HSE). EVERY ACTION AND EVERY DECISION ARE GUIDED BY THE PARAMOUNT IMPORTANCE OF SAFEGUARDING HUMAN LIVES, PROTECTING THE ENVIRONMENT, AND ENSURING THE WELL-BEING OF ALL INVOLVED. ACHIEVING 100% HSE IS THE ABSOLUTE PRIORITY THAT GOVERNS EVERY ASPECT OF VESSEL OPERATIONS.

SO **WHY** CONDUCTING ACTUAL DRILLS ONBOARD VESSELS IS NON-NEGOTIABLE?

- **SAFETY AWARENESS:** Actual drills provide hands-on experience for crew members, enhancing their understanding of emergency procedures and protocols. This practical experience reinforces safety awareness and ensures that crew members can respond effectively in real-life emergencies.
- **SKILL DEVELOPMENT:** Drills allow crew members to practice essential skills such as firefighting, man overboard recovery, abandon ship procedures, and handling medical emergencies. Regular practice helps maintain proficiency and confidence in executing these critical tasks during emergencies.



- **TEAM COORDINATION:** Conducting drills fosters effective teamwork and coordination among crew members. By simulating emergency scenarios, drills enable crew members to understand their roles and responsibilities and work together seamlessly to mitigate risks and ensure the safety of all onboard.



Every action and every decision are guided by the paramount importance of safeguarding human lives, protecting the environment, and ensuring the well-being of all involved



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regulatory requirements and enhances the vessel's safety culture.

• ► Written
By **Nouman Sadiq**, Acting
Manager – HSEQ

► **RISK MITIGATION:** By practicing emergency response procedures through drills, vessels can mitigate the risks associated with various emergencies, including fires, collisions, grounding, and pollution incidents. Preparedness reduces the likelihood of accidents and minimizes the potential impact on personnel, cargo, and the marine environment.

► **CONTINUOUS IMPROVEMENT:** Regularly conducting drills allows for continuously improving emergency response plans, procedures, and training programs. Feedback and lessons learned from drills enable management to refine emergency preparedness efforts and adapt to evolving risks and operational requirements.

► **ASSESSMENT OF EQUIPMENT AND PROCEDURES:** Drills provide an opportunity to evaluate the effectiveness of emergency equipment and procedures in a controlled environment. Identifying any deficiencies or areas for improvement allows for timely adjustments and enhancements to ensure that the vessel is prepared to handle emergencies effectively.

► **COMPLIANCE WITH REGULATIONS:** Regulatory bodies such as the International Maritime Organization (IMO) require regular emergency drills to be conducted onboard vessels to ensure compliance with international safety standards. Conducting actual drills helps demonstrate compliance with

By embracing the lessons learned from each exercise, vessels refine their emergency preparedness efforts, ensuring that they remain at the forefront of safety excellence.

In the pursuit of perfection, complacency is the enemy. Drills serve as platforms for innovation, providing invaluable feedback that drives continuous improvement



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STRENGTHENING TEAM UNITY: VESSEL VISITS

At Marcap, **we consider each vessel as a home**, and our seafarers are our frontline heroes who uphold excellence every day. Therefore, it's imperative for us to personally engage with them, address any concerns, and bridge any communication gaps.



1 > Our President & CEO, **Mr. Samer Qiblawi**, accompanied by Technical Manager, **Chief Alaa Eldin Salem**, conducted a meaningful visit to **MARCAP 2** and **MARCAP 202** vessels operating in the UAE.



THESE VISITS

foster a deeper connection between management and the onshore team on one side, and our onboard teams on the other. We extend heartfelt appreciation to our leaders for their unwavering support!



2 > Marcap's Safety Officer, **Capt. Wael Saleh**, and Technical Superintendent, **Mohamed Yousef**, visited our sister vessels, **EMDAD 3** and **EMDAD 5**, operating in Saudi Arabia.

VESSEL VISITS

HOLD IMMENSE IMPORTANCE:

- > **Demonstrating Care:** It sends a clear message to our crew about the value we place on their well-being and workplace environment.
- > **Insightful Monitoring:** These visits provide invaluable insights into vessel conditions, guiding our operational decisions effectively.
- > **Inspirational Presence:** The presence of our top executives serves as a catalyst, motivating our crew to pursue excellence.



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HSE AWARDS

In line with the company's directive to inculcate HSE culture as a way of living, the crew onboard Marcap Vessels are strongly encouraged to participate in reporting a potential Safety Observation and HSEQ improvement suggestions on monthly basis. For the 1st quarter of the Year 2024 from **January– March**, we are elated to announce that the award winners and contributors are primarily from ratings. This serves as an encouragement that HSE is actively incorporated into the daily activities of everyone on board, where everyone makes a difference, regardless of rank or seniority. We are pleased to announce the following outstanding Marcap crew for their HSE contribution:



Sriyono Slamet



Abdul Nazeem



Sakiman Karyono



Muhammad Rijal



Rizal Abidin



Irfan Husain Abdul Kalam

JANUARY 2024:

BEST HSE OBSERVATION:

- ↳ **Jonathan Villegas Napay**, Bosun/ Marcap 202
- ↳ **Junry L. Payosan**, Bosun/Marcap Supporter
- ↳ **Gautam Behera K. B.**, AB/AD Astra

SAFE WORKER:

- ↳ **Abdul Nazeem Khan**, AB/ Tam 1
- ↳ **Sriyono Slamet**, Chief Engineer/ Tam 2
- ↳ **Sakiman Karyono**, Bosun/ME3

FEBRUARY 2024:

BEST HSE OBSERVATION:

- ↳ **Shoyeb M Ali Mhatarnaik**, AB/Marcap 1
- ↳ **Ahkil Balu Baby Baby**, AB/ Marcap 203
- ↳ **Mustapha Kurdli**, Bosun/AD Astra

SAFE WORKER:

- ↳ **Irfan Husain Abdul Kalam**, AB/Per Aspera
- ↳ **Muhammad Rijal**, Oiler/Marcap Aida
- ↳ **Rizal Abidin**, AB/Cook/ Marcap Nisreen

MARCH 2024:

BEST HSE OBSERVATION:

- ↳ **Genesis Cortado Mallada**, AB/Marcap 2
- ↳ **Dawit Negash Getinet**, AB/Marcap 202
- ↳ **Joryll Barcus Mucas**, Oiler/Marcap Danny

SAFE WORKER:

- ↳ **Thushan Vishwa**, Cook/Tam 1
- ↳ **Arif Nugraha**, AB/Tam 2
- ↳ **Hossam Eldin M. Othman**, Bosun/Marcap Emdad 5



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HAPPINESS PROGRAM

BOWLING TOURNAMENT



Marcap's commitment to employee well-being extends beyond the workplace with our Happiness program, fostering team spirit and collaboration through friendly gatherings. This past weekend, we hosted an exciting bowling tournament for our team!

There is nothing quite like the thrill of aiming for a strike and celebrating each other's successes. Beyond our daily duties, we cherish the opportunity to bond over shared interests and spread positivity throughout our team.



We extend our congratulations **to the winners:**

- 1st Place:** Mr Subair Karippayil,
Officer – Logistics
- 2nd Place:** Mr Zain Mohamed,
Senior Crewing Officer
- 1st Place (women):**
Mrs Vincy Biju, Crewing Officer

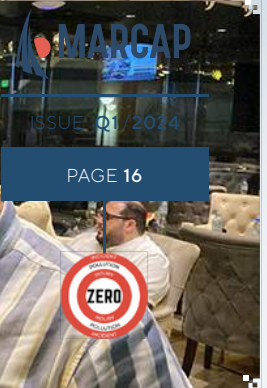
We look forward to more gatherings as they nurture a true family spirit and fun!

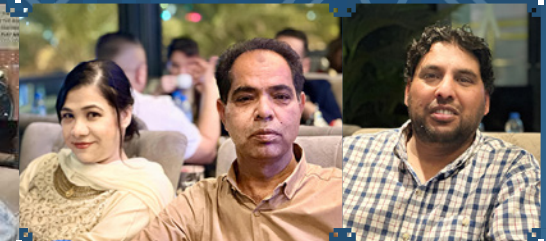


EMBRACE THE SPIRIT OF RAMADAN WITH THE MARCAP SUHOOR GATHERING!

Marcap organized a beautiful Suhoor family evening, cherishing the yearly tradition.

These moments of togetherness are significant, fostering camaraderie and unity within our corporate family. It's a time to connect on a deeper level, where we inspire and uplift one another.





Beyond nourishing our bodies, Suhoor gatherings nurture our souls, cultivating a sense of community and belonging. They remind us of the importance of empathy, generosity, and gratitude — the essence of Ramadan.

At Marcap, these gatherings provide us with an opportunity to cultivate a supportive and inclusive work environment. They also serve as a platform for meaningful exchanges of ideas, leaving everyone with a grateful heart after spending a memorable night together.



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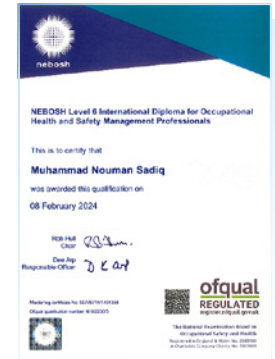
EMPLOYEES CERTIFICATES

→ Kudos to our colleagues for their dedication to their professional development! Witnessing their passion for continuous growth is truly inspiring, and it brings us immense joy to have such talented individuals like yourselves as part of our team.

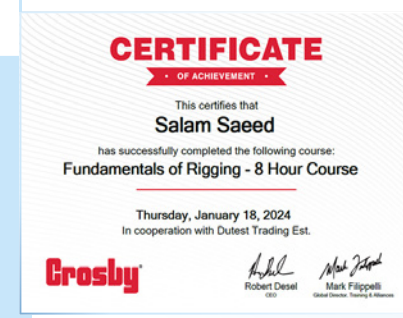
Warmest congratulations to our exceptional **Mr. Alaa Eldin Salem, our Technical Manager who obtained** the MBA Certification in International Business.



← **Mr. Muhammad Sadiq, our Acting Manager — HSEQ,** has attained the prestigious NEBOSH Level 6 International Diploma for Occupational Health and Safety Management Professionals.



← **Mr. Salam Saeed, our Manager — Purchasing & Inventory,** for successfully completing the Crosby training session. This course delved into the fundamentals of rigging and provided invaluable insights into Crosby's products and lifting services.



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MESSAGE BOARD

NEW JOINERS

→ We would like to extend our warm welcome to

Ms. Hanadi Amer Hamed Musallam Alameri who joined us in capacity of Officer – Administration.



Mr. Anas W D Abueida
who joined us in the capacity
of Document Controller.



**Ms. Dominique Godezano
Tenorio** who joined us in the capacity
of Receptionist (Temporary).

MESSAGE BOARD

PROMOTIONS

→ We congratulate on promotion and wish the best performance in a new role to:



↓
**Mr. Tarek
Mustafa
Majzoub** –
Assistant
Accounts
Manager



→
Mr. Sheyin Shanavas – Senior
Accountant



↓
**Ms.
Keemper
Licup
Salenga** –
Accounts
Payable
Supervisor



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CELEBRATING 10 YEARS OF DEDICATION AND EXCELLENCE!

Cheers to our incredible team members

Capt. Khaled Abdullah, Fleet Manager/Port Captain;
Mr Mohammed Hasan, Welder; **Mr Subair Karippayil**,
 Officer — Logistics; **Ms Vincy Bijukumar**, Officer — Crewing;
Mr Haja Mohaideen, Assistant — Crewing;
Mr Usman Arif, Driver who've stood strong with Marcap
 for one decade!

**Your unwavering dedication and hard work have been
the driving force behind our growth.**

Here's to even more accomplishments, fueled
by boundless energy and unwavering enthusiasm, here's
to the next 10 years of success and beyond



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CELEBRATING

5 YEARS

OF DEDICATION
AND EXCELLENCE!



Congratulations to our outstanding team members

Sheyin Shanavas, Officer of Accounts (Accounts Payable);
Aziz Victor, Manager of Information Technology; **Izahak Parambil**, Driver; **Jenny Lyn Gatchalian**, Assistant of Commercial & Business Development; **Vishaka Geethika Dissanayaka**, Housekeeping Assistant, for **five years** of unwavering commitment at Marcap!

Your perseverance and dedication have been the cornerstone of our success. Here's to scaling even greater heights, driven by endless energy and enduring passion!

These adjustments ensure clarity in roles and titles and maintain consistency in punctuation and formatting. Overall, your message is clear, appreciative, and motivational. **Great job!**



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Dear Colleagues! We send you warm congratulations.

Wish you to grow wiser with experience, and Marcap Family will do its best to support your development. Keep up your good work!



HAPPY BIRTHDAY!

JANUARY



→ **MR. AHMED FAYED,**
CHIEF FINANCIAL OFFICER

→ **MR. ZIAD MAJZOUB,**
MANAGER – SHIP REPAIR



FEBRUARY



→ **MR. NIBAL SHEIKH SAEED,** HEAD – CREWING & GOVERNMENT RELATIONS

→ **MR. MANSOOR ALLAKKAT,** ASSISTANT – GOVERNMENT RELATIONS

→ **MRS. MARYIA KASTSIUCHENKA,** ACCOUNTANT



MARCH



→ **MR. MOTASEM AL SALEM,**
STORE KEEPER

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