



WE ARE HOME ON WATER

NEWSLETTER

ISSUE 02/2022



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DIRECTOR - ADMINISTRATION

SHARING POSIDONIA EXPERIENCE



Dear Colleagues,

One of the things I was looking forward to, was the Posidonia Maritime exhibition that takes place in the capital of Greece every 2 years.

This Maritime exhibition attracts visitors from all over the world, and it is definitely impressive in terms of its size, numbers of exhibitors, number of visitors, organization and lectures given during its 4 days, is surely worth the attention and future consideration for regular attendance.

Having attended Posidonia 2022, which holds a close resemblance to Abu Dhabi's ADIPEC Oil and Gas exhibition, I had the chance to meet remarkable Maritime entities and many suppliers offering solutions in many fields like technology, IT, ERP, logistics, communications, finance and other.

Since the last Posidonia exhibition did not take place due to the covid pandemic, this year was special as the preparations were intense in all aspects and the whole maritime industry in Greece was putting its effort to prove that Greece remains on the top of the maritime and shipping business of the world.

The many lectures I have attended while in Posidonia concentrated on the Carbon emissions danger and how the maritime industry has to focus on limiting this dangerous emission by releasing new laws and legislations to change the whole concept of energy usage in the industry. Although this will take time, however, everyone in the industry should contribute one way or another in playing an effective role in limiting these emissions and keep thinking of energy sustainability.



Governments, unions, legislators and marine operators must have a major role in making this planet a better place for our children and grandchildren and no efforts should be spared in this regard.

Sameh Qiblawi, Director - Administration



Posidonia, the international shipping exhibition, has long been established as one of the major events of the shipping industry, it first took place in 1969 and has been taking place every two years ever since.

Posidonia 2022 was the largest in terms of exhibition space and the most publicised event in the exhibition's history and has become the largest trade show in Greece. Posidonia 2022 welcomed 1,964 exhibiting companies from 88 countries & territories and was attended by 28,892 visitors from 103 countries. In total, the exhibition was attended by 40,950 participants including exhibitors, visitors and media representatives. The exhibition had national pavilions from 24 different countries.

*the information about Posidonia is copied from the official source
www.posidonia-events.com



CEO INTERVIEW FOR ROBBAN ASSAFINA



THE MARITIME INDUSTRY HAD A GOOD START IN 2022, ALONG WITH THE INCREASE IN FUEL PRICES. HOW WAS MARCAP'S START FOR THIS YEAR?

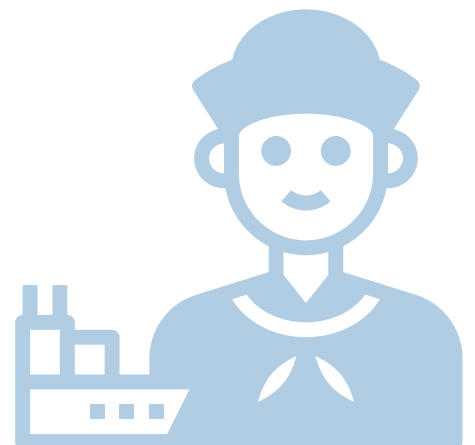
Marcap started this year with a positive dynamic. With the Corona behind us and the increase in oil prices, with the launch of many development projects in the Oil & Gas industry, we observe high demand in the vibrant market. For Marcap this has been translated into awards of various numbers of excellent projects in the region, so we personally can experience this demand on the ground.



BASED ON THE EXPERIENCE THAT MARCAP GAINED DURING 35+ YEARS ON THE MARKET, WHAT DO YOU THINK ARE THE CHALLENGES FACING THE INDUSTRY TODAY?

The main challenge of the industry is a gap between the supply and demand of vessels. There are fewer active vessels available on the market. The international supply chain has been disrupted due to the situation in East Europe and the post-covid effect. Equipment is taking more time to make. This is going to affect the time required to build vessels to get them into the market.

The other thing is the availability of crew. During the COVID and due to the recession on the market many professionals have moved to other industries because they had been laid off. The number of fresh graduates is also less. East Europe with the hostilities is also depriving the market of the available crew. So, this is the other challenge that the industry is facing.





LOOKING AT THE DIVERSITY TAKING PLACE IN THE WORLD'S FLEET AND SHIPS, HOW IS MARCAP DISTINGUISHED IN ITS SERVICES TO MEET TODAY'S REQUIREMENTS? WHERE DO YOU THINK IS MARCAP'S POINT OF STRENGTH, AMONG THE DIFFERENT MARITIME FIELDS?

Marcap is proud to be a proficient operator working with values. Marcap is distinguished as a highly professional service provider to its clients by putting their requirements first; by being fair in all its dealings whether with clients or subcontractors; by having a highly competent and motivated team which we call family; by adding new vessels to our fleet with assets which are designed and focused on the market and client's needs; by putting safety and quality control as a focal point. Our plan is to concentrate on green and environmentally friendly solutions for the market.



WHAT REQUIREMENTS SHOULD MARCAP FULFIL TO CONSTANTLY LEAD THIS SUCCESS IT SHARES WITH THE WORLD?

There are three main aspects. One is the product that Marcap provides, a fully functional and environmentally friendly vessel with a highly competent team, who is very well motivated and act safely. The second is understanding and completing client's requirements, fulfilling them to the client's satisfaction. The third component is to maintain our good reputation, continuing to conduct business in a fair and ethical manner

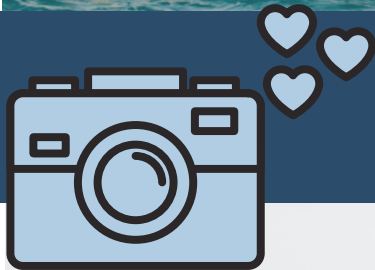


WHAT DOES MARCAP HAVE FOR THE SECOND HALF OF 2022? MAIN PROJECTS?

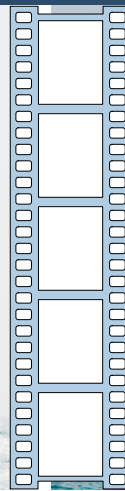
Developing business both in UAE and KSA, we are looking at the projects in the Red Sea, expanding to West Africa and the Arabian Sea. The main projects remain to be with our respectful clients such as ADNOC, ARAMCO and KJO.



THE FULL VERSION OF THE INTERVIEW YOU CAN FIND IN ROBBAN ASSAFINA MAGAZINE ASSAFINAONLINE.COM IN THE LATEST 179 ISSUE BOTH ARABIC AND ENGLISH VERSION



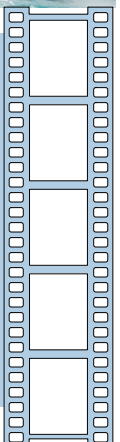
WELCOME MARCAP 203 PHOTO REPORT



SPECIAL THANKS FOR THE PHOTO REPORT
GO TO OUR TEAM:

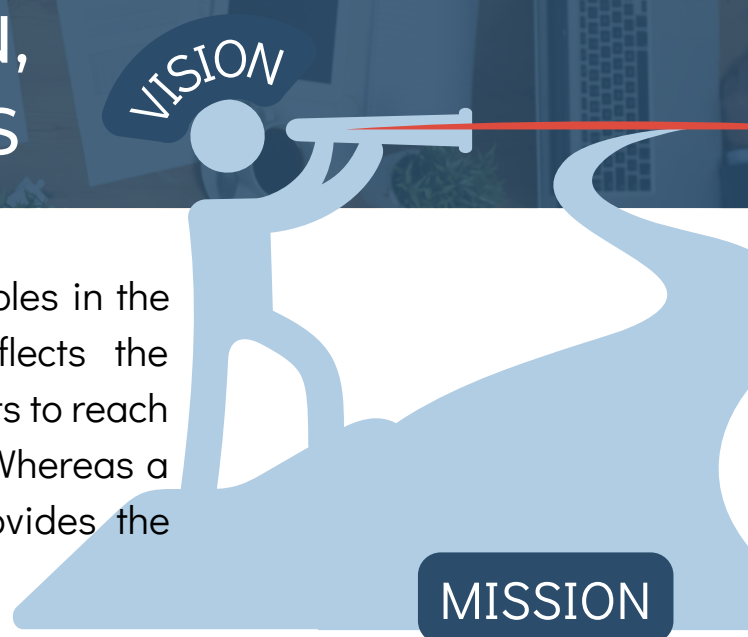
MR NIBAL SHEIKH SAEED, HEAD - CREWING
& GOVERNMENT RELATIONS

ELENA SKOROKHOD,
EA TO THE CEO & MARKETING IN CHARGE



THE ROLES OF VISION, MISSION AND VALUES

MISSION & VISION statements play vital roles in the corporate world. A Vision statement reflects the direction & goals of the company that it wants to reach and provides motivation to its employees. Whereas a Mission statement with a clear focus provides the means of achieving those goals or targets.



Furthermore, to have successful outcomes, a strong culture is essential that supports team spirit, and other meaningful Values which create a healthy but challenging working environment to reach the goals collectively.

MARCAP'S VISION IS TO BECOME THE LEADING MARINE SOLUTIONS PROVIDER WHILE MAINTAINING RELIABLE, TRUSTWORTHY AND QUALITY SERVICES TO OUR CURRENT AND FUTURE CUSTOMERS.

Simultaneously, Marcap's Mission provides the tools to its stakeholders with a focus on HSEQ that will guide Marcap towards reaching its goals. The Mission & Vision statements of Marcap play roles in:

- Communicating the purpose of the company to its key stakeholders i.e., employees and clients on a regular basis through meetings, newsletters, Employee engagement activities such as Happiness programs, the smile of the month, sports & team building activities, workshops, and many more. Each one of our employees is well aware of Marcap's Mission & Vision which leads them to contribute towards reaching those goals.
- Develop & Communicate strategies at regular intervals.



- Develop measurable objectives by which to measure the success of Marcap's strategy. The company has adopted a Balanced scorecard (BSC) strategy for the last few years which helps Marcap to formalize its SMART objectives, KPIs, and strategies. These interdependent objectives then are cascaded to the departments and individuals very carefully helping the employees to follow the path.

To ensure Marcap is going in the right direction and that each team member has the right competencies to achieve their targets, Marcap introduced a Competency Assurance system integrated into different Human Resource areas such as Recruitment, Training & Development, Performance Management, Resource planning, Employee benefits, etc. With this tool, each individual is assessed on different occasions against the key competencies that are required for the particular position to achieve related objectives & KPIs.

Marcap believes that to reach its goals, Marcap's core values support the company's Mission & Vision and shape its culture. That's why every single business decision and strategy is aligned with these values. Our core values that are in Marcap's DNA are:



MORALITY: to adopt good practices & behaviours while eliminating those that are bad or wrong.

ADAPTABILITY: to have the ability to change and maintain effectiveness in a changing environment.

RESPONSIBILITY: to accept what is required and carry out the tasks to the best of our ability.

CREATIVITY: to provide services with creative ideas and/or services that have worth, or importance and are new & useful to internal and external customers.

ASSURANCE: to identify strategies, drive new initiatives, and address economic and sustainability goals, along with defined levels of business and reputational risk tolerance.

PIONEERING: to develop and/or use new methods or techniques towards achieving maximum customer satisfaction.

By Waqas Uddeen, Manager - Human Resources

We are delighted to share that Saudi Marcap has reached another remarkable milestone as crew boat M/V Marcap Galaxy has just commenced her long-term charter in Saudi Arabia. Marcap Galaxy is up for the ever-dynamic offshore environment to serve one of the most reputable Oil and Gas companies in the region.

MARCAP GALAXY NEW EXCITING ADVENTURE



This 40m crew boat, designed to board 80 passengers and run at a speed of 27 knots, will be in addition to Saudi Marcap's existing crew boats that are very well versed not only in transporting passengers from one place to another but in assuring the safety and comfort whilst in transit. We would also like to convey our special thanks to the Team in Saudi Marcap, both onshore and offshore, for being able to ascertain all things are in order despite the demanding processes during her mobilization. As such, Marcap Galaxy arrived at the location and commenced her job on time in July 2022.

We are excited to discover what the future holds with each day unfolding as we pursue to work with genuinity and passion. Honoured by the confidence our clients have placed in us, we aim to continually expand our fleet and fill the Saudi waters with the colours of Marcap.



By Cyrhyll Joyce Osorio, Executive - Commercial and Business Development

MARCAP GALAXY SPECS DISCLOSURE

PARTICULARS

Type	Aluminium Monohull Multi-Role Support Vessel
Class	American Bureau of Shipping
Notation.	AL.HSC Crewboat, AMS
Year Built	2015
IMO No	9753404
Official No	336840
Flag	Tuvalu

MEASUREMENT

Length Overall	40.00 m
Beam Moulded	7.60 m
Depth Moulded	3.65 m
Draft (Loaded)	1.89 m

TONNAGE

GRT	259 T
NRT	77 T

CARGO DECK

Clear Deck Area	110 m2
Deck Loading	2.0 T/m2
Deck Cargo Capacity	60 T

STORAGE CAPACITY

Fuel Oil	93,000 L
Fresh Water	300,000 L
Dirty Oil	0,8 m3
Dispersant	0.2 m3

ACCOMMODATION

Berth/Cabin	3 x 2 men 1 x 4 men
Total	10 men
Offshore Seat	Economy Class, 80 men

FIRE FIGHTING

Fire Fighting Monitor	1 x 600 m3/hr
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SAFETY EQUIPMENT

Life Raft	6 x 25 men each side, SOLAS approved
Life Jacket	100 onboard, SOLAS approved

PERFORMANCE

Speed (Max)	Approx. 27 knots
Speed (Cruising)	Approx. 25 knots



MANEUVERING & PROPULSION SYSTEM

Main Engine	3 x Cummins KTA38-M2 rated 1,350 BHP@1,900rpm each
Total BHP	4,050 BHP
Propeller	3 x FPP, 5 bladed
Bow Thruster	1 x 100HP, electro-hydraulic

ELECTRIC POWER GENERATION

Main Generator	3 x Cummins 6BT5.9-DMI rated 122 BHP each@1,500rpm
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PERFORMANCE

Speed (Max)	Approx. 27 knots
Speed (Cruising)	Approx. 25 knots

NAVIGATION AND COMMUNICATION EQUIPMENT

GMDSS (Area 2)	
VHF	Sailor 6222
SSB Radio	Icom IC-M710
EPIRB	McMurdo E5
SART	McMurdo S4
GPS	Furuno GP-32
Navtex Receiver	Smatrfind
Radar	Simrad NSS 12"
Magnetic Compass	Riviera 6"
Gyro Compass	Simrad RGC50
Echo Sounder	Furuno FCV 627
AIS	Samyung SI-30

MISCELLANEOUS

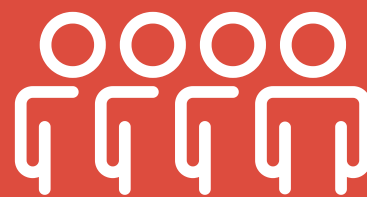
Oily Water Separator	15 ppm
Sewage Treatment	Fitted for 15 persons

QHSE

CREW HAPPINESS AS HSE TOOL



While talking about HSE we should always consider the human factor and nature. The happier we are, the more we are involved, and the higher our performance enhancing the sense of safety and connection to the environment.



While talking about HSE onboard, we must walk in the shoes of our crew. It is not easy to be isolated onboard and keep the flame of happiness alive. The routine is making us complacent, the monotonous job can put our senses in sleep mode, so the best approach is to break the routine from time to time.

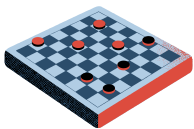
- SITE VISITS
- MANAGEMENT VIDEO MESSAGES
- DINNERS & CELEBRATIONS
- ENTERTAINMENT FACILITIES
- RECOGNITION (HSE AWARDS)
- APPRECIATIONS & GIFTS
- BODY & MIND FITNESS
- NEWSLETTER
- MEDIA INTERACTION

PHYSICAL SITE VISITS remain the main leading indicator for the crew that they are not alone but supported by the shore team. This is always a good opportunity to share their concerns in person.



HAPPINESS ENHANCES HSE AWARENESS

EXECUTIVE LEADERSHIP SITE VISITS ensure continued communication on all company levels and assert the leadership commitment to the HSE. Mr Samer Qiblawi, President & CEO makes regular visits according to the plan.



ENTERTAINMENT FACILITIES like board games or a PlayStation are fun and good distraction for the mind that helps to divert focus and relax.



APPRECIATION & GIFTS show care and a nice personal gesture to each and every member of the team onboard.



BODY & MIND FITNESS encourage the crew to take care of physical activities onboard – gymnastics, treadmill, cycling. Gymnastic video training from Marcap sports trainer is available onboard. Mental health is also prioritized by conducting stress management sessions.



VIDEO MESSAGES FROM THE MANAGEMENT / NEWSLETTER / SOCIAL MEDIA / DEDICATED WHATSAPP GROUP contains welfare messages and articles to raise the crew awareness and focus on safety.

TO ALL OF YOU WHO ARE DAILY CARRYING OUT THIS DIFFICULT AND HIGH DEMANDING JOB WITH ALL THE DEDICATION. WE ARE PROUD OF YOU, OUR FRONTLINERS!



HAPPY SEAFARERS DAY



DINNERS ON BOARD & CELEBRATIONS. Marcap uses any occasion and opportunity to entertain the crew with a good meal. Moreover, our cooks do their best in presentation. We don't miss a chance to treat our crew with the best food.



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 second quarter of the Year 2022 from April to June, 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:

APRIL 2022:

BEST HSE OBSERVATION:

- SAJITH SATHEESAN, AB/Marcap2
- JANSEN UNTUNG, Chief Officer, Marcap Nisreen
- RICKY SWANDI SINAGA, Bosun/AD Astra

SAFE WORKER:

- SUJEEWA CHANDIMAL DON S., AB/Marcap1
- MOHAMMAD JUFRI, AB/Marcap Aida
- FAUZI AHYAK, Bosun/NBHH1

JUNE 2022:

BEST HSE OBSERVATION:

- AHMED ALI MOHAMED E., Oiler/Marcap1
- SERGII POLIUSHYN, 2nd Officer/Marcap Siba
- ANANTHASORUBAN KORALUIS, AB/Per Aspera

SAFE WORKER:

- IGBAL KAZIMOV, AB/Marcap203
- ULIL ALBAB, AB/Tam2
- HANI RABIH ABOU E.ELDEN, O/S/NBHH1

MAY 2022:

BEST HSE OBSERVATION:

- JAYPEE DASIG SAZON, Bosun/Marcap Supporter
- YUSUF GALLA, AB/TAM1
- ACHMAD SUBHAN, AB/Marcap203

SAFE WORKER:

- AZIBUL HOSSAIN SHAIKH, Cook/Marcap202
- MUHAMMAD PAISAL, Oiler/TAM2
- JOMONJOY JOY, AB/Marcap Danny



Happy Birthday

APRIL:

- Mr SUBAIR KARIPPAYIL, Officer - Logistics
- Ms APRIL ANNE, Assistant Crewing
- Mrs VINCY BIJU, Officer - Crewing



MAY:

- Ms ELENA SKOROKHOD, EA to the CEO & Marketing in-charge
- Mr SHEYIN SHANAVAS, Officer - Accounts



JUNE:

- Captain ABDALLAH CHEHAB, Director - Operations
- Captain KHALED, Fleet Manager
- Mr IKRAMULLAH SADIK, Driver



Chehab



Khaled



Keemper



Ikram



Cyrhyll



Samer

JULY:

- Mr SAMER QIBLAWI, President & CEO
- Ms CYRHYLL JOICE OSORIO, Executive - Commercial & Business Development
- Mr ALAA ELDIN SALEM, Technical Manager
- Ms KEEMPER SALENGA, Officer - Accounts



Alaa

Happy Birthday



CERTIFICATES



Marcap management encourages employees to polish their skills and enhance their knowledge in the relevant field for career development. Marcap staff also takes the self-initiative to keep themselves updated with the latest industry knowledge. The same is supported by MarCap management during organizational training needs assessment.



WE ARE HERE TO CONGRATULATE

Mr WAQAS UDDEEN, Manager - Human Resources, for gaining a DIPLOMA in HUMAN RESOURCE MANAGEMENT



CIPD
Championing better
work and working lives

ofqual
REGULATED
register ofqual.gov.uk

CEA
Regulation



Mr ALAA ELDIN SALEM, Technical Manager, for gaining certificates in the following subjects: "Risk Assessment" and "Incident/Accident Investigation".



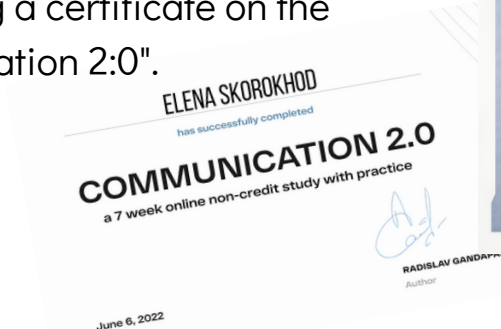


CERTIFICATES



WE ARE HERE TO CONGRATULATE

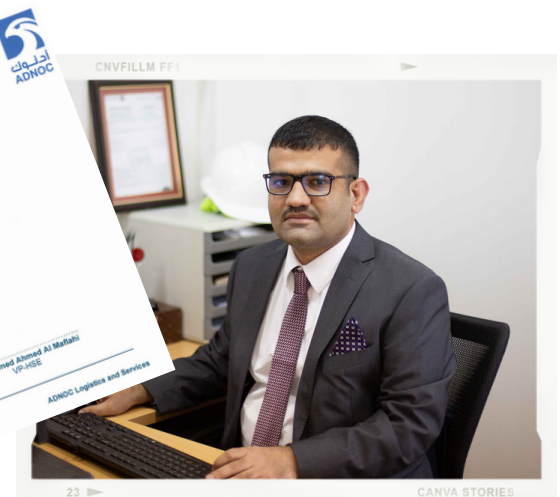
Ms ELENA SKOROKHOD, Executive Assistant to the CEO & Marketing in Charge for completing a 7-week online training program and gaining a certificate on the following subject: "Communication 2:0".



Mr AZIZ VICTOR, Manager - Informational Technology, for gaining certificates in the following subjects: "Project Management Fundamentals", "CXs Cyber Security Fundamentals".



Mr. HABIB UR REHMAN, Manager HSEQ, for the completion of Behaviour Based Safety Training (Level 3).





WE ARE HOME ON WATER

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MARCAP

MARINE CAPABILITIES

We Are Home On Water



VESSELS OWNER & OPERATOR

- | Offshore Support Services
- | Logistical Support & Offshore Transportation
- | Cross Chartering & Managing of Vessels
- | Project Management