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2022 QUARTER 4 - YEAR END SPECIAL

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COVER STORY:

YEAR STARTER WELCOME NOTES FROM THE PRESIDENTS



Dear Royal Cargo Group,

I would like to take this opportunity to greet you a Happy New Year and thank all of you for being part of Royal Cargo's success over the past twelve months.

2022 was another transformative year for the company. It was a year in which we further bolstered and nourished the business and implemented significant initiatives to help guarantee our continued success.

I also want to express my appreciation for your continued commitment and effort. Every one of us has an important role to play, and I'm sure we will achieve great things together. I hope that you continue to support the company in the future.

Sincerely Yours,

ANDREW KURT RAEUBER
President, Royal Cargo Inc.





Dear RCI Family,

I hope this message finds you well. As we look back on the past year, I am incredibly thankful for the hard work and dedication each and every one of you has shown. Your commitment to excellence has not gone unnoticed and has played a significant role in the success of our company.

Some of my most significant memories from the past year include the successful rerouting of our IRIS shipping line to Intra-Asia as well as the meaningful partnerships we have made within the region. These accomplishments would not have been possible without the collaborative efforts of the entire team.

Looking into 2023, I am excited for the opportunities and challenges that lie ahead. I am confident that, with your continued hard work and dedication, we will be able to achieve even greater success this year. Some of the goals I have for the company include the diversification of our client base and further improving our sustainability efforts.

I have high expectations for 2023 but I know that, with your support, we can exceed them. Thank you for being an integral part of the Royal Cargo team. Wishing you all a happy and successful year ahead.

Sincerely,

SEBASTIAN KURT RAEUBER
President, Royal Cargo Subsidiaries



Dear Royal Cargo,

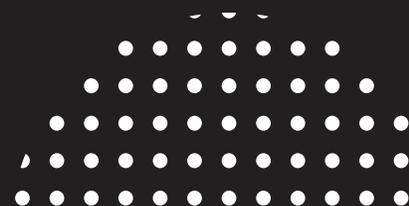
I would be seriously remiss without taking this time and opportunity to thank everyone for a productive 2022. We have been continuing walking the path for several decades, valuing the importance of relationships with people from within and with our customers. As a result, we continuously grow every year and earn more trust from many customers across the globe with a vast array of business opportunities.

One can observe a ceaseless effort as we meet and exceed our goals and the growth we've had and we've been having for the past year. May it be one step at a time, striving beyond expectations makes a positive, impactful difference. As we face another year, may we continue to instill happiness from within, as I truly believe that a fulfilling way of a working environment lies in a strong social relationship. Every new year brings the opportunity to start fresh. As we run full stream for this year, my excitement is immeasurable to achieve greater heights with all of you.

Godspeed, and may God always guide us!

Yours truly,

MARK PETER BOSCO KHAMBATTA
President, Global Offices & Network





'TIS THE SEASON:



Photos by Mr. Rovhey Corpuz

PASKONG PINOY: A ROYAL CARGO CHRISTMAS PARTY

by Camille Bello

The year 2022 ended with a bang for Royal Cargo employees. After two consecutive Christmas Parties celebrated virtually, a fun-filled face-to-face event finally came true. This year's theme *feels like home* and upholds our roots, but with a twist – a modern filipiniana Christmas party entitled Paskong Pinoy sa Royal Cargo.

The most awaited gathering of the year took place at the AMVEL Paradise Ballroom in Paranaque City, hosted by trio *Ginoong Josef Adriatico, Binibining Mari Stella Segundo, and Gino-bining Tyrone Bollozos.*





It was delightful to see a total of **659 employees and guests** come together and showcase their best modern Filipino look. Completing the vibe is the live band serenading the whole venue, which the guests can sing along to and dance to.

The Royal Cargo crowd applauded the group performances with their theme interpretations through singing and dancing. Among the groups, **CCB/Pharma came in the first place**, followed by **RC Subsidiaries**, and the group with the most performers came in third rank—**NSD/GRM/KAM/PHL/SALES**.



THE SERVICE AWARDEES

In commemorating the employees with significant tenure, Royal Cargo handed plaques of appreciation to those who have reached a milestone of 5, 10, 15, 20, 25, and 30 years working at the company.



A NIGHT OF RECOGNITION

The night wouldn't be complete without unveiling the winners of each category. It was revealed that starting in 2022, there will be two winners for the Most Valuable Salesperson (MVS) award, one for the Sales Executive and one for the Business Development category. Along with that are the ever-popular awarding of the Employee of the Year and Manager of the Year.

Here are the deserving winners for each category:

MVS – Sales Executive '22: **Ms. Samela Anotado**
 MVS – Business Development '22: **Ms. Magiliw Leano**
 Employee of the Year '22: **Ms. Maurine Bonaobra**
 Manager of the Year '22: **Ms. Geselle Amparo**





A WONDERFUL SURPRISE

Completing the night is *Royal Cargo Group CEO Mr. Michael K. Raeuber's* appreciation speech to his colleagues.

As hoped for, he then announced that the company would give a **Christmas bonus worth PHP 2,500** to employees, supervisors, and below to be credited on the 24th day of December.





PASKONG PINOY: VISMIN EDITION

by Camille Bello

Indeed, the festive vibes are infectious; Royal Cargo's Paskong Pinoy wouldn't be complete without our colleagues in Visayas and Mindanao offices. As one, we as an organization celebrated a face-to-face Christmas party for the first time again after two years nationwide.

VISAYAS

Royal Cargo's Paskong Pinoy in the Visayas took place on the 9th of December in our Contract Logistics warehouse in Cordova, Cebu. Duo Ms. Cynthia Ornopia and Mr. Jeff Cas hosted the party organized by both CL and Freight teams, with Ms. Jeff Cas and Mr. Gilbert Pableo as the lead. The party was attended by sixty employees from the freight, sales, CL, CML, and IRIS divisions based in Visayas.

The night was filled with interactive games, raffles, and videoke sessions; an awarding ceremony was also held to recognize outstanding employees led by Ms. Aileen T. Ferrer, head of Human Resources.

Videoke Queen: Ms. Ruth Tabura of CML
Videoke King: Mr. Dennis Comoso of CML

STARS OF THE NIGHT:
 Ms. Jiezel Mae Chavez of CML
 Mr. Harry Mejollo of Domestic Freight Palawan

SERVICE AWARDEES
5 YEARS: Ms. Jelica Rabago of Tender & Pricing
 Ms. Melanie Joy Claro of Domestic Freight Palawan
10 YEARS: Mr. Randy Augusto of Freight Cebu



MINDANAO

In Mindanao, the Royal Cargo Paskong Pinoy Christmas Party took place on the 17th of December last year at the **King City of The South – Davao City**, facilitated by Ms. Aileen T. Ferrer and hosted by Mr. Christian Estabillo. It was an intimate Christmas celebration with twenty-six Davao-based employees from the freight, sales, CL, and ITA divisions.

For sure, a lesser headcount doesn't mean lesser fun. The get-together only made the team even closer to each other through fun games, raffles, and videoke sessions as well.



Completing the night is the annual group presentations and recognition for the awardees.

STARS OF THE NIGHT:

Mr. Christian Estabillo of NSD - GenSan
Mr. Jorriel Wabe of Freight - Cagayan
Samantha George Baysa of NSD Davao

SERVICE AWARDEES:

5 YEARS: **Mr. Reuben John Tuquero** of Freight Gensan

HSSE CORNER:

CONTRACTORS OF SAFETY OFFICERS CERTIFICATION OF APPRECIATION

by: Arlet Kalagayan

Contractors of Safety Officers or CSOF (est. 2010) is an organization composed of safety officers and practitioners from different partners of Prime Energy Malampaya, formerly SPEX Malampaya.

The organization urges every member to be proactive in embodying a workplace safety culture and be a **“Force Multiplier”** of safety. From the beginning of CSOF’s journey, Royal Cargo management has shown commitment and support toward the organization’s goals and objectives.

Last December 06, 2022, CSOF held an event to award their partners for their continued support of promoting the Safety Culture, where Mr. Andrew V. Valenzuela

received the certificate on behalf of Royal Cargo Inc. at Hotel Kimberly Tagaytay Cavite during the team’s **“Away Day Planning Session”**.

Royal Cargo management shows their dedication to a safe workplace environment by encouraging continual improvement of safety standards, meeting client requirements, and achieving and maintaining the **“Goal Zero”** target for the entire organization.



TREE PLANTING ACTIVITY IN TANAW DE RIZAL PARK

by: Arlet Kalagayan

Tree planting is an event where you can help our nature by giving them a chance to grow in a safe place, but a tree is a sustained engagement process that usually takes at least three years to nurture.

Royal Cargo Inc. and Iris Lines, in collaboration with the local government of Rizal Laguna, leveled up the tree planting to tree growing activity.

The participants earnestly pursue the activity with smiling faces amidst the early call time, bad weather, and challenges encountered, but nothing can stop these Eco Warriors from protecting the environment.

This activity strengthened the commitment to protect the environment, where trees will serve as a living testament to the love and care of Royal Cargo Inc. and Iris Lines to the future generation.





RCI EMERGENCY DRILL

FIRE, EARTHQUAKE AND MEDICAL EMERGENCY

by: Mary Ann Olaes

Royal Cargo Inc. conducted its second Emergency Drill for 2022 last November 19 at the Head Office in Parañaque. The drill aims to check the readiness of RCI employees on how to respond to occurrences of fire, earthquake, and medical emergencies.



The training was also provided to the **Emergency Response Team (ERT)** members of RCI by the Bureau of Fire Protection (BFP) Parañaque to impart basic knowledge and increase awareness of the proper response during these emergencies.

The fire and earthquake drill complies with Republic Act 9514, otherwise known as the Fire Code of the Philippines of 2008, which mandates educating people on fire safety procedures and protocols. **ROYAL CARGO'S READINESS TO EMERGENCY** The drill includes how to respond to an earthquake: the dock, drop, cover & hold the immediate evacuation of the employees, and first aid response. Selected employees also participated in the proper use of fire extinguishers.

Health Safety, Security & Environment (HSSE) Department Manager Andrew Valenzuela thanked the 324 employees who participated during the drill. It reminded everyone always to be safe and remember what the employees need to do should there be a real emergency.

BLOODLETTING DRIVE

by: Aizel J. Carvajal, RN

The Health, Safety, Security and Environment Department, in coordination with the Philippine Red Cross – Muntinlupa Chapter, successfully conducted its bloodletting activity last December 7, 2022, at the Head Office of Royal Cargo in Parañaque City, wherein several employees gathered to share their lives voluntarily through giving their blood.

The activity's primary objective is to collect various blood products that will be utilized to save lives. Likewise, Republic Act No. 7719, otherwise known as the National Blood Services Act of 1994, aims to create public consciousness on the importance of voluntary, non-remunerated blood donation (VNRBD) in saving the lives of millions of Filipinos. Despite the PRC's early cut-off, we had 59 registered participants in the bloodletting activity. Part of the activity includes providing exciting games two weeks before the event, such as Finding the Blood Drop Icon, in which employees needed to find the 30pcs of Blood Drop icon hidden in various departments at the Head Office, P3, P5, and Iris. We also have a Trivia Question Contest posted on MS Teams. All employees who have access can join the contest, and on the day of the bloodletting, we had a raffle contest, and all the winners could receive their prizes after the event.



These activities are carried out to encourage employees to become more involved in our program and raise awareness of the action. One of this activity's perks is providing a blood unit voucher to RCI employees who need blood. Last January 16, 2023, one beneficiary from ITA Dept received a coupon, and he was grateful upon receiving it. This small act of kindness can have a significant impact, particularly on someone in need. Donors react differently during and after the procedure. Sometimes, the donor didn't want to look at the needle or the blood in the tube. Some are excited that the time has come for them to donate blood again, even though most donors were not first-timers! They even confirmed that bloodletting is not a painful procedure. Others were relaxed and joking around, possibly to relax themselves and others. At the end of it all, the aura of finally finishing the activity demonstrates a sense of accomplishment.



INSIDE NEWS:

ALL ABOUT THE MEAT INDUSTRY AND THE COLD CHAIN

by Camille Bello

RCI PARTICIPATES AT THE PAMPI ANNIVERSARY

As a prominent total logistics company offering excellent cold chain services, Royal Cargo was invited to participate in the 33rd founding anniversary of the **Philippines Association of Meat Processors Inc. (PAMPI)** as a gold sponsor last October 6-8, 2022, in Shangri-La – Mactan, Cebu.

Representatives from Royal Cargo were present at the gathering, including **Mr. Sebastian K. Raeuber, President of RC Subsidiaries and Contract Logistics**, **Mr. Alexander Dogma, Vice President for Contract Logistics – CL**, and **Ms. Analiza Canapi, Head of Contract Logistics Sales**.

The event is exclusive to PAMPI's cold chain partners and sponsors, well-known suppliers, and experts in the meat industry. Its goal is to reconnect vital clients and partners again since the pandemic's onset in 2020.



SAFE MEAT, HEALTHIER PHILIPPINES

To ensure a safe quality of meat for a healthier Philippines, the Department of Agriculture's National Meat Inspector Service (NMIS) organized its **29th Meat Safety Consciousness Week** along with their celebration of the organization's 50th founding anniversary in Lipa City, Batangas, last Oct. 17-21, 2022.

Royal Cargo representatives from the LIIP, Dasma Cold, and North Hub cold storage were present at the said event. As avid supporters of their campaign, banners were posted on each cold storage warehouse to promote awareness.

AIR FREIGHT ARCHIVES

by Cherry Pascual

RCI RECEIVED TOP PARTNERS AWARD FROM AIRSWIFT AIRLINES PHILIPPINES

Airswift Airlines Philippines gave a plaque of appreciation of the Top Partners Award to Royal Cargo Inc. for its outstanding sales performance for the year 2021-2022.

The award was given during the 20th anniversary of Airswift, held last October 20, 2022, at Seda Lio Hotel, El Nido, Palawan.



MALAYSIA AIRLINES RECOGNIZES ROYAL CARGO

Royal Cargo received a certificate and plaque of appreciation from Malaysia Airlines last November 4, 2022, in recognition of its invaluable contribution to the growth of the company through outstanding sales achievements in 2020/2021.

This citation was for the volume of export shipments bound for Mumbai, India.

Maskargo Executives were present during the awarding: Mr. Eugene Yin, ASEAN Cargo Regional Manager, Mr. Mark Jason Thomas, Chief Operating Officer, and Mr. Emmanuel Pascual, Director of All Nippon Cargo-Asia Freight GSA.



PHL TEAM CELEBRATES THANKSGIVING FOR THE BALAOI CAUNAYAN WIND FARM PROJECT

by Cherry Pascual

A Thanksgiving Party for the Balaoi and Caunayan Wind Farm Projects was held last November 30, 2022, at Bellagio Hills Hotel and Restaurant in Paoay Ilocos Norte.

This event was to celebrate and recognize all the hardworking employees for the promising results of the Projects and Heavylifts Team on the said farm projects. It started with a Thanksgiving Mass officiated by Fr. Richard Florentino. The event's highlight followed it, in which all the personnel behind the successful operations were acknowledged and received a **Certification of Commendation and Special Awards**.



Mr. Rodrigo de Roma spearheaded it - Senior Vice President of Projects and Heavylifts, together with **Mr. Martin Copon III** - Asst. Vice President of Projects and Heavylifts. **Mr. Larry Zubieto** - Head of Royal Cargo Transport, **Mr. Lawrence Esteban**, and **Mr. Crisanto Aguilos** of the Heavy Haulage and Rigging Team also graced the event.



Some project partners were present as their guests: **Mr. Peter Holst** - Project Consultant of Anemos Solutions Ptd., **Mr. Jack Locastro** - Project Director of Blade Lifter Singapore DSV, and **Mr. Mark Tagum**, President of Bayog Wind Power Corporation.

To cap off the night, everyone enjoyed the sumptuous food and fun games prepared for the whole team.



ROYAL CARGO RECEIVES PM SPOT AWARD FROM GNPOWER MARIVELES

Royal Cargo was recognized as one of the GNPower Mariveles Electric Center (GMEC) Plant Manager Spot Awardees during the 11th HSSE Monthly Contractor’s Meeting held last November 28 at GMEC Mariveles Bataan.

Mr. Ricky Ranit, Safety Officer 3, headed the team. Other team members on this project are Roberto Mark Catindin, Noel Solis, Napoleon Dadang, Skhan Magdaraog, and Reymart Dumduman.



CONTINEO

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