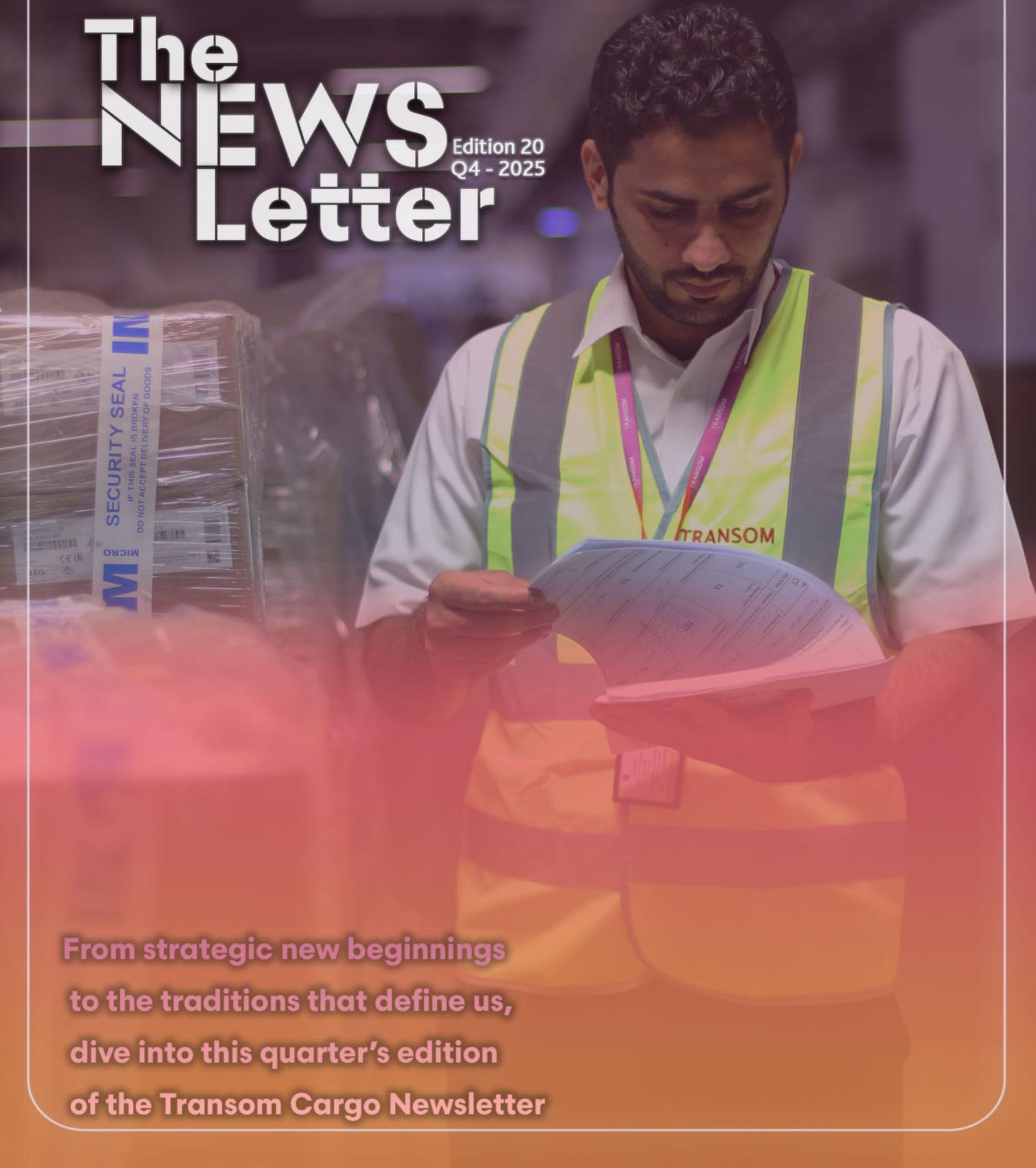


TRANSOM

Cargo

The NEWS Letter

Edition 20
Q4 - 2025



From strategic new beginnings
to the traditions that define us,
dive into this quarter's edition
of the Transom Cargo Newsletter

TRANSOM Cargo News

Transom Cargo Celebrates Omani National Day

The Cargo Terminal, usually a hive of industrial movement, was transformed into a vibrant sea of pride as the Transom Cargo family gathered to commemorate the Omani National Day. The air was filled with a sense of profound belonging, turning the workspace into a sanctuary of celebration and shared heritage.

This gathering was far more than a formal ceremony; it was a powerful reflection of our collective identity. From the front lines of operations to the senior leadership, the team stood side-by-side in a warm, festive atmosphere that bridged roles and departments. This unified presence served as a living testament to our "One Team" philosophy, reinforcing the bonds that drive our daily excellence.

As we shared in the festivities, we paused to reflect on the Sultanate's remarkable journey of progress and modernization. At Transom Cargo, our pride is deep-rooted; we don't just work in Oman, we work



The Gift of Life: Transom Cargo's Blood Donation Drive

In November, our Cargo Terminal became a hub of generosity as we hosted a blood donation campaign in collaboration with the Blood Bank. We were overwhelmed by the incredible turnout! Both our dedicated staff and visiting partners stepped forward to donate, proving that the spirit of giving is alive and well at Transom Cargo. A huge thank you to everyone who rolled up their sleeves to support the Ministry of Health and help save lives in our community.

TRANSOM Cargo News



TRANSOM Cargo Annual Air Cargo Industry Workshop

Transom Cargo recently hosted its Annual Industry Workshop, bringing together strategic partners and experts to actively shape the future of air cargo. The session focused on the core pillars of modern logistics: technological innovation, supply chain resilience, and global safety standards.

Participants engaged in high-level dialogues on smart shipment tracking and data-driven reliability, exchanging best practices to overcome current market challenges. By fostering this collaborative ecosystem, the workshop serves as a catalyst for sustainable growth, ensuring the Sultanate remains a leader in global trade and logistics efficiency.

Transom Cargo Honored at International Civil Aviation Day Celebration

We were honored to participate in the Civil Aviation Authority's celebration of #InternationalAviationDay, held under the patronage of H.E. Sheikh Al-Fadl bin Mohammed Al-Harthi, Secretary-General of the Council of Ministers.

The event marked a historic milestone with the launch of the National Aviation Strategy 2040 logo—a vision we are proud to support.

We are also deeply humbled to receive a special recognition award for our ongoing contributions to the Sultanate's aviation industry. At Transom Cargo, we remain committed to being a cornerstone of growth, innovation, and logistics excellence as we work toward the objectives of Oman Vision 2040.



TRANSOM Cargo News

Staff Appreciation Day

Since 2016, we have upheld a cornerstone tradition that sits at the very heart of our corporate culture. This is a day dedicated to honoring the human element behind our logistics—celebrating not only our direct employees but also the dedicated contracted staff from our valued partner companies. We recognize that our terminal is a complex ecosystem where every individual, regardless of their badge or uniform, plays a critical role in our collective triumph.

To mark this occasion, our management team steps away from their desks to host a series of appreciation lunches and dinners across all shifts. These gatherings create a vital space to connect, share stories, and build relationships outside the pressures of the daily grind. It is a moment of pause that transforms our workspace into a community.

This long-standing tradition serves as a powerful reminder that our milestones are never solitary; success is only possible when we move with synchronized purpose as "One Team." To every individual working across our terminal: thank you for being the resilient backbone of our operations. Your commitment is the fuel behind our growth, proving year after year that in our journey, every role matters, and every person counts.



STAFF Engagement

Manal AL Subhi
Officer - CEO Office



From navigating a global pandemic in her first months on the job to balancing high-stakes projects with the CEO Office, Manal AL Subhi is a testament to the power of a growth mindset. We sat down with Manal to discuss her journey since joining us in 2019 and what keeps her driven.

From Australia to the CEO Office

With a background in English Literature from Sultan Qaboos University and specialized certification in International Business Communication from Queensland University, Manal brings a unique blend of analytical thinking and communication flair to her dual role.

Splitting her time between Administration, Procurement & Projects and the CEO Office, she thrives in the fast-paced nature of our strategic operations.

"I enjoy my work because it gives me space for creativity. I truly believe that learning and knowledge are the true keys to success."

Resilience in the Face of a Global Challenge

Starting a career is a milestone; starting it in November 2019—just months before COVID-19 changed the world—is a trial by fire.

"It felt like a real test of my ability to adapt," Manal reflects. Instead of stepping back, she stepped up, using the pandemic as a catalyst to embrace flexibility and teamwork. This "can-do" attitude has become her trademark: she views every new responsibility not as a burden, but as a goal waiting to be conquered.

Insights from the Projects Department

Working on strategic initiatives has allowed Manal to master the art of the "big picture." Her time in the Projects Department has sharpened her: ensuring every task fits our future goals, keeping diverse initiatives on track, and connecting the dots between departments.

Beyond the Desk: Balance & Ambition

How does a high-achiever stay grounded? For Manal, the secret lies in balance. When she isn't hitting career milestones, you can find her diving into a new book or staying active through sports and practicing meditation to maintain mental clarity.

Looking Ahead

Manal isn't just watching the company grow; she's planning to lead it. Her eyes are set on future leadership positions where she can shape the company's strategic direction.

Manal's Advice to the Team: "Stay positive and proactive. Never be afraid of new assignments. Every experience, no matter how difficult, brings a lesson and an opportunity for growth."

Excerpts Oman Labor Law



*Sultanate of Oman
Ministry of Labour*

Upholding Excellence: A Guide to Article 71 of the Omani Labor Law

At Transom, we are committed to ensuring our workplace practices are fully aligned with the national regulatory frameworks that govern our industry.

To ensure clarity for all team members, the HR & Admin Department would like to highlight the provisions regarding work during rest periods, as stipulated in the New Omani Labor Law (Royal Decree 53/2023).

Understanding Compensatory Leave Pursuant to Article 71 of the Labor Law, the regulation regarding work on non-working days is defined as follows:

If the overtime is on the weekly rest days or an official holiday, the employer shall pay the worker an amount equivalent to 100% (one hundred percent) of the daily basic wage of the worker plus the wage for the day itself, or grant the worker compensatory leave in lieu of the days during which he worked, so that he is granted a day for each day he worked, if the work is during the weekly rest days and the official holidays. In all circumstances, it is up to the worker to decide whether to accept or decline overtime work.

This provision ensures that our colleagues are recognized for their dedication when operational requirements necessitate working during these times.

