



SUCCESS THROUGH TEAMWORK

CONTENTS

VESSEL PERFORMANCE MANAGEMENT

UPDATE ON THE ACTIVITIES OF OUR NEW BRAND UNITEAM HEALTHCARE SERVICES

UNITEAM CRUISE SERVICES: THE CRUISE INDUSTRY STAGES A COMEBACK!

THINK LSR – EYES

NEW TECHNICAL DIRECTOR AT UNITEAM MARINE

LIMASSOL MARATHON 2022 – THE BIGGEST SPORT EVENT IN CYPRUS

PORTRAIT OF DECK CADET OLEKSANDR LAZARENKO

TOP 5 HEALTHY SNACKS

HUMOUR

ONGOING COMPETITIONS

PHOTO & VIDEO COMPETITION 2022

IMPRINT

UNITEAM MARINE NEWS

is designed to be of interest to our crew and to keep all Uniteam Marine employees informed of developments in our company.

We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Email us at marketing@uniteamservices.com

VESSEL PERFORMANCE MANAGEMENT

With the upcoming regulatory changes introducing the Energy Efficiency Existing Ship Index (EEXI) and the requirement to demonstrate operational carbon intensity reduction through the Carbon Intensity Indicator, both coming into force in November 2022, and as part of Uniteam Marine's ongoing environmental, social and governance programme (ESG), we are proud to announce the recruitment of Mr Valeriy Gorobiy as Vessel Performance Manager.

Below Valeriy discusses some aspects of his new role and what he will be doing in the future in order to develop energy efficiencies within the fleet.

Tell us about yourself and your background

I was born and live in Odessa, Ukraine. I have been working with Uniteam Marine since 2000 when I joined as a second engineer and have been a chief engineer for the past 17 years, during which time I also worked as a new building supervisor for Uniteam Marine in China. Having been in the Uniteam Marine family for so long at sea, I am now looking forward to working with my colleagues ashore and supporting our crew onboard to meet the ever-increasing expectations from regulators, as well as to satisfy our clients.

What is the EEXI and how will vessels comply with this?

EEXI is a technical framework to improve the energy efficiency of an applicable vessel's design. Essentially, EEXI extends the Phase 2 targets under the Energy Efficiency Design Index (EEDI), which only applies to newly built vessels and to all existing ships above 400 GT.

A vessel falling under the EEXI regime will be ascribed an Attained EEXI (calculated by reference to technical guidelines which are yet to be finalised by IMO), which indicates the vessel's estimated energy efficiency compared to a baseline. The information and specific formulas required to calculate the Attained EEXI will be contained in the vessel's EEXI Technical File.

The vessel's Attained EEXI will then be compared to a Required EEXI, based on an applicable reduction factor expressed as a percentage relative to the EEDI baseline depending on the vessel's type and size. To the extent that the Attained EEXI is less efficient than the Required EEXI, the vessel will be required to take measures to meet the Required EEXI.

Given that the EEXI is concerned with energy efficiency arising from ship design, improvements to an individual vessel's Attained EEXI can be achieved via technical modifications, such as engine/shaft power limitation, bow or propeller improvements, use of alternative fuels and/or installation of energy efficiency technology (for example rotor sails).

The Regulations do not, however, prescribe which improvement method should be deployed.

A vessel's EEXI Technical File will need to be approved by the vessel's flag state or class at the first annual/intermediate/renewal IAPP survey taking place after 1 January 2023. Compliance with the EEXI regime will be reflected in the vessel's IEEC certificate (the format of which is also to be amended).

What is the CII and how will vessels comply with this?

The CII framework regulates the operational carbon intensity of a vessel (i.e. the carbon emissions per unit of "transport work" or the operating mileage in a given year). The regime will apply to all vessels above 5,000 GT.

Each individual vessel covered by the CII regime will be given an annual carbon intensity rating (CII Rating) indicating their performance over the previous year. There are five CII Rating categories representing different performance levels – namely: A (major superior); B (minor superior); C (moderate); D (minor inferior); and E (inferior). The thresholds between the CII Rating categories will become increasingly stringent towards 2030.

A vessel's CII Rating for a given year will be generated by monitoring/documenting the actual operational carbon intensity achieved by the vessel (Attained Annual Operational CII), and then comparing this against the required operational carbon intensity that the vessel must achieve under the framework (Required Annual Operational CII). The Attained Annual Operational CII of any given vessel should improve annually.

Vessels under the CII framework are also required to have an enhanced Ship Energy Efficiency Management Plan (SEEMP). The SEEMP, which the Regulations suggest is likely to form part of a vessel's Safety Management System (SMS), should include:

- the methodology used to monitor and calculate the relevant vessel's Attained Annual Operational CII;
- an annual Required Annual Operational CII for the next three years;
- an implementation plan describing how the Required Annual Operational CII target will be achieved over the next three years (to achieve a continuous improvement); and
- a procedure for self-evaluation and improvement.

The minimum CII Rating required for compliance is C (moderate), and flag states, port authorities and other stakeholders have received encouragement from IMO to provide incentives to those vessels achieving a CII Rating of A or B.

IDENTIFICATION OF ENERGY SAVING MEASURES, SHIP-SPECIFIC & SHORE SIDE



Voyage Performance

- Fleet planning, route and ship allocation
- Chartering / contracts
- Voyage planning
- Speed Management
- Weather routing & sea current
- Port/ harbour operations



Ship Performance

- Hull Condition
- Propeller condition
- Autopilot & rudder
- Hull Appendages & tech. mod.



Fuel Management Performance

- Pre-bunkering
- During bunkering
- Post-bunkering

Main and AUX Engines Performance

- Main Engine efficiency
- Aux Engines efficiency & utilization
- Aux boilers efficiency & utilization



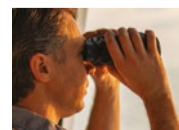
Secondary Consumer Performance

- Cargo Operations
- Thruster Operations
- Ventilation, HVAC, lights
- Insulation and energy losses
- Water productions
- Incinerating



Secondary Consumer Performance

- Strategy and tactical plans
- Performance Management
- Competence and training
- Culture and awareness
- Environment and CSR
- Life-cycle perspective



.....VESSEL PERFORMANCE MANAGEMENT *continued*

A vessel rated D for three consecutive years, or rated E at any point, must develop a plan of corrective actions to achieve the Required Annual Operational CII for its age, type and size. The plan must be set out in the SEEMP within one month after reporting the vessel's Attained Annual Operational CII, and will be verified by the flag state.

The formal metric to calculate a vessel's Attained Annual Operational CII is yet to be confirmed, with technical guidelines awaited from IMO. The two options are:

- the Energy Efficiency Operational Indicator (EEOI), a metric previously developed by IMO, which works by dividing a vessel's annual carbon emissions by its annual cargo tonne miles; or
- the Annual Efficiency Ratio (AER), which works by dividing a vessel's annual carbon emissions by its annual DWT miles.

At present, AER data is being collected and is readily available by virtue of IMO's Data Collection System (DCS). Whilst EEOI data would require further monitoring and reporting, it should be noted that such data is being used by

signatories to the Sea Cargo Charter, which is a framework available to all bulk charterers in order to attempt to set standards for reporting emissions.

Irrespective of which CII metric (AER or EEOI) applies, broadly speaking, the vessel's Attained Annual Operational CII can be improved by:

- operating at a reduced speed and/or slow steaming;
- diverting from the shortest or quickest route on a voyage / increasing distance sailed (including ballast voyages for AER);
- reducing cargo volume intake (for AER); and/or
- installing energy efficient technology.

How will you be ensuring compliance?

My main task is to collate and analyse vessel performance reports with the objective of highlighting and supporting the technical managers, charterers and owners in addressing areas for improvement, particularly with the need for continuous improvements required with the CII. We will be generating reports and lessons learnt so that these can be shared. This will allow us to highlight performance trends within the full managed fleet and to our clients. Based on

our findings we will drive innovations and initiate projects within the organisation towards improving the vessels' Energy Efficiency Index.

What will be your first steps?

There is huge potential for all crew members to save energy onboard. Everyone can make a contribution, whether that be from shutting down equipment at the appropriate times or by trimming a vessel to ensure she has the most dynamic flow through the water. This is why it is important each crew member receives the required information and is able to understand a specific vessel's operations and interactions with equipment onboard. A key component of the vessel familiarisation process is regular (twice a year or in case of trade change) discussion on energy conservation and consumption. As part of the initial vessel familiarisation, each person should understand the specific vessel operations and how the crew's interactions with that specific piece of equipment has the potential to waste or save energy. Very simple good habits have the potential to save a lot of electricity.

Valeriy Gorobiy, Vessel Performance Manager

— UPDATE ON THE ACTIVITIES OF OUR NEW BRAND —
UNITEAM HEALTHCARE SERVICES

In our December 2021 edition of UM News we introduced a new brand under the Uniteam Group of Companies umbrella: Uniteam Healthcare Services.

Due to the demographic structure in Germany, the demand for qualified healthcare professionals is steadily growing and it has become difficult for employers in the healthcare sector to fill vacant positions with candidates recruited on the national market. We identified a business opportunity in that recruitment challenge and thought of ways to attract interested international candidates to work in this profession.



30 for job interviews with a potential German employer. Twenty-three applicants successfully passed the entry interview and are now completing all the necessary formalities to start their apprenticeship programme as healthcare professional (Pflegefachkraft) in Germany.

The employer offered a three-month familiarisation and acculturation programme combined with further intensive German training before the actual on-the-job apprenticeship training starts. This will help to ensure that the group is well integrated in their clinic team and gets the necessary support with day-to-day routines when starting a new life in a foreign country.

We are very excited by this positive development and we strongly believe that with their characteristics formed by the Myanmar culture (respect for the elderly, patience and willingness to help others in need) this first group of applicants will make a successful start.

If on the basis of positive experiences made with this pilot project we can also convince other German employers in the healthcare sector to try Myanmar nationals within their teams, this could open the door for a bright future in Germany for other applicants to follow.

All selected candidates are highly motivated to start a new professional career in the German healthcare sector and the representatives of the German employer were impressed by the good level of German spoken by the interviewed group. Most of the applicants have graduated with a Bachelor's or even Master's degree in the German language from either the Yangon or Mandalay University of Foreign Languages.

Uniteam Training is now considering starting an in-house German language training programme for interested candidates who are not yet speaking German to the required B2 certificate level. Besides learning the language, this programme would include cultural awareness training and role-play to boost the candidates' confidence in trying their luck with a job interview.

We do hope that we can select another batch of candidates this year still to create a talent pipeline for a continuous supply of apprentices to interested German employers. The Uniteam Healthcare Services team wishes all the lucky selected candidates a good start in Germany. We shall monitor their progress closely and will keep our readers updated.

Capt. Thomas Reppenhagen, Sales and Client Relations Director

— UNITEAM CRUISE SERVICES: —

THE CRUISE INDUSTRY STAGES A COMEBACK!

During the first half of 2022, the applied protocols in response to the pandemic have been effective in ensuring that the onboard cruise situation remains operational.

As a result, the cruise industry is now resuming more of their services, with 264 cruise ships from 68 cruise companies scheduled to run by 3rd quarter 2022. This will be the largest number of cruise ships in service since the pandemic began in early 2020, representing a significant increase from the end of 1st quarter 2022 with a gain of 34 ships and four brands returning to cruising operations.

We have remained focused to ensure we fulfil our clients' requirements and we try to exceed expectations at every level. This has been achieved with active recruitment of amazing candidates whilst ensuring high levels of retention for returning poolers. We are therefore delighted that we have been able to increase the number of opportunities that we can provide onboard both river and ocean-going cruise ships. More recently we are very pleased to add the Costa Crociere to our portfolio.

As well as talent sourcing, we have also worked with our clients to ensure talent development within the respective pools.



We are pleased to report that several of the crew members who began their careers in the junior ranks have now been promoted to manager level; Zaw Myo Naing and Kyaw Moe Naing have been promoted to bar manager on their next tour! We are very proud of their accomplishments and we wish them all the best for the future.

During these challenging months, the performance, commitment and positive attitude of our entire crew, both onboard and ashore, has been fantastic! We will continue doing everything to ensure that we remain the local "Cruise Ship Career Partner of Choice"!

Check out our latest news and offerings at:

<https://www.facebook.com/uniteamcruise>
<https://www.uniteamcruise.com/>

Naing Win Tin, Operations Manager, Uniteam Cruise Services

THINK LSR

EYES: You only have one pair of eyes, so look after them!

Your eyes are amazing things. Did you know:



- Your eyes are capable of focusing on 50+ things at any given second.
- Your eyes have the fastest lens known to mankind. They are much faster than any camera lens. While camera lenses take a few seconds to focus on objects at different distances, human eyes can adjust focus almost instantly without any noticeable lag.
- In the right conditions, your eyes are capable of seeing a single candle flame from a distance of 14 miles.
- There are 107 million cells in a single eye that are sensitive to light. This means that there are 214 million photosensitive cells in two eyes.
- Your eyes can see over an arc of 200 degrees.
- Your eyes can see an object 2.5 million light years distant.

In most circumstances, sight is by far the most important of the five human senses: it allows us to recognise friend from foe, to identify what is good to eat, to carry out precision tasks, to maintain an awareness of our surroundings, and to keep ourselves safe. But ... Every year over 23 million people around the world suffer an eye injury, and nearly 2 million people will lose their sight due to injury.

Most eye injuries fall into six main categories:

- Scratches and abrasions
- Foreign objects in the eye
- Foreign objects penetrating the eye
- A blow to the eye
- Chemical burns
- Flash burns

First Aid Treatment for Eye Injuries

FOREIGN BODIES IN THE EYE

Getting sand, dirt, dust or other small natural particles in your eye is not usually an emergency. Our eyes are very good at flushing out these kinds of particles with tears and blinking. Let your eyes try to take care of the particles naturally before doing anything else.

If metal, glass or other man-made materials get in your eye, this can be more serious. These kinds of objects may become embedded in the surface of the eye and cause ongoing irritation and further damage.

- DO NOT rub the eye.
- Blink several times and allow tears to flush out the particle.
- Lift the upper eyelid over the lashes of your lower lid to let the eyelashes try to brush the particle out.
- Use eyewash, saline solution or running tap water to flush the eye.
- Seek medical attention if irritation persists.

IF YOU GET HIT IN THE EYE

Gently apply a small cold compress to reduce pain and swelling.

- DO NOT use steaks or other food items. These can get bacteria into the eye.
- DO NOT apply any pressure.

If a black eye, pain or visual disturbance occurs, seek medical help – even a light blow can cause serious injury.

IF YOUR EYE HAS BEEN CUT OR PUNCTURED

Gently place a protective cover over the eye. A piece of clean card or paper taped to the bones surrounding the eye can serve as a shield until you get medical attention.

- DO NOT press the shield against the eye.
- DO NOT rinse with water.
- DO NOT remove any objects that are stuck in the eye.
- DO NOT rub or apply pressure to the eye.
- DO NOT take aspirin, ibuprofen or other non-steroidal, anti-inflammatory drugs. These drugs thin the blood and may increase bleeding.
- Seek medical attention.



CHEMICAL BURNS AND SPLASHES IN THE EYE

Immediately flush the eye with plenty of clean water. Seek emergency medical treatment right away.

Check the Safety Data Sheet and the International Maritime Dangerous Goods (IMDG) medical guidance as appropriate.

FOR ALL OTHER EYE INJURIES

Injuries other than small scratches or tiny foreign bodies should be considered potentially serious.

- DO NOT touch, rub or apply pressure to the eye.
- DO NOT try to remove any objects stuck in the eye.
- DO NOT apply ointment or medication to the eye.
- Seek medical attention.

And finally ...

It is estimated that 90% of eye injuries are preventable by using the correct Personal Protective Equipment (PPE).

EYE PROTECTION MUST BE:

Clean, inside and out – do not trap dirt next to your eyes
Correctly fitted – do not allow objects to pass between the skin and the PPE

Do not join the 2 million – make sure YOU use appropriate PPE.

Peter Chilman, QSE Manager

NEW TECHNICAL DIRECTOR AT UNITEAM MARINE

Paul Stephens joined Uniteam Marine as a Technical Director in March 2022, following similar roles in Cyprus and the UK. Paul is a marine engineer with seagoing experience gained over a 16-year period up to and including the rank of second engineer.

He has practical operational and managerial experience of a wide range of vessel types including clean (light) and dirty (heavy) product tankers, superyachts, container vessels, general cargo and multipurpose vessels, as well as all sizes of bulk carriers.

He also has first-hand experience of specialist vessels including heavy lift and cement carriers. Paul has practical experience of slow, medium and high-speed engines from most well-known manufacturers, including Chinese and Korean licenses, as well as all associated auxiliary plant and machinery. He has also previously been involved with the preparation and negotiation of towage, newbuilding and ship management contracts. He holds a diploma in Ship Superintendency and is a member of the Institute of Marine Engineering, Science and Technology.



LIMASSOL MARATHON 2022 THE BIGGEST SPORT EVENT IN CYPRUS



After two years of cancellations in 2020 and 2021 due to the pandemic, the traditional Limassol Marathon event took place again this year on the 19th and 20th of March.

Athletes from various countries could choose to participate in different races ranging from the 5 km corporate run, encouraging companies to register a team of employees to run together, a 10 km race, the half marathon to the full marathon.

It might not surprise you that Uniteam Marine did not find a single volunteer amongst the company's employees to run the distance of 42.195 km, but at least we asked... In the past (last time in 2019) we managed to gather at least ten runners to register for the 5 km corporate run.

But even meeting the target of 10 Uniteam Marine participants for the 5 km corporate run was a challenge this year, so we had to drop the ambitious goal to beat our team record of ranking #34 amongst the overall participating companies score list.

Nevertheless, I could not resist accepting the invitation of the Limassol Marina to reinforce their team of runners to

do the 5 km distance together with them. I changed the Uniteam Marine T-shirt for a Limassol Marina one and managed to finish in 24:20 minutes, failing to beat my former best time of 22:53 minutes by 1 minute and 27 seconds (let us blame Covid and the lack of training for it).

Three days after the race I could still feel my calves aching, but it was worth the effort. I enjoyed participating in this sport event with over 11,000 runners and it was good to see such a race happening again after Covid restrictions made large events impossible for a long time.

Hopefully Uniteam Marine runners will be encouraged to start training and to form a Uniteam Marine company team next year, moving us up on the score list.

Capt. Thomas Reppenhagen, Sales and Client Relations Director

PORTRAIT OF DECK CADET OLEKSANDR LAZARENKO

My name is Oleksandr Lazarenko and I am 18 years old. I am about to embark on my first onboard trip as a deck cadet.

I can proudly say that “water is my element”! From a young age I have spent a lot of my time in the water as a professional swimmer and I also have the qualifications as a master of several sports. I am lucky to have grown up in a wonderful city, Odessa, where one of its attractions is the Black Sea, so I made a choice to challenge myself and chase my dream of following a career at sea. When I was studying in 7th grade, I decided that I would enrol at the National Maritime University in Odessa. Unbelievably, four years have already passed, and I have not changed my mind!

I am already aware that the seafaring profession requires hard work, both physically and mentally. Not everyone is strong enough to leave their small bubble of family and friends for months at a time. I think there are great advantages in a seafaring life and my imagination runs away every time I picture what the atmosphere in the open seas might be like. I imagine all those wonderful emotions that I will experience watching the waves, the mammals, breathing fresh sea air. Sailors visit many countries and continents around the world which other people can only dream of visiting.

A few months ago, I was informed that I will be given the great opportunity to go to sea with Uniteam Marine. At first, I was very worried that I would not see my family and friends for a long time, as I will be travelling on the other side of the world. Now I feel ready! My desire of going onboard is increasing every day. I understand that the work will be demanding, and I have a lot to learn, but I am ready for



the challenges ahead. I hope the officers will teach me all I need to know and guide me in my practical experience so I may face any hurdles along the way.

I do not want to guess what will happen in the future however, I know I have great aspirations to climb the career ladder and achieve new heights. I wish all sailors reading “7 feet under the keel”!

Oleksandr Lazarenko, deck cadet

TOP 5 HEALTHY SNACKS

Sometimes it can be a long time between your breakfast and lunch, or lunch and dinner. We have collected some healthy snacks to help you survive!



MIXED NUTS AND TRAIL MIX

Nuts are an ideal nutritious snack, providing the perfect balance of healthy fats, protein and fibre. Trail mix is a combination of dried fruits and nuts that could be combined with dark chocolate. It is a good source of protein.

GREEK YOGURT AND MIXED BERRIES

Greek yogurt is an ideal healthy and high protein snack. In addition to being a great source of protein, Greek yogurt is high in calcium, which is important for bone health. To make the yogurt even more delicious, simply add mixed berries or sliced apple or banana.

TUNA AND EGGS

Tuna is loaded with protein and makes a very healthy and convenient snack. Additionally, tuna is high in various other nutrients, such as B vitamins and selenium, and contains a considerable amount of omega-3 fatty acids.

Eggs are healthy, consisting of almost every nutrient that your body needs. They are particularly high in B vitamins and trace minerals. Hard-boiled eggs make a great portable

snack. One hard-boiled egg consists of 6 grams of protein, which will keep you full and satisfied until your next meal.

CHEESE

In addition to being a quick and easy snack, cheese is healthy and filling. It is an excellent source of calcium and selenium, and it contains small amounts of many other nutrients. Furthermore, cheese is rich in protein. Just one slice of cheddar cheese provides 7 grams of this nutrient, which may help suppress your appetite.

HUMMUS AND VEGETABLES

Hummus is made from cooked and mashed chickpeas that are blended with tahini and olive oil, then used as a dip. Vegetables are nutrient-dense foods to pair perfectly with hummus. To enjoy this snack on the go, simply place some carrot or celery sticks vertically in a portable container with hummus in the bottom.

Anja Frauboese, Head of Corporate Communications & Marketing, Uniteam Global Business Services

HUMOUR

A cop pulls over a guy with 50 baby chicks in the back seat of his car. “It is illegal to keep those chicks in the car,” the cop says. “You need to take them to a farm!” “OK”, the man replies. The next day the cop sees the man again with the same baby chicks in the car, and this time they have sunglasses on and towels with them. The cop goes “Hey, I thought I told you to take those chicks to a farm!” The guy says, “I did that yesterday! Today I am taking these chicks to the beach!”

ONGOING COMPETITIONS

“Success through Teamwork - Experience onboard”

Please send us your experiences onboard reflecting our mission statement. We will publish one experience quarterly.

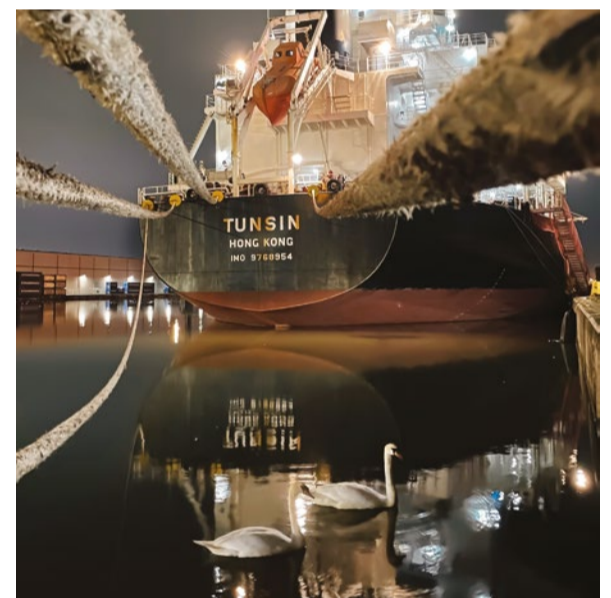
Prize: USD 200,- for every published article for the crew’s entertainment fund.

“Best Photograph & Video” for 2022!

We are looking for interesting photographs and videos from all our ships during the course of the year. If you have any extraordinary, bizarre, funny or beautiful shots and movies, please send them to us.

Prize: USD 300,- for the selected best photo or video of the year.

PHOTO & VIDEO COMPETITION 2022



Night scenery by Captain Sergiy Portus, *MV Tunsin*

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UNITEAM MARINE NEWS is designed to be of interest to our crew and to keep all Uniteam Marine employees informed of developments at our company. We appreciate your feedback and welcome any articles of interest or humour that you would like us to include in our publication.

Please send your feedback, articles, pictures & videos for the photo & video competition to Corporate Communications & Marketing, Anja Frauboese, marketing@uniteamservices.com

