



UNITED GROUP

2021/22 ESG SUSTAINABILITY REPORT

Your partner for decarbonizing heavy ocean transport



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UWL case study

Find out how UWL lowered emissions and increased capacity for Vestas' V174 9.5 MW offshore wind turbine



25

UHL case study

Learn how UHL transported transition pieces and monopiles to Japan while reducing emissions

About this report

Welcome to the UNITED GROUP's 2021/22 ESG sustainability report.

This report presents the environmental, social, and governance (ESG) performance of the UNITED GROUP. The UNITED GROUP is a suite of established stand-alone companies, working in close cooperation to offer industry-leading competence, experience, and know-how in their respective fields of business. The UNITED GROUP is comprised of the United Shipping Group GmbH & Co. KG and its subsidiary companies United Heavy Lift GmbH & Co. KG (UHL), United Wind Logistics GmbH (UWL), United Heavy Transport GmbH (UHT), and United Engineering Solutions GmbH (UES).

The report provides insights on the UNITED GROUP's management approach to material sustainability topics for the 2021 calendar year and up until Q3 2022.

SUSTAINABILITY HIGHLIGHTS

Decarbonization and emission reduction

NET-ZERO
2050

The UNITED GROUP is committed to achieving net-zero emissions in its operations by 2050

Ballast water

ALL VESSELS
ARE D-2
APPROVED

All UNITED GROUP vessels comply with the D-2 standard set out in the Ballast Water Management Convention

Environmental performance

0 SPILLS

Zero spills of hydrocarbons or chemicals to water were reported from the UNITED GROUP's fleet in 2021 and up until Q3 2022

Data protection

0 BREACHES,
THEFTS, OR
LOSSES

No data protection breaches, thefts, or losses were recorded in 2021 and up until Q3 2022

Fleet renewal

19
NEW
BUILDINGS

The average age of the UHL fleet is about 1.5 years (in 2022). Between 2019 and 2022, the UNITED GROUP took delivery of eight newbuilding F900 Eco-Lifter vessels. Two more newbuildings are currently under construction and will join the fleet in 2024

Training

316
COURSES
COMPLETED

Our staff successfully completed 316 training courses for a total of 1,791 training hours recorded in 2021 and up until Q3 2022

Safety performance

0.99
LTIFR

Measured in lost time injuries per million hours worked. The Lost Time Injury Frequency Rate (LTIFR) has improved every year over the last three years

Gender balance

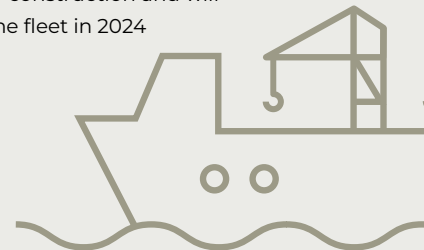
34%
FEMALE
EMPLOYEES

Across UNITED GROUP's global organization, female employees comprise 34 percent

Employee satisfaction

1.8 JOB
SATISFACTION

In the first employee survey in 2021, our employees rated their overall job satisfaction with 1.8 (on a scale from 1-5, with 1 being the highest score on the scale and 5 being the lowest). The same result was achieved in the following year, in early 2022



MANAGEMENT LETTER TO STAKEHOLDERS

COMMITTED TO DECARBONIZATION

We aim to become the leading partner for decarbonizing heavy ocean transport

Dear stakeholders

We are pleased to share with you the UNITED GROUP's first ESG sustainability report. It discloses our environmental, social, and governance (ESG) performance in 2021 and up until Q3 2022 and communicates our newly developed sustainability strategy and commitments.

Since our inception in 2015, the heavy lift specialists of the UNITED GROUP have emerged as pacesetters in heavy lift shipping. We launched four dedicated divisions, formed major international partnerships, and have grown a state-of-the-art fleet to become global leaders in the maritime heavy lift sector. The UNITED GROUP consists of the United Shipping Group GmbH & Co. KG (USG) and the subsidiaries United Heavy Lift GmbH & Co. KG (UHL), United Wind Logistics GmbH (UWL), United Heavy Transport GmbH (UHT) and United Engineering Solutions GmbH (UES). We

focus on providing the highest quality service and partner with our customers to support their success. This focus underpins how we successfully implement sustainability into our business practice.

Decarbonizing heavy ocean transport

Climate change is one of the greatest challenges the world faces. Many of the industries for which the UNITED GROUP provides heavy ocean transport solutions, play an important role in decarbonizing the global economy and achieving the climate targets set out in the Paris Agreement.

There is a strong demand for alternative energy sources throughout the world. The UNITED GROUP is proud to be part of the supply chain that provides such green energy sources to the stakeholders involved. Renewables such



Andreas Rolner

as onshore and offshore wind are critical to the green energy transition, and we see significant opportunity in supporting these industries to accelerate the growth of green energy sources.

We aim to become the leading partner for decarbonizing heavy ocean transport and take a central role in developing new low-carbon solutions for our customers, in support of

our commitment to UN Sustainability Development Goal 13: Climate action.

We support accelerated decarbonization of the shipping industry and have committed to achieving net-zero emissions across our operations by 2050. In this report, we outline the key levers we will use to decarbonize our fleet and our roadmap to achieve it.

Investing ahead of the market

The UNITED GROUP is in an excellent starting position. In the past two years, we have significantly optimized our fleet by taking delivery of seventeen newly built F900 Eco-Lifter class vessels. We now operate one of the youngest and most energy-efficient fleets on the heavy lift market, while further investing ahead of the market in new heavy lift tonnage to keep driving the decarbonization of our fleet.

We have a long track record of partnering with key clients to develop and commission vessels with low emissions. Two recent examples are the UWL newly built MV BoldWind and MV BraveWind (both commissioned in 2020) which were developed in partnership with Vestas Wind Systems A/S. Learn more about this partnership on [page 23](#).

Safety performance

SAFETY STARTS WITH YOU AND ME. Our top priority is to provide safe and healthy working conditions for all employees – both on board our vessels and ashore. In 2021, we achieved a Lost Time Incident Frequency Rate (LTIFR) of 0.99, reflecting three years of continuous improvement in our health and safety performance. We regret to report

that a fatal accident occurred on board one of our vessels in 2022. At the time of publishing this ESG sustainability report, the investigation into the root cause of this tragic incident is still ongoing. When it is completed, our prime responsibility will be to ensure that we can prevent similar incidents in the future. Our goal is zero fatalities and to continually reduce our LTIFR.

Investing in our people

The UNITED GROUP's crewing department works exclusively for the UNITED GROUP fleet. We are committed to developing and retaining heavy transport experts from NOA to Captain on board our vessels to realize the full potential of our fleet. We believe in the benefit of recurring crew assignments on the same vessels. We support the exchange of knowledge and the sharing of best practices. We foster a diverse and inclusive culture where everyone is valued for their contribution.

A highly motivated and dedicated team, willing to go the extra mile and continuously looking for creative and new solutions, is an essential part of implementing our sustainability strategy. Our people are the key to realizing the full potential of new technologies and new vessels that will decarbonize our fleet.

COVID-19 response

In 2021, we continued to implement the pandemic response that we put in place in 2020, guided by our policies and the requirements of national and local authorities. The UNITED GROUP was among the first companies in Germany to implement a vaccination

program via our company doctor, and we maintained close monitoring of the infection chain and continued our best-practice approach for onboard employees.

As a result of our robust response, the introduction of new ways of working, and the diligence of our employees, we managed to adapt relatively smoothly and all the UNITED GROUP's offices and vessels remained in operation throughout 2021, though crew changes continue to be a challenge in a number of ports.

Looking ahead

We look forward to delivering on our sustainability commitments and implementing our decarbonization roadmap. Above all, it is our team that is driving our progress in sustainability. We want to thank them for their commitment in 2021 and invite our clients and business partners to continue on the path of sustainability with the UNITED GROUP.

Managing Directors The UNITED GROUP

Andreas Rolner, Lars Bonnesen, Dr. Nicolas Dallmann
Managing Directors of UHL

Christoph Puschmann, Dr. Nicolas Dallmann
Managing Directors of UWL

Philipp Tietjen
Managing Director of UES

OUR BUSINESS

Since our inception in 2015, the heavy lift specialists of the UNITED GROUP have emerged as pacesetters in heavy lift shipping. We launched four dedicated divisions, formed major international partnerships, and have grown a state-of-the-art fleet to become global leaders in the maritime heavy lift sector.

The UNITED GROUP is a suite of established stand-alone companies, working in close cooperation to offer industry-leading competence, experience, and know-how in their respective fields of business.



United Shipping Group GmbH & Co. KG (USG) is the holding company that manages all administrative tasks of the UNITED GROUP companies. These tasks include Finance, Human Resources, HSE and Quality Management, Legal and Insurances, Marketing and Facility Management.



United Heavy Lift GmbH & Co. KG (UHL) focuses on the ocean transport of heavy and oversized project cargoes. With over 20 vessels, UHL operates one of the youngest and most environmentally friendly MPP heavy lift fleets on the market. The core of the fleet are the seventeen F900 Eco-Lifter sister vessels (built 2018-2024), which are raising the standard for eco-friendly breakbulk and heavy lift ocean transport.



United Wind Logistics GmbH (UWL) operates a fleet of three specialized deck carriers and offers fully integrated logistic concepts for the offshore wind industry. Two of the three deck carriers are own designs and newly built. UWL specializes in the ocean transport of offshore wind components such as blades, nacelles, towers, and foundations.



United Marguisa Lines ApS (UML) is the result of the Joint Sailing Agreement between UHL and Marguisa Shipping Lines. UML offers semi-regular MPV services between Northern Europe, the Mediterranean, and Africa with a fleet of four long-term chartered vessels.



United Heavy Transport GmbH (UHT) focuses on heavy ocean transport and installation with a fleet of five state-of-the-art semi-submersible vessels. UHT is the commercial agent for China-based Guangzhou Salvage and GS-Pango International.



United O7 is a strategic collaboration of UHL and Ocean 7 Projects covering all market segments of the heavy lift industry, offering clients an even larger and more diverse fleet, and providing their combined expertise and experience. The United O7 agency network is all about providing our clients with the benefits of our large, combined fleet and combined expertise.



United Engineering Solutions GmbH (UES) is the engineering arm of the UNITED GROUP. The company is comprised of over 30 naval architects, marine engineers, and cargo superintendents who provide a wide range of sophisticated technical ocean transport solutions to the UNITED GROUP's companies and external clients.

OUR BUSINESS

Established in 2015



107

Employees
 UNITED GROUP companies
 122 (2022 YTD)

14

Employees
 UO7 and UML offices
 19 (2022 YTD)

Fleet

UHL operates a fleet of seventeen state-of-the-art F900 Eco-Lifter sister vessels (built 2018 to 2022). Two additional vessels are currently under construction and will join the fleet in 2024. The F900 Eco-Lifter class was designed and built based on latest technology and the most fuel-efficient propulsion technology. The carbon footprint of the F900 Eco-Lifter class is 30-50% smaller compared to the existing heavy lift fleet in the market. An increased cargo intake of around 40% makes the F900 Eco-Lifter class ideally situated to accommodate voluminous cargo, such as next-generation turbines and blades. This significantly reduces the bunker consumption per transported set.

This makes the vessel type one of the most efficient in the industry.

UML operates two UML160 MPP heavy lift vessels.

UWL operates a fleet of three specialized deck carriers that have been designed to meet the very specific requirements of the offshore wind industry. The vessels combine an optimized hull design and diesel electric propulsion. The vessels are IMO Tier III compliant and are equipped with a selective catalytic reduction system.

UHT offers fully integrated project support solution with five semi-submersible vessels ranging from 26,000 DWT up to 50,000 DWT, built 2012 to 2022.



F900 Eco-Lifter



UML160



Hua Rui Long



Hua Yang Long



Hua Hai Long



Hua Sheng Long / Hua Xing Long



BoldWind



BraveWind



VestVind



UNITED GROUP COMPANIES

Germany

UHL
 UWL
 UHT
 UES

Denmark

UHL
USA
 UHT

India

UES

UML OFFICES

Denmark
 Spain
 The Netherlands

UHL AGENCIES

Brazil
 India
 South Korea
 Turkey

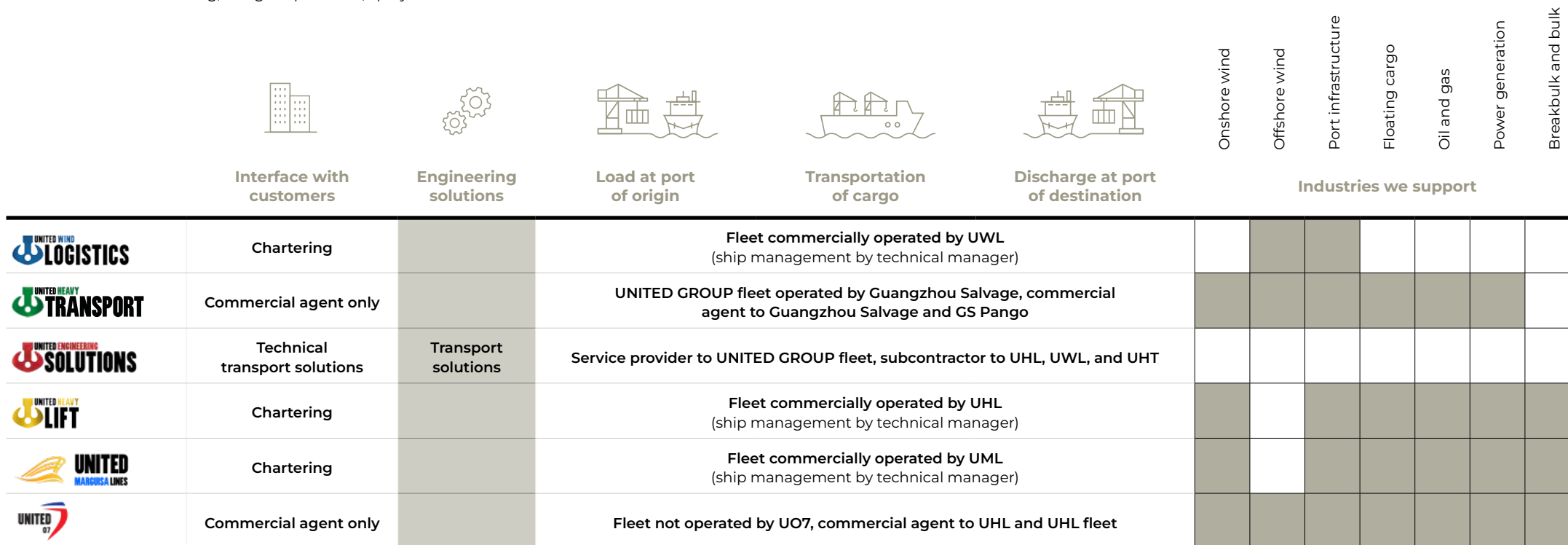
UNITED O7 OFFICES

Malaysia
 China
 Japan
 Singapore
 UAE
 USA

BUSINESS MODEL

The UNITED GROUP is a suite of established stand-alone companies, working in close cooperation to offer our clients industry-leading competence, experience, and know-how in their respective fields of business. Our services include chartering, cargo operations, project

management, technical supervision, and engineering solutions for sophisticated ocean transport projects. Our business model supports our vision of providing safe, high-quality, and ecologically friendly ocean transport solutions that create value for our customers.





Provides administrative services to subsidiary companies of the UNITED GROUP

Creating cost-efficient and tailor-made ocean transport solutions for the offshore wind sector

Optimizing voyage execution and vessel performance to improve carbon footprint and reduce emissions

Ensuring vessels comply with flag state, international as well as project-specific requirements through close cooperation with United Engineering Solutions and our technical manager

Focusing on heavy ocean transport and installation for the fleet of semi-submersible vessels

Commercial agent for China-based Guangzhou Salvage and GS-Pango International

Providing expertise in the areas of vessel design, modification, and upgrades to meet operational project requirement

Providing cargo and structural engineering to ensure the most efficient vessel utilization considering versatile and modular cradle design and material lifecycle to reduce carbon footprint from material production

Provides engineering project management, transport consultancy, and supervision of cargo operations for UNITED GROUP fleet

Creating cost-efficient and tailor-made ocean transport solutions for our customers' heavy, complex, and oversized cargo components

Providing great planning reliability and flexibility in the way we prepare and execute ocean transportation with a fleet of our F900 Eco-Lifter sister vessels

Optimizing voyage execution and vessel performance to improve carbon footprint and reduce emissions

Ensuring vessels comply with flag state, international as well as project-specific requirement through close cooperation with United Engineering Solutions and our technical manager

The result of the Joint Sailing Agreement between UHL and Marguisa Shipping Lines. UML offers semi-regular MPV services between Northern Europe, the Mediterranean, and Africa with a fleet of four long-term chartered vessels

Offering ocean transport solutions covering all market segments of the heavy lift industry for the United Heavy Lift F900 Eco-Lifter fleet

PARTNERSHIPS AND COALITIONS

The UNITED GROUP participates in and supports industry initiatives within the maritime sector to enhance emissions reduction and decarbonization in shipping, improve health,

safety, and well-being on board and ashore and ensure responsible business ethics throughout the value chain.



SUSTAINABILITY STRATEGY AND GOVERNANCE

SUSTAINABILITY COMMITMENTS

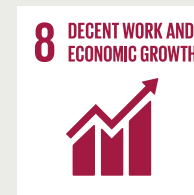
The UNITED GROUP sets ambitious goals that demonstrate our commitment to sustainability and responsible management of our material environment, social, and governance (ESG) issues.

Our ambitions and goals focus on the following UN Sustainable Development Goals (SDGs) where we believe we have the greatest capacity for positive impact and action through our resources, competence, and experience.



Gender equality

Achieve gender equality and empower all women and girls



Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Climate action

Take urgent action to combat climate change and its impacts



Life below water

Conserve and sustainably use the oceans, seas and marine resources for sustainable development

SUSTAINABILITY STRATEGY

Sustainability as a competitive advantage

The UNITED GROUP's sustainability strategy is based on four SDGs that address our key sustainability risks and opportunities. The strategy is designed to create value for our group and stakeholders and to contribute to the decarbonization goals of our customers and regulators.

The strategy outlines specific ambitions and actions that underpin our efforts to integrate sustainability into our business strategy. Our corporate sustainability framework is designed to support our ambitions and goals while strengthening our competitive advantage as a sustainability leader in the maritime heavy lift industry.

In the coming months, we will establish metrics and targets to guide the UNITED GROUP's efforts to achieve our goals. By the end of 2022, we will have established a solid foundation and created transparency in our emissions data.

The UN Sustainable Development Goals listed in the previous chapter serve as our focus areas. They are regularly reviewed and adjusted as our stakeholders' expectations change or as the areas where we can make a difference change.

The UNITED GROUP subsidiaries contribute to achieving our sustainability ambitions at various levels.



MATERIALITY ASSESSMENT

Materiality is a core principle of the UNITED GROUP's sustainability strategy and determines the topics we report on. We use the concept of double materiality as specified in the European Commission's non-binding guidelines for the Non-Financial Reporting Directive and forthcoming Corporate Sustainability Reporting Directive.

Double materiality includes impact materiality (i.e., sustainability aspects that are material in terms of the impact of the UNITED GROUP's own operations and value chain) and financial materiality (i.e., sustainability aspects that are financially material to the UNITED GROUP because they can be shown to affect the value of the company beyond what is already included in our financial reporting).

To identify the most important ESG issues, we conducted a materiality assessment that took into account the perspectives of the UNITED GROUP's priority stakeholder groups, whose decisions have a significant impact on the UNITED GROUP: Customers, employees, suppliers, investors, banks, and regulators.

In the assessment, ESG topics were prioritized according to the following criteria:

1. The UNITED GROUP's direct and indirect impact on the economy, environment, and society (both positive and negative)
2. The relative importance of the topic to our key stakeholder groups in terms of its influence on their assessments and decisions with regards to the UNITED GROUP

Based on the assessment, six topics were defined as material for the UNITED GROUP. These topics were integrated into our business strategy and aligned with our commitment to actively contribute to the 2030 Agenda for Sustainable Development. We have mapped our materiality topics against the targets of the UN Sustainable Development Goals (SDGs).

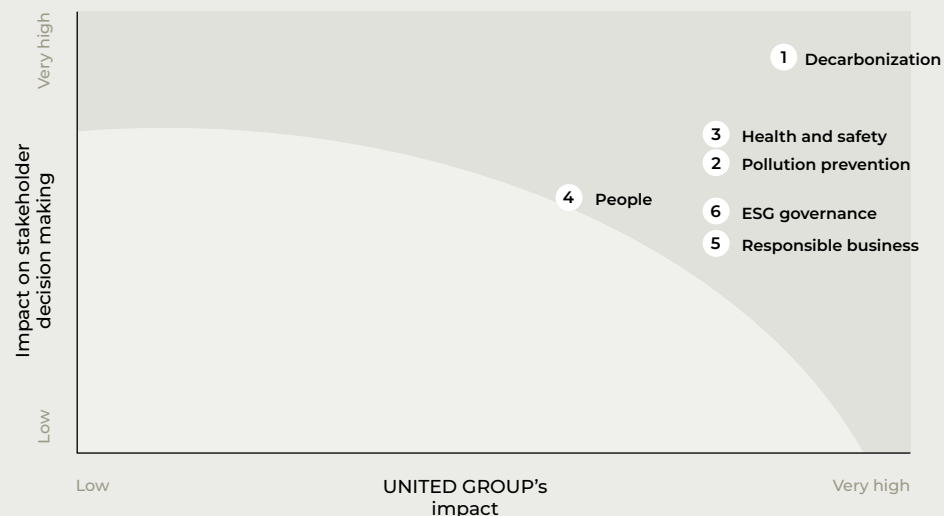
MATERIALITY MAPPING

Overall, six topics are material to the UNITED GROUP, with decarbonization being most important

Material topics

- | | | |
|---|--|--|
| 1 Decarbonization <ul style="list-style-type: none"> · Emissions · Energy efficiency | 2 Pollution prevention <ul style="list-style-type: none"> · Pollution prevention · Waste and water management | 3 Health and safety <ul style="list-style-type: none"> · Health, safety, and quality |
| 4 People <ul style="list-style-type: none"> · Training · Diversity and equality · Human and labor rights · Employment conditions | 5 Responsible business <ul style="list-style-type: none"> · Anti-corruption · Code of conduct · Supplier conduct · Ship recycling | 6 ESG governance <ul style="list-style-type: none"> · ESG management system |

Matrix overview of material topics for the UNITED GROUP



SUSTAINABILITY APPROACH

We take responsibility for our actions in line with our values and commitments and have prioritized the following topics that drive long-term value for our business and stakeholders and where the UNITED GROUP has the strongest potential to contribute towards achieving the SDG's.

THE UNITED GROUP AS A SUSTAINABILITY LEADER

1. DECARBONIZATION



Our goals

- Decarbonize our fleet and reach net-zero by 2050
- Help our customers to reach their decarbonization goals
- Support shipping industry decarbonization initiatives
- Support SDG 13

Our actions

- ✓ Create full emission data transparency
- ✓ Set emission reduction targets across all Scopes and reduce emissions
- ✓ Provide best-in-class energy efficient transport solutions
- ✓ Develop low-carbon solutions for our customers

2. OUR PEOPLE



Our goals

- Be the employer of choice in the maritime heavy lift industry
- Support SDG 5
- Support SDG 8

Our actions

- ✓ Maintain an engaged workforce
- ✓ Drive diversity and equality across our teams

3. HEALTH, SAFETY, ENVIRONMENT, AND QUALITY



Our goals

- Ensure a safe workplace for our people
- Uphold our high environmental standards
- Achieve quality in everything we do
- Support SDG 14
- Support SDG 8

Our actions

- ✓ Ensure a safe onshore and offshore environment
- ✓ Protect the environment
- ✓ Provide the highest quality service to clients

4. RESPONSIBLE BUSINESS

Our goals

- Make sustainability an integral part of how we work
- Ensure that our core values are upheld by our suppliers
- Live by our Code of Conduct through ethical and responsible business practices

Our actions

- ✓ Uphold a clean track sheet of ethical business practices
- ✓ Establish and maintain a robust ESG governance structure
- ✓ Ensure sustainable procurement



1. Decarbonization

The majority of the UNITED GROUP's emissions are generated by fuel combustion on board our owned and managed vessels during their operations (Scope 1 emissions). Scope 1, Scope 2, and Scope 3 refer to specific categories of emissions defined in the GHG Protocol corporate standard. Focusing our emissions reduction efforts on our direct emissions (Scope 1), is where we can have the biggest impact.

We aim to become the leading partner for decarbonizing heavy ocean transport and play a central role in developing new low-carbon solutions for our customers, in support of our commitment to SDG 13: Climate action.

We commit to achieving net-zero emissions across our operations by 2050, bringing the UNITED GROUP in line with the Paris Agreement. Our decarbonization levers and roadmap lay out the UNITED GROUP's plans to achieve this goal.



2. Our people

Our people are our most valuable asset. They are key to introducing and realizing the full potential of new technologies and new vessels that will decarbonize our fleet and they are the driving force behind our operational and safety performance.

It is the UNITED GROUP's responsibility to foster an environment where all our employees can thrive and are valued for their contribution. Our ambition is to be the employer of choice in the maritime heavy lift sector, with a focus on diversity, equality, and well-being. This ambition is in line with the UNITED GROUP's support for SDG 5: Gender equality.

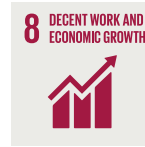
We conduct our business with respect for human rights and in compliance with international labor standards, in line with our support for SDG 8: Decent work and economic growth.



3. Health, safety, environment, and quality

SAFETY STARTS WITH YOU AND ME. Our health and safety performance is the foundation for delivering our services to our customers. Therefore, providing healthy, safe, and secure working conditions is an essential part of our business and supports our commitment to SDG 8: Decent work and economic growth. Our approach to health and safety includes requirements for our technical managers to maintain and uphold the UNITED GROUP's high health and safety standards on board our owned and managed vessels. The UNITED GROUP also supports industry health and safety initiatives.

The UNITED GROUP seeks to minimize our negative environmental impact. We are committed to eliminating any potential pollution from hydrocarbons and chemical spills, to minimize SOx and NOx emissions, manage waste materials and ballast water, and responsibly recycle our vessels, in support of our commitment to SDG 14: Life below water.



We think before we act. Our activities are planned, organized, and performed in a safe and environmentally friendly manner – from management to employees and the crew on board our vessels. Our health, safety, security, environmental, and quality policies are supported by in-house, experienced, qualified specialists who ensure that the transport of our clients' goods is managed without harm to the environment, without hazard to personnel, and without risk to the cargo.

We are committed to applying the highest level of health, safety, security, environmental, and quality standards to all transportation projects entrusted to us. We manage and control our projects through our Integrated Management System which covers ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards and which are certified by DNV.

4. Responsible business

As a responsible business partner, the UNITED GROUP takes responsibility towards our stakeholders. We live up to this responsibility by carefully integrating environmental, social, and governance considerations into our business operations. Ethical and responsible business practices are at the core of our internal work and cooperation with our stakeholders. This approach is anchored in our Code of Conduct, which sets the standard for the business conduct of our employees.

Being a responsible employer means creating a great place to work where our people have access to opportunities for growth, training, and development. At the UNITED GROUP, we are committed to building a work atmosphere that focuses on a positive culture, trust, diversity, connectivity, and engagement where all our employees can thrive and perform at their best.

SUSTAINABILITY GOVERNANCE

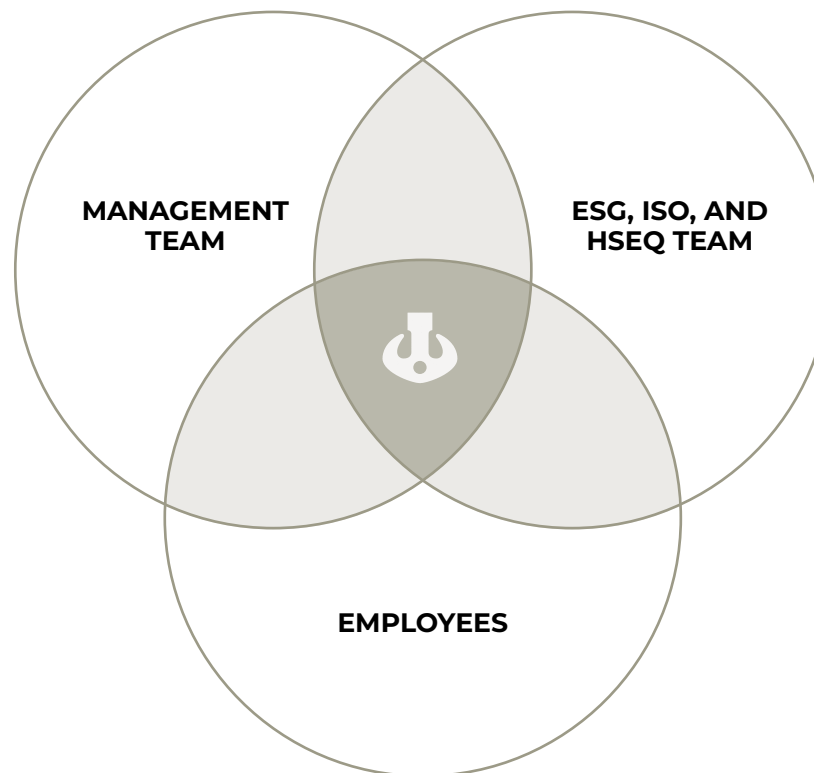
Developing a robust framework

At the UNITED GROUP, we aim to ensure that sustainability becomes an integral part of our company culture and the way we conduct our business. Therefore, we strengthened the governance structure for sustainability at the UNITED GROUP to oversee, develop, and implement our sustainability strategy at a group level and among the subsidiary companies.

Governance of sustainability is anchored with the top management of the UNITED GROUP companies. Under their oversight, sustainability work is led by the ESG, ISO and HSEQ team which drives implementation of the sustainability strategy and roadmap into business processes and ensures alignment across the business units.

As a young company, we value open communication across all levels and a flat hierarchy with a preference for on-the-job-implementation. We foster an environment where our colleagues actively participate in achieving the goals in our strategy and ESG framework.

The framework (see graphic on the right side) describes sustainability governance within the UNITED GROUP. This will be adjusted according to our needs as we progress on our sustainability journey:



MANAGEMENT TEAM

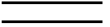
- Consists of the managing directors and proxies of the UNITED GROUP companies
- Has responsibility for the overall sustainability strategy and goals and commitments within the UNITED GROUP
- Approves the annual sustainability report

ESG, ISO, AND HSEQ TEAM

- Coordinates the implementation of ESG sustainability strategy and roadmap into business processes
- Active cooperation with other business functions and departments on implementing sustainable roadmap
- Prepares annual sustainability figures and report

EMPLOYEES

- Business functions and departments are responsible for day-to-day implementation of the sustainability roadmap
- Maintaining sustainability figures for respective department



1. DECARBONIZATION

Becoming the leading partner in decarbonizing heavy ocean transport

Ambition and approach

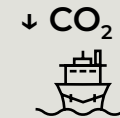
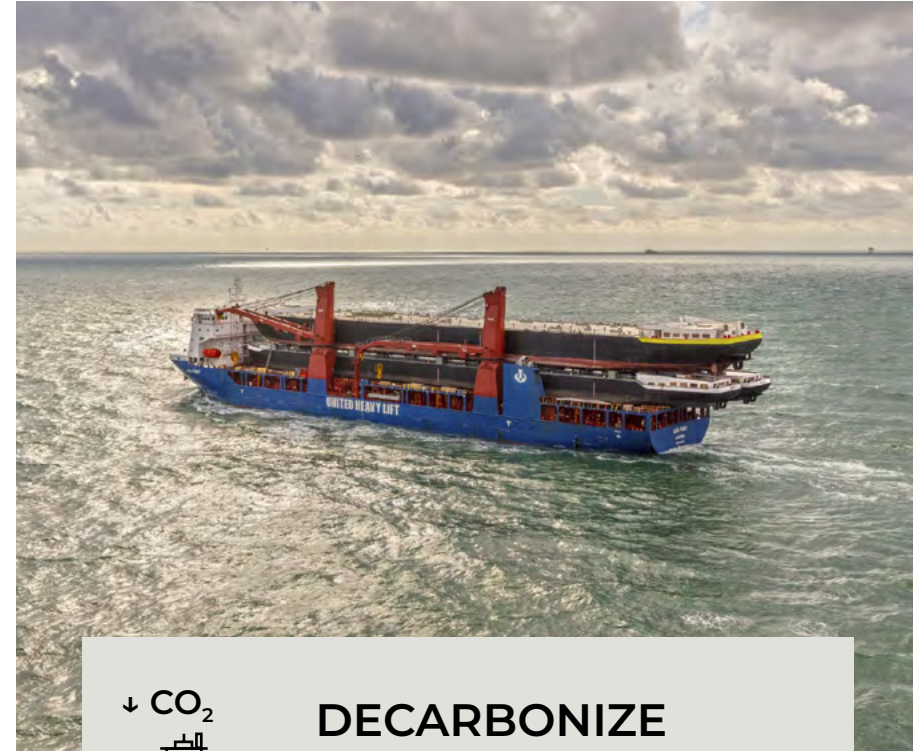
Climate change is one of the greatest challenges the world faces. Many of the industries for which the UNITED GROUP provides heavy ocean transport solutions play an important role in decarbonizing the global economy and limiting global warming.

Renewables such as onshore and offshore wind are both critical to the green energy transition, and we see significant opportunities in supporting them to accelerate it. Other industries, such as port infrastructure, which we transport, play an enabling role and remain vital to global trade. Most importantly, every sector we serve

must decarbonize its supply chain to meet the Paris Agreement's goal of limiting global warming to well below 2°C and pursue efforts to limit it to 1.5°C.

The shipping sector is a significant contributor to global carbon emissions and faces significant technological, regulatory, and financial challenges to decarbonize. The initial target set by the International Maritime Organization (IMO) to reduce annual greenhouse gas emissions from international shipping by at least 50% from 2008 level by 2050 is not in line with the Paris Agreement and must be accelerated.

There is no doubt that we have entered a period of significant change. At the UNITED GROUP, we have an excellent starting position with one of the youngest and most energy-efficient fleets in the maritime heavy lift industry, as well as our strong in-house engineering capabilities and a track record of partnering with our customers to deliver vessels with lower emissions.



**DECARBONIZE
OUR FLEET**



**REACH NET-ZERO
EMISSIONS BY 2050**

A large intake significantly reduces the bunker consumption per transported set. Only few vessels are suitable for transporting next-generation turbines and blades. With a weather deck of 112.95 m x 26.5 m, the F900 Eco-Lifter vessels are ideally situated to accommodate voluminous cargo.



The UNITED GROUP aims to be the leading partner in the decarbonization of heavy ocean transport and to play a central role in developing new low-carbon solutions for our customers, in support of our commitment to SDG 13: Climate action. Our decarbonization goals are to:

1. Decarbonize our fleet and reach net-zero emissions by 2050
2. Help our customers decarbonize their supply chains
3. Support the shipping industry's decarbonization initiatives

Decarbonize our fleet and reach net-zero emissions by 2050

The UNITED GROUP's impact on climate and environment is primarily connected to emissions generated from fuel combustion on board our owned and managed vessels during their operations (Scope 1). Focusing our emissions reduction efforts on Scope 1 is the area where we can have the biggest impact.

We are committed to achieving net-zero emissions across our operations by 2050, bringing the UNITED GROUP in line with the Paris Agreement. Short- and medium-term emissions reduction targets will be developed and set by the first quarter of 2023.

The UNITED GROUP took leadership in decarbonizing our operations by taking delivery of seventeen F900 Eco-Lifter

class vessels in 2021 and 2022, while at the same time phasing-out less efficient vessels from our fleet.

As a next step, we will work towards creating full emissions transparency internally and for our customers in accordance with the Greenhouse Gas (GHG) Protocol. The GHG Protocol is the global standard for calculating emissions, differentiating between three Scopes:

- Scope 1 covers our owned and controlled emissions
- Scope 2 covers direct emissions from the generation of purchased electricity, heating, and cooling in our organization
- Scope 3 includes indirect emissions that occur in our value chain

By the end of 2022, we will have conducted a full mapping of Scope 1 and Scope 2 emissions and completed a screening of Scope 3 categories.

Building on the data foundation created, we will set targets and commit to reducing emissions from our operations. Our decarbonization roadmap and the decarbonization levers outlined on [pages 19-22](#) provide further details on our plans.

Help our customers decarbonize their supply chains

Many of the industries and sectors we serve have adopted targets for net-zero emissions by 2050, including targets

to reduce Scope 3 emissions in their supply chain, in which the UNITED GROUP's operational emissions are located.

We are partnering with key customers to reduce their emissions in the offshore transport supply chain, and we are investing ahead of the market to drive decarbonization. UWL's newly built MV BoldWind and MV BraveWind which were developed in partnership with Vestas Wind Systems A/S are a recent example of this (see case study on [page 23](#)).

With our best-in-class assets, we have provided fuel-efficient services to our customers in the past, and we anticipate an increased need to develop even more targeted low-carbon solutions in the future.

Support decarbonization initiatives within shipping

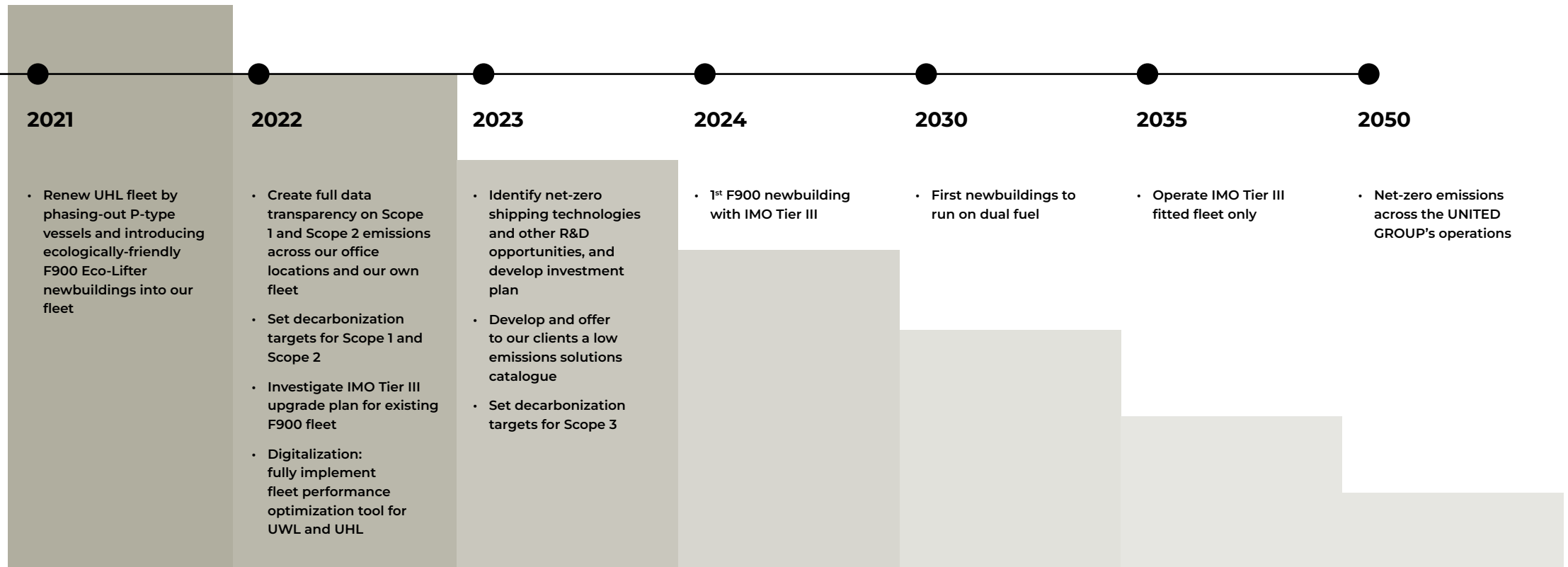
Shipping is a difficult sector from which to eliminate emissions, with systemic barriers to decarbonization. Technology, fuel infrastructure, regulatory and financial challenges all must be addressed.

No individual organization can overcome these barriers on its own. Bringing global shipping emissions in line with the Paris Agreement is only possible through collaboration and partnerships. Therefore, the UNITED GROUP aims to accelerate the decarbonization of shipping by bringing together private and public stakeholders to build momentum and find practical solutions.



DECARBONIZATION ROADMAP

The UNITED GROUP's goal to decarbonize our own operations in line with our commitment to reach net-zero emissions by 2050 is defined and embedded in our long-term business strategy, as outlined below. As our roadmap matures, more details and targets will be added. Delivering on the actions defined in the roadmap will enable us to help our clients meet their own targets for decarbonizing their supply chains.



OUR DECARBONIZATION LEVERS

The first steps in decarbonizing our fleet are about energy efficiency and making gains by optimizing fuel consumption across all vessel classes – thereby reducing emissions from our shipping operations.

To improve our energy efficiency and reduce carbon emissions from our operations, we need new technologies and fuel concepts, but these are not readily available. Therefore, we will explore multiple options, including customized energy and fuel configurations adapted to

our vessels, main vessel technologies, energy efficiency initiatives, and power and propulsion concepts.

To achieve our decarbonization goals, we are focusing on the five levers of:

1. Vessel operations,
2. Vessel design, newbuilds, and upgrades,
3. Fuel concepts,
4. Digitalization, and
5. Customer and industry partnerships.



Explore the movie of the animated loading of monopiles onto our deck carrier MV VestVind as planned by UES.

LEVER 1

Vessel operations

By operating our ships more efficiently, we can significantly reduce emissions through lower fuel consumption and thus also reduce costs. Various measures help us achieve our energy efficiency and emission reduction targets:

- Voyage optimization through "just-in-time" operation, which includes practical timing and voyage planning as well as efficient port call
- An active weather routing system which provides the most optimal speed and route helps to save fuel and thus reduce CO₂ and other air emissions such as SOx and NOx
- Increased use of shore electric power in ports that have the facilities, reducing the need for diesel generators
- Efficient hull and propeller maintenance, which will significantly reduce fuel consumption
- Training of our onshore and offshore operational and commercial personnel to better understand energy-efficient vessel operations and improve emission awareness, ensuring that goods are transported in the most energy-efficient way and in line with customer requirements throughout the entire project

Together with our technical managers we will continue to look for ways to increase operational efficiency.

LEVER 2

Vessel design, newbuilds, and upgrades

The strength of the UNITED GROUP is also attributable to the engineering capabilities offered through its affiliate company United Engineering Solutions. Through the engineering arm of the UNITED GROUP, we have access to a team of over 30 naval architects, marine engineers, and cargo superintendents, who provide a range of engineering solutions to our customers. United Engineering Solutions offers heavy cargo and structural engineering, vessel modification, naval architecture, 3-D CAD animations, mobilization and supervision, ocean transport consultancy and port captain services, among others, to ensure that each voyage is flawlessly planned and executed and meets our customers' requirements.

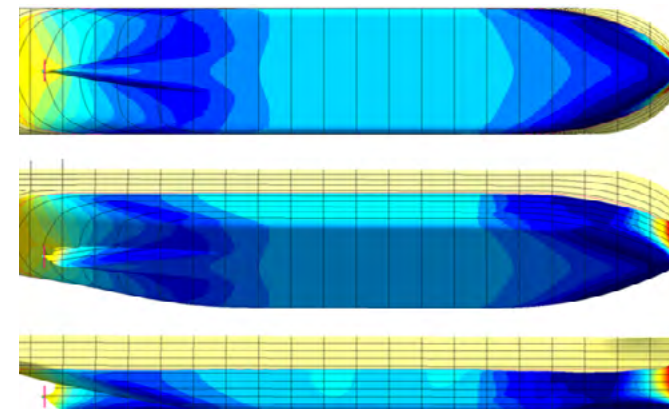
The UNITED GROUP's fleet offers best-in-class energy efficiency and an increased cargo intake, enabling significant fuel savings in our transport operations. United Heavy Lift's seventeen F900 Eco-Lifter vessels (built 2018-2022) emit between 30% to 50% fewer GHG and air pollutants per cargo ton compared to the existing heavy lift fleet on the market. An increased cargo intake of around 40% makes the F900 Eco-Lifter class ideally situated to accommodate voluminous cargo, such as next-generation turbines and blades. Two additional F900 Eco-Lifter vessels are currently under construction and will join our fleet by 2024.

We intend to investigate a retrofit plan for our existing UHL F900 fleet to meet IMO Tier III NOx regulations by 2035, to reduce nitrogen oxide (NOx) emissions generated from our operations.

We are also investing ahead of the market: Two of United Wind Logistics' newly built deck carriers – MV BoldWind and MV BraveWind – feature a diesel electric propulsion system, making them the most fuel-efficient vessels with the largest intake capacity in the offshore wind sector (for more details, see the case study on [page 23](#)). Both vessels comply with IMO Tier III NOx regulations and are equipped with a selective catalytic reduction (SCR) system.

Presently we are working on a project to upgrading both vessels with battery packs, making them hybrid vessels.

Our other newbuilding plans include vessels with improved hull designs to maximize fuel efficiency and increase transport capacity, which together can significantly reduce emissions per ton of cargo transported.



↑ Wave resistance accounts for one third of the overall hull resistance. Together with our partners, we optimize hull lines to minimize the formation of waves within the design process of our newbuilds.



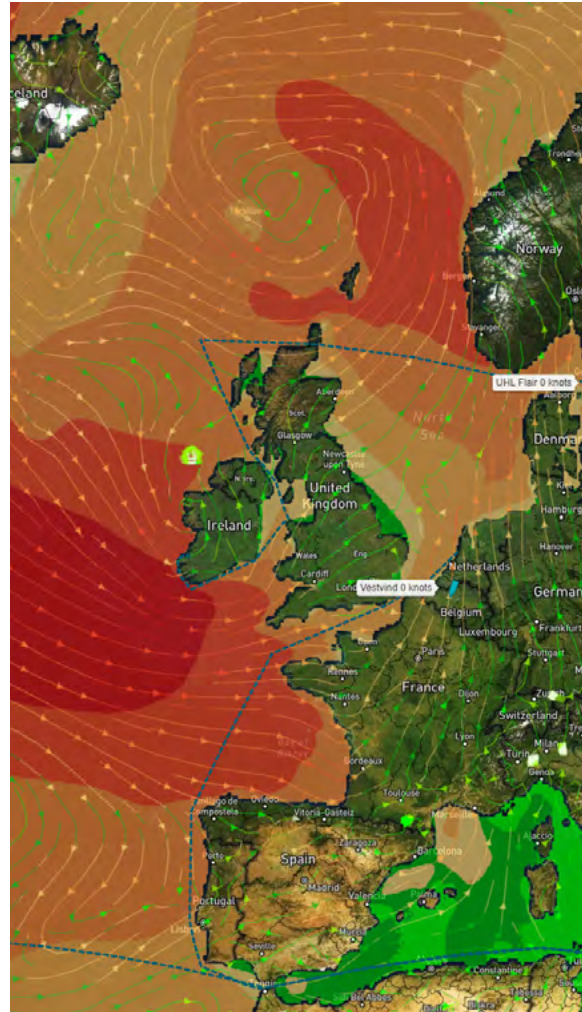
Between 2019 and 2022, UHL took delivery of eight newbuilding F900 Eco-Lifter vessels. In March 2021, the naming ceremony of MV UHL Faith took place in Hamburg, Germany.



LEVER 3**Fuel concepts**

Our investigations into low-emission and zero-emission fuel concepts for our vessel types are continuing. These include equipping our vessels with battery packs that enable battery-only operation in port, as well as the use of peak shaving, where the battery takes over the peak load for a short time instead of starting one of the diesel generators. The use of battery packs on board our vessels will reduce GHG emissions and drive the much-needed energy transition.

As part of our emissions mapping and target-setting process, we will continue to evaluate alternative fuel concepts such as biofuel, e-methanol and ammonia, as well as dual-fuel concepts and their applicability to our vessels. However, our biggest challenge in this approach is the availability and cost of alternative “green” fuels needed to meet our decarbonization targets.



Reducing the consumption of our vessels through weather-dependent route planning lowers emissions and costs.

LEVER 4**Digitalization**

The UNITED GROUP is optimizing the performance of our vessels by collecting, monitoring, and analyzing the energy performance data of our vessels through customized IT solutions. Through this, we gain insights for further optimizing our vessel operations and thus fuel consumption. In 2022, we will further optimize emissions reporting to our customers and our overall reporting standards.

LEVER 5**Customer and supplier partnerships**

As part of our commitment to support the goal of net-zero emissions by 2050, we are joining forces with our customers and suppliers to develop solutions that lead to higher efficiency savings and reduced emissions. This strengthens the business case to justify the required capital investment, which is one of the key challenges in the maritime industry.

UWL DELIVERS LOWER EMISSIONS AND HIGHER CAPACITY FOR VESTAS

Two newly built multipurpose deck carriers operated by United Wind Logistics (UWL) are delivering lower emissions and increased capacity when transporting components for Vestas' massive new-generation V174 9.5 MW offshore wind turbine.

Commissioned in 2020 and chartered by Vestas until 2022, MV BoldWind and MV BraveWind are two of the most fuel-efficient deck carriers with the largest intake capacity in the offshore wind sector.

They combine an optimized hull design and a diesel electric propulsion system with advanced energy management software. This minimizes the use of the four different diesel generators, resulting in fuel efficiency, lower emissions, improved maneuverability, and the possibility to integrate fuel cells and additional battery packs later.

The installed batteries allow the vessels to operate in port without emissions. They are also equipped with urea

“ The deck carriers BoldWind and BraveWind are the result of our joint efforts and close partnership with Vestas. With these new vessels, we have invested ahead of the market to support the decarbonization of offshore wind. We are proud to support Vestas in achieving their goal of reducing supply chain emissions ”

Lars Rolner



↑ The growing demand for offshore wind energy requires increasingly sophisticated vessels which go beyond the environmental standards set by the regulators.



VESSEL SPECS

MV BoldWind and
MV BraveWind

Commissioned
2020

Deadweight
10,000 mtons

Deck strength
20 mtons/sqm

Design speed
12 knots

Open deck area
128.1 m x **28** m
3,586 sqm

injection scrubbers, which eliminate 95% of nitrogen oxide (NOx) emissions and catalytic converters to burn particles.

Both vessels consume significantly less marine diesel than other deck carriers on the market, supporting Vesta's goal of reducing the CO₂ emissions from its supply chain by 45% per MWh generated by 2030, as part of its science-based target. They also comply with IMO Tier III emissions regulations.

The deck carriers MV BoldWind and MV BraveWind were developed specifically for Vestas' needs. Work began in 2017, when UWL and the UNITED GROUP's in-house engineering team started developing the initial drafts for the new vessel design. Requirements for this modern deck carrier included a large unobstructed deck area, fuel efficiency, and minimizing emissions.

The vessels currently transport components for Vestas's V174 9.5 MW turbine from manufacturing sites to pre-assembly ports closer to offshore wind farm sites. The V174 has 85-meter-long blades weighing 35 mtons, and a nacelle that is 21 m long, 9 m wide, and 9 m high, weighing about 390 mtons.

“ The challenge of developing a vessel optimized for both intake as well as fuel efficiency was challenging and exciting ”

Christoph Puschmann
Managing Director of United Wind Logistics

“ In addition to fewer emissions, two of the main advantages for the new vessels are the high component intake and the state-of-the-art seafastening design. This provides the flexibility to take nacelles on one voyage and blades and towers on the next. Costs have also been reduced due to the faster turnaround time in port ”

Lars Rolner



Explore the movie to understand how we embed sustainability in everything we do





↑ With adjustable tweendecks and large box-shaped cargo holds, the F900 Eco-Lifter vessels are ideally situated to accommodate voluminous and heavy cargo.

UHL LOWERS THE CARBON FOOTPRINT OF JAPAN'S FIRST LARGE SCALE WIND FARM

Japan's first large-scale commercial wind farm, the 139 MW Akita Noshiro project, is expected to be operational by the end of 2022, providing enough electricity to power about 130,000 of the country's 52 million homes. It is the first of many, as Japan aims to have 10 GW of wind capacity by 2030.

United Heavy Lift (UHL) played an early role in the project. From day one, the challenge was to find a method to transport the massive monopiles and transition pieces (on which the Vestas V117-4.2 MW turbines are mounted) from the Netherlands to Akita Prefecture, Japan, in the most economical and low-emission way possible.

Cargo fatigue, difficult weather conditions during the 30-day journey from Europe to Japan, making optimal use of the box-holds for the 550 mtons monopiles and 340

mtons transition pieces and, last but not least, onboard cranes' lifting heights – these were conditions that the UES engineering team had to take into account in order to develop an optimal transport, seafastening, and lifting concept.

UHL's F900 Eco-Lifters were ideal for the task, as they have a high cargo intake, and are one of the most fuel-efficient heavy lift vessels in service, with a carbon footprint 30-50 percent smaller than the existing heavy lift fleet on the market.

Open-hatch sailing was used to maximize intake, and detailed motion analysis and onboard acceleration monitoring were performed during all voyages. United Engineering Solutions handled all ocean transport engineering and fabrication of a flexible cradle design



VESSEL SPECS

F900 Eco-Lifter

Commissioned
2018 to 2022

Design speed
15.3 knots

Deadweight
14,100 mtons

Ice Class GL E3
FIN 1A

Total floor space
6,860 sqm
(with tweendeck)

Two cranes with a
combined lifting capacity
900 mtons SWL

Weather deck
112.95 m x 26.5 m 2,990 sqm

Total cargo capacity
25,127 cbm
(without tweendeck)

suitable for a wide range of stowage positions, as well as a modular transition piece cradle. The required lifting height of the onboard crane was achieved by extending the crane base.

In total, UHL was contracted to transport 20 monopiles and 22 transition pieces with the fuel-efficient F900 Eco-Lifters.

The first shipment took place in December 2020, when MV UHL Fame completed the loading of 14 monopile foundations at SIF's Maasvlakte 2 facility in Rotterdam. The next shipments were performed by the vessels MV UHL Falcon and MV UHL Flash, with each vessel transporting 11 transition pieces and 3 monopiles per voyage.

“ One of our goals is to reduce emissions from our own operations and help our customers achieve their decarbonization goals. Sustainability is an integral part of how UHL operates. Key to this change is building and maintaining one of the most modern and fuel-efficient MPP heavy lift fleets on the market ”

Andreas Rolner
Managing Director of United Heavy Lift



Explore the movie of the vessel modification as planned by UES

2. OUR PEOPLE

Investing in our people and building a diverse and engaging workplace

Ambition and approach

We firmly believe that our organization's long-term success relies on the satisfaction and commitment of our people. They bring the required expertise, passion, and other skills that provide value to our customers, drive our operational and safety performance, and allow us to introduce new technologies and achieve our goals.

At the UNITED GROUP, we are committed to providing a great place to work by creating an attractive and safe work environment, and an atmosphere based on mutual respect and appreciation. For this reason, we are building a workplace focused on a positive culture, trust, diversity, connectivity, and engagement where all our employees can thrive and perform at their best.

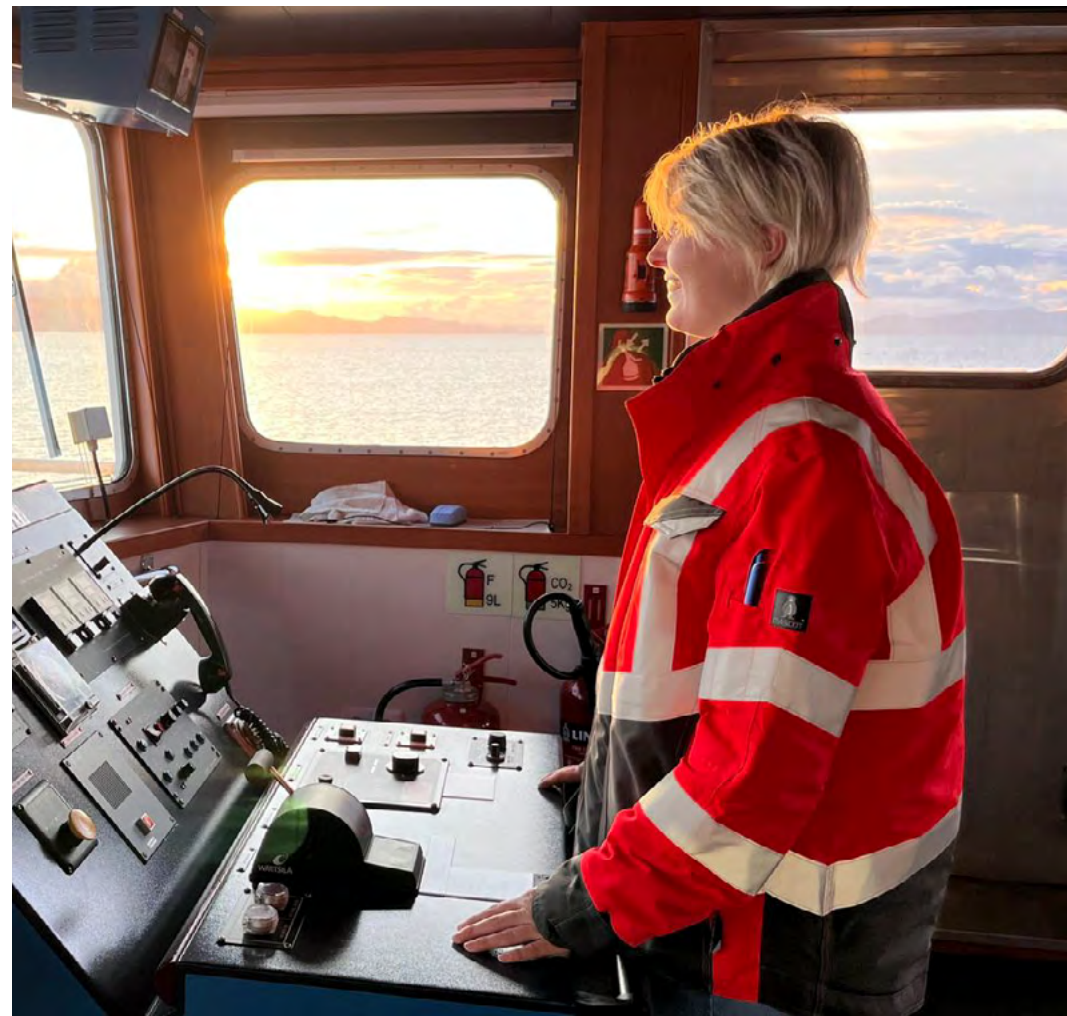
To achieve this goal, we take action to attract new talent to our team, invest in training and development and equip our team members with the necessary tools. Our benefits program includes additional health insurance and healthcare benefits, mobility benefits, and others.

“ We are building a workplace where all our employees can thrive and perform at their best ”

Dr. Nicolas Dallmann
Managing Director of United Shipping Group



We are committed to training and retaining heavy lift specialists on board our vessels to realize the full potential of our fleet.





Our ambition is to be the employer of choice in our field of work with a focus on diversity, gender equality, and well-being, in line with our commitment to SDG 5: Gender equality.

We conduct our business in compliance with human rights and labor standards, supporting our commitment to SDG 8: Decent work and economic growth.

In 2021, we welcomed 16 new employees to our team, increasing our workforce to 92 onshore employees and 15 onboard. The UNITED GROUP workforce increased further, with 103 onshore employees and 19 onboard in 2022.

Employee engagement

In 2021, the UNITED GROUP initiated an employee feedback program. With COVID-19 in full swing, the first employee survey focused on our employees' experience working from home during the pandemic. The survey covered topics such as collaboration and communication, availability and quality of technical equipment, tools and other resources, employee workload and perceived stresses, as well as our employees' overall job satisfaction.



The UNITED GROUP offers training, junior, and senior positions for graduates of German maritime universities on board our fleet

In the 2021 survey, 72 percent of employees surveyed participated and rated their overall job satisfaction as 1.8 (on a scale of 1-5, with 1 being the highest score on the scale and 5 being the lowest). The same result was achieved in the employee survey at the beginning of 2022, with a slightly higher participation rate of 75 percent.

To gain a better understanding of employee engagement in a broader context, we will develop and implement an Employee Engagement Survey using an employee Net Promoter Score (eNPS).

The score will provide a solid basis to comparing the employee experience with our own performance as an employer and with the employee engagement in our own and other industries. We will build on the results achieved and set improvement targets in the future.

Developing our people

Developing our people is essential to maintaining our expertise and drive differentiation. We take steps to promote employee development by regularly engaging with our employees on their professional development and skills. We value open communication and foster a work environment where our colleagues feel motivated and supported in their professional growth.

During 2021, our employees completed 177 courses, totaling 786 training hours (139 courses, 1,005 training hours until Q3 2022). The spectrum of training courses ranged from quality and compliance, to commercial and health and safety topics.

Our goal for 2023 is to further promote training and development opportunities and continue developing our internal training program with mandatory and optional courses. This curriculum will be implemented via an online learning platform with a wide range of courses on occupational safety, compliance, business ethics, and other topics. All employees will be trained with the same curriculum. This is how we ensure that all employees have the same knowledge base and follow and implement the same quality standards worldwide.

We promote young talent and have explicitly created positions for young professionals. We offer internships and apprenticeships as shipping clerk (Ausbildung Schifffahrtskaufleute) and office clerk (Ausbildung Bürokaufleute). We support professional training at the Institute of Chartered Shipbrokers in London. We also offer positions for student workers, so that students can gain their first work experience and training on the job while still at university.

We are committed to developing and retaining heavy transport experts onboard our vessels to realize the full potential of our fleet. We are also committed to offering training positions for Nautical Assistant Officers (NOAs) and employing newly qualified seafarers on our vessels. We pursue a long-term personnel development strategy to train and develop young seafarers as well as experienced Captains and offer them permanent employment contracts.

34%

Female employees

Across the UNITED GROUP's global organization, female employees are represented with 34 percent.



Diversity, equality, and inclusion

The UNITED GROUP's Code of Conduct underpins our approach to diversity, equality, and inclusion. We set out a broad definition of diversity, encompassing cultural, ethnic, religious, age, and gender diversity, gender equality, sexual orientation, and disability. These aspects reflect our understanding of diversity and highlight how we plan on building a diverse workforce. We aim to promote the diversity of our workforce across all UNITED GROUP companies while maintaining equality of opportunity.

We have an unbiased equal application process in order to tap into a larger talent pool that has traditionally been neglected in the shipping industry. We promote career development opportunities for all employees. We take a zero-tolerance approach to harassment and discrimination at the UNITED GROUP.

Our two goals for 2023 are to raise awareness within the workforce about diversity, equality, and inclusion and to develop a roadmap for how we can expand and achieve gender equality in all our teams, in line with our commitment to SDG 5: Gender Equality. In 2021, 25 percent of employees across the UNITED GROUP's global operations were female, with a higher 29% representation in onshore employees and 12% among onboard employees (34% female employees in Q3 2022).

Human and labor rights

The UNITED GROUP is committed to respecting local and international labor and human rights by strictly adhering to international frameworks and conventions of the UN, OECD, and ILO, including the Marine Labour Convention, and requiring shipowners and their technical managers to comply with local laws in all countries where we do business.

Material topic	12 months targets	Material to
Investing in our people and building a diverse and engaging workplace	Review and strengthen of UNITED GROUP's employee benefit offerings	
	Launch eNPS, employee engagement survey	
	Implement a structured training plan and launch eLearning training platform	
	Create visibility around diversity and equality	

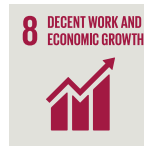
3. HEALTH, SAFETY, ENVIRONMENT, AND QUALITY

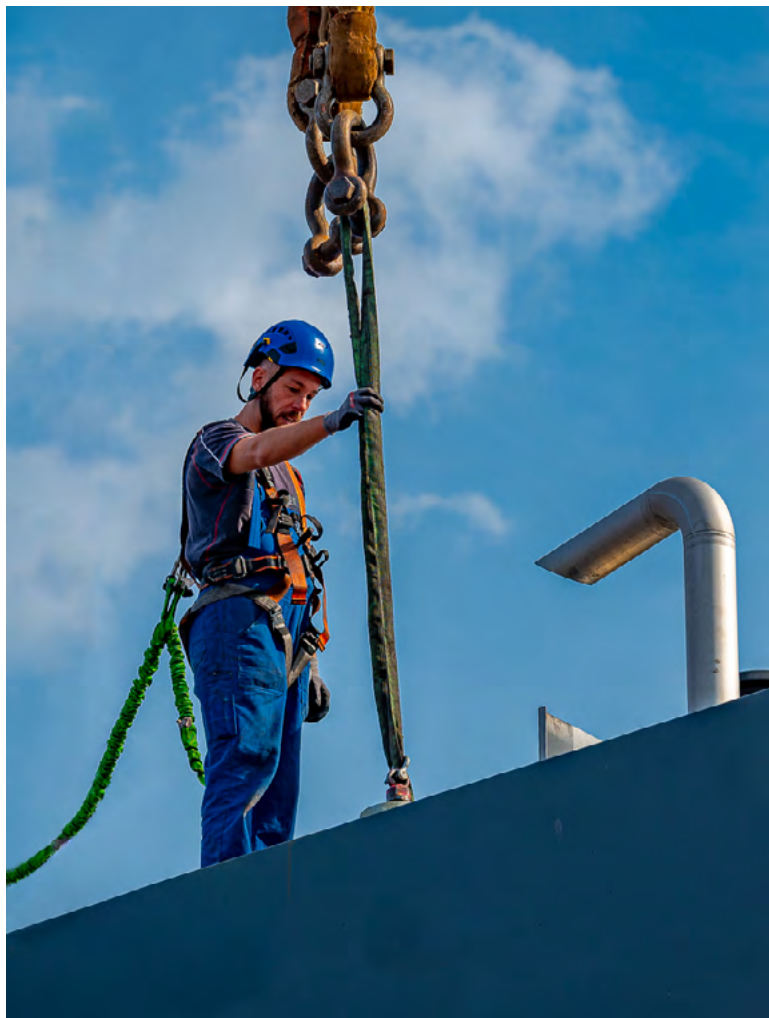
Ensuring streamlined processes by an Integrated Management System

The UNITED GROUP's health, safety, environmental, and quality management is embedded in our certified Integrated Management System (IMS) which includes quality management according to ISO 9001:2015, health and safety management according to ISO 45001:2018, and environmental management according to ISO 14001:2015.

Aligning the aspects of the three ISO standards into one smart management system allows us to streamline and continuously improve our processes and work standards, save time, set more consistent objectives across these standards, and increase efficiency by addressing all elements of the management system as a whole.

Aligning the aspects of the three ISO standards into one smart management system allows us to streamline and continuously improve our processes and work standards





HEALTH AND SAFETY

Ensuring a safe and attractive workplace for our people

Ambition and approach

For the UNITED GROUP, conducting our business responsibly is the highest priority. Therefore, providing engaging, healthy, and safe working conditions for our employees on board our owned and managed vessels and in our offices is an essential part of our business. Our safety culture is guided by the company's top management, which places a high priority on safety beliefs, values, and attitudes, and encompasses key safety tasks and responsibilities of both our employees and managers in our company.

SAFETY STARTS WITH YOU AND ME – we live by this principle, demonstrating and promoting safety awareness every day in our operations. Our ambition is to ensure a safe work environment and provide health benefits to our employees to maintain an engaged and healthy workforce. We have a strong focus on meeting the specific HSE requirements of our customers and ensuring our workforce has the right skills, behaviors, and resources to ensure safe and accident-free operations.

Our HSEQ team, in close coordination with the UNITED GROUP top management, is responsible for setting policies and objectives for our health and safety management as well as implementing and executing it. In quarterly meetings, the Occupational Health and Safety Committee,

which includes the top management as well as employee representatives of all UNITED GROUP subsidiaries, conducts workplace analyses to identify risks and hazards, investigates incidents and reported near-misses, and defines corrective and preventive measures to further improve our safety performance onboard and ashore.

Training on health and safety topics is crucial to maintaining a safe work environment, and inductions are conducted at regular intervals. The UNITED GROUP's mandatory training curriculum includes workplace first aid, administering AED, behavior in emergency situations, and awareness of safety and hygiene practices. Our employees are covered by a group health insurance as well as personal accident insurance.

The UNITED GROUP also supports industry safety initiatives and is a member of the Marine Safety Forum, a non-profit organization that actively promotes best practices and initiatives to enhance maritime safety in the offshore energy industry.

At the UNITED GROUP we aim to continually improve our safety performance and prevent any injuries to our employees. This supports our commitment to SDG 8: Decent work and economic growth.

Safety performance

The UNITED GROUP’s safety organization is based on our philosophy SAFETY STARTS WITH YOU AND ME.

In 2021 and 2022, the UNITED GROUP continued its efforts to foster and maintain a safety culture with the goal of having zero workplace accidents. We regret to report that a fatal accident occurred on board one of our vessels in 2022. At the time of publishing this ESG sustainability report, the investigation into the root cause of this tragic incident is still ongoing. When it is completed, our prime responsibility will be to ensure that we can prevent similar incidents in the future.

We will continue our efforts to promote health, safety, and well-being through our health promotion and safety awareness campaigns onboard as well as ashore. Our goal is zero fatalities and to continually reduce our LTIFR.

LTIFR

2019	2020	2021
1.75	1.55	0.99

The LTIFR measures the frequency of LTIs and fatal incidents per 1,000,000 man-hours. A Lost Time Incident (LTI) is a work-related injury or illness to an employee for which a physician or licensed health care professional recommends days off work due to the incident.

Managing safety onboard

The Occupational Health and Safety Management System onboard our owned and managed vessels is under the responsibility of our technical managers. The UNITED GROUP’s approach focuses on defining and adhering to strict health and safety standards for all owned and managed vessels. Our technical managers ensure that all vessels are managed according to regulatory requirements, such as the ISM Code, STCW Code and MLC 2006, their class and flag state, as well as fulfilling the specific health and safety requirements of the UNITED GROUP and our customers.

In close cooperation with our technical managers, we aim to always ensure safe operations in compliance with those requirements, provide an accident-free workplace onboard our vessels, and minimize our impact on the environment.

Our approach includes maintaining a strong safety culture and high standards of safety awareness by assessing identified risks for various scenarios and establishing appropriate safeguards to protect all personnel, environment, cargo, and our fleet.

Mandatory toolbox talks are conducted to address safety concerns and potential work-related hazards, discuss them, and determine risk mitigating actions.

Masters on board our vessels are supplied with necessary voyage instructions to transport cargo safely from the loading port to its discharge location. Active weather routing plays another important role in ensuring a safe voyage.

All incidents are reported, documented and the root cause investigated. Findings and conclusions are developed, and corrective and preventive actions are defined and shared across the fleet to prevent reoccurrence. At the UNITED GROUP, we apply a no-blame culture where crews are encouraged to report near misses or unsafe work practices on board, even if caused by themselves.

Improving our HSE data

In 2022, the UNITED GROUP initiated a project to improve our HSE data collection and transparency, helping us identify areas where we can improve further. This approach will continue in 2023, reviewing existing HSE management



The UNITED GROUP is committed to apply the highest level of health, safety, security, environmental, and quality standards to all projects we are entrusted with. Our safety culture is based on clear and visible leadership.

processes, defining relevant KPIs, and expanding our HSE workforce to improve our safety performance.

We will continue to monitor, evaluate, and improve our HSE performance by reviewing our operational standards, trainings, and risk assessments.

COVID-19 response

In light of the ongoing pandemic in 2021, the UNITED GROUP's main priority is to support our employees on board, in the office, and at home as much as possible to



COVID-19

The UNITED GROUP thanks all seafarers who work at sea all year round – and during the current pandemic in even more challenging conditions

ensure their safety and well-being while avoiding business interruptions that affect our service.

Our efforts to strengthen our pandemic management are guided by our policies and the requirements of national and local authorities and are implemented in close cooperation with the technical managers of our owned and managed vessels. The managers of our global operations are responsible for ensuring compliance with current local health and safety regulations in their respective areas.

In addition to providing necessary equipment and procedures to prevent the outbreak and spread of COVID-19, we also implemented a broad range of measures to minimize the impact on our company. With many of our business processes digitized and standardized across our office locations, we were able to achieve a smooth transition to working from home.

Our efforts include:

- Improved IT support and prompt procurement of necessary equipment enabling our employees to connect to all the necessary office systems and information resources, allowing them to work from home efficiently
- Frequently sharing COVID-19 risks, preventive and remedial measures, and available best practices shared with our employees
- A voluntary vaccination campaign for our employees and their families

In 2021 our employees were invited to participate in the first survey on the challenges of remote work. The results were evaluated by our HSE team and management, and the outcome as well as initiatives to improve working conditions and well-being were shared.

Managing COVID-19 on board our vessels is guided by national and international regulations, as well as industry best practices. In close cooperation with technical managers, onboard policies were implemented, including a seven-day isolation period and rapid antigen and PCR testing, strict restriction of visitors to essential vessel operations, and a requirement to complete a health questionnaire before boarding the vessel.

Thanks to our robust response and the diligence of our employees, all our offices and vessels remained in operation throughout 2021. All employees received their full salary during the pandemic. Crew changes were conducted in accordance with international and local guidelines wherever possible. While the situation has improved significantly in 2022, crew changes remain a challenge in some ports.

Fortunately, we have had no COVID-19 infections originating from the workplace among our employees.



ENVIRONMENT

Upholding our high environmental standards

Ambition and approach

In the shipping industry, air and water pollution pose the greatest environmental risks, contributing to loss of biodiversity and causing harm to marine life and humans. As a global shipping business, the UNITED GROUP takes responsibility for preventing and minimizing the negative impact of environmental pollution caused by our operations.

In 2019, the UNITED GROUP integrated the requirements for certification under the environmental management system into the company's business processes and obtained the ISO 14001:2015 certification in the same year. We continually review, assess, and manage the environmental impacts of our business activities in compliance with the standard and other relevant rules and regulations in the countries where we operate.

For our onshore activities, the environmental impact is primarily related to energy consumption, business travel, and waste from our offices. Initiatives to reduce our environmental footprint include:

- Powering our onshore operations with renewable energy only
- Recycling our waste through licensed companies
- Encouraging our employees to commute to work by bike or public transport instead of car by offering rental bikes and free public transport tickets

Given that our office locations make a small contribution to our overall environmental impact, the UNITED GROUP's key focus lies on our maritime activities. Air pollution and pollution through spills from our vessel operations can have a dramatic effect on the marine ecosystem and humans. We aim to avoid any pollution through spills of hydrocarbons and chemicals, to minimize emissions from sulphur oxides (SOx) and nitrogen oxides (NOx), responsibly manage waste materials and ballast water, and recycle our vessels responsibly.

Spill prevention

It is our duty to protect the environment. We are committed to eliminating any potential of accidental spills of hydrocarbons and chemicals caused by our marine operations. During the year 2021, there were zero spills of hydrocarbons or chemicals to the marine environment.

Air emissions

Apart from greenhouse gas (GHG) emissions, the UNITED GROUP manages SOx and NOx emissions from our vessel exhausts in line with IMO regulations, such as the Low Sulphur Cap and the IMO 2050 target to reduce total

annual GHG emissions from international shipping by at least 50% by 2050 compared to 2008.

To reach this goal, we will limit the impact from our vessel's emissions through performance improvement technologies as well as strategies, such as optimizing vessel design and equipment to eliminate SOx and NOx emissions and optimizing vessel performance through operational efficiency measures. All of our vessels run on very low sulphur fuel oil (VLSFO) or low sulphur marine gas oil (LSMGO). To control and reduce nitrogen oxide emissions, we will develop an IMO Tier III program.

“ We are working hand-in-hand with our dedicated and trusted technical managers to ensure that controls and procedures are effective in accordance with relevant rules and regulations. This includes managing fuels or chemical substances to prevent spills into the sea, managing waste disposal and compliance with the Ballast Water Management Convention ”

Felix Abendroth
Head of HSE United Shipping Group



Waste management

In our office locations, we aim to reduce, reuse, and recycle the waste generated by our operations wherever possible. Recycling bins are provided in our office buildings. Electronic waste such as batteries and laptops are disposed of through licensed recycling companies.

On board our vessels, we manage, control, and dispose of waste in strict compliance with IMO regulations. We aim to minimize the amount of waste generated on board by optimizing ships' supplies and provisions as much as possible and avoiding onboard materials that could become waste.

“ We have a record of all ballast water movements. In any port area we intend to keep the ballast water on board. We plan all ballast water movements ahead and record them accordingly. If we need to take in or pump out water, it will flow through our D-2 ballast water treatment systems ”

Capt. Lars zum Felde
Master Mariner United Heavy Lift

We promote waste reduction on board of our vessels. By 2023, we will start implementing water filtration systems on board our vessels that will significantly reduce waste caused by single-use plastic bottles. Reusable water bottles will be made available to crew members for refilling. The first vessels will be equipped with water filtration systems in 2023, and we plan to gradually provide the entire fleet with sustainable drinking water.

Water filtration systems are also being installed at our onshore locations, which produce 86% fewer CO₂ emissions than the same amount of bottled water.

Ballast water management

The spread of invasive species is one of the greatest threats to the marine environment, causing enormous damage to biodiversity. We comply with international conventions to reduce the risk of invasive organisms being released to the sea. All vessels owned and managed by the UNITED GROUP are equipped with standard D-2 approved Ballast Water Treatment System, in compliance with the IMO Ballast Water Management Convention.

Responsible ship recycling

Given the young age of the UNITED GROUP's fleet, we have not scrapped any vessels or sold any vessels to be scrapped. When disposing of our older vessels in the future, we will ensure safe, responsible, and sustainable ship recycling in line with applicable regulations. To underpin our commitment to recycle our vessels in the most responsible way, we will develop a ship recycling policy in 2023.

QUALITY

Achieve quality in everything we do

At the UNITED GROUP, we believe that customer satisfaction is achieved by always striving to exceed the expectations and requirements of our customers. It is this commitment to service excellence that forms the foundation of our long-term relationships. To provide our customers with tailored ocean transport solutions that meet individual project requirements, the quality of our products and services is our top priority.

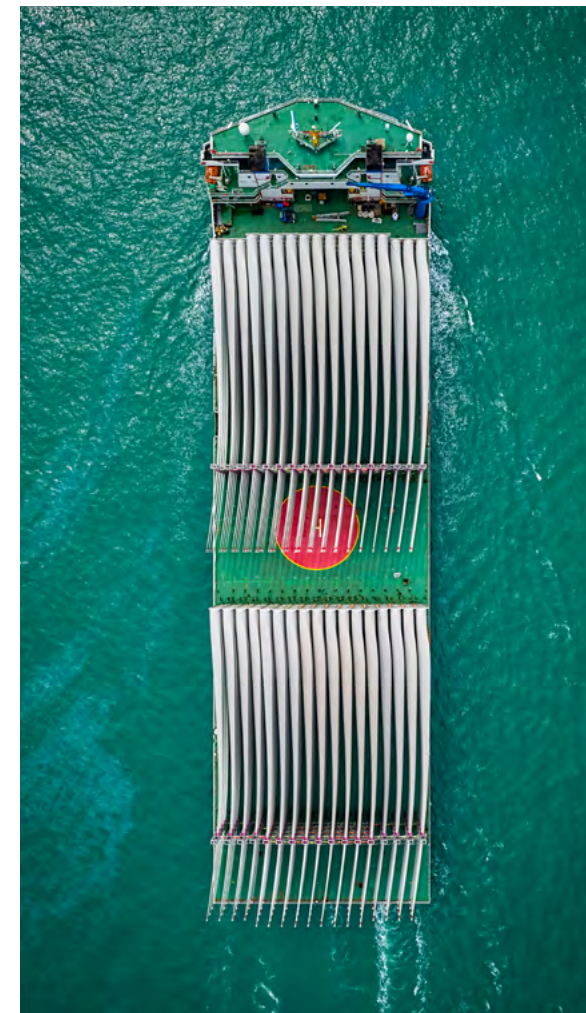
Quality management according to ISO 9001:2015 standard forms the foundation of our Integrated Management System, creating transparency and regulating responsibility within our operation.

All processes are supported by methods, work instructions, and standard operation procedures and we are committed to promoting and enhancing quality awareness among our employees and managers in order to perform at our best and deliver the highest quality services to our customers in a timely and cost-effective manner, taking into account legal regulations and relevant norms and standards.

We monitor ourselves and continuously develop our processes and services according to our own standards to best serve the requirements of our customers and markets in line with the principle of PLAN – DO – CHECK – ACT. An internal audit program helps us to ensure that our activities meet the requirements and supports our continuous improvement approach. External audits are conducted annually by an independent certification body to ensure compliance of our Integrated Management System regulations. Areas for improvement, observation, and non-conformance are followed up and corrective actions are taken to address them, if identified.

No non-conformances were identified during the 2021 and 2022 audits.

United Shipping Group GmbH & Co. KG and its subsidiaries are certified by DNV for the Integrated Management System:

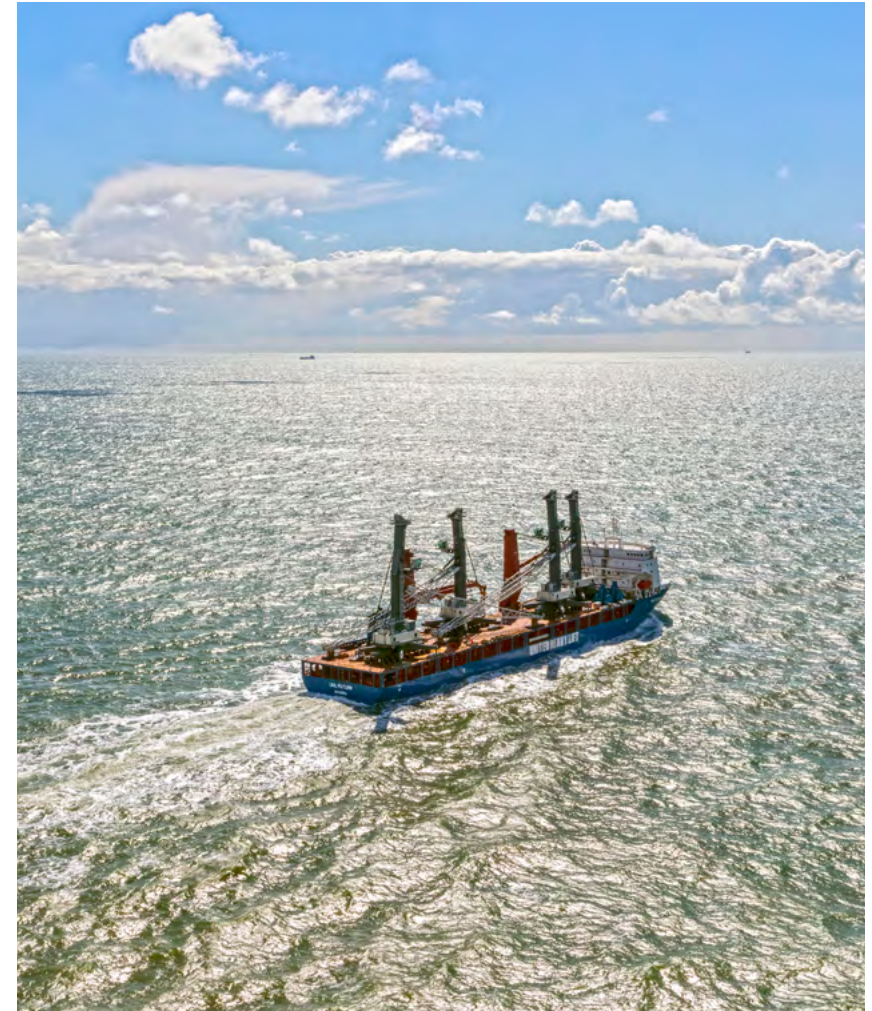


To increase transparency on process requirements and ensure information is easily accessible to anyone, anywhere, at any time, we are introducing a digitized QM system that manages a digitized PDCA cycle, process documentation, complaints, corrective and preventive actions, and streamlines quality trainings. This QMS is embedded in our digital document and information management system, which will also be launched in 2023.



The UNITED GROUP operates one of the youngest and most environmentally friendly MPP heavy lift fleets on the market with an average age of about two years (in 2022). Two more F900 newbuilding sister vessels are currently under construction and will join our fleet in 2024.

Material topic	12 months targets	Material to
Ensuring a safe and attractive workplace for our people	Continue to promote health, safety, and well-being through awareness campaigns onboard and ashore	🛡️ 🏆 🚰 🚫 🌱 🚢 🚩
	Reduce LTIF compared to figures in 2021	🛡️ 🏆 🚰 🚫 🌱 🚢 🚩
	Define relevant KPIs to monitor and assess our safety performance	🛡️ 🏆 🚰 🚫 🌱 🚢 🚩
	Establish a centralized data platform for information transparency	🛡️ 🏆 🚰 🚫 🌱 🚢 🚩
Upholding our high environmental standard	Develop and launch a binding UNITED GROUP ship recycling policy	🏆 🚰
	Investigate options to switch global onshore operations to 100% renewable energy	🛡️ 🏆 🚰 🚫 🌱 🚢 🚩
	Continue to promote waste reduction onboard and ashore	🏆 🚰
Achieve quality in everything we do	Integrate ESG into existing management system	🛡️ 🏆 🚰 🚫 🌱 🚢 🚩



4. RESPONSIBLE BUSINESS

Conducting business with integrity

Ambition and approach

Ethical and responsible business practices are at the core of our internal work cooperation with our stakeholders.

The UNITED GROUP is committed to conducting business with our stakeholders with integrity and complying with all applicable laws and regulations. Our approach is anchored in our Code of Conduct, which sets the standard for how our employees conduct business.

Code of Conduct

Our Code of Conduct embodies the commitment of the UNITED GROUP companies to conduct business in accordance with our company's core values and in compliance with all applicable laws, rules, and regulations, and to the highest ethical standards. Integrity, honesty, trust, innovation, and responsibility are the basic elements of our core values and set the standard for our daily activities.

All UNITED GROUP employees and members of the management are expected to adhere to those principles and procedures.

In line with our ESG strategy, the Code of Conduct will be strengthened by committing to a safe and sustainable ship recycling policy.

No complaints or breaches of the Code of Conduct were reported in 2021 and up until Q3 2022.

Antitrust, anti-corruption, and anti-bribery

Fair and honest competition is fundamental for an open and successful market. The UNITED GROUP is committed to complying with antitrust and competition laws and encourages all employees and stakeholders to conduct their activities in accordance with the legal framework for fair competition.



“ The UNITED GROUP is committed to conducting business with our stakeholders with integrity and complying with all applicable laws and regulations ”

Dr. Nicolas Dallmann
Managing Director of United Shipping Group



We reject all forms of bribery and corruption and are committed to acting professionally, fairly, and with integrity in all our business dealings and relationships, wherever we operate.

All new employees are introduced to our Code of Conduct and Anti-Corruption Policy as part of the onboarding process. To further increase awareness within our organization, initiatives and further training will be rolled-out in 2023.

The UNITED GROUP companies have not been the subject of any complaints or investigations from regulators, or legal actions relating to anti-corruption or anti-bribery in 2021 and in 2022 (YTD).

Data protection

The roots of privacy and data protection lie in human rights. At the UNITED GROUP, we recognize the individual's rights to privacy and take responsibility for the fair and lawful collection and processing of personal data and to adequately protect the data of our customers, employees, partners, and other stakeholders.

Our data governance program has been set up in accordance with the European Union's General Data Protection Regulation (GDPR). Compliance with data protection laws is managed by our internal data protection officer and evaluated by a qualified external data protection specialist during annual data protection audits conducted.

The UNITED GROUP keeps privacy on the agenda and is taking active steps to remain compliant with rapidly evolving data privacy and security demands. We will continue building on the solid foundation of our data management system to ensure long-term and sustainable data use.

Our improvement initiatives focus on data minimization, compliance, and an awareness training program, and strengthening existing privacy and data security safeguards and our data monitoring and control procedures.

In 2021 and in 2022 (YTD), there were no recorded data protection breaches by customers or the UNITED GROUP, nor were there data thefts or losses.

Material topic	12 months targets	Material to
Integrate sustainability as an integral part of how we work	Establish and maintain a robust ESG governance structure	
Ensure that our core values are upheld by our suppliers	Develop and introduce a Code of Conduct for suppliers to ensure sustainable procurement	
Live by our Code of Conduct through ethical and responsible business practices	Uphold a clean track sheet of ethical business practices	
	Train all employees in responsible data handling and cyber security awareness, and ethical business practices	

OUTLOOK

We are committed to delivering on our sustainability strategy and our commitment to take a central role in decarbonizing the heavy lift shipping sector and maintaining a satisfied and engaged team. We will continue to identify areas where we can make a positive impact on the environment and society and make sustainability an integral part of our work.

In the coming months, we will establish metrics and targets to guide the UNITED GROUP's efforts to achieve our goals.

This report will be updated on a regular basis to share the UNITED GROUP's sustainability performance and information about our sustainability projects and developments.



UNITED GROUP

We appreciate your feedback:
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Impressum

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