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Member of the InterMaritime group



07

CONTENTS



19

2	CONTENTS	11	MT ASPHALT TRANSPORTER
3	CEO'S MESSAGE	12	30 YEAR ANNIVERSARIES
4	ANNOUNCEMENT	16	CREW LONG SERVICE ANNIVERSARIES
5	NEW VESSELS UNDER MANAGEMENT	18	SENIOR OFFICER VISITS
6	ISWAN MEMBERSHIP	19	A DAY IN THE LIFE OF...
7	STRAIGHT OF MAGELLAN RESCUE AT SEA	20	CSC 35 YEAR ANNIVERSARY ADOPT A SHIP EVENT
8	INTRODUCTION TO THE MANILA TEAM	21	CORPORATE SOCIAL RESPONSIBILITY
10	RATINGS SEMINAR CEO CLIMBS MOUNT KILIMANJARO	23	INFORMATION SECURITY TIPS
		24	CONTACTS

CEO's MESSAGE

Dear friends and colleagues

As we begin the new year of 2025 it is time to reflect back on a difficult but overall successful twelve months, culminating of course with the exciting announcement of our merger with Intership Navigation to form InterMaritime Shipmanagement.

This new company will initially manage a fleet of around 170 ships of various different types, employing more than 5000 people onboard and ashore. The merger is creating numerous synergies not only in terms of services offered but also in geographical reach and we firmly believe that this combination will significantly enhance the service we provide to our clients, putting them in the strongest possible position for the challenging times ahead. It is clear that the regulatory and operating environment for shipping is only going to become more demanding and we are confident that in InterMaritime, we are creating a ship manager that will provide the comfort and security that every owner wants to have for their ships.

The long and proud history of Interorient will of course continue through our owned fleet and our Interorient Shipping Fund and we will of course remain deeply involved with InterMaritime and its future.

I would like to take this opportunity to thank you all for your hard work and effort throughout a year where political instability has been the dominant factor. We have shown once again the remarkable resilience of shipping and we should all feel proud of how we have been able to successfully respond to these challenges.

This will be our final copy of the Interorient Shipmanagement Nautilus newsletter however please do keep a look out for the future InterMaritime Shipmanagement newsletters that will keep you up-to-date on our ship management business.

My very best wishes to you and your families for a happy, healthy and prosperous 2025.



Themis Papadopoulos
CEO



Merging the two 'INTER's - Two Great Companies, One Even Greater Future

05 November 2024

We are delighted to announce that Intership Navigation and Interorient Shipmanagement, will be joining forces in a combined organisation, InterMaritime Shipmanagement, to embark on a new and exciting voyage.

InterMaritime will manage a fleet of over 170 vessels including tankers of all types, LPG carriers, bulkers, containers, multipurpose ships and various other specialized tonnage. InterMaritime will provide full scope ship management services, such as technical and crew management, procurement, catering, insurance, travel, chartering, and commercial operations.

By combining our strengths, resources and history we aim to provide you with an even more comprehensive service offering. We are creating synergies deriving from complementary international networks and over 80 years of combined experience. We are dedicated to ensuring a seamless transition that maintains the high levels of service and support you expect from us. Together, by combining our strengths, resources, and expertise we will continue to provide you with exceptional service, and we will maintain our commitment to making your ship operation experience even better.

We want to assure you that our focus on delivering exceptional service and maintaining strong client relationships remains our top priority. We are committed to keeping you informed throughout this transition and providing the same level of dedication and support that you have always received from us.

In order to ensure this continued support, the teams dealing with your ships will remain unchanged and you will continue to work with the same persons you have been used to. All contact details will also remain unchanged.

We look forward to the opportunities that this merger will bring, and we are excited about the prospect of continuing to serve you with the highest level of excellence.

Thank you for your continued trust and partnership!

Warm regards,

Dieter Rohdenburg
CEO

Themis Papadopoulos
Member of the Board of Directors

NEW VESSELS UNDER MANAGEMENT



MT ANDINO NU

Type of vessel:	Oil & Chemical Tanker
Built by:	Watanabe Shipbuilding Co
Date:	26/10/1999
Where taken over:	Callao, Peru
Takeover date:	18/01/2024
Cargo type:	Oil & Chemical products
Length overall:	124.02 m
Breadth:	20.6 m
Gross tonnage:	7,228.00
DWT:	12,287.60



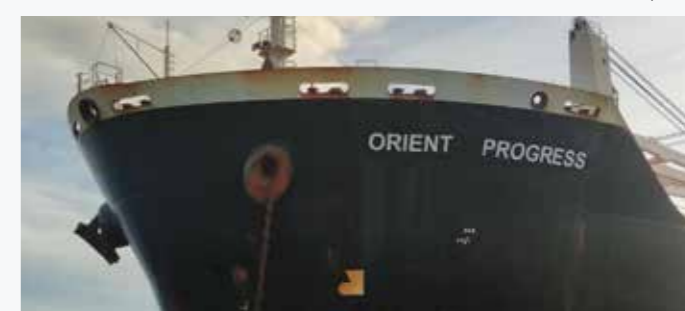
MT ANDINO DELTA

Type of vessel:	Oil & Chemical Tanker
Built by:	Aukra Industrier AS
Date:	27/11/1998
Where taken over:	Rotterdam, Netherlands
Takeover date:	24/05/2024
Cargo type:	Oil & Chemical products
Length overall:	140.20 m
Breadth:	22 m
Gross tonnage:	9,956
DWT:	16,028



MT ANDINO ALPHA

Type of vessel:	Oil & Chemical Tanker
Built by:	Asakawa Shipbuilding co., ltd
Date:	24/01/2002
Where taken over:	Lake Charles, USA
Takeover date:	24/08/2024
Cargo type:	Oil & Chemical products
Length overall:	134.16 m
Breadth:	20.5 m
Gross tonnage:	8,253
DWT:	14,045



MV ORIENT PROGRESS

Type of vessel:	Dry Bulk Carrier
Built by:	SPP SHIPBUILDING CO., LTD.
Date:	16/08/2011
Where taken over:	Falmouth
Takeover date:	15/11/2024
Cargo type:	Bulk Commodities
Length overall:	180 m
Breadth:	30 m
Gross tonnage:	23,456
DWT:	34,428



MV ORIENT PACE

Type of vessel:	Dry Bulk Carrier
Built by:	SPP Goseong SY
Date:	12/05/2011
Where taken over:	Ghent, Belgium
Takeover date:	14/10/2024
Cargo type:	Bulk Commodities
Length overall:	180 m
Breadth:	30 m
Gross tonnage:	23,456
DWT:	34,390



MV ORIENT POWER

Type of vessel:	Dry Bulk Carrier
Built by:	SPP SHIPBUILDING CO., LTD.
Date:	20/07/2011
Where taken over:	Jakarta, Indonesia
Takeover date:	19/11/2024
Cargo type:	Bulk Commodities
Length overall:	180 m
Breadth:	30 m
Gross tonnage:	23,456
DWT:	34,428

ISWAN MEMBERSHIP



As part of our ongoing commitment to the mental health and well-being of our seafarers, we are proud to share several recent achievements that demonstrate our dedication to creating a supportive and caring environment for all crew members.

Our focus on enhancing seafarer welfare has led us to become members of the International Seafarers' Welfare and Assistance Network (ISWAN) and to implement new initiatives that directly impact the lives of those working at sea.

In September we officially joined ISWAN recognising the critical importance of having robust support systems in place for our colleagues at sea. Our crew now has access to ISWAN's 24/7 multilingual helpline, the ISWAN for Seafarers App with health resources, self-help guides and comprehensive training programs such as Mental Health Awareness and the Seafarers' Health Information Programme (SHIP). We hope that these resources empower our seafarers to maintain their physical and mental well-being, ensuring they have access to immediate support and guidance whenever needed.

In addition to our ISWAN membership we have implemented several initiatives to further support mental health and well-being. This includes the launch of mandatory CBT training courses enabling seafarers to recognise signs of mental

health problems within their colleagues and themselves; our new in-house one-day Mental Health and Wellbeing course, and the ongoing provision of a dedicated Annual Welfare Fund to all managed vessels to enhance crew welfare activities.

Throughout the year we also conducted Mental Health and Wellbeing Surveys, the responses from which provide valuable insights that will help shape our future strategies. Additionally, our partnership with MarTrust and the introduction of the Seafarer E-Wallet offers convenient digital payment solutions allowing our crew to manage their finances efficiently.

These steps reflect our commitment to creating a positive and supportive working environment for our seafarers, highlighting our motivation to continuously improve their experience at sea.

Thank you to every one of you for your continued efforts.

Craig Bulliment
Fleet Personnel Department
Limassol Office

MV ORIENT FOCUS CROSSING THE STRAIT OF MAGELLAN

Our vessel the MV Orient Focus departed from the port of Portland, USA carrying 46,008 tons of soda ash en route to the port of São Francisco do Sul, Brazil. The ship followed a rare route through the Strait of Magellan, sailing from west to east.

While the vessel made its way through the Strait, it was met with wintry conditions and breathtaking views of snow-capped mountains.



The passage, which took 18 hours, was expertly navigated under the command of Captain Mohamed Selim and his crew.

The crossing was completed successfully with the vessel in excellent condition and all navigational systems operating smoothly.

RESCUE AT SEA: THE CREW OF THE MV ANDINO NU SAVES THREE FISHERMEN

Recently the crew of our full managed vessel the Andino Nu, demonstrated exceptional seamanship and compassion when they rescued three distressed fishermen.

As the crew were troubleshooting a mechanical issue onboard while en route to a pilot station, they received a distress call from a nearby fishing boat requesting urgent assistance. Despite the vessel's own technical difficulties, Captain Alejandro and his team acted swiftly and decisively, adhering to the International Convention on Maritime Search and Rescue (SAR) which mandates the rendering of aid to those in peril at sea.

The crew managed to stabilise the Andino Nu and after ensuring that all safety protocols were followed they began the delicate operation to rescue the fishermen. The vessel was repositioned approximately 40 nautical miles from its initial location to facilitate the rescue.

By 21:18 hours the Coast Guard had arrived on the scene and boarded the Andino Nu to assist with the operation. By 21:40 hours the three fishermen were safely transferred to the Coast Guard vessel ensuring their immediate safety. The Andino Nu then secured its position and awaited further instructions.

Captain Alejandro's leadership and the crew's swift response and dedication to duty were instrumental in ensuring the safety of the fishermen.



This rescue is a testament to the values we uphold at Interorient Shipmanagement. We are all committed to the highest standards of safety and responsibility at sea and this was a perfect example of this.

We are incredibly proud of Captain Alejandro and his crew for their heroic actions. Their story is a reminder of the vital importance of safety, readiness and teamwork in ensuring the well-being of those at sea.

These three fishermen and their families will always remember Capt. Alejandro, his team and the Andino Nu for the rest of their lives.

AN INTRODUCTION TO THE MANILA OFFICE TEAM 2024 - A PERIOD OF CHANGE AND AN EXCITING NEW CHAPTER

INC NAVIGATION
COMPANY PHILIPPINES, INC.



In the photo from left to right: Gilmar Nino Raguingan (Jr. Accts Officer), Nadia Mikaela Martin (Jr. Accts Officer), Benneth Valdez (Crewing, Liaison and Admin Officer), John Louie Jose (Jr. Crewing Officer), Rachell Rodriguez (Jr. Accts Officer), Joseph Fallaria (Jr. Accts Officer), Alegria Perez (Finance Manager), Ivan Gil Tuazon (Operations Manager), Lloren Vida Bunado (President and Managing Director), Rochie Bayanay (Crewing Officer), Gemma Martin (Crewing Supervisor), Patrick Espiritu (Jr. Crewing Officer), Bienvenido Orcino (Crewing Officer), Christina Faye Vargas (Crew Welfare Officer) and Jayson Tolentino (Jr. Crewing Officer)

Over the past two years the INC Manila team has undergone significant changes from processes to guidelines to personnel. Many familiar faces are no longer with the organisation and new team members have taken over.

In view of these changes we are excited to introduce our newly formed team. A young breed of dynamic leaders who bring fresh energy and innovative ideas to the company, driving the company's vision for operational excellence, crew welfare, customer satisfaction and commitment to our crew and their families.

Our new team is fully aligned with the goal of delivering unmatched operational efficiency. We are set to streamline processes, enhance communication and optimise service delivery to both our customers and seafarers. Every action

we take is focused on improving response times, ensuring compliance and delivering the exceptional service that has always been a hallmark of our organisation.

Crew welfare is at the heart of everything we do and we remain steadfast in our mission to support the wellbeing of our seafarers. Our new team brings with them a commitment to creating meaningful welfare programmes, providing proactive support and fostering a work environment where seafarers feel valued and supported. Our initiatives will continue to focus on mental health, professional development and overall satisfaction, ensuring that our seafarers can perform at their best while at sea.

We acknowledge the transition of long-standing team members, nevertheless we are also excited on what this

new generation of leaders bring. With their expertise and commitment we are certain that this change marks the beginning of an exciting new chapter of growth, innovation and stronger partnerships.

We are confident that the expertise and enthusiasm of our new team will lead to greater achievements for the company, and most importantly, better service and care for our seafarers. Together, we will continue to uphold the high standards that have earned your trust and look forward to stronger collaboration and success.

The Team

The Operations Team headed by Ivan, is a mix of seasoned crewing specialists and enthusiastic young professionals.

In close coordination with the Fleet Personnel Department are Gemma, Rochie and Bien. Gemma, Crewing Supervisor, has been in the crew management business for almost fifteen years. Crewing Officers, Rochie and Bien, have a combined thirty years of crewing experience bringing the necessary skills for seamless crew movements.

Ensuring strict compliance and on-time processing of crew documents are Junior Crewing Officers, Jayson and Patrick. Both have performed document and data management roles in their previous organisation.

Ramping our recruitment efforts is LJ, Junior Crewing Officer. Venturing in this new role, he took the challenge of bringing more competitive crew to our growing company.

Keeping the communication with government agencies is Benneth - Crewing, Admin & Liaison Officer. Like LJ, he has taken this new role of being the link for the organisation with various government departments.

Completing the team is Faye, the Crew Welfare Officer. She ensures that the welfare and claims are properly attended to. With the welfare of the crew at heart she maintains that issues are timely addressed and elevated.

This team guarantees accountability and reliability. We are one call away in emergencies and urgent situations. We ensure to be present even in the toughest situations. We will be there whatever happens, supporting our colleagues and seafarers.

The other half of the Manila organisation is the Accounts team. Led by Alegria, this group is committed to efficient, accurate and timely processing of payroll and Manila's

accounting services.

The team is comprised of Junior Account Officers – Joseph, Rachell, Gil, and Nadia. Years of experience combined with youthful energy powers this group through the transition in processes and innovations of the accounting system.

Joseph and Gil come from established maritime accounting teams. Rachell has been with the company for eight years providing the necessary experience. Bringing the spark is Nadia, fresh from university, and rounding up this team.

With efficiency and accuracy as main drivers, they will continue to improve the processes and services to better serve the company and our seafarers.

The seas will not always be calm and smooth but with the commitment and dedication of the Manila team, we will endure the rough seas and bad weather to deliver quality and efficient services to INC and the INC-ommunity.

Lloren Vida Bunado
President & MD
Manila Office



RATINGS SEMINAR



INC Navigation Company Philippines, Inc. held its inaugural Ratings Seminar in Manila in June, coinciding with the International Day of the Seafarer. The seminar focused on education, teamwork, and personal development for seafarers. It began with a message from Group Fleet Personnel Manager Craig Bulliment, stressing the importance of ongoing learning.

Key sessions included topics on safety, legal rights, mental and physical well-being, and company procedures. Highlights included talks by Ivan Gil Tuazon on port inspection, Attorney Gina Guinto on the Seafarer's Protection Act, and CM Marlon Adonis on personal responsibility for safety. Mental health awareness was addressed by Marville Espago of ISWAN PH, while health practices were covered by medical professionals.

The seminar concluded with insights on cultural awareness and a discussion on fostering a supportive workplace. Participants received certificates, marking the event as a platform for knowledge exchange and community-building, reinforcing the company's commitment to employee growth and industry excellence.

OUR CEO CLIMBS MOUNT KILIMANJARO

Mission accomplished!

Our CEO Themis Papadopoulos, recently completed a personal challenge by reaching the summit of Mount Kilimanjaro, all while raising funds for Europa Donna Cyprus, part of the European Breast Cancer Coalition.

It was not only an unforgettable experience, but with the support of numerous generous donors, €60,000 was raised.



VISIT TO THE MT ASPHALT TRANSPORTER



I recently had the opportunity to visit our vessel the MT Asphalt Transporter in Newcastle, Australia, where it is primarily trading. The visit was an excellent chance to see firsthand the high standard of maintenance onboard and observe the smooth coordination between the ship staff and the shore teams. This collaboration is critical in ensuring that our vessel continues to operate at its best and I was impressed by the professionalism and dedication of the crew.

During my time onboard I had insightful discussions with the team, who walked me through the vessel's demanding trading patterns. Their knowledge and commitment to handling the challenges of this trade were evident. It was also a great opportunity to discuss the "Partners in Safety Programme," an initiative that emphasises not just operational safety but the mental well-being of the crew. The team onboard expressed their appreciation for the company's support, both in terms of resources and guidance, and they were grateful for the backing they receive from their colleagues in the office.

In addition to visiting the vessel I also took the opportunity to meet with the local Australian Maritime Safety Authority (AMSA) inspectors at their Newcastle station. We discussed any concerns or potential areas for improvement and I was pleased to hear their positive feedback. Due to the high standards maintained onboard, the Asphalt Transporter has been classified as a low-risk vessel by AMSA, a testament to the crew's diligence and our company's commitment to excellence.

Furthermore, I met with the Harbour Master of the Port of Newcastle, Capt. Vikas Banga. He appreciated the visit and extended his full support to ensure that we continue to operate at the highest standards in Australian waters. His positive feedback on the vessel's performance and operational standards was a clear reflection of the hard work and professionalism exhibited by our teams both ashore and onboard.

Overall, this visit underscored the importance of teamwork, safety and the strong relationships we continue to build with local authorities and industry partners. The dedication of everyone involved, from the ship's crew to the shore support and external partners, ensures that the Asphalt Transporter continues to deliver outstanding performance while upholding the highest safety and operational standards.

Capt. Ashley Fernandes
Marine Department
Limassol Office

30 YEAR WORK ANNIVERSARIES



the same immense enthusiasm and look forward to what lies ahead. I am really optimistic about the positive direction in which the company is heading and the opportunity to continue growing and contributing in the years to come.

Some of the greatest experiences I have had with the company were when I visited one of our tankers, the MT Sea Merchant at Syros Island, and also in Piraeus/Greece during drydock. It really helped me relate to the crew and to understand their daily environment and responsibilities onboard.

The most unforgettable experience was my trip to Korea with our CEO and our then CFO and other colleagues in June 2003 for the vessel christening of the MT Baltic Adonia and MT Baltic Sea. There is nothing more breathtaking than seeing a new vessel during this phase and realising how exciting it must be for the crew to join a brand new vessel.

One of my many talents is impersonating my colleagues and making everyone laugh, as well as making Cyprus coffee for them during lunch time! Countless times I have been known to make my colleagues cry from laughter. People have come and gone over the years with everlasting friendships made. So many enjoyable memories with joyous times throughout those years. My most enjoyable and humorous day was last year during carnival time when we dress up at the office and enjoy a barbecue. I won the prize for fancy dress as a sexy maid. Photo below speaks for itself!

Thank you all for your support and for making this such a wonderful workplace. I look forward to many more successful years ahead.



Ariadne Hadjichristou
Fleet Personnel Department
Limassol Office

Ariadne Hadjichristou, Fleet Personnel Department

I am truly grateful for having the opportunity to work here at Interorient for the past thirty years. It has been an incredibly rewarding experience and I feel fortunate to be part of such a talented and supportive team.

My first position was with the Accounts Department as the PA to the Chief Financial Officer where I remained for almost ten years. I then moved to the Fleet Personnel Department as a Fleet Personnel Officer and over the last twenty years I have gained valuable experience in this field. Over this period, I have been promoted to Junior Fleet Superintendent and have had the opportunity to pass on my knowledge. It has been a journey of which I have relished every minute. In my opinion it is all about the fit. Finding that right position that challenges me and allows me to continually grow with the organisation is something that is close to my heart.

From my years of experience I have come to realise that you cannot underestimate the power of work experience versus textbook experience, especially in the field of Fleet Personnel matters where each day brings new experiences and challenges. I am proud of the progress we have made as a team and the impact we have had on the organisation over the last decades.

I still remember the day when I started with the company. There was just a handful of people and limited resources. Throughout time the company has covered a long and evolutionary journey to becoming one of the leaders in ship management services. From day one until today, I still feel



Georgia Vassiliou, Fleet Personnel Department

My thirty-year journey with Interorient Shipmanagement began in 1993 in the Fleet Personnel Department. Throughout these three decades I have had the privilege to work with amazing colleagues and seafarers worldwide.

From working with a small computer to today's advanced technology, this journey has offered me a great learning and challenging experience of which I have thoroughly enjoyed. The shipping industry is constantly developing and I look forward to seeing what is yet to come.

In the 1990s crewing within the shipping industry underwent significant changes such as flag of convenience, more availability of multinational crew and regulatory changes such as the STCW convention, the implementation of ITF as well as technological advancements with more automated systems available. This allowed for a better means of communication and more efficient work processes. During the next decade there was an increase in security measures in shipping due to the introduction of the ISPS code and this brought about further challenges to our day-to-day duties. We placed a lot of attention to the wellbeing of our crew and I feel proud of our efforts to ensure their safety and wellbeing.

Just to make it interesting for shipping the Covid-19 pandemic hit, the crew change crisis worldwide was profound due to strict travel restrictions, border closures and quarantine requirements. A 24/7 working environment was necessary to keep up with the daily worldwide changes so we could assist our crew in all their needs. I can only imagine how

difficult this time was for the families of our seafarers onboard. In the last couple of years, we have faced extra challenges in supporting our seafarers directly affected by war-stricken zones and I feel very fortunate to be able to support our crew during these difficult times.

One part of my job that I enjoy is meeting the senior officers who visit our office as this gives me the opportunity to develop our professional relationships and better understand their needs onboard. Also meeting our colleagues from our manning offices and agencies allows me to enhance our communication by putting a face to the name.

For those that are starting now in the shipping industry in a similar role, my advice would be to treat each of our colleagues, whether onboard or in the office, as a valued team member and to always offer moral support, respect and fair treatment. Keep up with the changing shipping needs by facing each day with enthusiasm for learning and further development.



Georgia Vassiliou
Fleet Personnel Department
Limassol Office



efficiently executing my duties. Staying up to date with evolving regulations has been a valuable learning experience. By attending seminars, following shipping news and staying informed about market trends, I believe I contribute to the commercial team, continuously meeting all new requirements. I find it rewarding to convey my knowledge to young colleagues as they join our team, helping them enhance their skills and integrate smoothly with the rest of the team.

Over the last three decades, I have been fortunate to attend drydockings, bunkerings and cargo operations, as well as the christening of some of our newbuilds. These experiences have deepened my respect for our colleagues at sea and everyone involved in fleet operations. The company's strategy of forming strong partnerships and collaborations has enabled me to work closely with first class commercial operators, charterers and ship owners who are key players in the shipping industry.

I am incredibly proud to be a part of the Interorient family and to have witnessed the company's remarkable growth and expansion within the shipping industry.

I am deeply grateful for the amazing colleagues who have been part of this voyage and I would like to thank Interorient for the opportunities, support and trust over the years.

I look forward to continuing to contribute to the company's goals and being part of its bright future.

Stephanie Toouli, Commercial Department

As I celebrate my 30th anniversary with the company I find it hard to believe how quickly the years have flown by. It feels just like yesterday that I began this journey as a young, enthusiastic trainee while studying for my first shipping degree.

Interorient Shipmanagement was a growing company when I joined with about 45 employees, a large family really! I still remember when internal and external communication was mainly done via fax, telex and landline telephones while contact with ships at the Limassol port was made via VHF. Part of my job was typing commercial contracts like CPs and MOAs on a typewriter!

I was privileged to have the opportunity to train in all departments during this phase which provided a solid foundation in understanding how the ship management/owning industry operated. I started my permanent position in the chartering department where I honed my operational skills by working with different types of ships including containers, general cargo, RoRo, timber carriers and bulkers. Over time, I was promoted to Senior Vessel Operator with a focus on the dry fleet. Each moment has been invaluable to my professional and personal growth. No day was the same and the experiences innumerable.

The last thirty years have been full of ups and downs, marked by both global economic booms and crises, geopolitical events, new regulations and the ever-increasing challenges faced by shipping companies. The experience gained has allowed me to contribute my knowledge to daily operations and I take pride in having become a skilled problem-solver,



Stephanie Toouli
Commercial Department
Limassol Office



A JOURNEY THROUGH 30 YEARS IN SHIPPING: A REFLECTION

In 1994 I embarked on my shipping career as a fresh graduate stepping into the role of Assistant Manager to the MD of Intermodal Navigation, a daughter company of Interorient. This container feeder line, trading across the Mediterranean, Black and Red Seas, served as a vital hub for commerce between the Far East, Europe, the Middle East and Africa. During my time there I gained invaluable experience in container stowage planning, agency services, vessel scheduling, rate negotiations, documentation management, and business development, collaborating with industry leaders such as Contship, Maersk, and CMA CGM.

Two years later, I was promoted to Chartering Broker for the Fleet, under the mentorship of Mr Dietrich Juepner, a knowledgeable and very experienced German national, a luminary in the shipping industry. His guidance was instrumental in shaping my skills in chartering and operations, a development that has continued throughout my career. As a founding member of the Cyprus Institute of Chartering Shipbrokers, alongside Mr Ben Casey (now deceased), I had the privilege of sharing my knowledge with peers and mentoring the next generation at the Institute.

In the 1990s our chartering operations encompassed a diverse fleet including multipurpose vessels, ROROs, timber carriers, bulk carriers and container ships. This diversity demanded a flexible and unique skill set and approach. Towards the middle of this decade, Interorient acquired its first product tankers and soon thereafter initiated an ambitious newbuilding programme that ultimately delivered over one hundred vessels by the late 2000s. Newbuilding ordering and contracting was a further enhancement of my inhouse broker role that was then revamped to Chartering/S+P Broker.

In 2005 I was appointed Head of Tankers where I played a pivotal role in the establishment of the first Norient Product Pool, serving on its Board as Interorient's representative. The Pool provided an ideal commercial solution for our

evolving tanker fleet at the time, effectively addressing risk mitigation and comprehensive global coverage combined with economies of scale. Subsequently, we established the Norient Minicape and Handysize, as well as the Teekay Aframax LR2 Pool, further enhancing our strategic positioning in the market.

The late 2000s brought global economic challenges, prompting my active involvement in the company's restructuring through de-leveraging and strategic sale and purchase transactions.

In 2015 I took on the dual role of Wet and Dry Fleet Manager overseeing operations, chartering and sale and purchase, a position I continue to hold till today as Commercial Director. This role encompasses a wide array of responsibilities including contract negotiations, market analysis, operational oversight, client relations and most importantly, team leadership.

As Vice Chairman of the Cyprus Shipping Chamber's commercial committee and a member of BIMCO's documentation committee, I have had the opportunity to engage in high-level discussions that shape the future of shipping documentation and practices on a global scale. Through these roles, I strive to enhance the visibility and competitiveness of Cyprus as a prominent maritime hub while ensuring that our industry remains responsive to the evolving regulatory landscape and market dynamics.

I would like to take this opportunity to extend my heartfelt gratitude to my colleagues across the company, as well as the dedicated members of my team. Their unwavering support and commitment have been instrumental in our collective success and I am truly grateful for the collaboration and friendship we share. I remain committed to fostering their continuous development into top tier shipping professionals.

I also wish to express my sincere appreciation to the Papadopoulos family for their trust, encouragement and steadfast support throughout the years as well as for their vision and leadership which provided an inspiring environment.

Looking ahead, I aspire to continue my professional journey adapting to the evolving trends within the shipping industry. With increasing awareness to reduce carbon emissions and meet international environmental standards, I am proud to advocate for green shipping solutions that will shape a sustainable future for our industry.

Kyriakos Kourieas
Commercial Department
Limassol Office

CREW LONG SERVICE ANNIVERSARIES

THIRTY YEARS

Rank	Surname	Name
C/E	NURIAKHMETOV	MARAT
CPT	RAMIREZ	MARLON

Congratulations!

TWENTY FIVE YEARS

Rank	Surname	Name
CK	BURYAK	YURIY
3/E	BERNALES	JOSELITO
E/F	BALANSAG	PEDRO
BSN	TABLON	DONDIE
AB	RAMOS	EFREN
OLR	VILLARIAS	ROBERT
BSN	GOBOY	ARCHER
AB	TORREMOCHA	ARTURO
CK	MORADAS	JONATHAN
C/E	GRIGORJEVS	IVANS
2/M	DANO	JAY
OLR	ARAGO	JAY

TEN YEARS

Rank	Surname	Name
OLR	ARAGO	JAY
OLR	VILLARIAS	ROBERT
3/E	BERNALES	JOSELITO
PUM	VINOGRADOVS	IGORS
MSM	ABUCAY	CRUZVIMINDO
CK	FEDERIO	CEFERINO
C/M	POLINAR	RICO
CK	GERVACIO	RICO
AB	MOLVIZAR	RENTON RAY
AB	AGPAY	ALLAN
BSN	EGANA	ALBINO
BSN	BAGARES	ALLAN
BSN	ARANDIA	ARISTOTEL
PUM	CORPUS	JESSIE
BSN	PADAYHAG	JOEL
CK	FEDILE	JERRY
3/M	BACSAL	LYNARDS
CK	DAYAWON	JOSEPH
BSN	GONZAGA	RONALDO
BSN	DIGAL	RICO
2/M	UDARBE	KNOWELL
BSN	MAGAN	MELCHOR
2/M	OBUT	KRELL
AB	GESULGON	SUSANO
BSN	VILLANUEVA	REYNALDO
3/E	PARRAS	JAMES
OLR	BOLLESER	MATEO
BSN	BARBARONA	OSCAR
BSN	BAUTISTA	NICOLAS
BSN	ARONG	ALVIN
CK	MARTIN	ARVEN
AB	LAGUNA	SHERWIN
2/M	PINILI	MICHAEL
AB	VALENCIA	KENNETH
3/E	TALIDRO	JUNARD
OLR	FRANCISCO	JUNEL
AB	ATENDIDO	JOEMEL
C/M	ADONIS	MARLON
BSN	BURAYAG	WALTER
OLR	TABIANO	RANDY
3/M	LAYLO	MOISES
2/M	CEREZ	MARK ANTHONY
2/E	SUPILO	ANDREW
3/E	TENOLETE	ELBERT
OLR	BARICUATRO	JUDE WARREN
4/E	MABUTAS	GEORGE
PUM	DELA CRUZ	FABILANO
BSN	ARANAS	CHITO

TEN YEARS

Surname	Name
BALITE	JUNNIE
MARFIL	JOHN KENNETH
PEROCHO	GLENN
PERMEL	DEMEER
BARIT	CONRADO
GUMBAAO	GLENN
SARANILLO	NOEL
DELA PENA	RICHARD
GARINGALO	BEN
MAGBATOC	CARLITO
LUMABI	ANTONIO JR.
VALDEZ	VIRGILIO
ARANIEGO	CESAR
MADELO	GAUDENCIO
PEROCHO	MELCHOR
MAMOLO	DANILO
MONGE	FERNANDO
ORBOC	ALEJANDRO
CUARTO	RANDELL
OLI	HENDRIX AMADEO
KIDSOLAN	EFREN
DELA CRUZ	ANGELITO
ESGUERRA	VICTOR
DE MESA, JR.	ANTONIO
VELASCO	KRISTIAN
OCLIDA	JEFF VINCENT
NAVARRO	IVAN GREG
LASALA	ROGELIO JR
BROSAS	LOUIE
HONRADO	NELSON
LUCIANO	CECILIO
CLARITO	EL CHRISTIAN
PRINCIPE	EULOGIO
AVENIDO	FLORITO JR.
VILA	HARLY BEN
FALSIS	ALFONSO
TIMARIO	FRANILLE
FABRIGAS	ERIC
SAGARAY	MICHAEL VINCENT
BROSAS	JOSE RANDY
AGNO	JERRY
TAGO	JOSE RALPH
TAGALOG	MARCELO
YONGCO	JIMMY
WARD	GURNEY JR
ACSON	FLORANTE
MARQUEZ	RJAY

TWENTY YEARS

Rank	Surname	Name
BSN	TABAFIA	FRANCISCO
BSN	PADAYHAG	JOEL
BSN	SERMAN	VOLODYMYR
CK	MALAGKIT	CHRISTIAN
C/E	ASKAROV	SERGEY
PUM	CORPUS	JESSIE
AB	DE PAZ	NELSON
C/M	ILIN	MIKHAIL
2/M	LIQUIGAN	ROLDAN
CK	BROSAS	MARLON
C/E	DULANICKIS	GENADIJS
BSN	GALENDEZ	RENERIO
BSN	ARANDIA	ARISTOTEL
OLR	ROMYO	ROMY
C/E	FILIMONOV	VALERIY

TWENTY YEARS

Name
SERGEY
VASYL
CARLITO
IGOR
VJACESLAVS
EVGENY
VADIM
EVGENY
VALERIJS
ANDREI
ANATOLIY
REYMUNDO
ALLAN
ZALDY
OLEKSIY

FIFTEEN YEARS

Rank	Surname	Name
3/M	DE LEON	RAYMANDO
E/E	OGIYENKO	SERGIY
AB	DAYOT	HOMER
OS	BURIAK	OLEKSII
OLR	LEELIN	ADONIS
2/M	LOSAYNON	ARTEMIO JR.
2/M	CULANAG	BASILIO JR.
OLR	DARIO	RENATO
CK	EWICAN	JONATHAN
2/M	APONDAR	CLIFFTON JOHN
2/M	ARADILLOS	JOEL
2/M	BENSI	ELISEO JR.
2/M	DEIPARINE	RJ LUKE
2/M	JUAREZ	EDLER
2/M	MISSION	ALVIN
2/M	SOLANTE	OBED IVAN
3/M	VILLANUEVA	RUSSEL CHARLES
3/M	CLIMACO	KENT
2/E	TRIMA	OLEG
3/E	CASIA	JHONER
3/E	DAYOHA	BRYAN
3/E	LUMAYNO	MEL JASPER
3/E	MANTUHAC	CHRISTIAN MARC
3/E	ARCILLA	MARWIN

FIFTEEN YEARS

Name
MARK GIL
KEVIN
RIC
THEODORE II
MARK JONATHAN
ALDER
GERONIMO II
VALERIY
CHRISTIAN
JUNNIE
PET RYAN
IRENE
VLADISLAV
CHARLY
JAY-AR
EDELBERTO
ANDY
SERGEY
POLICARPO III
JOCEL
CHARLES LOUIE
ADAMSON
HERBERT
IVAN

Congratulations!

SENIOR OFFICER VISITS TO HEAD OFFICE

Throughout the year we have had the privilege of hosting several senior crew members at the Limassol head office for key briefings and discussions, some of whom are pictured below.

These meetings offer invaluable opportunities to share insights, review operational updates and align on crucial safety and performance strategies. Their expertise and feedback play a vital role in shaping the future of our operations and we are grateful for their ongoing commitment to upholding the highest standards across our fleet.



Capt Alexander Solodyannikov
MT Asphalt Transporter



Capt Alexey Emelyanov & CE Andrey Chernikov
MV Orient Pace



CE Valeriy Matsaev
MT AI Reem



Capt Ivan Molchanov
MT Asphalt Transporter



Capt Nikolay Kolesov
MT Asphalt Carrier



CE Genadijs Dulanickis & Capt Denis Gvozdikov
MT AI Reem



Capt Anatoliy Sopiha
MV Orient Cavalier



CE Oleksi Tkachenko
MV Orient Focus



CE Marat Nuriakhmetov
MT HW Otto

A DAY IN THE LIFE OF...

My name is Iraida Zagarova and I am a Messman currently onboard the MT Baltic Swift.

I was born in the historic city of Riga, Latvia and from a young age I was drawn to the sea, a passion passed down to me by my father, who was also a sailor. After completing my secondary technical education I embarked on a career that has spanned two decades, dedicating myself to the role of a messman - a job that I find both fulfilling and rewarding.

Hard work and responsibility are the values I live by. These qualities have guided me throughout my career, ensuring that the crew not only enjoy their meals but also find comfort in the sense of community we create during meal times. I love to see the crew happy, it gives us all a sense of home and family.

While onboard I enjoy watching movies and reading books—my favorite ways to unwind. However, when I'm back home my heart belongs to my family, especially my beloved grandson. Spending time with him whether we're playing, walking or just enjoying each other's company is something I cherish deeply.

My working day consists of a large variety of duties from preparing all the meals onboard to ensuring water coolers have a fresh supply of water. When meal times are over I clear the tables, clean the mess area, wash the dishes, pots and pans, cutlery and other cooking utensils. As well as spending time in the galley gantry and mess the Messman's job is also a seafarer's job that involves making the Officers' beds and cleaning and maintaining their quarters and cabins.

The Messman is also responsible for stocking and taking inventory of supplies related to the Steward's department for example, food and beverages, utensils and kitchenware, linens, bathroom soap, cleaning products, laundry detergents etc. Other jobs include cleaning and defrosting the galley's refrigerators and freezers and keeping the laundry room and linen lockers clean and organised.

As you can see the working day is always busy and I take pride in my role and have always worked hard and been very responsible in keeping up with my duties over the years and have always considered this as one of my strengths.

Among the many memories I have collected over the years, one that stands out is Neptune's Day—the ancient maritime tradition we celebrate when crossing the equator. The

humour and camaraderie of this ceremony have made it one of the most memorable experiences of my time at sea. I have been with Interorient Shipmanagement for twenty years and this company has been my professional home for so long. The trust, respect and positive environment I have found here make it a perfect fit for me. Over the years, I have met so many kind-hearted people who contribute to a fulfilling and enjoyable work life.

One of the things I love most about my job is the opportunity to travel. Combining work with exploration has allowed me to visit numerous countries and see breathtaking sights. This blend of work and adventure continues to fuel my passion for the sea, making each day an exciting journey.

As I reflect on my experiences, I feel grateful for the life I have led and the incredible people I have met along the way. My journey is just one of many that make our company a vibrant and dynamic place to be a part of.



Iraida Zagarova
Messman
MT Baltic Swift

CSC 35 YEAR ANNIVERSARY

The Cyprus Shipping Chamber marked a historic milestone celebrating 35 years since its establishment on 26 January 1989. On the date of its anniversary the Chamber hosted an official dinner that was attended by distinguished guests including H.E. the President of the Republic of Cyprus, Mr Nikos Christodoulides, Ministers, Members of Parliament, Diplomats and other State Officials, representatives of various business associations as well as top management of the Cyprus shipping industry.



Our CEO and the President of the Chamber Mr Themis Papadopoulos in his address reflecting on the successful course of the Chamber, conveyed his gratitude to the Government, political parties, business associates and Members of the Chamber for their continuous support. While highlighting the challenges shipping is facing today, he underlined the importance of continued and close collaboration between the State and the Chamber in fostering policies that will enable further sustainable growth for the shipping sector and consequently for the Cyprus economy and society.

In the context of the Chamber's corporate social responsibility and the Cyprus shipping industry's general charitable activities, a total amount of €17,000 that was raised from its member companies attending the dinner, was donated to the One Dream - One Wish charitable association.

ADOPT A SHIP PROGRAMME



An initiative of the Cyprus Shipping Chamber (CSC) and The Cyprus Marine Environmental Protection Association (CYMEPA) running since 2006, the Adopt a Ship educational programme this year celebrated the adoption of 1000 ships. A unique educational experience aimed at bringing primary school students close to the dynamically developing field of shipping.

We were delighted to host students from the Elenion School, Nicosia at our head office as part of the Adopt a Ship programme. This initiative, launched by the Cyprus Shipping Chamber in 2006 in collaboration with the Cyprus Marine Environment Protection Association, connects local schools with seafarers on CSC on the ships of CSC members. Through direct email communication with the ship's Master and crew, students learn about life onboard, cargoes and routes and much more, encouraging an interest in maritime careers.

During their visit the students had an engaging conversation with the Master of the Orient Centaur, one of their adopted vessels, they explored a detailed ship model, viewed live vessel locations on a screen and watched a video about marine life and conservation. The visit concluded with a fun quiz to test their newly gained knowledge.

CORPORATE SOCIAL RESPONSIBILITY

CSC CHARITY BEACH VOLLEY TOURNAMENT

The Cyprus Shipping Chamber held its annual beach volley tournament on 1, 8 and 15 September at the Cyprus Volleyball Federation courts in Limassol.

For twenty-eight years the tournament has thrived bringing together the shipping community in a united effort to support a very worthy cause - the 'One Dream, One Wish' Charity Association.

Our team, Interorient Ammochostos, participated as we do every year and by doing so helped to raise the tremendous amount of Euro 17,500 that was donated to the Association on the day of the finals.



DOG SHELTER VISIT

Every year we proudly sponsor four dogs at the William's Safe Shelter House in Pareklissia, Limassol. Our sponsorship helps cover veterinary and food costs, providing much-needed support to the shelter that faces significant expenses.

Recently we visited some of the amazing dogs who have unfortunately found their way to the shelter. We took a few of our furry friends on a delightful walk, enjoying the fresh air and scenery while giving them some much-deserved love and attention.

MANILA OFFICE FAMILY DAY

Family is the anchor that keeps our seafarers grounded, motivated and inspired and we are thankful for the strong support from the families of our seafarers that has been crucial for their success.

The Family Days arranged by our Manila office showed how strong our community is and how important family is to us.

It was a great opportunity to have some fun together, build relationships and form strong bonds.

We wish all our seafarers and their families well and look forward to more gatherings in the future.



CHARITY MINI FOOTBALL TOURNAMENT

Our football team proudly participated in a charity mini-tournament supporting the ALMA Foundation. Featuring 30 teams from local companies, the event showcased incredible community spirit and sportsmanship, raising an impressive €12,000 for the ALMA Child Development Center of the Theotokos Foundation.

TREE PLANTING

A group of our Limassol staff along with their families participated in a tree planting event organised by an independent environmental organisation based in Cyprus called 'The Green Shield'.

As part of their seedling adoption programme Interorient Shipmanagement adopted and planted 300 tree seedlings on a designated hillside in Limassol.

Being part of this incredible effort meant a great deal to all of us and was a perfect way to commemorate Earth Day 2024.

Together Everybody Achieves More



GROUP ENVIRONMENTAL WEEK

For the ninth consecutive year, the Environmental Committees of the group and manning offices organised a programme to raise environmental awareness among staff, support local communities and raise money for charity.

The week featured presentations, informative videos, local area cleanups, tree seed planting, photo and drawing competitions and a costume competition showcasing our creativity and commitment to sustainability by creating costumes using only recycled materials.

Donations of unwanted clothing and household items were made to local charities and items were collected for a local dog shelter. Fundraising events, including a preloved book and clothing sale and a fun bingo session helped raise money for food vouchers for families in need. On Green Friday staff came to the office wearing green and in Limassol a beach cleaning event took place to commemorate the end of a very successful and informative week.

A big thank you to all the organisers and to everyone for their enthusiastic participation.



Ariadne Hadjichristou
1st place



Annika Dobrovenskis
1st place 7-10 years old



Panayiotis Poniros
1st place 3-4 years old

INFORMATION SECURITY TIPS



- Assume you are a target for cyberattacks and stay vigilant in protecting your data.
- Regularly update your software and enable automatic updates to protect against vulnerabilities.
- Be cautious of phishing scams and always verify the sender before sharing sensitive information.
- Use strong, unique passwords for each account and consider using a password manager.
- Avoid clicking on suspicious links or downloading software from untrusted sources.
- Keep your devices secure by locking them up or shutting them down when not in use.
- Understand and comply with data protection regulations, using encryption for sensitive information.
- Protect your mobile devices with strong security measures and avoid using unsecured Wi-Fi for sensitive activities.
- Ensure your devices have up-to-date antivirus and anti-malware protection.
- Regularly back up your data to secure locations to recover from potential security incidents.
- Use MFA (Multi Factor Authentication) whenever possible. It will greatly reduce the chance of your account being hacked.

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