

# LEADERSHIP

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CEO'S MESSAGE

# Whistleblowing: Protecting integrity without enabling abuse

Integrity and accountability are the cornerstones of strong leadership – at sea, in the office, and in life. That is why we fully support a robust and effective whistleblowing system. It plays a vital role in uncovering wrongdoing, protecting safety, and ensuring that Anglo-Eastern operates to the highest ethical standards



However, like any system, whistleblowing must be used responsibly. A troubling trend has emerged across industries, including our own – whistleblowing mechanisms being misused as tools for personal grievances rather than genuine concerns. We have seen firsthand how false or unsubstantiated allegations erode trust, damage careers, and consume valuable resources – all while diverting attention from real issues that need addressing.

A recent MARPOL violation allegation against one of our ships is a stark reminder of this risk. Before the investigation even concluded, it became clear that the claim was likely driven by a personal vendetta rather than fact. Such cases don't just waste time – they weaken the

credibility of the system and make it harder for genuine whistleblowers to come forward without fear of being doubted.

A fair and effective whistleblowing system must strike a balance. It must provide protection for those who raise legitimate concerns – but it cannot be a free pass for baseless accusations. Every allegation must be accompanied by evidence, whether physical proof or corroboration from multiple independent sources. Otherwise, a tool designed to uphold truth risks becoming a weapon of deception.

This is not just about shielding individuals from false claims – it is about safeguarding the very foundation of trust in our organisation. If we allow unfounded allegations to dictate actions, we create an environment of suspicion, eroding confidence in the system itself. Worse, we discourage those with real concerns from speaking up, fearing their voices will be lost in the noise of manufactured grievances.

As leaders, we must ensure our whistleblowing framework remains **robust, transparent, and just**. We must encourage the reporting of genuine concerns while standing firm

At Anglo-Eastern, we stand for integrity, fairness, and strong leadership.

against those who seek to manipulate the system for personal gain. This means reinforcing standards, holding **all parties** accountable – including accusers – and making it clear that **truth, not assumption, will drive our actions**.

At Anglo-Eastern, we stand for **integrity, fairness, and strong leadership**. We will continue to uphold these values, ensuring that our whistleblowing system remains a tool for genuine accountability – not a platform for anonymous sabotage.

Fair winds and following seas,

Bjorn Hojgaard  
Chief Executive Officer

FEEDBACK & SUBSCRIPTIONS

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Published by Anglo-Eastern Univan Group  
17/F Kingston International Centre  
19 Wang Chiu Road, Kowloon Bay  
Kowloon, Hong Kong  
T. +852 3940 7000



# Delivering Excellence

## 50 years and beyond

### EVENT

## Delivering excellence in Mumbai: A celebration of people, progress, and purpose



Torbjorn Dimblad, CIO, Anglo-Eastern, demonstrates the use of AR

From 18-20 February, Anglo-Eastern hosted its landmark conference in Mumbai, bringing together over 800 of our most respected officers, more than 100 valued clients, and senior leaders from across the globe for our largest event yet. The event was more than just a gathering—it was a celebration of maritime excellence, an exploration of the future, and a powerful reaffirmation of our values

#### A global gathering with a shared purpose

Over the course of three packed days, the Grand Hyatt Mumbai became a hub of insight, innovation, and inspiration. It was a rare opportunity for crew, colleagues, and owners to connect face-to-face, fostering relationships that are vital to our continued success.

Kicking off the main conference on Day 1, CEO, Bjorn Hojgaard, highlighted shipping's purpose as a force for good, a lifeline of the engine of progress, and the invisible thread that connects humanity. "Without us – without our ships and seafarers – the world would look very different. And not in a good way". This theme of people, values and united beliefs, anchored the event right from the start.

Mr. Hojgaard also took the opportunity to speak directly to our senior officers, emphasising that their leadership at sea is what "keeps our operations strong, our crews safe, and our standards high". Sharing a poignant memory of when he was part of the Maersk fleet, he recalled a rescue at sea and how his Commander left the crew with the decision to continue when it was deemed too dangerous to proceed. They chose to push on, with this experience teaching him that: "Good leadership isn't just about making decisions – it's about trusting

your team, showing vulnerability, and empowering people to step up. You set the tone for your crew [and for] the entire ship."

With these words echoing through the ballroom, the audience's attention soon turned back to the screen, with the Secretary General of the International Maritime Organisation (IMO), Arsenio Antonio Dominguez Velasco gracing the event with a welcome address via video message, followed by the inaugural address by Chief Guest Shri Shyam Jagannathan, IAS, Director General of Shipping, Govt. of India who drew attention to initiatives and projects being undertaken by the Indian National Maritime Administration and its collaboration with key international bodies and thinktanks.

Carsten Ostenfeldt (COO), Torbjorn Dimblad (CIO), and Niraj Nanda (CCO) of Anglo-Eastern then took the stage to share insights into the company's journey of excellence over the past 50 years and their vision for the future through an interactive timeline of key milestones, videos and a live demonstration of the HoloLens technology that facilitates enhanced troubleshooting between ship and shore via augmented reality. They also called on some of the many ships streaming the conference live for the first time via Starlink.

Surprise speaker, Chris Lemons shares his remarkable story of survival

Guest speaker sessions featured Samuel McSkimming, CEO of Pilbara Ports; Michael Petersen, Senior Vice President of MAN Energy Solutions; and Jens J. Andersen, Vice President of Copenhagen Infrastructure Partners (CIP), who explored themes around port collaboration, future fuels strategies and infrastructure solutions for a greener maritime future. These were well-received and provided a glimpse of what we can expect on the horizon—even if forecasting remains less predictable amidst an ever-evolving maritime and global trade landscape.

A key highlight was the surprise guest appearance of Chris Lemons, a commercial saturation diver whose near-death story at the bottom of the North Sea captivated the room. His tale of survival, despite being without oxygen for nearly 30 minutes, remains a remarkable story of resilience and determination. It also acted as a



Chief Guest Shri Shyam Jagannathan, IAS, Director General of Shipping





powerful reminder of the life-saving importance of clear procedures and drills, effective leadership, defined roles and seamless collaboration. Chris's message was clear: risk management is a shared responsibility, and at the heart of everything we do is a simple, human desire—to ensure everyone gets home safely.

Day 1 continued with Vinay Singh (Group Managing Director, Marine HR), Vikrant Malhotra (Group Managing Director, QHSE), and Swapnodeep Mondal (Group Managing Director, Operations and Shared Services) of Anglo-Eastern who discussed strategies for delivering operational excellence through a unified approach across different departments that fully-exemplified our One Team philosophy.

This was followed by an open forum that facilitated a dynamic exchange of ideas between management and officers. The day concluded with the presentation of long service awards, recognising the dedication and contributions of 78 long-serving team members prior to a gala evening for seafarers, guests and their extended families featuring signature cocktails, dinner and an overarching festive atmosphere for networking and celebration spotlighted by vocals from singer Nikhita Gandhi.

#### Excellence and expansion in training

The morning of Day 2 featured a tour of the Anglo-Eastern Maritime Training Centre and the unveiling of a new ME-GI (Gas Injection) training unit, developed in collaboration with MAN PrimeServ. This expansion reflects a proactive stance on decarbonisation and alternative fuels and showcased our commitment to excellence in training (view Page 18-19 for more details).

Concurrently, back at the Grand Hyatt Ballroom, Aalok Sharma, Group



Director of Training at Anglo-Eastern, set the scene of the Officers' Session on delivering excellence through various tools and philosophies that guide effective maritime training. A multitude of topics were covered by members of the broader team including the importance of well-being and psychological safety, career care strategies, learnings from internal and external inspections, safety measures and our fatality prevention programme, in addition to new environmental regulations, digital solutions for a paperless future, strategies for navigating the path to net zero emissions and best practices for vessel optimisation and energy efficiency. Upon leaving the hall, our officers were found buzzing with new ideas and



inspirational pathways for exploration, noting the significant part they play in driving the company and industry forward.

#### Engagement in silence

One of the standout innovations was the new format for our "speed networking" session. Resembling a silent disco with colour-coded headsets provided to all attendees, this high-energy session divided participants into key zones, each tackling a trending topic of the moment relating to decarbonisation, technology, crewing, and operations. Our conference app captured the essence of these discussions across all groups, incorporating AI to summarise common questions, recurring themes,



and insights for actioning. It was a dynamic, and uniquely different approach to collaboration and we are already incorporating some of these points in our ongoing projects and initiatives.

#### An evening of entertainment

Day 2 concluded with an Owners' Appreciation Dinner, celebrating the contributions of key stakeholders and the legacy of long-term partnerships over the course of 50 years of excellence. With dancers and singers aplenty, guests were treated to a Greek-themed evening chosen to reflect our latest office addition in Athens. With a sumptuous buffet dinner, fire show, and dancing chefs, everyone in attendance left with a positive feeling that, through partnership, we "can can can".

#### AEMA: The future on display

Day 3 took us to the Anglo-Eastern Maritime Academy (AEMA), where the energy of our cadets was nothing short of infectious as they delighted in sharing solutions to challenges in our industry. The day was marked with the unveiling of two major milestones: a new mess hall and the world's first-of-its-kind LNG/ammonia bunkering station skid, showcasing our commitment to future fuels and next-generation training (view Page 16-17 for more details).

#### Looking out over the horizon

Throughout the conference, three core themes stood out:

1. Our people: Our seafarers are the beating heart of Anglo-Eastern. Their dedication, resilience, and excellence drive everything we do.
2. Our values:
  - Safety: Ensuring every crew member returns home safely
  - Environment: Championing sustainable maritime practices

- Trust and transparency: Building relationships rooted in integrity and true partnership
3. Our beliefs: We believe in excellence—in showing up as your best self every day, and in the power of teamwork to navigate the future and any uncertainties it brings.

From AI and augmented reality to alternative fuels and digitalisation, the discussions were future-focused, yet the message was timeless—when everyone plays their part, we become an unstoppable force for good.

The 2025 edition of our Mumbai Conference was a vivid showcase of what makes Anglo-Eastern exceptional: our people, our purpose, and our

passion. It was a time to honour our legacy, celebrate our present, and set a bold course for the future.

As we continue to innovate, collaborate, and lead, one thing remains clear: together, we are delivering excellence—at sea, on shore, and beyond.

Without us - without our ships and seafarers - the world would look very different. And not in a good way.

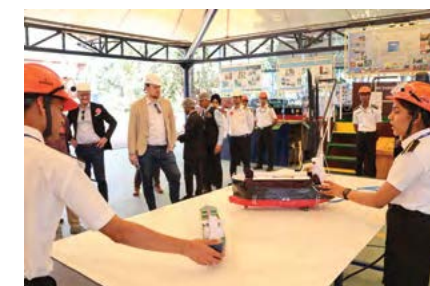


Long-service awards are distributed to 78 officers in attendance



Nikhita Gandhi entertains the crowd during our Gala Evening

AEMA Visit





# On the radar: The backbone of our industry

In honour of the Day of the Seafarer on 25 June, we recognise the vital contributions of the people who navigate our oceans and facilitate global trade through a special series of Q&A with some of our dedicated seafarers. Their stories and insights across ranks – from cadet to captain – illuminate the triumphs and challenges of life at sea, but most of all, the resilience, dedication and passion behind the faces that make up Anglo-Eastern

Through the narratives of Naman Jain (Cadet), Sangramsingh Shirish Deshmukh (Trainee Marine Engineer), Jacob Vaz (Bosun), Sakshi Sahu (Third Officer), Brian Aguirre (Chief Engineer) and Kaushik Ajay Kumar (Captain), we aim to honour the invaluable work of all our seafarers and a glimpse of their lives onboard. We believe that by sharing these personal stories, we can inspire others—both within and beyond the maritime community—to appreciate the profound impact of seafaring. Join us as we delve into the lives of our

seafarers, celebrating their commitment and fostering a deeper understanding of the essential role they play in sustaining our interconnected world.

## Kaushik Ajay Kumar, Captain

### What was the biggest challenge you have faced in your job and how did you overcome it?

During the COVID-19 pandemic, we departed from a port in Japan en

route to a South American destination. The following day, a crew member reported experiencing symptoms of a sore throat and mild fever. Immediate action was taken to isolate the individual as a precautionary measure. Shortly thereafter, another crew member presented similar symptoms. All relevant authorities and stakeholders were promptly informed of the situation. We received a swift response and, as a team, initiated necessary precautions and preparations, understanding that we had a long voyage ahead.

The following day brought additional challenges, as several more crew members began exhibiting similar symptoms. Within 2-3 days, 16 out of the 24 crew members had to be quarantined on board. With consistent medical guidance and strong coordination between the onboard team and our shore-based support, we were able to effectively manage the situation. All quarantined crew members received appropriate medication, nutritious meals, and regular monitoring of vital signs as per medical advice. While the initial phase was extremely challenging, a calm, measured approach and swift response allowed us to maintain operational stability. We arrived at our next port in South America on schedule, with all crew members fully recovered and prepared to resume their duties ahead of the vessel's next departure.

### What are the things you like most about your job?

What I enjoy most is the sense of leadership and responsibility that comes with being a Master. Every day presents new situations that require quick thinking and problem-solving. I also appreciate the cultural diversity onboard and the camaraderie among the crew. Of course, the view from the bridge is a daily reminder of how special this job is.

### How do you prioritise work-life balance and are there any wellbeing initiatives that help you do this?

Work-life balance at sea is always a challenge due to time spent away from family. I try to maintain balance by staying in touch with loved ones regularly, maintaining a routine onboard, and engaging in physical activity. Anglo-Eastern's initiatives like onboard mental wellness programmes and access to



Brian Aguirre, Chief Engineer

counselling support have been helpful in promoting wellbeing.

### What advice would you like to give to people who are starting their seafaring career?

Stay committed, be patient, and always be willing to learn. The sea is a great teacher—respect it. Build good habits from day one and never hesitate to ask questions. The journey is tough but incredibly rewarding if you stay focused and passionate.

## Brian Aguirre, Chief Engineer

### What are the things you like most about your job?

As a marine engineer, what I value most about my job is its dynamic and challenging nature. Every vessel presents a unique engineering system, and maintaining or optimising these systems pushes me to constantly apply both theoretical knowledge and practical skills. I also appreciate the sense of responsibility and precision

required. The safety and efficiency of ship operations often depend on how well the machinery is maintained and operated, which gives my role a direct impact on overall performance. Seeing the world while doing what I love is also incredibly rewarding.

### What is the most remarkable milestone / proudest moment in your career?

One of the proudest moments in my career was being promoted to Chief Engineer at the age of 32. Being entrusted with the responsibility to lead an engine department and make critical decisions at sea, despite being relatively young, was both a challenge and an honour. I took that role seriously and led my team with confidence, earning their trust and proving that leadership is not defined by age but by capability and character.

### Where do you see yourself in five years?

I see myself still proudly serving at sea as a Chief Engineer with Anglo-Eastern, I aim to further deepen my technical



Sakshi Sahu, Third Officer

expertise and take on more mentorship roles onboard, helping guide younger engineers in their careers.

At the same time, I'm also focused on building a strong future beyond the sea. I've already started making investments and exploring business opportunities, and I hope to see these ventures grow steadily. The goal is to create a balanced and sustainable life excelling in my marine career while also securing long-term stability for my family.

## Sakshi Sahu, Third Officer

### Can you briefly walk us through your career journey?

I've been in the maritime industry for six years. My journey began as a Deck Cadet on a bulk carrier, followed by an oil tanker and a gas carrier, where I gained hands-on experience and learned the fundamentals of ship operation. I then progressed to Junior Watchkeeping Officer, focusing on navigation and safety management,



Kaushik Ajay Kumar, Captain



and then moved up through the ranks to Third Officer.

**What is the most remarkable milestone / proudest moment in your career?**

A notable moment was successfully navigating in the South China Sea. This milestone demonstrated my ability to handle stress and pressure smoothly while being situationally aware of my surroundings. The South China Sea tests the patience of the officer of the watch, where a single person has to use all the available means to navigate safely. It built up my confidence and raised my self-esteem.

**What was the biggest challenge you have faced in your job and how did you overcome it?**

A significant challenge was adapting to a male-dominated workplace and also fitting in. I overcame this by my ability to present my best work, by my approach to situations, and my friendly behaviour. This experience taught me the importance of adaptability and effective communication.

**Where do you see yourself in five years?**

In five years, I envision myself in a management role, perhaps as a Chief Mate on LPG ships at Anglo-Eastern. I aspire to mentor junior crew members, contribute to the

company's growth, and continue to enhance my technical expertise and leadership skills.

**Jacob Vaz, Bosun**

**How long have you been in the maritime industry?**

It's been 23 years that I have been working in the shipping industry. I first joined the ship Japan Senator with Anglo-Eastern. It was a container ship, German build, a very good ship. Since then, I have worked on 22 ships with Anglo-Eastern, from containers, bulkers to gas carriers.

**What was the biggest challenge you have faced in your job and how did you overcome it?**

Sometimes there is a misunderstanding between the crew and officers due to various reasons such as overtime, rest hours, food, or welfare issues. It could be very difficult for me to resolve these issues, but I make my team understand the situation and tell them that fighting is not a solution. I resolve the issues and maintain harmony onboard.

**How do you prioritise work-life balance and are there any wellbeing initiatives that help you do this?**

My formula is very simple: from 6am to 6pm, I am the Bosun and will look



Jacob Vaz, Bosun

after my crew and their work, making sure that it is safely done without any injuries, and the job is completed to perfection. But after 6pm, the Bosun's role ends. I am a very good friend to everyone. I will mingle with everyone, talk with my crew, discuss different social issues during the dinner break, and keep everyone happy after a day's hard work—



Sangramsingh Shirish Deshmukh, Trainee Marine Engineer

especially the new hands. I am with them most of the time so that they don't miss their families too much.

**Sangramsingh Shirish Deshmukh, Trainee Marine Engineer**

**How long have you been in the maritime industry? Can you briefly walk us through your career journey?**

I am at the very beginning of what I know will be an exciting and challenging career. I have just completed my first contract as a Trainee Engine Cadet, and the journey so far has been incredible.

What made it truly special wasn't just the technical exposure, but the environment. I learned quickly that the ocean doesn't allow shortcuts. I was also privileged to have great crew members onboard who treated me more like family than just colleagues.

**What are the things you like most about your job?**

Coming from a Mechanical Engineering background, I've always been fascinated by how machines power the world, and the maritime industry is one of the most exciting applications of it. Whenever I put on my uniform, I'm reminded that I'm representing something bigger than myself: a global profession built on discipline and commitment. It inculcates discipline in my daily routine, sharpens my mindset and reminds me to carry myself with dignity.

**What is the most remarkable milestone / proudest moment in your career?**

One of the proudest moments of my life came during my training at Anglo-Eastern Maritime Academy, when I was honoured with the Best Cadet award. To see the pride in my parents' eyes as I walked up to receive that award is something I'll never forget. It was the first major milestone of my career that was fuelled by passion to be the best.

**What was the biggest challenge you have faced in your job and how did you overcome it?**

To be honest, I haven't faced any major challenges so far, not because things were easy, but because

I've learned to look at situations differently. I believe challenges are only as tough as we make them. It's all about mindset and how we choose to approach them. With the right attitude, even high-pressure situations become opportunities to learn and grow.

**Naman Jain, Cadet**

**What interested you to join the maritime industry, and why did you join Anglo-Eastern?**

I've always been fascinated by the idea of working in a dynamic, global environment. The maritime industry stands out because it offers a unique blend of technical skills, discipline, adventure, and the opportunity to travel the world while contributing to global trade. One of the aspects that attracts me the most is the high level of professionalism in the field—it instils a strong sense of responsibility and discipline in a person, shaping not just their career but also their character.

Anglo-Eastern has a strong reputation for professionalism, safety, and high-quality training. What sets it apart is the exceptional support it provides to cadets and officers alike. The company manages a wide variety of ships, giving individuals the opportunity to explore different sectors of the maritime field and develop a broad range of skills.

**How do you prioritise work-life balance and are there any wellbeing initiatives that help you do this?**

Work-life balance at sea can be challenging, but I try to maintain it by keeping myself mentally and physically engaged outside of working hours. I make time for reading, exercise, and staying connected with family. These small routines help me stay positive, focused, and mentally refreshed during long voyages.

Anglo-Eastern actively supports crew wellbeing through various initiatives. They provide recreational facilities onboard, which help the crew unwind and relax after duty hours. What truly sets them apart is their commitment to keeping seafarers connected—Anglo-Eastern

is among the few companies that have installed Starlink network on their vessels, ensuring seamless communication with loved ones back home without any hassle.

**Where do you see yourself in five years?**

In the next five years, I see myself progressing through the ranks and serving as a competent and confident officer. I aim to continually improve my technical knowledge, leadership skills, and decision-making abilities to take on greater responsibilities onboard. I also hope to contribute to creating a positive and efficient working environment for my crew, just as I've learned from my seniors. With the right guidance and continued hard work, I'm confident I'll grow into a reliable professional who adds real value to the team and the company.

**Please visit our corporate website and social media channels for more Q&A sessions with our seafarers.**

Naman Jain, Cadet (right)





# Photo Gallery: Memorable moments



## A constructive conversation on HK's maritime development

Back in March, our CEO, Bjorn Hojgaard, met with Dr. Stephen Yuen Shan Wong, Head of the Chief Executive's Policy Unit for Hong Kong for a constructive and inspiring conversation about the city's maritime industry and its opportunities for the future.



## Master craftsman at sea

Our onboard Fitter, Arvind Kumar Mahato, crafted an exquisite replica of our managed vessel Exhibitionist during his spare time. This meticulously crafted model fully captures the details of the ship, showcasing his remarkable handcraft skills.



## Achieving 10-Year LTI Free

Our managed vessel Ardmore Defender has reached 10 years without Lost Time Injury (LTI)—a milestone that speaks volumes about her crew's unwavering commitment to safety and teamwork. Congratulations to everyone who has played a part in this journey, both past and present. Your dedication makes the difference.



## Celebrating the amazing women at ISSC

Our India Shared Services Centre marked International Women's Day with a joyful celebration in March, recognising the strength and contributions of women across the organisation.



## Strengthening partnership: Boskalis visit at AE's headquarters

Eugene van Dodeweerd (back row, fourth from left), Director Fleet Management Offshore from Boskalis visited Anglo-Eastern's Hong Kong head office in February.



## AE Ukraine wins social partnership award

At the annual meeting of the Marine Transport Workers' Trade Union of Ukraine, our Ukraine office was awarded with an honorary mention in the 'Development of Social Partnership' category.



## WISTA International's visit to AEMA

Representatives from WISTA, a global organisation for female maritime professionals visited AEMA in mid-April to learn more about our achievements in nurturing female cadets and shaping a more inclusive culture onboard.



## Sailing silhouette

A silhouette of one of our seafarers captured as the sun dipped below the horizon. (Photo by Third Officer, Aniket Muthreja)





#### Sunset at sea

The stunning sunset was captured onboard our managed vessel Hanna Oldendorff during Capt. Edward D'souza's first tenure as Master, on a voyage from China to Port Hedland through the East China Sea. (Photo by Capt. Edward D'souza)

#### National Maritime Day Celebrations in India



Anglo-Eastern received the top honour for Outstanding Foreign Employers of Indian Seafarers at India's 62nd National Maritime Day Celebrations, as well as recognition of Anglo-Eastern Maritime Academy, which was awarded 2nd rank in the Outstanding Maritime Training Institutes (Pre-sea) category (view Page 20 for more details).



Mihir Kumar Sarkar (fourth from right), Assistant General Manager of Marine HR, attended an event at the residence of West Bengal Governor in India as part of the National Maritime Day Celebrations. The event, one of a series of celebrations and commemorations, featured a Merchant Navy flag pinning ceremony, honouring India's maritime heritage and the contributions of seafarers.



Organised as part of the National Maritime Day Celebrations in India, representatives of Anglo-Eastern took top prizes at the Maritime Games 2025, with Sandeep Jadhav winning the Carrom Singles game, and Girish Nachane and Sandeep Jadhav claiming victory in the Carrom Doubles game.



#### A window to safer navigation

The small task of window cleaning can ensure a clear horizon for proper navigation. (Photo by Third Officer, Harshkumar M. Rathod on Federal Kumano)



#### World Maritime University Delegation visit

Delegates from WMU visited our fleet performance and training centres to explore our seafarer training programmes and how we leverage real-time ship tracking systems to enhance operational efficiency and maritime safety.



#### Gulls aloft at sunset

A flock of seagulls took flight from the forward mast of our managed vessel as the foghorn sounded on the Pacific Ocean. (Photo: Capt. Alessandro Edward Pinto on MV Federal Yukina)





## TRAINING

# State-of-the-art LNG/Ammonia bunkering station skid for maritime training

The development of our dual-fuel centre of excellence at Anglo-Eastern Maritime Academy (AEMA) continues with the unveiling of our latest training facility during our Mumbai Conference in February

The new LNG (Liquefied Natural Gas)/Ammonia bunkering station skid is designed to provide hands-on training in the safe and efficient fuelling of LNG- and ammonia-powered vessels. This cutting-edge facility will serve as a cornerstone for advancing maritime safety standards and environmental goals, offering real-world experience to industry professionals working with these fuel types.

Equipped with the latest cryogenic fuelling technology and safety systems, the skid provides a controlled environment for training in LNG and ammonia

transfer operations, emergency response procedures, and regulatory compliance. It is designed to replicate real-world bunkering operations, delivering essential education and skill development for those working in the rapidly expanding field of alternative marine fuels.

This state-of-the-art bunkering station skid is the newest addition to the dual-fuel centre of excellence at Anglo-Eastern Maritime Academy and was inaugurated by Alexander Saverys, CEO at CMB.TECH on 20 Feb.

Mr. Saverys toasted to “the future of shipping”, recognising that “we

need more companies to step up and acknowledge the necessity to pursue such initiatives if we are to ensure adequate talent pools in the run-up to net zero emissions by 2050”.

Capt. Aalok Sharma, Group Director of Training at Anglo-Eastern, stated that “we are thrilled to introduce this LNG/Ammonia bunkering station skid as part of our commitment to shaping the future of maritime fuel safety and efficiency. As the industry transitions toward sustainable fuels, the need for well-trained professionals has never been greater. This new facility will equip maritime personnel with the knowledge and hands-on experience required to meet the challenges of LNG and ammonia bunkering.”

The training programme, utilising the newly launched bunkering station skid, provides exposure to not only seafarers but also to stakeholders based ashore, placing them in a better position to support their onboard teams.

Anglo-Eastern is dedicated to supporting the maritime industry's efforts to reduce carbon emissions and enhance operational safety. The company's investment in training demonstrates its ongoing commitment to innovation, safety, and environmental responsibility.

## Foresights: Advancing alternative fuel strategies by building a skilled maritime workforce

As the maritime industry explores and debates the implementation of alternative fuel strategies, one universally acknowledged priority is the critical role of training and the preparedness of crews

New fuels require significant advancements in specific handling procedures, emergency response and risk management, as well as revised system operations

and maintenance protocols to ensure safety management systems remain robust and effective. Additionally, the industry anticipates the introduction of new IMO guidelines for the Standards of Training, Certification, and Watchkeeping (STCW), aimed at standardising training across various ship types and fuel systems.

See how Anglo-Eastern is upskilling our training facilities and talent pool alongside our wider dual-fuel and green-fuel capabilities by downloading our latest white paper:







ME-GI training facility was launched on 19 February at AEMTC Mumbai. From left to right: Philip Elberling, Head of MAN PrimeServ Academies Denmark; Michael Petersen, Senior Vice President of MAN Energy Solutions and Head of PrimeServ Denmark; Francis Akkara, Principal of AEMTC Mumbai; and Carsten Ostenfeldt, Chief Operating Officer of Anglo-Eastern.

## TRAINING

# MAN energy solutions and Anglo-Eastern launch ME-GI training facility in Mumbai

The new facility is built for Mk 2 ME-GI engines and is capable of demonstrating important aspects of engine operations including proper procedures for carrying out maintenance and safe operation of ME-GI engines onboard

ME-GI (Gas Injection) training facility was launched on 19 February as a new addition to the Anglo-Eastern MAN PrimeServ training space at Anglo-Eastern Maritime Training Centre, Mumbai (AEMTC Mumbai).

This extension further strengthens Anglo-Eastern's partnership with MAN Energy Solutions through the MAN PrimeServ Academy, which originated from an initial co-operation agreement to start MAN B&W Engine courses in Mumbai back in 2003. Since then, MAN PrimeServ and AEMTC Mumbai have jointly conducted various types of PrimeServ courses in Mumbai for customers in the region.

Michael Petersen, Senior Vice President of MAN Energy Solutions,

and Carsten Ostenfeldt, Chief Operating Officer of Anglo-Eastern, inaugurated the new ME-GI training facility during the 2025 edition of Anglo-Eastern's flagship Mumbai Conference.

Mr. Petersen highlighted the partnership commitment of MAN Energy Solutions, "the strategic partnership has reinforced MAN Energy Solutions' position as a trusted leader in delivering cutting-edge solutions and services. As always, we remain committed to providing best-in-class services to our customers."

Mr. Ostenfeldt highlighted the organic growth of Anglo-Eastern and MAN Energy Solutions' partnership commenting on its "strength in

helping us provide continuously reliable services with the latest engine technologies and expertise that enable our crews to operate ships in a safe and professional manner."

As the maritime industry progresses toward strategic partnerships in ship operations to reduce emissions and promote environmentally friendly sea transportation, one significant milestone on the path to carbon-neutral shipping is the adoption of fuels that emit fewer carbon oxides and other pollutants. Main propulsion systems powered by low-flash-point fuels and alternative fuels present key solutions to meeting the current demand for greener shipping. Therefore, it is crucial to ensure that crew members and technical managers are well-prepared and equipped for the operation of LNG-fueled or dual-fueled ships.

The ME-GI (gas injection) engine, developed by MAN Energy Solutions, is a dual-fuel two-stroke propulsion engine designed to operate on both heavy fuel oil and LNG. The engine plays a significant role in the maritime industry's efforts towards decarbonisation and sustainability by offering fuel flexibility and operational efficiencies.

Francis Akkara, Principal and Director of AEMTC Mumbai, shared the purpose of the ME-GI standard operation course where the newly-launched training facility will be



Francis Akkara, Principal and Director of AEMTC Mumbai (right), shared details about the new equipment for ME-GI training, along with Philip Elberling, Head of MAN PrimeServ Academies Denmark.



MAN Energy Solutions hosted Anglo-Eastern for a workshop tour in Singapore on 6 February.

utilised, "alongside the series of MAN PrimeServ Academy approved courses offered at our training centre, the 5-day course will support the training and upskilling of qualified crew members, and subsequently benefit ship owners, ship managers, and other maritime stakeholders across the region and beyond. Together with MAN Energy Solutions, we look forward to

continuing to develop our capabilities in training crews for the future".

## Strengthening strategic ties with MAN Energy Solutions in Singapore

In early February, MAN Energy Solutions hosted Anglo-Eastern for a workshop tour at MAN Energy Solutions Singapore, providing an invaluable opportunity for technical

knowledge sharing and brainstorming of how to drive innovation forward in the maritime industry. During the visit, Anglo-Eastern's technical team was provided with insights on the various in the reconditioning of engine parts and the process of obtaining required approval from classification society as necessary. The tour was well appreciated by all the participating team members.

## EVENT

# Addressing hydrogen infrastructure and supply chain gaps in India in shipping

Prasad Nayak, General Manager (Training), shared Anglo-Eastern's perspective in a panel discussion at the Green Hydrogen India Symposium on 4 April

The conference, hosted by GH2 India, featured keynote sessions and expert discussions on the current landscape, challenges, and emerging opportunities across India's journey towards green fuel adoption and decarbonisation.

Mr Nayak was among the panellists for the session "From Shore to Ship: Addressing Infrastructure & Supply Chain Gaps". He shared his perspectives on the critical aspects of infrastructure development, port readiness, and the logistical frameworks necessary to facilitate the widespread adoption of hydrogen and other alternative fuels in the maritime industry. The panel also focused on economic and regulatory factors driving maritime decarbonisation, and the need to enhance infrastructure and training for seafarers to ensure safety during fuel handling.

One of the key takeaways from the seminar was that the energy transition is not a distant future—it is happening now. It requires a fundamental shift in how we operate, train, and equip our seafarers for the future. It is essential that we not only adapt to this change but actively drive it as we move toward our net-zero goals.





## AWARD

# Anglo-Eastern receives notable awards at 62nd National Maritime Day Celebrations in India

We are grateful to have received the top honour for Outstanding Foreign Employers of Indian Seafarers at India's 62nd National Maritime Day Celebrations (NMDC), as well as recognition of our in-house training institute, Anglo-Eastern Maritime Academy, which was awarded 2nd rank in the Outstanding Maritime Training Institutes (Pre-sea) category

Since 1964, National Maritime Day of India is celebrated every year on 5 April to commemorate the historic voyage of S.S. Loyalty, the first Indian-owned merchant ship, which sailed from Mumbai to London on this date in

1919. This momentous event marked India's foray into international shipping and laid the foundation for the nation's proud maritime journey.

This year, India celebrated the special occasion with great enthusiasm

and reverence, honouring the nation's rich maritime heritage and the exceptional contribution of seafarers as well as entities across the maritime industry to the nation's growth and global connectivity. Under the aegis of India's Directorate General of Shipping, the National Maritime Day Celebration Committee organised the celebration in New Delhi on 5 April.

On this occasion, India's Ministry of Ports, Shipping and Waterways recognised the outstanding services of individuals and organisations in the maritime sector by conferring awards and commendations to honour their dedication and achievements.

Anglo-Eastern has been recognised multiple times in both aforementioned categories, namely Outstanding Foreign Employers of Indian Seafarers and Outstanding Maritime Training Institutes, and remains the most decorated maritime company in India. We deeply appreciate the acknowledgment from India's Ministry of Ports, Shipping and Waterways and Directorate General of Shipping.

This year, a two-week long Maritime Games was also featured as part of the celebrations. Representatives from Anglo-Eastern, Sandeep Jadhav, won the Carrom Singles game, whereas Girish Nachane and Sandeep Jadhav claimed victory in the Carrom Doubles game.

A big thank you and congratulations to all our team members who have worked tirelessly to reaffirm our commitment to delivering excellence and shaping a better maritime future.



Shri Shyam Jagannathan (front row, second from right), India's Director General of Shipping, presented the Outstanding Foreign Employer of Indian Seafarers Award to Vineet Gupta (front row, centre), Managing Director of Marine HR at Anglo-Eastern.



Shri Atul Ubale (front row, third from right), Chairman of National Maritime Day Celebrations (Org.) Committee, presented the Outstanding Maritime Training Institute Award to Tejinder Bhamra (front row, second from right), Principal of Anglo-Eastern Maritime Academy.

## EVENT

## 2025 Hong Kong Ship Finance Forum

Anglo-Eastern experts were invited to participate in panel sessions at Marine Money's 16th Hong Kong Ship Finance Forum, sharing insights on the state of shipping and digitalisation

Held on 1 April, the Hong Kong Ship Finance Forum supported by the Hong Kong Shipowners Association (HKSOA) brought together the Hong Kong ship owning community and some of the most active players in shipping finance

from across the region and the world. Martin Rowe, Anglo-Eastern's Vice President of Business Development, joined the first panel discussion titled "Hong Kong Steaming Ahead", which focused on the prospects

of the city's maritime landscape. Mr Rowe emphasised that despite rising geopolitical volatility, demand for seaborne trade remains strong. Industry players should focus on improving quality and standards



to effectively address the evolving challenges in the sector.

Torbjorn Dimblad, Anglo-Eastern Chief Information Officer, was a panellist for the session on "Data as a Central Focus for Shipping Decisions". He shared how Anglo-Eastern has strengthened our competitive edge by embracing digitalisation to optimise voyages, reducing fuel consumption and emissions. For instance, our Fleet Performance Centre in Mumbai leverages data across our fleet and translates these into actionable insights to enhance performance and transparency.

The forum provided an excellent opportunity for key industry stakeholders to connect and exchange views on pertinent topics that will shape the future of maritime.



## BUSINESS INTEGRATION

## Strengthening our presence in Greece, unifying our global team

The Hellas integration journey continues to build firm foundations and forge a stronger, unified entity beyond just systems and structures

The integration of Anglo-Eastern Hellas into the wider Group has achieved significant milestones. The entity name has been changed from Euronav Ship Management Hellas Ltd. to Anglo-Eastern Ship Management (Hellas) Ltd. Over 30 TB of IT data has been successfully migrated, covering email, OneDrive, Teams, and SharePoint. The launch of FOS for environmental reporting has been implemented, ensuring compliance with DCS, MRV, ETS, and FuelEU regulations. The transition to Anglo-Eastern's accounting system has been completed, marking the closure of 2024 accounts in legacy systems and the opening of 2025 accounts in the new system. Teams in Athens have also started using several AE solutions for managing their day-to-day work, and workshops for cultural and process alignment have been conducted across QHSE, Operations, and Procurement.

The overall approach has been deliberate and people-focused, involving phased rollouts and cross-functional teams to ensure smooth business operations while delivering significant changes. The Business Integration team continues to

coordinate efforts across dedicated workstreams, ensuring accountability, clear decision-making, and timely communication. Every functional lead in Anglo-Eastern Hellas has had a counterpart in the Group, fostering valuable partnerships and knowledge sharing along the way.

Several colleagues from Anglo-Eastern Hellas have taken on global roles within Anglo-Eastern, enhancing collaboration and embedding the Athens office into the Group's structure. This move deepens collaboration across global offices, enhances mutual understanding, and ensures that the voice of Hellas is present at the heart of Group-level initiatives.

With much of the heavy lifting on infrastructural changes now complete, we look forward to setting the stage for deeper alignment in how we operate as one team across all regions. Future priorities include aligning marine HR, implementing QHSE processes, rolling out new tools for seafarers, and ensuring operational and cultural alignment.

Integrations can be intense, but they are also moments of renewal. We still have work to do, but the path

is clear, and the momentum is real. We would like to thank everyone who has contributed ideas, feedback, and flexibility in helping us get to where we are today.

### AE Hellas team member movements and responsibilities

#### Aristotelis R. – From Athens to global supply chain



Aristotelis has joined the Sea Sourcing team, where he now helps manage supplier

relationships and global contracts across regions. His deep familiarity with the local supplier landscape brings valuable perspective to the Group's procurement strategy.

#### Anna V. – Shaping the future of talent



Anna has stepped into a global role as Senior Talent Acquisition Officer,

supporting recruitment for Europe. By combining local insight with Group-wide tools and processes, she's helping us attract the right talent across our key markets.

#### Dimitris K. & Gregory A. – Engineering smarter ships



With their expertise in sensors, data acquisition systems and telemetry

projects, Dimitris and Gregory are now leading technical rollouts on vessels across the Group. Their work goes well beyond Hellas, helping digitise fleet operations at scale.

#### Thanos S. – Building the bridge



As part of the business integration team, Thanos has been instrumental

in aligning people, systems, and workflows. Together with the rest of the team, they're the glue between regions – ensuring nothing gets lost in translation.





EVENT

# Seatrade Cruise Global: Heating up Miami

Anglo-Eastern representatives had the pleasure of attending the 40th edition of Seatrade Cruise Global held from 7-10 April at the Miami Beach Convention Center in Florida

The event brought together approximately 12,000 industry professionals and over 70 cruise line brands, showcasing key developments in ship building, technology, sustainability, and guest experience relating to the cruise and leisure industry.

From the moment the doors opened, the atmosphere was vibrant and energised. Anglo-Eastern was well-represented by Carsten Ostenfeldt, COO, Niraj Nanda, CCO, Dietmar Wertanzl, President and CEO of Anglo-Eastern Leisure Management (AELM), Neil McNeil, Managing Director of Anglo-Eastern Cruise Management (AECMI), and Frits van der Werff, Vice President of Commercial at Anglo-Eastern's Miami office.

## Anglo-Eastern's annual Seatrade cocktail party

During Seatrade Cruise Global, we were delighted to host our annual Seatrade Cocktail Party on 8 April, welcoming over 170 guests including a wide array of industry leaders and partners.



Among the attendees was Capt. Kate McCue, the first captain set to take command of luxury yacht, Four Seasons I, upon its debut in January 2026. With a dynamic atmosphere and meaningful conversations, the party became the talk of the event as one of the Seatrade gatherings to attend.

## Townhall at Miami office

A townhall meeting was held at our Miami office on 7 April, where Carsten and Niraj shared important organisational information including major updates and key initiatives, reinforcing the long-term strategy for cruise and leisure management and Anglo-Eastern as a whole.

The open forum provided an excellent opportunity for the Miami team members to connect more deeply with the company culture, learn about the group's history and development, provide feedback and engage in dialogue with our leaders.

A heartfelt thank you to our teammates, cruise partners and friends for your continued support. With over 50 years of maritime expertise, Anglo-Eastern remains committed to contributing to the development of best practices, sustainability initiatives, and innovative solutions that will shape the future of cruising. We look forward to learning, collaborating, and growing together as we navigate the compelling opportunities ahead.



# Introducing Four Seasons I captain, Capt. Kate McCue

In March, Four Seasons Yachts appointed Capt. Kate McCue as the first captain of its ultra-luxury yacht Four Seasons I, which is set to commence commercial operations in January 2026.

A graduate of the California Maritime Academy, Capt. McCue gained her sea legs in roles spanning from cadet to deck officer before rising through the ranks. She brings over two decades of experience and maritime expertise to Four Seasons Yachts.

Capt. McCue made history in 2015 by becoming the first American woman to command a mega-ton cruise ship, but it's her gift for leadership and her zest for guest engagement that truly define her. "Connecting with people—the crew, the guests, even the local communities we visit—that's my favourite part," she often says.

AEMA

# AEMA cadets showcase their talent at PRAYAAN 6.0

AEMA cadets took home four gold medals at the sixth edition of the annual sports and cultural festival organised by the Indian Maritime University

During the festival held on 7-8 March, AEMA cadets actively participated in various races, competing with students from other maritime institutions across India.



In sports events such as football, volleyball, basketball, and athletics, they demonstrated physical

endurance and teamwork. The cultural segment, comprising dance performances, musical acts, and drama, showcased their creativity and artistic talent.

A key highlight of PRAYAAN 6.0 was the intellectual competitions, including debates, quizzes, and technical challenges that promoted critical thinking and maritime knowledge. The event also featured a leadership series where industry veterans shared valuable insights, inspiring participants in their maritime careers.

AEMA cadets excelled, winning four gold medals in the talent hunt (flute), CrossFit (female), art competition, and musical band performance. PRAYAAN 6.0 not only celebrated their talents but also strengthened their bonds, reaffirming AEMA's commitment to holistic education and the development of well-rounded maritime professionals.

RESCUE

# Rescuing 42 individuals in the Mediterranean Sea

The crew of Anglo-Eastern's managed vessel MV CL Heidi successfully partook in the rescue efforts of 42 individuals in distress in the Mediterranean Sea on 16 February

Under the command of Capt. Dhammika Jayakody and Chief Engineer Sheldon D'Souza, the operation was conducted with the utmost safety, professionalism and care. The rescue highlighted the exceptional competence of the crew, as well as their seamless coordination with shore staff and authorities, including Greece's MRCC (Maritime Rescue Coordination



Centre), the Hellenic Coast Guard, and the JRCC (Joint Rescue Coordination Centre).

During the morning watch, 3rd Officer Cyriac Sajin aboard CL Heidi received a call from Olympia Radio operated by the Hellenic Coast Guard. The message, relayed from Greece's MRCC, requested the vessel to assist a boat in distress which was approximately 15 nautical miles away. Mr. Sajin promptly reported the request to Capt. Jayakody who immediately briefed the crew. CL Heidi altered their course towards the boat, and emergency protocols were commenced.

Capt. Jayakody sent a CODERED/ NONROUTING message informing all relevant parties and contacted

CL Heidi's ACSO (Alternate Company Security Officer), Capt. Sankalp Chopra, onshore. The vessel was then manoeuvred into position close to the wooden boat in distress, enabling the rescue of 42 individuals. Food, water, and other humanitarian aid were provided to the survivors, and the gymnasium area was cleared to accommodate them.

In the meantime, Capt. Chopra and Capt. Jayakody were in contact with the local P&I Club to address relevant legal procedures. The following morning, CL Heidi reached a designated position in Chania Bay, where the individuals were transferred to the Hellenic Coast Guard and the JRCC. After completing this operation, CL Heidi resumed her passage.

Anglo-Eastern is deeply humbled by the efforts displayed in upholding our commitment to safety and humanity at sea. A big thank you to all involved for your exceptional teamwork and dedication.





EVENT

# A memorable evening of celebration and connection

On 28 March, colleagues from Anglo-Eastern's Antwerp and Goes offices gathered for a memorable evening dedicated to celebration, connection, and reflection

The annual dinner of our Antwerp and Goes offices commenced with a reception held in the Verlat Hall located in "A Room with a Zoo"—an elegant venue located in the heart of the renowned Antwerp Zoo.

Attendees were invited to explore the picturesque Winter Garden, enjoy delicious bites and drinks, and reconnect with one another in a warm

and convivial atmosphere. A highlight of the reception was the opportunity to capture a group picture of both offices, set against the backdrop of the venue's grand marble staircase—a truly fitting setting for such an occasion.

After the reception, everyone was invited into the stunning Marble Hall—one of Belgium's finest examples of

Art Nouveau architecture. With its pink marble columns, soaring ceiling, and expansive windows, the hall offered a spacious and stylish setting for the rest of the evening.

The event officially commenced with speeches from our two managing directors, Alex Houben from the Goes office and Yash Kumar Chawla from the Antwerp Office. Their remarks



EVENT

## Anglo American rating seminar 2025

Held in Manila on 27-28 January, the two-day event brought together the Anglo American crew for team building, knowledge sharing, and strategic discussions

Under the theme "Charting Success Together," the seminar began with interactive team building exercises designed to foster camaraderie and teamwork. Participants also had the opportunity to unwind and connect in a more relaxed setting, which included a gala dinner and a karaoke session full of enjoyable moments.

After a day filled with fun, the second day was dedicated to insightful discussions and knowledge-sharing sessions centered around safety, operational excellence and crew wellbeing. It started with an inspiring opening address by Capt. Himanshu Chopra, Managing Director at Anglo-Eastern, which sparked active discussions among attendees on strategies to address challenges in maritime operations.

Owner representatives also shared perspectives on Anglo American's strategic outlook and priorities. Capt. Raghav Gulati, Head of Safety and Technical



Operations at Anglo American, led a safety culture workshop focusing on real-life case studies of how embedding a robust safety culture in daily ship operations can impact efficiency, crew welfare, and contribute to long-term success.

The seminar also served as an opportunity to recognise and celebrate the dedication of ratings who have played a pivotal role in maintaining safety standards and achieving exceptional PSC performance across the fleet. Additionally, it offered a valuable platform for collective learning. During a workshop themed "Normalisation of Deviance," the importance of vigilance, accountability, and proactive risk management was highlighted, serving as a strong reminder of the necessity to identify and address deviations before they become ingrained habits.

The two-day event created memorable experiences, provided seafarers with valuable insights into industry best practices, and reinforced the Anglo American team's collective commitment to safety, teamwork, and operational excellence.

offered a moment to reflect upon the many achievements of the past year. Both offices continue to expand—not just in numbers, but in capability, adaptability, and sustainability. The maritime industry is evolving faster than ever, driven by technological advancements, changing regulations, and rising environmental responsibilities. And as always, we are not just keeping up—we are leading the way.

This special evening also served as a platform to welcome new team members, express appreciation to long-serving colleagues, and bid farewell to two esteemed members of our community—Harald Klein, our former COO - Europe, and Mihai Becciu, former Senior Vessel Manager of our Antwerp office who are embarking on new chapters in their lives.

The evening culminated in a heartfelt speech by Harald Klein, who



reflected on his years of dedicated service. His presence, insight, and contributions will be deeply missed.

To wrap up the evening, colleagues enjoyed a delightful dessert buffet followed by a lively dance party – an uplifting conclusion

to a night filled with laughter, appreciation, and genuine connection. It was truly heartening to witness the camaraderie and joy shared among colleagues, underscoring the strength and spirit of our professional community.

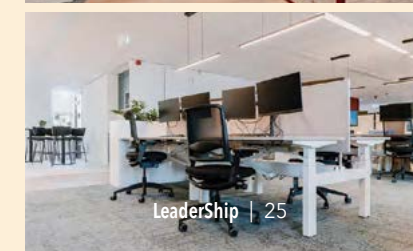
WORKPLACE

## A refreshed look in Goes

With the successful completion of our renovation, our Goes office has been revitalised in full Anglo-Eastern style

Beginning in September 2024, our team in Goes temporarily relocated one floor up while our Goes office at Piet Heinstraat 23 underwent a significant transformation over three months. The renovation was completed in January and has resulted in a stunning new workspace, designed in full Anglo-Eastern style, and reflecting our commitment to creating vibrant and inspiring environments for our teams across the globe.

This renovation is not just about aesthetics; it's a strategic move to enhance our branding and boost productivity. The open layout and modern design elements encourage teamwork and innovation, while dedicated spaces for brainstorming and breaks help foster a healthy work-life balance. We believe that this inspiring environment will not only elevate our brand but also empower our team to achieve greater collaboration in their work.





CREW

# Stay safe for your loved ones

The crew of the Seaways Madeleine devised a meaningful method to emphasise the importance of safety onboard

To reinforce their commitment to safety onboard, the team initiated a creative project: each crew member was invited to share photos of their loved ones for a poster, creating a powerful visual reminder of why safety matters. This poster hung was displayed prominently near the stairwell notice board, ensuring it would be visible to all crew members as they make their way to work.

This simple yet profound reminder sparked a noticeable shift in the crew's dedication to safety onboard. Here's what some crew members had to say about this initiative:

"I used to walk along the deck longitudinally when crossing from port to starboard. One day, I was about to do it again, but then I remembered my family's photo on the poster. It made me realise that it wasn't worth risking my safety for a few seconds. I stopped doing it, and now I even remind my colleagues to do the same."

"Every morning before starting work, I see my family's smiling faces. Seeing everyone's family photos together puts a big smile on mine too makes me smile and reminds me to stay safe so I can create more



happy memories with my loved ones, just like the ones in the photos."

This initiative has strengthened the crew's commitment to safety and fostered a stronger culture of staying safe. Together, all crew members share in the commitment to ensuring they return safely to the ones they love.

RECOGNITION

## Safety Star Q4 2024: Rajenkumar Devchandra Tandel

The motorman on MT Eternal Sunshine took home the top recognition for making safety a priority

Mr Tandel was recognised for his remarkable work ethic, especially his unwavering commitment to safety. From performing routine maintenance, handling hazardous chemicals to overhauling machinery, he ensured that all required personal protective equipment (PPE) such as face visors and chemical-resistant gloves were put on to mitigate safety risks.

What sets him apart was his proactiveness in promoting a robust safety culture onboard. Not only did he consistently adhere to safety protocols and remind his team members to do the same, but he also introduced innovative ideas to enhance safety standards. One of his notable initiatives was painting the bottom of lifting plates in the



engine room's bottom platform with tiger-stripe patterns. This simple yet effective visual warning ensured that whenever a plate was raised for maintenance or cleaning, nearby crew members immediately noticed it, thereby reducing the risk of accidents or near-misses.

Mr Tandel's proactive attitude, commitment to best practices, and willingness to share knowledge was highly commended. By prioritising safety in every task, he not only protected himself and his team but also upheld the high standards of operational excellence we pride ourselves on. His efforts are an inspiration for seafarers everywhere.



CREW ACTIVITIES

# Our most important ASSET is you!

CHAMPIONING WELLBEING

Wellbeing bulletins

At the start of the year, we released a series of promotional materials to encourage seafarers to adopt healthy habits to help them prioritise their physical and mental wellbeing and achieve a more balanced state of mind.

Our well-being service provider 3CUBE also published a series of articles focused on pertinent health topics such as prevention of Human Metapneumovirus (HMPV) and debunking myths on cholesterol intake.

Mind the mind webinars

Two sessions were conducted in February and March on cancer awareness and understanding obesity, encouraging seafarers to better manage their health and embrace sustainable lifestyle changes.



SOCIAL IMPACT AND CARE



ANAVI Visit - Moments of connection

During the Mumbai Conference, ANAVI hosted a special visit for the spouses of attendees on 19 February. The group spent time at the Home for the Aged and Janvi Charitable Trust, sharing warm conversations, sweet treats, and heartfelt moments with elders and children. The visit was a touching reminder of the joy that comes from giving time and care.



ENGAGEMENT ONBOARD

Republic Day of India celebration

Our Indian seafarers celebrated the Republic Day onboard with patriotic fervour.



Valentine's Day celebration

This Valentine's Day, crew members celebrated by creating heartfelt message cards for their loved ones back home. The initiative offered a meaningful way to express affection and foster emotional connections while at sea.





## ENGAGEMENT ONBOARD

### Savouring connections

Nothing brings people together like food. Recently, food counters were set up onboard our vessels, allowing crew members to cook together and share their cultural heritage, with the goal to transform meals into moments of joy and connection.



Federal Yukina



Tokyo Express

## D&I

# All aboard in championing women's growth and leadership in maritime

Anglo-Eastern Philippines celebrated International Women's Day together with an inspiring workshop on 7 March

In support of this year's International Women's Day theme, #AccelerateAction, our Manila office hosted an inspiring workshop that brought together seafarers of all genders to discuss ways to create a more inclusive and equitable maritime industry.

Capt. Neeraj Dhingra, Anglo-Eastern's Branch Manager in Manila, opened the programme with a message reaffirming the organisation's commitment to creating an inclusive environment where everyone can thrive. He emphasised the collective responsibility to address barriers that still hinder women's full participation at sea.

A highlight of the event was a dialogue with Guest Speaker Ms. Presca Lee Lugo, Maritime Education and Training Standards Supervisor (METS) of Maritime Industry Authority, who shared valuable insights on gender dynamics in maritime, both locally and globally, urging participants

to move from awareness to action in championing diversity.

Following this session, Anglo-Eastern's Director of Crew Management, Priyanka Gupta, joined virtually from Mumbai. She shared Anglo-Eastern's latest wellbeing initiatives, underscoring the importance of holistic support for seafarers and fostering a culture where everyone feels seen and valued.

An open dialogue facilitated by Milea Kim Karla Cabuhat, Manager - Legal and Seafarer Welfare at Anglo-Eastern, provided space for seafarers to share stories, challenges, and perspectives on advancing gender equity. The conversation tackled biases, support systems, and the critical role of allies onboard.

Concluding the event, a "Know Your Buddy" activity encouraged camaraderie, trust, and mutual respect among crew members, reminding everyone that meaningful relationships are the foundation of inclusive workplaces.

This year's International Women's Day celebration was a powerful reminder that creating a more equitable maritime industry requires everyone onboard - working together, taking action, and championing one another.



## NEW INITIATIVES FOR CREW WELLBEING AND ENGAGEMENT

### Career care

We have strengthened our career care initiatives to accelerate the career growth of seafarers with the introduction of the career ladder map on WeCare App. Connect with the team at [careercare@angloeastern.com](mailto:careercare@angloeastern.com) for more information.

### Anglo-Eastern Reach Programme (ARP) at your fingertips

24/7 counselling and mental health support are now available directly from the WeCare App information.

### Appreciate Your Colleague (AYC) - Celebrate teamwork

Seafarers can now leverage the WeCare app to show appreciation to a colleague onboard or ashore for their efforts and support.

### Allyship - Stand up, speak out, support each other

This upcoming initiative will focus on creating a caring, safe, respectful space onboard. Stay tuned for future announcements!

### New entertainment platforms available

As part of our ongoing efforts to enhance the onboard experience for our crew, four new entertainment services were introduced onboard. These platforms provide a refreshing break from routine work, helping crew members unwind and enjoy themselves during their off-duty hours. The new entertainment options include:

- Newslink
- Showstopper
- Multiplex IP TV
- KVH Movies

Vessels can choose from the above options according to their entertainment preferences.



## SPOTLIGHT

# How our Shared Services Centre delivers enhanced value in ship management

In the dynamic field of ship management, operational efficiency and cost management are critical to maintaining a competitive edge

Recognising this, we established our Shared Services Centre (SSC) in Navi Mumbai two years ago with a clear mission—to streamline operations, enhance service quality, and reduce cost-to-serve to our global customers. With the expansion of this centre to a new floor in April 2025, it is worth reflecting on the strategic benefits this initiative has brought to our organisation and how it enhances the service we provide to our clients, crew, and business unit teams.

The core purpose of our Shared Services Centre is to enhance our operational efficiency, which directly benefits our stakeholders. By centralising key functions such as finance, IT, sustainability, procurement, and others, we have been able to:

- Implement uniform processes across our operations: This standardisation reduces variability and ensures that best practices are consistently applied, leading to more predictable and reliable outcomes.
- Identify and eliminate redundant activities: This not only streamlines our processes but also reduces the time and resources spent on unnecessary tasks.

- Foster better collaboration among teams: When experts from different areas work together in the same location, they can share insights and solve problems more effectively, leading to continuous improvement in our processes.

Our Shared Services Centre leverages economies of scale to reduce our costs to serve, which in turn helps us keep our services financially viable for our clients. This strategic advantage enables us to maintain high-quality services without the need to pass on additional costs. By optimising our operations, we ensure that our business remains lean and efficient, safeguarding our clients against excessive price increases due to rising operational costs.

This scale also enables us to invest in advanced technologies and training, enhancing our overall capabilities. Mumbai, known for its talent pool and innovative environment, provides us access to skilled professionals who bring new ideas and expertise to our operations. With the latest technological advancements at our disposal, our Shared Services Centre has become a hub of innovation, continuously exploring new ways to improve our processes through

automated reporting systems, artificial learning and machine learning (AI/ML), and advanced data analytics to deliver better service to our stakeholders.

The success and efficiency gains we have observed have prompted us to expand our capacity by adding a new floor to our Mumbai facility. This expansion will allow us to accommodate more team members, further streamline our operations, and enhance our service capabilities. Since the establishment of the centre, we have seen a 30% reduction in response times and a 20% decrease in operational costs, demonstrating the tangible benefits of our strategic approach that directly translate into improved service for our stakeholders.

As we continue to scale our shared services, we remain focused on enhancing stakeholder experience, delivering high-value outcomes, and ensuring our operating model supports both current needs and future growth.

## Our Shared Services Centre expands space in Mumbai

We are pleased to announce that our India Shared Services Centre (ISSC) is now equipped with a newly expanded office space in Mumbai as of April 2025. The ISSC is a vital enabler of our global operations, driving excellence across key functions through streamlined processes, consistent service delivery, and a strong focus on continuous improvement. This initiative is not just about physical space – it's about growing with purpose.

This expanded workplace is a testament to the trust our clients have placed in us, the hard work of our teams, and the successes we've achieved together. Here's to building a space that fosters capabilities, drives efficiencies, and strengthens our partnerships.





## INSIGHTS

# Adapting to change: Agile strategies for a new era of maritime trade

The global maritime industry faces unprecedented challenges and opportunities due to geopolitical shifts, regulatory changes, and rapid technological advancements. These factors pose significant risks to operations, necessitating agile strategies to ensure resilience and growth

For ship managers, agility and foresight are essential for maintaining operational resilience and navigating these complexities effectively. Having comprehensive strategies to mitigate these risks is crucial for ensuring the safety of crew, cargo, and vessels, while also maintaining compliance with international regulations. Proactive risk assessment enables ship managers to anticipate and address threats such as conflicts in strategic waterways, trade embargoes, surging tariffs, and sanctions that could disrupt routes or financial transactions.

Understanding regulatory shifts is vital for shipping companies to avoid costly fines, delays, and legal disputes. By implementing robust security protocols, maintaining contingency plans, and fostering

diplomatic awareness, ship managers can navigate complex geopolitical flashpoints and regulatory zones efficiently, safeguarding maritime security and business continuity.

At Anglo-Eastern, we prioritise proactive adaptation to ensure efficiency, compliance, and safety across major shipping routes. Here's how we approach these dynamics.

## Key shipping routes

The global shipping industry relies on several key routes that facilitate the movement of goods across continents. Some of the most vital routes include:

- **Asia-Europe Routes:** These routes connect Asia's bustling commercial hubs such as China, Japan, and South Korea with major European markets such as France, Germany, and the Netherlands. The Suez

Canal, a critical shortcut between the Mediterranean and Red Seas, has faced recent disruptions due to geopolitical tensions and canal blockages, affecting all ship types, especially container ships and bulk carriers.

- **Trans-Pacific Routes:** These routes link East Asian manufacturing centres with North America, crucial for containerised goods. Recent shifts in trade policies have significantly influenced these routes.
- **Intra-Asia Routes:** Covering the Asia-Pacific region, the routes are fueled by regional manufacturing hubs and energy demands.
- **Panama Canal Route (Atlantic-Pacific):** Essential for vessels moving between the Atlantic and Pacific Oceans, this route significantly reduces transit times.
- **Malacca Strait Route (Indian Ocean-Pacific):** As one of the busiest shipping lanes, the route connects major Asian economies.

For Anglo-Eastern's managed fleet, all the aforementioned routes are crucial as they cover significant trade corridors, ensuring efficient and

timely cargo delivery while mitigating disruptions.

## Navigating sensitive geographic areas: A proactive approach

Geopolitical flashpoints, such as tensions in the Black Sea, security concerns in the Red Sea, and regulatory zones such as Emission Control Areas (ECAs) and Exclusive Economic Zones (EEZs), require meticulous planning and robust risk management strategies. Anglo-Eastern's approach includes:

- **Dynamic Risk Assessment:** We leverage real-time geopolitical intelligence and environmental data to evaluate threats like piracy, sanctions, or conflict zones. For instance, during heightened tensions in the Black Sea, we adjusted our routes to avoid potential conflicts.
- **Route Planning:** We utilise advanced route planning tools to optimise paths, considering factors like weather conditions and maritime regulations. For example, our Fleet Performance Centre (AEFPC) guided our managed vessels to navigate safely around a recent storm in the North Atlantic, ensuring the safe and timely passage of affected vessels.
- **Collaboration and Communication:** We engage with partners, authorities, and international organisations to ensure compliance with local and international laws. Our collaboration with the International Maritime Organization (IMO) and similar institutions helps us stay informed about evolving regulatory changes.
- **Training and Preparedness:** We ensure our crew are well-trained to handle emergencies and equipped with the latest safety protocols. Regular drills and training sessions prepare our crew for various scenarios.
- **Stakeholder Communication:** We provide transparent updates to clients and charterers to align expectations during rerouting or delays. For instance, during a recent rerouting due to a canal blockage, we kept our stakeholders well-informed throughout the process.

## Technology as a catalyst for adaptation

Innovation is fundamental to navigating complexity. Consequently, technological advancements play a pivotal role in enhancing the efficiency and safety of shipping operations. Key technologies include:

- **Digital Twins:** Creating virtual replicas of ships to simulate and optimise routes, predict maintenance needs, and improve overall operational efficiency. With this approach, we have achieved over 1.1% or USD 38 million in fuel savings for our managed fleet in 2024.
- **Advanced Navigation Systems:** Tools like Wartsila FOS (fleet optimisation solution) provide smart route suggestions, real-time weather forecasting, and comprehensive data integration for safer voyages. This has contributed to a year-on-year reduction in heavy weather damages on vessels.
- **Enterprise Resource Planning (ERP) system:** Tools such as JiBe serve as an operational backbone, unifying procurement, maintenance, and compliance into a seamless digital ecosystem. The effective ERP system has streamlined our procurement process, reducing delays and improving efficiency.

- **AI and Machine Learning:** We actively utilise pre-built tools in various areas across the business today, enhancing real-time decision-making, optimising fuel consumption, and reducing emissions with AI-powered insights.

## Observations for the shipping industry

The shipping industry is at a crossroads, facing both challenges and opportunities:

- **Geopolitical Shifts and Regulatory Challenges:** Geopolitical shifts necessitate flexible and adaptive strategies, with diversifying routes and building contingency plans becoming fundamental to mitigate risks. Stricter environmental regulations require adopting greener practices and technologies reshaping route economics through decarbonisation and digital reporting mandates.
- **Embracing digital transformation** is crucial for ship operators to stay competitive. Technologies like AI, Machine Learning, and IoT are revolutionising logistics and supply chain management. Leveraging these technologies is essential for ship managers.
- There is an increasing focus on sustainability, with companies investing in cleaner fuels and energy-efficient vessels. Success hinges on partnerships—from tech startups to international coalitions like the Global Maritime Forum.

Looking ahead, the industry must continuously navigate geopolitical volatility. Diversifying routes and fostering collaborative ecosystems will be essential. Decarbonisation mandates such as Carbon Intensity Indicator (CII), Ship Energy Efficiency Management Plan (SEEMP), Energy Efficiency Existing Ship Index (EEXI), European Union Emissions Trading System (EU ETS), FuelEU, and the new requirements on greenhouse gas (GHG) fuel intensity will reshape route economics, necessitating the adoption of greener technologies and alternative fuels. At Anglo-Eastern, we remain committed to leading these efforts, ensuring our managed vessels operate safely and sustainably regardless of changing global conditions.





INNOVATION

# Innovating for a better maritime future

“Together, we are not just adopting technology; we are redefining what is possible in maritime operations”. In this vein, Swapnodeep Mondal, Group Director of Operations and Shared Services, shares some of the latest innovations in use/being considered across our managed fleet to foster innovative thinking and continuous improvement

AI agents

In the dynamic world of maritime operations, AI agents are emerging as indispensable allies, revolutionising how tasks are managed and executed. These intelligent digital assistants, powered by technologies such as natural language processing (NLP) and machine learning, function tirelessly around the clock. They are akin to diligent colleagues who tirelessly sift through data, interpret guidelines, and generate valuable insights. At Anglo-Eastern, we are actively exploring the myriad of applications of AI agents that promise to significantly bolster the capabilities of our entire team.

For our shore staff, the advantages of integrating AI agents extend far beyond mere efficiency; they are pivotal in minimising human error, a critical factor in our industry where a single overlooked detail can shift the balance from compliance to risk. Envision an AI agent that can instantly respond to queries from our

Safety Management System (SMS) with precise references to technical manuals, saving countless hours previously spent on manual searches. Consider another agent capable of conducting a detailed Root Cause Analysis (RCA) for findings or non-conformities, aligning its assessments with industry guidelines and regulatory frameworks like ISM and IMO codes, thereby reducing the time needed to draft reports from days to mere minutes. Additionally, imagine an agent that can extract technical specifications from voluminous 500-page manuals in seconds, streamlining the troubleshooting process. These are not futuristic fantasies; these tools are currently in pilot phases within our organisation, with feasible plans to expand their use across our fleet, leveraging our internal database.

The overarching objective of deploying AI agents is to liberate our staff from the burden of repetitive tasks, thereby empowering them

to dedicate their efforts to strategic decision-making, creative problem-solving, and initiatives that drive meaningful progress. With pilots underway and plans to scale fleet-wide using our proprietary databases, Anglo-Eastern is pioneering a future where AI agents handle mundane tasks, empowering our people to drive innovation and operational excellence. The journey has just begun, but the potential—for automation, insight generation, and risk mitigation—is vast, and will be uniquely tailored to our industry’s evolving needs.

Hyundai Intelligent Navigation Assistant System (HiNAS)

HiNAS, developed by Avikus, is an advanced navigation assistance solution that helps us see and understand what’s happening around our vessels. It includes two main parts: HiNAS SVM (Surround View Monitor) and HiNAS Navigation.

HiNAS SVM:

- Surround View: Uses special cameras around the vessel to give a complete view of the surroundings. This helps the crew see everything around the ship, making navigation safer.
- Nearby Threat Warning: Uses sensors to detect objects nearby and alerts the crew if there’s a risk of collision. The system shows different colours to indicate the level of danger.
- Berthing Assistant Indicator: Provides important navigation information to help with docking the vessel. This makes berthing operations smoother and safer.
- Preference Settings: Allows customisation of various functions and alarms to fit specific needs, ensuring the system works best for different situations.



Contributor: **Swapnodeep Mondal (Swapan)** is Group Director of Operations and Shared Services at Anglo-Eastern and is charged with optimising the Group’s performance in operations, security, and sustainability.

MEET THE FLEET

# Welcome to the AE family

We take great pride in our growing family and warmly welcome each and every new vessel that joins us. Below are our new joiners in Q1 2025. Fair winds and smooth/following seas!

DATE	VESSEL NAME	VESSEL TYPE	CAPACITY	OFFICE	MASTER	CHIEF ENGINEER
27 Mar 2025	SPANACO STAR	Bulk Carrier, Open Hatch	46,580 dwt	Hong Kong	Kunal Ahuja	Swaranjit Singh Dhaliwal
25 Mar 2025	SUZANNA D	Bulk Carrier, Handy	37,205 dwt	Goes	Dmytro Oryekhov	Arnulfo Villanueva Jusay
20 Mar 2025	CHAUMINE	Ro-Ro, Cargo Ship	25,242 dwt	Goes	Roman Yudin	Roman Koshkin
18 Mar 2025	GH CALLAS	Bulk Carrier, Capesize	178,733 dwt	Hong Kong	Anup Kumar Patra	Kapil Kaushik
13 Mar 2025	MINERAL HIROSHIGE	Bulk Carrier, Newcastlemax	208,572 dwt	Antwerp	Oleksiy Dyrmo	Mykhaylo Petro Torba
12 Mar 2025	FEDERAL WILLIAM PAUL	Bulk Carrier, Laker	34,763 dwt	Hong Kong	Himanshu Nehra	Indranil Bhattacharjee
07 Mar 2025	FEDERAL LEXI ROSE	Bulk Carrier, Laker	34,763 dwt	Hong Kong	Jayesh Soman	Vivekanandan Veeramani
27 Feb 2025	GH ALIZE	Bulk Carrier, Capesize	179,023 dwt	Hong Kong	Ajay Kumar Paliwal	Krishan Thilakarathne Thuppahi
27 Feb 2025	CRYSTAL EXPLORER	Gas, VLGC	56,415 dwt	Singapore	Rakesh Condillac Jaipal	Prashant Gaur
20 Feb 2025	YM QUEST	Bulk Carrier, Kamsarmax	82,321 dwt	Hong Kong	Eric Charles Concha Quiñones	Noel Zamora Remolino
09 Feb 2025	LOWLANDS FUTURE	Bulk Carrier, Supramax	60,063 dwt	Singapore	Jibi Kuttikkatt Antony	Ankit Shukla
07 Feb 2025	FALCON GALAXY	Tanker, Chem IMO 2 SuS	19,952 dwt	Singapore	Ankit Mongia	Shahryar Hoshedar Anklesaria
06 Feb 2025	BOKA STRIKER	Tug, DP2	4,250 dwt	Hong Kong	Marinel Blaj	Dmitrij Koskin / Erik Siemen Hof
23 Jan 2025	SEAWAYS WARWICK	Tanker, MR IMO 2/3	49,990 dwt	Singapore	Anurag Jain	Sovin Antonio Lobo
23 Jan 2025	MINERAL OSTERREICH	Bulk Carrier, Newcastlemax	210,761 dwt	Antwerp	Oleksandr Sotnyk	Vadym Titievskiy
23 Jan 2025	NSC BINGO	Bulk Carrier, Ultramax	64,090 dwt	Hong Kong	Akhil Madhu	Naresh Kumar
19 Jan 2025	MEREL D	Bulk Carrier, Handy	36,132 dwt	Goes	Joseph Rebuyon Perocho	Gibryan Cagandahan Guisadio
16 Jan 2025	LOWLANDS DAWN	Bulk Carrier, Post Panamax	93,500 dwt	Singapore	Marvin Ramos Mendoza	Jango Pajuay Allones
15 Jan 2025	LOWLANDS OBERLIN	Bulk Carrier, Ultramax	63,600 dwt	Singapore	Deepak Vasantlal Mukatiwala	Sumanta Das
11 Jan 2025	LOWLANDS BLUE	Bulk Carrier, Post Panamax	99,991 dwt	Singapore	Noemi Chiva Maningo	Oliver Labayo Palomares
07 Jan 2025	BROOMPARK	Bulk Carrier, Handy	40,553 dwt	Hong Kong	Ashish Singhal	Pradeep Kumar Gangadharan
07 Jan 2025	MINERAL PORTUGAL	Bulk Carrier, Newcastlemax	210,754 dwt	Antwerp	Oleksandr Korzhov	Vitaliy Kalnytsky
07 Jan 2025	NAVIA AZURE	Bulk Carrier, Post Panamax	93,018 dwt	Singapore	Amarendra Pattanaik	Giridhara Gopal Cancheepuram Anandagopal
07 Jan 2025	LOWLANDS OPAL	Bulk Carrier, Supramax	55,381 dwt	Singapore	Jitender Thapa	John Mathai
01 Jan 2025	RS SENTINEL	Offshore, DSV DP2	580 dwt	Hamburg	Maciej Patryk Semmerling Lee	Wojciech Marculewski





MV Spanaco Star



MV Suzanna D



MV Chaumine



MV GH Callas



MV Mineral Hiroshige



MV Federal Willam Paul



MV Federal Lexi Rose



MV GH Alize



MT Crystal Explorer



MV YM Quest



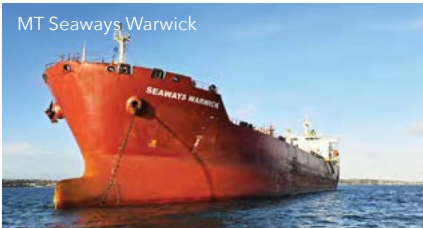
MV Lowlands Future



MT Falcon Galaxy



MV Boka Striker



MT Seaways Warwick



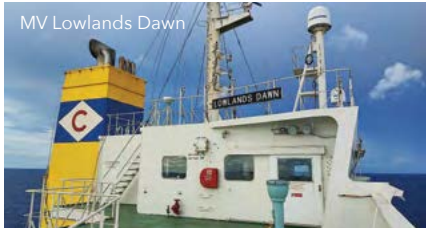
MV Mineral Österreich



MV NSC Bingo



MV Merel D



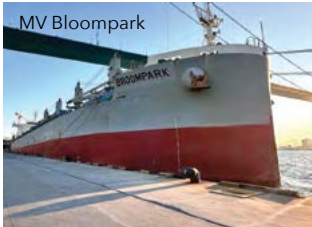
MV Lowlands Dawn



MV Lowlands Oberlin



MV Lowlands Blue



MV Bloompark



MV Mineral Portugal



MV Navia Azure



MV Lowlands Opal



RS Sentinel

FLEET DASHBOARD

# Our managed fleet at a glance

The following dashboard provides a snapshot view of our managed fleet in terms of ports called, distance travelled, and fuel consumed by vessel type in Q1 2025

From 01 Jan 2025 to 31 Mar 2025



4,334

Total number of port calls



10,147,993

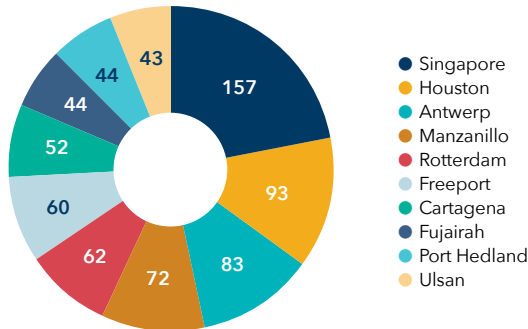
Total distance travelled (NM)



1,137,317

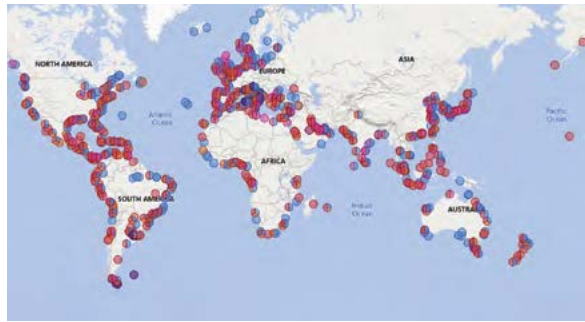
Total fuel consumed (MT)

Top 10 ports called

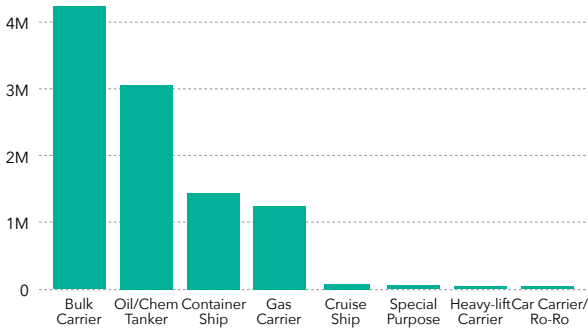


Port calls by vessel type

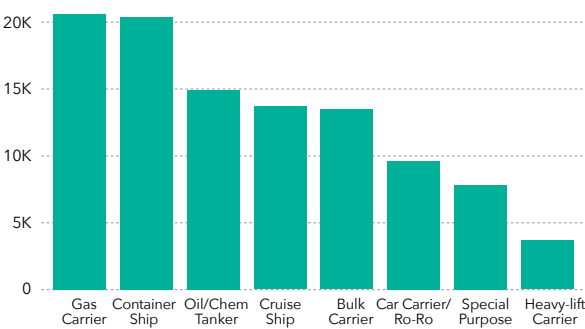
- Bulk
- Container
- Tanker
- Gas
- Cruise
- Car Carrier / Ro-Ro



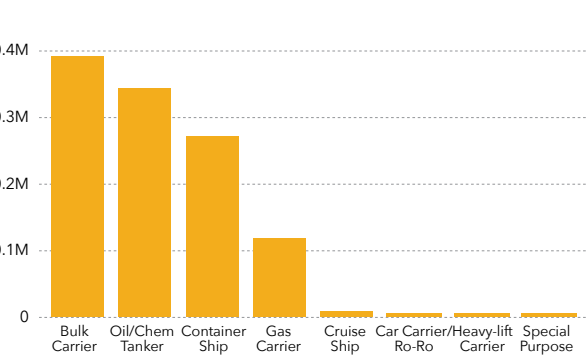
Total distance travelled by vessel type (NM)



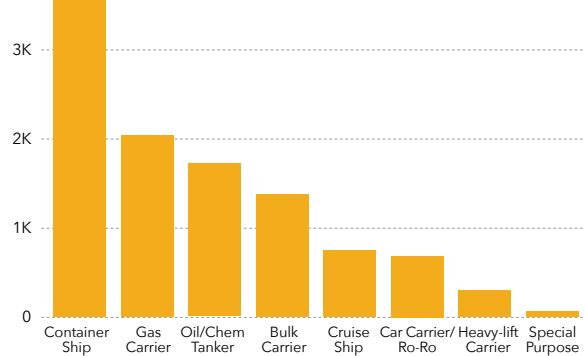
Average distance travelled by vessel type (NM)



Total fuel consumed by vessel type (MT)



Average fuel consumed by vessel type (MT)







# Delivering Excellence

50 years and beyond

