

ASPECTS

SPECIAL CREW MANAGEMENT SERVICES SUPPLEMENT

January 2026



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**From the desk of
David Borcoski**

ASP Ships Group
Executive Chairman

This Special Crew Management Services Supplement highlights the continued evolution of the ASP Ships Group as a global crew management services partner built on people, performance, and long-term relationships. In a period marked by ongoing crew shortages, regulatory change, and rising expectations from shipowners, ASP remains focused on delivering reliable, transparent, and sustainable crewing solutions worldwide.

A cornerstone of our success is the strength of our partnerships. Our expanding strategic collaboration with Oldendorff Carriers reflects a shared commitment to operational excellence, diversity, and long-term crew development. From partial crewing services across multiple nationalities to full crew management agreements and the strategic expansion of cadet programmes into new markets, this partnership demonstrates how aligned values, mutual trust, and a long-term strategic outlook generate sustainable results.

We are equally proud of our long-standing cooperation with Langh Ship Oy Ab, now approaching a decade of collaboration. Together, we have supported the development of a skilled and motivated Filipino workforce while consistently maintaining the highest standards of safety, compliance, and professionalism.

Over the past year, ASP has also welcomed new clients to the Group. Our cooperation with Adani Harbour International DMCC represents an important step into tug and harbour operations, while our appointment as manning agency for Reederei Jens & Waller strengthens relationships with German shipowners.

Across all offices, our teams invest in people & partnerships.

ASPECTS

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Kayla Oldendorff

 **ASP** CREW
MANAGEMENT
SERVICES
QUALITY CREWS WORLDWIDE

OLDENDORFF CARRIERS:

A Global Leader in Dry Bulk Shipping & Strategic Partnerships with ASP Crew Management

Founded in 1921 and headquartered in Lübeck, Germany, Oldendorff Carriers is one of the world's largest privately held dry bulk shipping companies. With over a century of maritime experience, the company operates a modern and diverse fleet of about 800 vessels, ranging from Handysize to Capesize bulk carriers. Oldendorff's long-standing success is built on a commitment to innovation, operational efficiency, and flexible responsiveness.

What sets Oldendorff apart is its integrated business model, combining in-house technical, crewing, and commercial management with a strong focus on sustainability, digital transformation, and Diversity, Equity and Inclusion (DEI). The company actively promotes a diverse workforce and inclusive culture, ensuring equal opportunities for seafarers and shore-based employees across all nationalities, genders, and backgrounds. Its global workforce of 4,500 employees, including 3,500 seafarers, represents 60 nationalities. Following years of sustained investment in inclusion initiatives, nearly 125 female seafarers from 17 nationalities now serve onboard Oldendorff vessels across 13 ranks—a number that continues to grow and is expected to reach 150 by next year. This strategic focus strengthens both organizational performance and the well-being of its people globally.

Oldendorff continuously invests in technology to reduce emissions and optimize voyage efficiency. Its newbuilding program for around 100 fuel-efficient "ECO" type vessels, together with ongoing decarbonization initiatives, reflects a forward-looking approach to more responsible global trade. Further reinforcing this effort, Oldendorff established the Oldendorff Research Centre for Sustainable Shipping in partnership with the University of Strathclyde to advance research and innovation in shipping technologies and data-driven emission reduction.

Beyond fleet scale and technical excellence, Oldendorff thrives on strategic partnerships. A notable example is its expanding collaboration with ASP Crew Management, which emphasizes long-term crew development, regional talent expansion, and shared highest operational standards. This partnership reflects both companies' dedication to sustainable workforce management and operational excellence. By aligning on crew welfare, training, and professional standards, Oldendorff and ASP strengthen the backbone of dry bulk operations: the seafarers themselves.





Currently, ASP Crew Management provides partial crewing services for approximately 90 Oldendorff vessels, supplying seafarers from Ukraine, India, Myanmar, Bangladesh, and the Philippines. Recent joint initiatives have expanded cadet programs to Venezuela and Panama. Further strengthening the partnership, ASP recently secured full crew management agreements for 15 select Oldendorff ships, crew managed entirely through ASP Ships Germany.

ASP Crew Management CEO Vitalii Chaika attended the naming ceremony of the first vessel under this agreement, the Kamsarmax bulk carrier *Kayla Oldendorff*, and shared:



“I was honoured to attend the naming ceremony of the *Kayla Oldendorff*, a new Kamsarmax bulk carrier for which ASP provides crew management services. This milestone marks six years of our partnership and demonstrates ASP’s commitment to Oldendorff Carriers. We thank Oldendorff Carriers for entrusting us with crew management on select vessels and for our ongoing collaboration.”



On October 2, 2025, the Oldendorff Carriers dedicated office space was inaugurated at ASP CMS Philippines, with Roderick Jaurique, Oldendorff Owner’s Representative, attending. This marked a significant milestone in strengthening local operational presence, closer collaboration with ASP Crew Management, and enhanced support for seafarers across the Country.

Together, Oldendorff and ASP Crew Management continue to advance shared standards of excellence, ensuring that crews are supported, skilled, and ready to meet the evolving demands of global shipping.





STRENGTHENING PARTNERSHIPS: Langh Ship Oy Ab & ASP Crew Management

ASP Crew Management is proud to highlight the long-standing cooperation with Langh Ship Oy Ab, a Finnish family-owned shipping company renowned for its sustainable operations, innovation, and strong commitment to quality shipping services. Our partnership with Langh Ship began in 2017, marking nearly a decade of successful joint operations.

The cooperation focuses on delivering Filipino seafarers to Langh Ship's expanding fleet. This partnership represents a mutual dedication to safety, reliability, and the highest standards of maritime professionalism.

Under this long-term collaboration, ASP Crew Management provides crewing services including recruitment, deployment, training, and welfare management of Filipino seafarers to Langh Ship's vessels. The goal is not only to meet operational requirements but also to foster long-term crew retention and development.

“Langh Ship’s focus on sustainable shipping and ASP’s expertise in global crew management complement each other perfectly. Our shared values of safety, professionalism, and people-first management have formed a solid foundation for our partnership since 2017.” said Vitalii Chaika, CEO ASP Crew Management.

Langh Ship Oy Ab, part of the Langh Group, operates a modern fleet of multi-purpose and container vessels, with a strong emphasis on environmental innovation. Their fleet features advanced solutions such as closed-loop scrubber systems and high-efficiency energy management. In 2025, Langh Ship took delivery of three new eco-friendly container feeders with carbon capture readiness.

Laura Langh-Lagerlöf, MD of Langh Ship Oy Ab, shared with ASPects:

“We signed the crewing contract for *Martta* with ASP, had a memorable and happy flag change to the Portugal flag, and witnessed a fantastic dolphin show in front of *Martta* during the sea trial. Before *Martta* departed from the yard for loading the positioning cargo to Europe, I spent a few days on-board. The Filipino cook got started with the brand-new galley, and we enjoyed delicious meals on *Martta* including traditional binangkal cookies from the Philippines, baked on-board.”

Vitalii Chaika, CEO of ASP Crew Management, commented on the new-building naming ceremony of the container ship *Martta*:

“It was an amazing ceremony for the eco-friendly vessel *Martta*. The event was very special for me as I attended with my family. On behalf of everyone at ASP Ships Group and ASP Crew Management Services Manila, Inc., I would like to express our appreciation to the Langh family, the team, and Laura Langh-Lagerlöf for our fantastic cooperation over almost 10 years.”

This cooperation also marks a further step in ASP’s commitment to supporting European shipowners with global crewing solutions, enabling cost efficiency without compromising operational excellence or compliance with international standards.

Together, Langh Ship and ASP Crew Management are charting a course toward a safer, more sustainable, and people-driven maritime future.



Laura Langh-Lagerlöf, MD Langh Ship Oy Ab and 'Martta'.



Vitalii Chaika, CEO ASP Crew Management with daughter Emilia and wife Anna.

BELOW: Laura Langh-Lagerlöf with the 'Martta' crew.



LANGH SHIP TEAM GET TOGETHER **Boracay 2025**



The year 2025 has proven to be fortuitous for ASP CMS Manila, marked by an increase in vessel takeovers from new clients. This year also signifies the continued trust that Langh Ship has in ASP, as they have entrusted the partial crew management of Filipino for three newly built vessels to us. This trust was evident in the recent first-ever Langh Ship Team get-together, specifically organized for Filipino seafarers, which took place on the island of Boracay in the Philippines from November 27 to 29, 2025. This event brought together officers and crew members of the Langh Ship Fleet, along with their spouses, for a memorable two-day gathering.



From left to right: Laura Langh-Lagerlof, Chief Engineer Marlon Pangalinan, and Laura-Maria Viljanen.

The first day began with a warm welcome from none other than Laura Langh-Lagerlof, Managing Director Langh Ship Oy Ab, who provided updates on Langh Ships. This was followed by a talk from Capt Francis Saron, who highlighted the latest training requirements for seafarers related to the BT-PSSR, as mandated by the Maritime Industry Authority (MARINA) following recent amendments to the STCW Code. Capt Saron also addressed crucial topics concerning safety and bullying on-board vessels.

In the evening, attendees enjoyed a vibrant Lu-au Party, where seafarers and their spouses donned Hawaiian attire. Ms. Langh-Lagerlof delivered opening remarks, and ASP Crew Management CEO, Vitalii Chaika, welcomed participants with an appreciative address. A highlight of the evening was a surprise Christmas dance performance featuring Laura and her son, Conrad, along with Ms. Hanne Hinders and Ms. Laura-Maria Viljanen Crewing Managers of Langh Ship. The ASP Crewing Team entertained the gathering with a traditional Hawaiian dance, inviting seafarers to join in with lively dance moves and some of the Filipino "Dance Craze."

While the intention was to surprise the Langh Team, it was they who astonished everyone with their enthusiastic presentation. The evening was truly festive, enhanced by the rhythmic beats of drummers and fire dancers from the Paradise Garden Hotel.

The second day was filled with adventure, including island hopping and team-building activities. In the late afternoon, the team enjoyed a stunning sunset view from a yacht while cruising in the area, where Capt Saron facilitated camaraderie among participants, allowing each seafarer to introduce themselves and share their journey with Langh Ship and their experiences on-board. The yacht party featured lively music and dancing, enabling everyone to embrace the island atmosphere. The two-day event concluded at one of Boracay's renowned bars, where the seafarers' wives showcased their impressive dance skills, joined by Laura herself.

This event underscored the unwavering support and active involvement of the spouses, who play a vital role in the lives of our seafarers, serving as pillars of strength and inspiration.

ASP CMS aims to provide excellent services to all our principals and stakeholders. As we look forward to the partnership between ASP Group and Langh Ship that will continue to flourish, we also anticipate the second get-together in the year to come.





STRENGTHENING TIES: ASP Crew Management & Adani Harbour International DMCC

Since 2025, ASP Crew Management has proudly collaborated with Adani Harbour International DMCC, a subsidiary of Adani Ports & SEZ Ltd, India's largest integrated ports and logistics company. Strategically based in the UAE, Adani Harbour International DMCC focuses on international operations, including tug services.

Through this partnership, ASP Manila has successfully managed crewing for four tugs operating in different regions, including the Philippines and Africa.

Most recently, the newly built tug *TAHID DELA PAZ* (see photo) in China was crewed with highly skilled Filipino seafarers, ensuring smooth and efficient operations.

This collaboration demonstrates ASP's commitment to delivering reliable and professional crewing solutions while supporting the global expansion of our partners. We are proud to continue contributing to Adani Harbour International DMCC's growth and operational success. ***Bon voyage TAHID DELA PAZ!***



ASP Ships Group at Åland Maritime Day: COMMITMENT & CHARITY in Challenging Weather

The ASP Ships Group once again demonstrated its strong presence within the maritime community in Scandinavia by actively participating in Åland Maritime Day 2025, held on May 22nd in Mariehamn, Åland.



This annual event gathered over 139 exhibitors and hundreds of professionals from across the global shipping industry, offering a valuable platform for networking, knowledge exchange, and discussing the future of maritime operations.

As part of their enduring commitment to social responsibility, members of the ASP Ships Group joined the Mercy Ships Charity Run, a key highlight staged outside Aalandica Kultur Kongress hall the evening before the main exhibition.



HEAD OF OPERATIONS

ASP CMS Manila *By Myrene Galecia*

Revolutionizing Recruitment: How ASP Connects with Qualified Seafarers

Recruiting highly qualified and competent Seafarers isn't just a numbers game—it's about people who will safely steer ships, lead crews, and build lasting careers. As the Maritime Industry faces rapidly growing markets, evolving processes, and tougher competition, Ship Owners' expectations for seafarer quality have grown—and so have the stakes.

We're in a digital era where the way we recruit Seafarers has changed dramatically. Technology and a renewed emphasis on excellence have opened global talent pools, making it possible to connect employers with prospective seafarers faster and more precisely than ever before.

For a fast-growing company like ASP CMS, attracting the right people is challenging—but not insurmountable. By leaning into social media and multi-channel outreach, we can make the hiring process more efficient while staying personal. We're tapping into professional networks, launching targeted outreach, and creating content that highlights real opportunities for career advancement, a strong safety culture, and competitive compensation. Building a strong online company brand, paired with clear, open communication, helps us attract a diverse range of candidates and keep the flow of qualified Seafarers steady in a competitive market.

Recent metrics reflect how this approach is paying off: our follower base is now 40,000, and engagement on our Facebook page reaches 2.7 million views. This momentum means we're recruiting more effectively and efficiently, without leaning as heavily on costly ads or traditional print media—an approach that's increasingly attractive to seafarers who choose to visit our office to submit their applications personally.



This shift in how we recruit brings both opportunities and challenges. It invites us to embrace new technologies while staying dedicated to industry regulations and high standards. At ASP CMS, we're committed to keeping people at the heart of what we do—matching capable seafarers with teams that value safety, growth, and a sense of purpose at sea.

Despite unfavourable weather conditions—windy and rainy spells challenging even the most committed—participants from ASP Ships Group laced up their running shoes alongside more than 330 runners from the broader industry.

Their enthusiastic participation not only raised substantial funds for the Mercy Ships humanitarian mission but underscored the ASP Ships Group's belief in health, team spirit, and charitable giving.

The event festivities also included insightful seminars on innovative solutions for decarbonisation—topics central to both business continuity and the industry's steady push toward sustainability.

Following the day's activities, ASP Ships Group team members took the chance to connect informally with maritime colleagues in a vibrant and entertaining environment.





CADET PROGRAMME

Crew Management

Vitalii Chaika joined Armin Zilske, Director Crewing and Katrin Hummer, Senior Crew Development Manager of Oldendorff Carriers, on a country exploration visit addressing the global shortage of seafarers. The trip to Venezuela, Panama, and Mexico was highly productive, with the team engaging local maritime universities to identify new opportunities for recruiting talented cadets.

As a result of the visit, a Cadet Programme has been established in Panama, complementing the existing programme in Venezuela. Deck Cadet Gabriela Alejandra (pictured) from Panama was among the first cadets recruited through ASP to join Oldendorff Carriers. She joined *MV Rex Oldendorff* on the 18th of September 2025 and is currently sailing, gaining valuable experience and hands-on training as she develops her maritime career.



Oldendorff Carriers and ASP Ships Group continue to support and encourage diversity and inclusion across their fleets, inspiring more young women like Gabriela to pursue careers at sea.

BELOW: Armin Zilske, Katrin Hummer, and Vitalii Chaika at the International Maritime University of Panama (UMIP) with cadet Gabriela Alejandra, UMIP staff and Panamanian cadets.



My Journey:

Deck Cadet Gabriela Alejandra with ASP Crew Ships India & Oldendorff Carriers

“Joining Oldendorff Carriers through ASP Crew Ships India on the 18th of September 2025, has been one of the most defining milestones of my life. As a Deck Cadet from Panama, stepping aboard MV REX Oldendorff opened the door to a world I had always dreamt of, one filled with learning, discipline, teamwork, and limitless horizons.

I also want to express my deep appreciation for the opportunities given to women in this industry. Thank you for believing every day that we can perform our duties correctly and with professionalism. I feel truly grateful to each person who takes the time to teach me, guide me, and share their knowledge so that one day I may become a well-prepared future officer. I have faced very tough experiences, but through discipline, practice, and determination, I am now capable of performing many tasks that once seemed challenging.

I am grateful to ASP Crew Ships India and Oldendorff Carriers for believing in young seafarers like me and for creating an environment where diversity and inclusion are not just values but lived realities. This is just the beginning, and I am proud to be sailing towards my future with such supportive teams by my side.”





TOGETHER AS ONE

ASP Crew Ships Family

Throughout the year, our ASP Crew Ships India office has come alive with cultural celebrations and team collaboration activities. Everyone came forward with great enthusiasm, making each event a memorable one. Through every celebration and team-building exercise, we've come to understand each other not just as professional colleagues, but as individuals. We've gained a deeper appreciation for each other's work, realizing just how connected and dependent we all are for our collective success.



As one ASP Crew Ships Family, we've shared laughter, challenges, and many emotions at work. Each celebration and teamwork activity has strengthened our bond and reminded us that our success truly comes from working together as one.



ASL LEBAN VISIT

Meenakshi Mehta

Our Crewing Manager, Meenakshi Mehta, visited Vessel *ASL Leban*, engaging in thoughtful conversations and insightful discussions with the crew on-board. The interaction strengthened bonds, addressed key concerns, and highlighted ASP's commitment to crew welfare and operational excellence at sea.





ASP MANILA: RISING STRONG

A Three-Year Journey of Growth and Excellence (2022-2025)

When the maritime world was navigating the storm of the pandemic, ASP Manila stood at a crossroads. In 2021, as global restrictions challenged mobility and crewing operations, the company had only a small number of seafarers deployed, a modest scale for a manning agency with big ambitions. With borders tightening and uncertainties looming, the task of scaling operations seemed nearly impossible.

But leadership, resilience, and strategic vision turned challenge into opportunity.

A Turning Point in a Turbulent Year

Taking the helm in 2021, in the height of COVID-19, the new leadership embraced innovation, adaptability, and people-first values. While some companies held back, ASP Manila invested in strengthening operational capability, client trust, and internal culture.

The results began to show faster than anyone expected.

2022: A Bold New Chapter

By 2022, as ports reopened and the world slowly stepped out of isolation, ASP Manila surged ahead. The company on-boarded a new domestic client, expanded its workforce, and transitioned to a modern, strategically located office, a move that symbolized readiness for growth. And grow it did.

Scaling with Purpose

Year after year, ASP Manila continued to build trust in the maritime crewing industry. In just three years, the company achieved a five-fold increase in deployed seafarers and now proudly manages crew for 75 vessels and counting. This milestone reflects not just business expansion, but the company's dedication to creating opportunities for Filipino seafarers, supporting families, and contributing to the nation's maritime strength.



By Sheryl Mabini
Financial Controller – Singapore

Located on the 8th floor, a number many consider lucky, ASP Manila's office has become a symbol of aspiration, perseverance, and upward momentum. Yet luck is only a small part of the story, true success has been driven by discipline, integrity, teamwork, and visionary leadership.

Eyes on the Future

Today, ASP Manila stands as a fast-growing force within the ASP Group – confident, capable, and committed. But despite its impressive rise, the mission is far from complete.

“We never stop aiming to grow more,” leadership shares. “Our dream is to become one of the top manning agencies in the Philippines, and we are well on our way.”

From a pandemic-era challenge to a compelling success story, ASP Manila embodies what is possible when strength meets strategy and passion meets purpose.

And this is just the beginning.

SEAFARERS DAY 25 June 2025

From 21st to 25th June, we celebrated the spirit, strength, and resilience of our seafarers through a special 5-day campaign leading up to the Day of the Seafarer.

Each day carried a message that reflected our values of safety, respect, and well-being at sea. Our teams united across seas with #SmileOnMiles, because no matter the distance, a smile keeps us close. Our ongoing efforts to build a culture where safety goes beyond checklists, it's a shared mindset.

We concluded on June 25th, the Day of the Seafarer, by embracing the global theme #MyHarassmentFreeShip, reminding everyone that true safety is built on respect, empathy, and teamwork.





IMEC RECRUITMENT & TRAINING

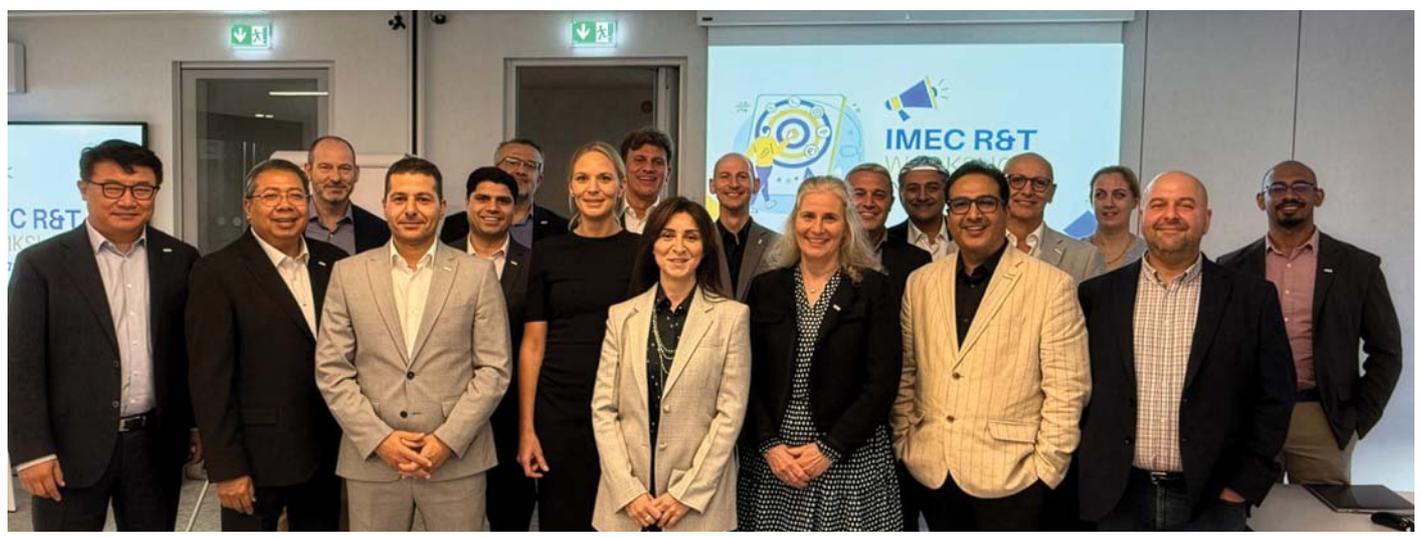
Athens 2025

On 5th and 6th of November 2025, Athens welcomed delegates from leading maritime companies for the IMEC Recruitment and Training Committee Meeting, a pivotal event focused on advancing crewing standards and promoting best practices in seafarer training and recruitment.

The gathering brought together industry professionals from across the world at a time when evolving regulations and new recruitment trends are shaping the future of the maritime talent pool.

The event offered a platform for constructive dialogue on regulatory compliance, digital transformation in recruitment, and the introduction of innovative training programs aligned with the latest requirements of the global shipping industry. Attendees engaged in discussions on modernising seafarer certification, strategies for attracting and retaining young talent, and the impact of technological advancements on crew management.

The November meeting also highlighted collaborative initiatives aimed at improving safety, welfare, and the continued professional development of maritime personnel.





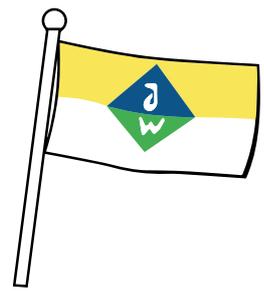
MV LUCA

TYPE:	Cargo Carrier
DWT:	7,909
LENGTH:	130m

A hearty welcome to RJW CREWING

With her takeover in Singapore on the 27th of October, *MV LUCA* has become the first vessel under management of RJW Crewing GmbH, a Crew Management company belonging to Germany-headquartered Reederei Jens & Waller and with ASP Ships Group acting as appointed Manning Partner.

As a modern general cargo vessel with about 7,909 tonnes dwt and a length overall about 130 m, *MV LUCA* fills a niche between very small coasters and larger handy-size bulk carriers, serving ports with draft, length, or infrastructure constraints. Ships of this type are important for moving smaller parcels of commodities and project cargo to and from developing regions, supporting both regional trade and feeder services to major hubs. Her track records since delivery in 2011 reflects on the strong demand for flexible general cargo tonnage on global routes.



ASP Crewing Team with Seafarers Joining MV 'Luca'.



With Reederei Jens & Waller (RJW), ASP proudly welcomes another new client from Germany. RJW is a long-established, family-owned shipping company based in Drochtersen, located just 5 km South of the Elbe River and with roots going back more than 80 years in coastal and international shipping. Over the decades, it has developed from operating small coastal vessels into a modern manager of a mixed fleet of general cargo and container ships trading worldwide. Today the company is regarded as a medium-sized, flexible maritime service provider that combines regional tradition with global logistics competence.

With the takeover successfully completed *MV LUCA* underwent a drydocking in China shortly after. She is now sailing under the care of her new Captain and his crew, ready to serve charterers and cargo interests with professionalism and reliability.

Looking forward to growing the partnership with Reederei Jens & Waller over the months and years ahead the ASP Ships Group wishes *MV LUCA* and her crew always safe voyages and calms seas.

From left: Vitalii Chaika, Marleen Methne – Crewing Operator, Ulf Jens – Managing Director / Owner, Frida Junge – Crewing Operator and Björn Borbe.



ALPHA ADRIATIC–ASP TECHNICAL SEMINAR & OFFICERS' CONFERENCE

held at **NEW ASP Adriatic Office in Rijeka**



On June 25, 2025, Alpha Adriatic, in cooperation with ASP Crew Management Ltd., successfully held a technical seminar and officers' conference at the newly established ASP Adriatic office in Rijeka, Croatia. This event marked not only a significant step in strengthening technical collaboration between the two companies but also the official use of the new Rijeka office space, which is now fully operational and set to become a regional hub for maritime operations and support.

The seminar brought together 12 participants, including senior officers, technical staff, and company representatives, along with presenters from the technical and management departments. The goal was to provide a platform for professional development, share lessons learned from operational experiences, and align procedures and expectations in preparation for inspections and performance improvements across the fleet.

The day began at 09:00 with arrival and coffee, offering attendees a chance to connect informally before the formal sessions started. The opening remarks were delivered by Mr. Vojko Braut, Technical Director, and Mr. Tomislav Darlić, Marine Manager. They welcomed all participants, introduced the agenda, and emphasized the importance of continued education, cross-company communication, and upholding the highest safety and technical standards.

Top row: Vitalii Chaika, CEO ASP Crew Management, ASP Croatia Team – Eduard Hibser, MD, Sandra Dujmovic – Accounting Officer, Nardi Hrvatin – Training Manager.

Bottom: Dora Racki – Personnel Officer, Tea Sikic – Crewing Manager.



The seminar agenda included several key technical topics relevant to the operation and maintenance of tanker vessels:

- **Inspection on the Tanker Fleet (PSC, SIRE, CDI)** – led by Tomislav Darlić, this session provided an in-depth overview of recent inspection trends, common deficiencies observed during Port State Control (PSC), Ship Inspection Report (SIRE), and Chemical Distribution Institute (CDI) inspections, and best practices for preparation and compliance.
- **Danaos PMS / Purchasing / Inspections** – presented by Zoran Rahelić, this segment focused on the integration and optimization of the Danaos Planned Maintenance System (PMS), insights into procurement processes, and how inspection readiness ties into ongoing maintenance and recordkeeping.

After a working lunch, discussions resumed with:

- **Incidents on the Alpha Adriatic Tanker Fleet (Past Year Review)** – once again presented by Tomislav Darlić, this session analyzed notable incidents that occurred within the last 12 months. The purpose was to draw lessons from real-life cases, improve risk awareness, and enhance the safety culture on-board.
- **SIRE Inspection Preparation** – delivered by Borislav Vlačić, this final session provided a structured approach to preparing for SIRE inspections, emphasizing documentation, crew awareness, equipment functionality, and the importance of a proactive approach to shipboard safety and compliance.

Throughout the seminar, participants engaged actively with questions, comments, and practical examples from their own experiences, contributing to a dynamic and productive learning environment.

In addition to the technical content, the seminar served as a chance for attendees to explore the new ASP Adriatic offices, which were recently opened to support the growing operational and technical needs of the company in the region. The modern workspace is designed to improve communication, efficiency, and collaboration between the Rijeka-based teams and the wider ASP and Alpha Adriatic networks. This event reaffirmed the companies' commitment to continuous improvement, professional development, and the shared goal of operating a safe, efficient, and compliant fleet.



CHARTING NEW HORIZONS: ASP Crew Management's Voyage to Excellence

By Dennis S. Dalida
ASP CMS General Manager – Philippines

In the vibrant heart of Manila, ASP Crew Management Services stands as a testament to what can be achieved through visionary leadership, unwavering dedication, and a deep understanding of its people. More than just a service provider, ASP is a thriving ecosystem where talent flourishes, partnerships prosper, and success is a shared journey. At the helm is a leadership team that understands the evolving dynamics of the maritime industry. They recognize that true operational success isn't just about logistics and numbers; it's about fostering a culture of empowerment, innovation, and genuine care for every member of the crew.

The Pillars of Success – Leadership with Vision: ASP's leaders have cultivated a clear vision for the future, one where technology and human expertise converge to deliver unparalleled service. They inspire their team to embrace challenges, think creatively, and constantly strive for improvement.

The Power of Perseverance: The journey to excellence is never easy. ASP has faced its share of storms, but through perseverance and resilience, the team has always emerged stronger. This unwavering commitment to overcoming obstacles is ingrained in the company's DNA.

A Culture of Hard Work: At ASP, hard work is not just expected; it's celebrated. Every member of the team is dedicated to going the extra mile, ensuring that every client receives the highest level of service and support.

Embracing the Human Element: ASP understands that its greatest asset is its people. By fostering a culture of empathy, respect, and open communication, the company has created a work environment where every employee feels valued, supported, and empowered to reach their full potential.

Organic Crew Retention: Recognizing the importance of retaining top talent, ASP has implemented innovative strategies to foster loyalty and engagement. This includes providing ample opportunities for professional development, promoting work-life balance, and creating a sense of community among crew members.



A Shared Voyage

ASP's success is not just the result of internal efforts; it's a testament to the strong partnerships it has forged with its principals, owners, and stakeholders. Their trust and support have been invaluable, providing the foundation upon which ASP has built its reputation for excellence. "We couldn't have come this far without the trust and support of our principals, owners, and stakeholders," emphasized our top executives. "Our seafarers are the heart of the company; their continuous commitment and belief in us means the world."

As ASP Crew Management Services continues to chart new horizons, it remains committed to its core values of leadership, perseverance, hard work, and understanding. With a dedicated team, a clear vision, and the unwavering support of its partners, ASP is poised to achieve even greater success in the years to come. Here's to many more milestones together!





Olga Pavlova

With over a decade of experience in the maritime industry, I have developed a deep understanding of crewing operations, logistics, and ship management. My career began with A.P. Moller – Maersk, where I gained valuable insight into global maritime operations, before moving to Nordic Hamburg Shipmanagement. There, I spent seven years overseeing crewing activities for a fleet of major owners, leading a strong team, and ensuring the smooth coordination of daily crew operations with international customers and network of manning agencies.

I hold a bachelor's degree in Transport Technologies and a master's degree in Logistics and Transport Management from Odesa National Maritime University. To further strengthen my professional expertise, I earned advanced diplomas in Legal Principles in Shipping Business and Marine Insurance from the Institute of Shipbrokers in UK.

Beyond my professional life, I truly enjoy staying active I'm fond of sports, whether it's pushing my limits in triathlons, bringing some rhythm and fun to the dance floor with ballroom dancing, or chasing waves while surfing during my vacations. These passions keep me energized, balanced, and always in good spirits.

Driven, proactive, and passionate about the maritime field, I am eager to contribute my experience, strategic mindset, and the energy of a fresh perspective to support the company's continued growth and success.

Maung Pike



We are pleased to announce the promotion of Mr. Maung Pike (CE) to the position of General Manager, ASP Ships Myanmar, effective 1st September 2025.

Maung began his career with ASP Myanmar as Head of operations on the 17th January 2022. He later advanced to Head of Operations in Singapore and returned to Myanmar to continue leading local operations. We have achieved remarkable results in our Myanmar operations under his supervision and leadership.

Before transitioning to shore-based management roles, Maung sailed up to the rank of Chief Engineer, serving on a wide range of vessels including container ships, bulk carriers, chemical and oil tankers for reputable owners.

Maung holds a Bachelor of Science degree from Dagon University, graduating in 2003 and is currently attending an online MBA course at IES International Executive School (France).



Irene Guzman

We are thrilled to welcome Irene O. De Guzman to the CMS Manila family. With more than 20 years of global industry experience, Irene brings a proven track record in recruitment, fleet management, and crew operations, along with broad expertise across container ships, bulk carriers, tankers, and offshore support vessels. She holds a bachelor's degree in business administration from Ateneo de Davao University, providing a solid foundation that complements her strategic approach to crewing and operations.

Irene joined CMS Manila as Crewing Manager in March 2025 and demonstrated leadership, strategic thinking, and a steadfast commitment to efficiency and quality, earning a promotion to Senior Crewing Manager in October 2025. Her deep regulatory knowledge, strong people leadership skills, and collaborative, solution-focused mindset will be instrumental as we continue to deliver exceptional crewing solutions to our clients and partners. Irene's hands-on experience spanning recruitment, fleet personnel management, crew planning, and welfare ensures a holistic approach to our operations, enabling better outcomes for vessels, crews, and stakeholders alike.

Recognized as a motivator, problem solver, and quality-focused leader who drives organizational efficiency and continuous improvement, she is an asset to the CMS Manila team.

Anushree Sunil Kadam



My name is Anushree Sunil Kadam, a third-year LL.B student balancing my academic journey with a growing career in the shipping industry, where I've been working since 2021 and proudly joined ASP on 17th March 2025.

With a heart that belongs to the ocean, I'm a true thalassophile who loves discovering new places, especially serene beaches. Alongside this, I nurture my creative side through a small handmade jewellery business, which allows me to bring my love for art and detail to life. My journey with ASP Crew Ships India has been truly amazing. I've been learning, growing, and gaining invaluable knowledge every single day. I am deeply grateful to the entire team for the trust and support that have shaped my professional path.

A heartfelt thank you for my recent promotion to Assistant Manager. It means a lot.



Ronald Louise Asis



We are pleased to introduce Ronald Asis, Ex-ASP CMS Officer on-board Crew-Managed vessel.

Ronald joined ASP as a Junior Officer in 2023, gaining hands-on sailing experience with Alpha Adriatic Tankers across four contracts before transitioning to the office as Assistant Crewing Manager on the 2nd of September, 2025.

He earned his BS in Marine Transportation from the Technological Institute of the Philippines-Manila, graduating as the top student in the Class of 2015 with Cum Laude honors and receiving multiple awards for Academic Excellence and Leadership. Ronald began his seafaring career as a Deck Cadet on a tanker vessel in 2017, earned his Officer-in-Charge (OIC) License in 2019, and was promoted to 3rd Officer in 2021.

His progression reflects a strong commitment to professional growth, deep operational knowledge, and the ability to apply practical insights from the bridge to crew on-board and vessel performance. His strengths include an in-depth understanding of vessel operations, safety, and navigational practices, leadership potential with a hands-on, problem-solving approach, and a history of academic excellence.

Ronald's blend of seafaring experience and crewing insight positions him well to contribute to our mission of delivering dependable crewing solutions and optimizing vessel operations. We look forward to his continued growth and impact within the team.

Maitreyee Kiran Shelke

Fleet Personnel Officer



I have been associated with ASP for the past five years. I hold a Bachelor's and a Master's degree in Information Technology, and although my academic background is in tech, I gradually discovered a strong interest in maritime operations.

After exploring opportunities outside, I chose to return to ASP Crew Ship India because I genuinely enjoy the work culture here. ASP's people-centric environment, supportive teams, and collaborative spirit make it a place where I feel motivated and valued. Coming back felt like returning home.

Currently, I am responsible for supporting the FPSO Project under the guidance of my Seniors. I also provide operational assistance for prestigious Third Party Clients, ensuring smooth and coordinated crew movements.

Beyond my professional responsibilities, I have a keen interest in photography, which allows me to capture moments that inspire me.

Pratik Shivanekar

Fleet Personnel Officer at ASP Crewships India.



I began my journey with ASP Crewships inspired by a passion for maritime operations and crew management.

Over the years, I've had the opportunity to grow both professionally and personally, and I'm proud to now serve as a Fleet Personnel Officer. I believe in working with integrity, staying proactive, and supporting our seafarers with dedication. This promotion marks a new chapter in my career, and I look forward to contributing further to our team's success and the company's continued growth.

Sharanya Pillai

Hi, I'm Sharanya Pillai, working as a Fleet Personnel Officer at ASP.



"Started out in nutrition and then ventured into customer support, so great at understanding people and now channelling that into the fast-paced world of shipping. Working at ASP, making sure crew documents are in order, interviews run smoothly and everyone's on the same page before they set sail.

Outside of work, enjoy playing badminton, listening to music, exploring new places and meeting new people."

Pradnya Gaikwad

I'm Pradnya Gaikwad, working as a Sourcing Officer at ASP Crew Ships India, managing the sourcing for all Ranks and coordinating efforts to fulfil our recruitment needs. I have been working in the shipping industry for over 10 years.



My experience with ASP Crew Ships India has been a valuable learning opportunity due to the team's support and the positive office environment. In my free time, I like to read, listen to music, explore creative content, and learn new skills.