

Homeport PD



Cover created by:

2nd Officer Jorge Fuedan Jr.

Fuedan

MESSAGE FROM THE BOARD IN HAMBURG

Dear **Colleagues** on board and in the offices,



The production of this first issue of the PD Homeport in 2022 has taken longer than expected. All the greater is our pleasure to finally be able to hand this issue over to you.

"The foundation of world peace is compassion." Dalai Lama

We are now in the second half of the year and the world has changed since our last issue in December 2021. Russia's attack on Ukraine in violation of international law has more than changed all our lives, almost more than the pandemic, which has not really lost its horror either.

Since 24 February 2022, all our lives have been turned upside down - especially for our seafarers from Ukraine. On board our ships we employ almost 300 Ukrainians and around 120 Russians, before the war of aggression the number of Ukrainian seafarers was higher, but some have decided to defend their homeland. Our first concern was the situation on board - unlike some other shipping companies, we have not segregated the seafarers so far, as the interaction on board remains seamanlike. Nevertheless, we have also had to make decisions, such as whether to call at Russian ports when we have Ukrainian seafarers on board. More than once, our Mental Health Hotline has proved its worth in these difficult times.

I would also like to mention the great willingness of our colleagues on land to help the relatives of our Ukrainian seafarers who have fled Ukraine - in Poland, Romania and Germany. Feel connected was also our motto in this sense, even more: be connected.

We value our Russian and Ukrainian seafarers and trust that they will continue to work together in the spirit of good seamanship and comradeship. And we hope and pray that this nonsensical war will come to an end very quickly.

"The most difficult time in our lives is the best opportunity to develop inner strength." Dalai Lama

Since the beginning of April, it is been all hands on deck again in our Hamburg office, which means that the obligation for employers to offer home office has been dropped. Nevertheless, we have recognised that working from home can be an alternative to a certain extent and have adapted our home office policy. It is now possible to work from home one day a week. But we have also noticed that there is a great need for interaction, for direct exchange. Video conferences are good and important, but the short chat in the kitchenette also makes up for work. And the news ticker and some of our articles also show how important it is to rediscover community.

The pandemic has led many of us to rethink our lives. What is important in life? Where is the journey of life going? I was particularly impressed by the report of Second Officer Jorge Fuedan Jr. who also painted the cover of our issue today. In this issue you can also read about the interesting life journeys of two long-time colleagues ashore, Claudia Pahnke and Melf Brünn. You will also find maritime history worth reading in the report on a very special place in Hamburg, the International Maritime Museum.

Last but not least: we are pleased that since 1 January 2022 Mr. Johann Diercks has joined our management team – the next issue will show a new photo of the four of us.

"A difficult time is like a dark gate. If you step through it, you emerge stronger." Hugo von Hofmannsthal

In this spirit, I wish you confidence in your own abilities!

Dr. Gaby Bornheim

MESSAGE FROM JOST DÖHLE

Dear **Colleagues**,
Dear Reader,



I am excited to write my first foreword for our HOMEPORT PD magazine, especially as I was myself involved in the publication of our corporate Magazine for a couple of years.

However, I must state that these days rather fill me with disastrous horror. It is shattering to see the atrocities and the carnage Putin is causing in Ukraine. I hardly have any words for the inhuman actions by one man having imperialistic ambitions that I believed to be extinct.

I would like to staunchly emphasize that our support for our friends and colleagues, be they Ukrainian or Russian, or from anywhere else, remains stronger than ever. Wherever you are, we will try to help. If you seek refuge, let us know. Our colleagues, especially in Poland, Romania and Germany are offering shelter and support and we will not stop doing so as long as it is needed.

When I started working for the Döhle Group about three years ago, I gave an interview for the HOMEPORT PD magazine. One of my main concerns at that time was the communication and coherence within the group. During the last years, I have felt and witnessed strong endeavours to strengthen our teamwork. Spending time in our Isle of Man office, I have realized that bridges have been reinstated and communication has been improving quickly. During the last two pandemic years, the communication between the various offices as well as between land and sea has become to my surprise even better. Being isolated everyone realized that communication is more important than ever. Hence, we have all been focusing more on it and I believe everyone has done a great job. Generally, I believe we all can be very proud on how we dealt with this situation. Thank you for your efforts!

However, there is always room to improve. In May this year, the management together with several colleagues from various departments here in Hamburg have started with a series of Workshops. Important topics of these workshops are questions like: Who are we, what do we want, where do

we want to go and how do we want to get there?! One of many important subtopics of these questions is of course communication and team spirit within the whole Döhle Group. Let us see where this will lead us. I am very much looking forward to it and believe we can improve even further.

Last but not least I would like to take the chance and congratulate my brother Jan and his enchanting wife Georgia on the birth of their healthy and screaming son Otto Johann Döhle. I am sure I am speaking for all of us when I wish the three of you only the best!

To all our colleagues, wherever you may be, stay safe, stay healthy and stay the way you are.

Enjoy reading & #feel**connected**

Jost

PD concluded a strategic cooperation with China United Lines. This new partnership envisages a close cooperation between both companies in the areas of liner agencies, logistics, chartering and new buildings. China United Lines is a fast growing liner company headquartered in Shanghai and is currently servicing liner trades from China to Europe, India, Middle East, North America and Intra Asia regions.



L to R: Jan Döhle, Lars Christiansen (Co-CEO CU Lines), Christoph Döhle, Bastian Schmidt (MD, Menzell Döhle Shipping GmbH)

L to R: Lars Christiansen (Co-CEO CU Lines), Christoph Döhle

★★★★★

The Administrative Board of the German Shipowners' Association (VDR) has elected our Managing Director, Dr. Gaby Bornheim, as new President of the Association end of last year. Dr. Gaby Bornheim is the first woman to hold the office of president in the 114-year history of the VDR.



★★★★★



It's once again time to celebrate a special anniversary! Our dear colleague Melf Brünn, Head of Market Research, has been 25 years with PD. Being based some years in the Isle of Man as well as in Hamburg, you may get some further insights of his PD experiences in an article below. We look forward to the next 25 years working together!

Since 2010, PD supports the "Stiftung Seefahrtsdank" (literally meaning "Seafaring Thanks Foundation") which operates a nice apartment building centrally located in Hamburg and providing affordable flats to masters and their widows. Furthermore, the foundation supports student classes of the local vocational school for shipping merchants. As a kind thanks, our flag was integrated as a lead shield in their window.



★★★★★

Alone we can do so little, together we can do so much. – Helen Keller

Getting to know the people you work with is essential for building a strong level of communication and trust. After more than 2 years of Covid 19 pandemic and countless restrictions in private and professional life, our Crewing department located in Hamburg spent an afternoon out in a so called „Escape room“ at Skurrilum, Reeperbahn. Our mutual team-spirit made us solve a series of puzzles and mysteries in a locked room displaying different themes. Eventually, we managed finding the key to „escape“ successfully. Afterwards, we were spoiled with delicious Tapas at Altamira.

We are truly thankful that slowly such events are possible again and we have the chance getting to know one another beyond the working scopes. We missed this very much!



L to R: Kristina Isernhagen, Izabela Ruhnke, Irina Simu, Vivienne Niemann, Lynn Heinrich, Maike Dreesmann, Christine Schneider, Michaela May, Anca Dobre, Stephanie Tamm

L to R: Anca Dobre, Stephanie Tamm, Irina Simu, Maike Dreesmann, Izabela Ruhnke

hidden talents

Certainly, the Covid-19 worldwide pandemic is one of the biggest challenges faced yet towards all of us.

Worldwide, the local governments have implemented very restrictive measures that had a massive disruptive impact on the planned crew change activities, our seafarer's mobility but also the basic access to any facilities during vessel's ports of calling.

Meantime, one can observe that slowly most of the local port authorities are changing their local quarantine measures. Depending on the port of call, shore leave can be granted again, which enables our colleagues at sea to step on solid grounds as they used to do prior the pandemic period. We hope that this direction will continue, whereby the remaining ports will follow this policy as well soonest.

Every single one of us has a different way of dealing with the pandemic, mentally and physically. Please have a look at the following inspiring article, whereas one of our loyal seafarers, Second Officer Mr. Jorge Fuedan of MV Marianetta discovered painting to be a hidden talent of his and uses same to overcome the challenges of Covid-19 during his sailing time.

Second officer Fuedan started his career in Döhle Seafront way back in 2006. He began working in the office as Messman Utility (available position at that time) and shortly

thereafter got the chance to transfer to Deck cadet. The first vessel he joined was Katharina S. Meanwhile, he is sailing in 2O position currently on board MV Marianetta.

Fuedan portrays a good practice example of following a solid and successful PD career path with passion and commitment working at sea.

When asking Fuedan, which motives are his favorite when painting, he shares following:

"I do love all of them, it may be a landscape, with the sunset and the sunrise, the ocean with the ships. I do Charcoal and Pastel Portraits, Abstract Paintings and more. When I started to touch my brush and paints, it's my hand plus my creativity that pushes me to somewhere unique and amazing results. Sunset and sunrise is perfect! Especially onboard, watching the sunrise and the sunset in the middle of the sea is somehow not perfect but brilliant!! Only seafarer's had a chance for that very beautiful. "

Along with his wife and son, he will soon move to Caloocan City, which seems to be the perfect place to run free in his creativity in painting during vacation.

Thank you so much for sharing your special story and your beautiful art works with us, Mr. Fuedan!

Lynn Heinrich



"My other side revealed"

Being in this company (from Doehle-Philman to Döhle Seafront) is a blessing for my family and myself. Having a continuous employment is of so great value to me. From cadet to officer has been a big challenge, working with different nationalities and cultures. Watching the beauty of the oceans, the best view of sunrise and sunset, passing equator.

What can I say more...

Today, we are facing a difficult situation due to COVID-19 pandemic that engulfed the world and suddenly our normal life changed a lot. Not only ashore, but on-board the ship. Nature is making a revenge for what people did. This is an eye opener demanding a change! Difficult situations were for example the necessary quarantine before signing on respectively after signing off. Moreover, it takes much time to join a port. I even spent my Christmas and New Year in a

Quarantine hotel (St. Giles hotel, Philippines) last year 2020-2021 (14 days quarantined) and spent my birthday last Aug. 2021 (27 days quarantined) before joining the ship, but those days didn't bore me as I started to discover myself "PAINTING"!

I had never imagined that I am hiding something in me, I just needed a time like this to discover it. It is not only my hobby now, but also an additional source of income. Now I can say, that being in a quarantine hotel is not boring as long as you know how to make those passing times fruitful. I wrote my story to inspire others. For them to discover and show their hidden talents as well.

Now I can say, I am not only a Sailor, but a Sailor Artist.

Wishing everyone out there a Safe Voyage!

2nd Officer Jorge Fuedan Jr., MV MARIANETTA



The IMO Number

Its Meaning and History



Everyone who works in the shipping industry or deals with shipping and ships will have had to deal with the so-called IMO number at some time. If you look at a ship up closely, you will see this number attached to the stern. But what is the IMO number and what does it mean? And like many things that we, as people involved in shipping, use as a matter of fact daily, we sometimes do not know exactly what it means - we use it and therefore it is OK. For this reason, it might be useful to take a closer look at the IMO number here.

Currently, there are 138,179 existing ships of 100 GT or above in the world merchant fleet. Of these, 129,929 have the status "in service", i.e. are active. The others have an IMO number but are still under construction, under conversion or in planning, or are scheduled for scrapping but still in existence. This size forces a structure and management of the individual units.

In 1964, the "Lloyd's Register of Shipping" brought structure to the world merchant fleet for the first time. Each ship in the "Register of Ships" was given a unique 6-digit number in the "General Ship File". From 1969 onwards, a seventh digit (the check digit) was introduced to avoid errors. Since then, this LR/IMO number exists in its present form.

The LR/IMO number is usually requested by the shipyard when the construction contract is signed.

Even though we are talking about the IMO number, it is not directly issued by the International Maritime Organization (a sub-organization of the UN, founded in 1948). This task is the responsibility of the London public listed company IHS-Markit as the entrusted organization. IHS, in turn, emerged from the Lloyd's Register Society (later Lloyd's Register of Shipping), founded in 1760 in Great Britain, which had the objective of registering all merchant ships (regardless of flag) and merged in 2001 with "Fairplay Publications" and IHS (Information Handling Service) - founded in 1959 and the company Markit (founded in 2003), which merged in 2016. IHS-Markit - group does not only work for the shipping industry.

Basically, this number is the only globally valid and recognized unique characteristic of a ship. The IMO - number remains to the ship and the same is never assigned for a second time. It can be used to identify a ship even years after it has been scrapped.

Would there be any other unique criterion to identify a ship?

It is clear that the name of a ship can change when the owner or charterer changes, among other things. Size also cannot uniquely identify a ship, because ships are sometimes rebuilt or remeasured. The yard construction number is also not unique, because sometimes ships are built in two shipyards hence receive two numbers (forecastle and stern, superstructure and hull, etc.) and the construction numbers are not assigned by an official body but by a private organization.

Why do ships need to be uniquely identified?

The need for unique identification arises from legal issues (who owns THIS ship?, who is responsible for the management or operation?), from safety issues (which ship was inspected by Port State Control?), from statistical issues (how many ships are there anyway?, which ship has which status?).

Now we know who assigns the number and that it is consecutive - basically the higher the number, the newer the ship. But the increment is not 1. The RANA a bulk carrier of our fleet has the number 9693290 - as already said a 7 digit number. So is there a (newer) ship that then has the number 9693291? No, because "actually the IMO number is only 6-digit and the seventh number is a so-called check digit to avoid wrong entries or assignments. This is also known from other areas of our daily life, such as the IBAN number in the European banking system.

The check digit is calculated as follows:

In RANA, the first 6 digits are added together $(9*7)+(6*6)+(9*5)+(3*4)+(2*3)+(9*2) = 180$. The last digit (=0) is thus the check digit. Therefore the RANA has the IMO number 9693290 - simple. So can there be an IMO number 9693291? - no, because 9693292 would require the check digit 2, but this is still 0. Only the number 9693305 complies with this logic again ("5" = last digit out of 165). And this is the LPG tanker "BUENA DIOSA". The following number is then 9693317 (The tug "PACIFIC SIX") - and so on. So between "RANA" and "BUENA DIOSA" there are 14 numbers left unassigned and between "BUENA DIOSA" and "PACIFIC SIX" there are 11.

That's then more math that I don't understand and that's where I would ask my dear colleague Elaine Darlow from the Isle of Man to explain it to me. We'll leave it aside.

So you can read off the LR/IMO - number relatively well the construction date of a ship. However, there is another important classification to be referred to here.

1xxxxx - LR/IMO numbers for yachts

20xxxx - Unidentifiable vessels and those that are damaged

25-29xxxx - smaller vessels (under 100 GT)

30xxxx - Hovercrafts

40-48xxxx - Internal HIS numbers not for publication purposes

49xxxx - warships

5xxxxx - Ships entered into the register in 1964

6xxxxx - Ships taken over between 1964 and 1969

70-72xxxx - Completed ships taken 1970-72

73-74xxxx New ships taken in 1974

75-89xxxx - New ships taken 1975-1989

>90xxxx - New ships taken from 1990.

Since the first two digits contained the year of recording (10,000 numbers per year, of which 3-400 were used),

problems became apparent in the 1990 years, because the number range "00" would have had to be used thereafter. It was decided to continue incrementing the numbers.

Continuing with the existing number assignment, the highest 7-digit valid number would then be 9999993. How to continue then? One could continue counting and have the next valid number be 10000007 (8 digits). However, those responsible decided to assign "old" - previously unused numbers.

«From the use of the 75xxxx number sequence, each number year range contains 10,000 possible numbers, of which an average 3-4,000 were used. Some of the remaining numbers of the previous year's range were used for vessel that had previously been unreported, however it is anticipated to use these and other non utilised number sequence when the current 99xxxx numbers are allocated.» (HIS-Markit information)

And if you have read this article up to here, you sometimes would have been asked (e.g. by Microsoft) "Was this information helpful?". I leave that to you.

Karsten Kunibert Krüger-Kopiske



MARITIME MUSEUM

HAMBURG



- 10 decks covering historical topics about shipping and shipbuilding, navies of the world, commercial & passenger shipping, maritime artwork and ship models
- 3.000 years of shipping history shown with valuable exhibits, ship models and paintings
- Hundreds of uniforms, awards and hand weapons carried on board throughout the past centuries
- A ship's command simulator for every visitor to use

Even the building, the historic Kaispeicher B, make you step into the past of Hamburg's trade and change.

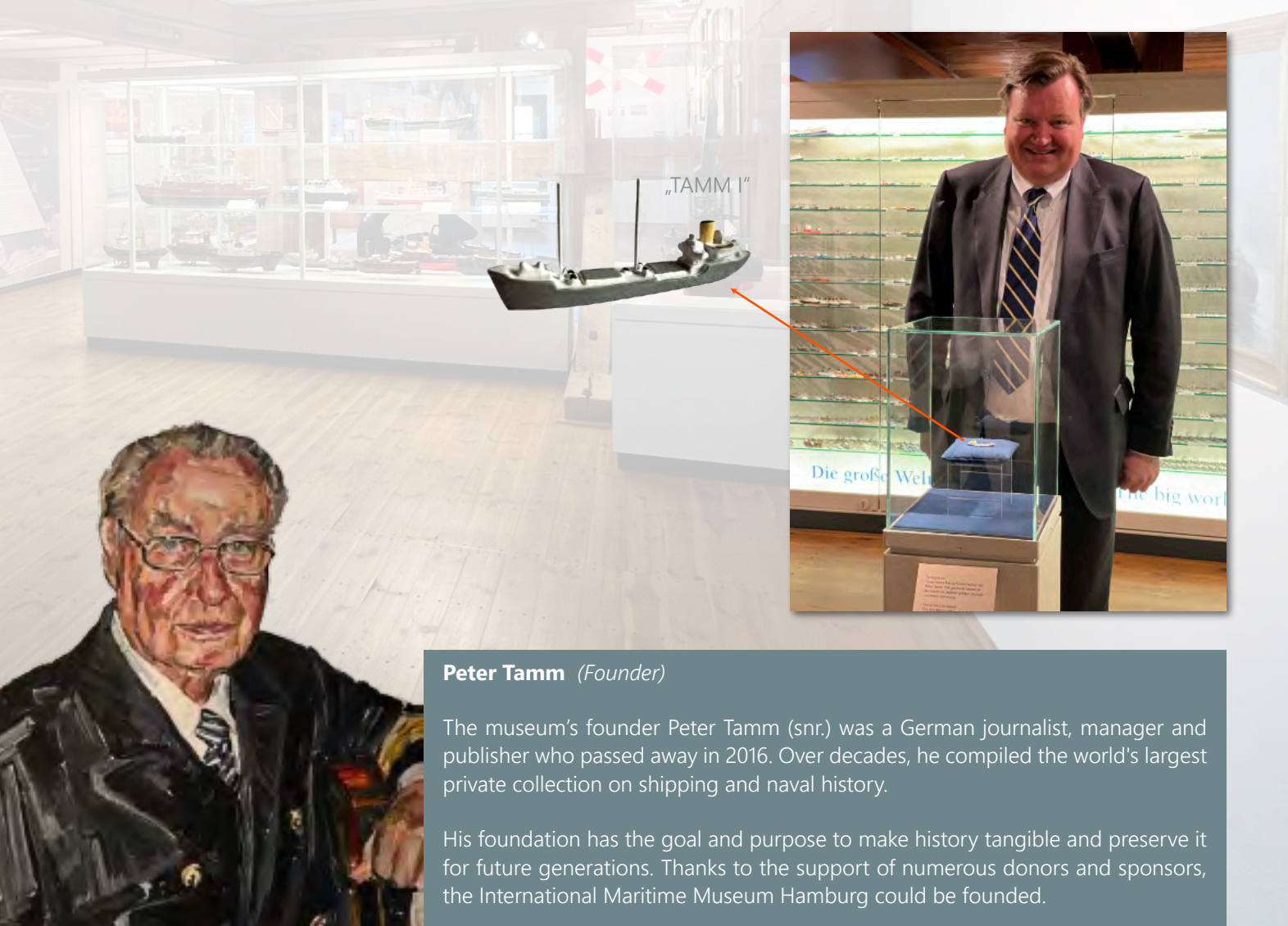
The International Maritime Museum Hamburg is located in a red brick building at the edge of the newly developed Speicherstadt.

What was originally conceived as a combination of silo storage for grain and floor storage for general cargo, was listed in 2000 under monument protection and houses a comprehensive collection on the history of shipping.

Peter Tamm jr. (picture, right) leads the foundation of the museum together with **Jan Tersteegen** (picture, left) as board of directors, a well-coordinated team behind a great heritage.



'What are we going to do with the museum' was the concern of the museum's founder **Peter Tamm** shortly before he died. According to Peter Tamm senior, his passion for collecting was based on a thumb-sized model of a coastal freighter on a scale of 1:1250, the "TAMM I", which he received as a gift from his mother in 1934.



Peter Tamm (Founder)

The museum's founder Peter Tamm (snr.) was a German journalist, manager and publisher who passed away in 2016. Over decades, he compiled the world's largest private collection on shipping and naval history.

His foundation has the goal and purpose to make history tangible and preserve it for future generations. Thanks to the support of numerous donors and sponsors, the International Maritime Museum Hamburg could be founded.

The concern for the museum was unfounded, because with the succession of his son Peter Tamm jr. the passion for the museum continues. "I enjoyed it from the beginning, you get to meet so many incredibly interesting people "he beams when he talks about the history of the museum.

The virtues of a shipping clerk are definitely helpful when faced with the tasks of running a museum. Thinking and working flexibly, rolling up one's sleeves - this is how the succession was taken up with a man from the shipping industry.

Together with Jan Tersteegen, one remembers the first big test that had to be passed. In February 2017, on the occasion of the G20 Summit, the then Chinese cultural attaché Chen Ping proposed an exhibition on the Chinese Silk Road with extraordinary exhibits and the Tamm/Tersteegen team agreed.

A program that normally requires at least 18 months of preparation was put together in only 6 months, a success and the foundation for a successful leadership duo.

- More than 50,000 miniature ship models
- The museum's treasure chamber displays unique ship models made of ivory, amber, silver and gold
- World's largest private collection of ship models made of bones
- "Bone ships" were made of bones from leftover foods by war prisoners during the Napoleonic wars (1792-1812)

The exhibition became a breakthrough and attracted well-known celebrities such as the South Korean President Moon or the royal family members William & Kate or Albert of Monaco.

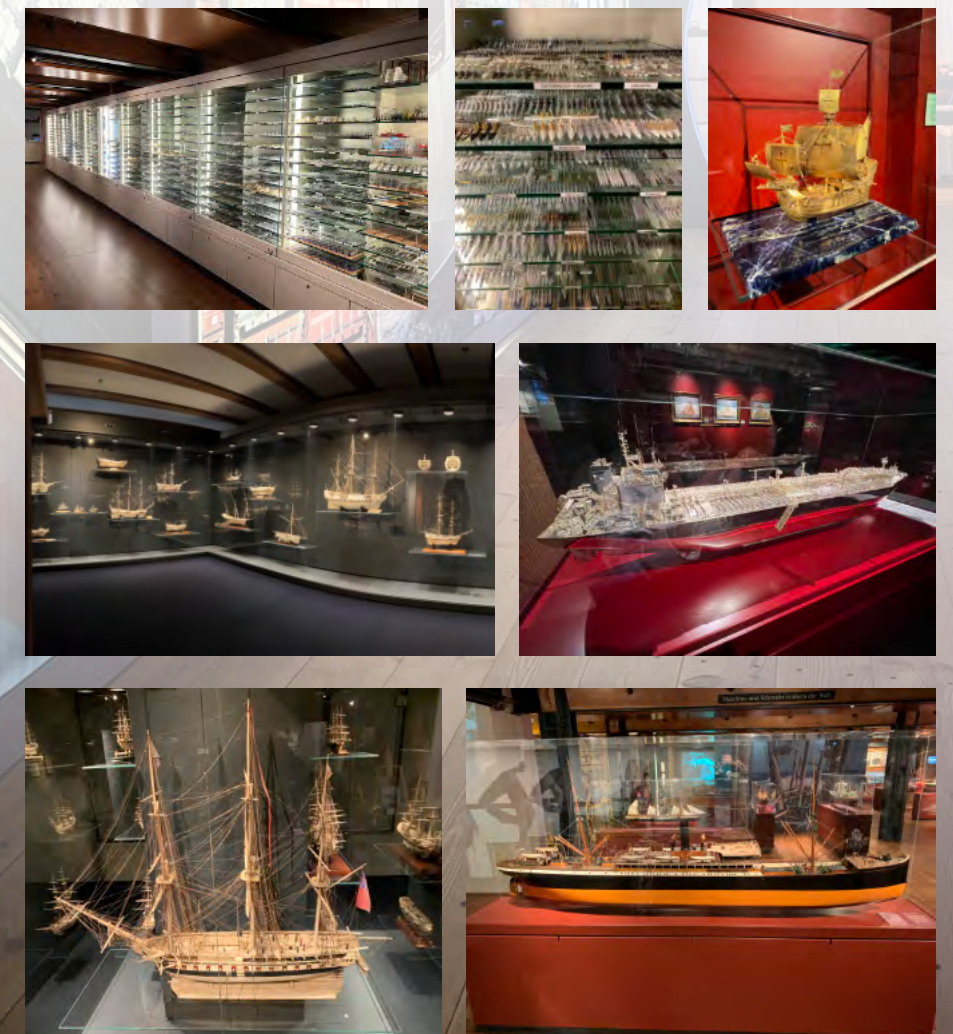
"CAN'T BE DONE - DOESN'T EXIST"

With this motto and the success from the first exhibition, an enormous spirit arose within the museum team. Thirty eight staff members are employed in the different areas.

A young but also experienced team with a high standard of education and all of them burning for the subject of "ships and history".

The founder's idea is carried on. Exhibitions on the exhibits in the museum enliven the picture and are extremely popular towards visitors.

The exhibition on the occasion of the history of the Hamburg Süd shipping company can be seen for 3 years.



MARITIME MUSEUM

A huge vessels propeller is located in front of the museum as an eye-catcher, or models show from the outside what awaits you in the museum rooms.

Almost every time the shipowners in Hamburg deliver a ship, a model of it also goes to the museum. While in 2008 there were still ships sizing of 8,000 TEU to admire, the change in scale is visible in the models.

However, the exhibits of the marine painter Johannes Holst (1880 -1965) also brought a successful exhibition. The painter from the Elbe island of Altenwerder was famous for his ship portraits as well as impressive wave paintings. You can also admire some of the painter's exhibits in the Döhle office building.

Tamm jr. and Tersteegen both state that the question "Is there a particular favorite piece?", is difficult to answer.

Much has changed in recent years, whereas in the past the answer was rather clear that the bone ships or the gold ship were the crowd pullers, this has changed in the meantime.

In the meantime, it is no longer just former seafarers or coastal dwellers, but above all many families with children who find their way to the museum. Therefore, it is not surprising that a ship made of thousands of Lego bricks also attracts great interest.

Nevertheless, the bone ships will always remain something very special in their uniqueness, valuable and limited in production.

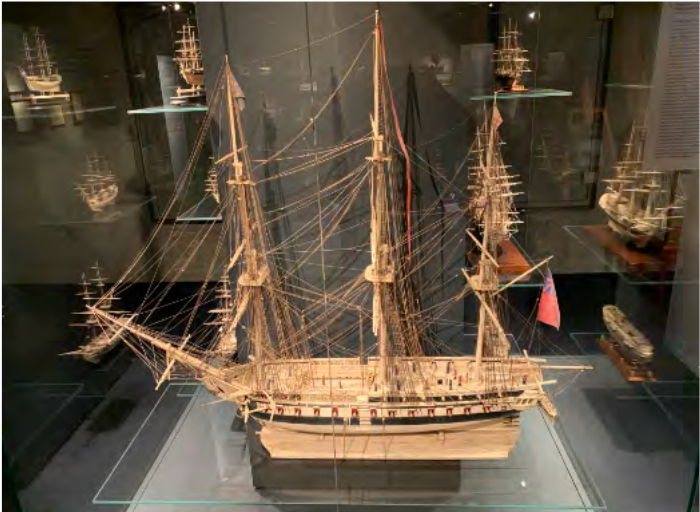
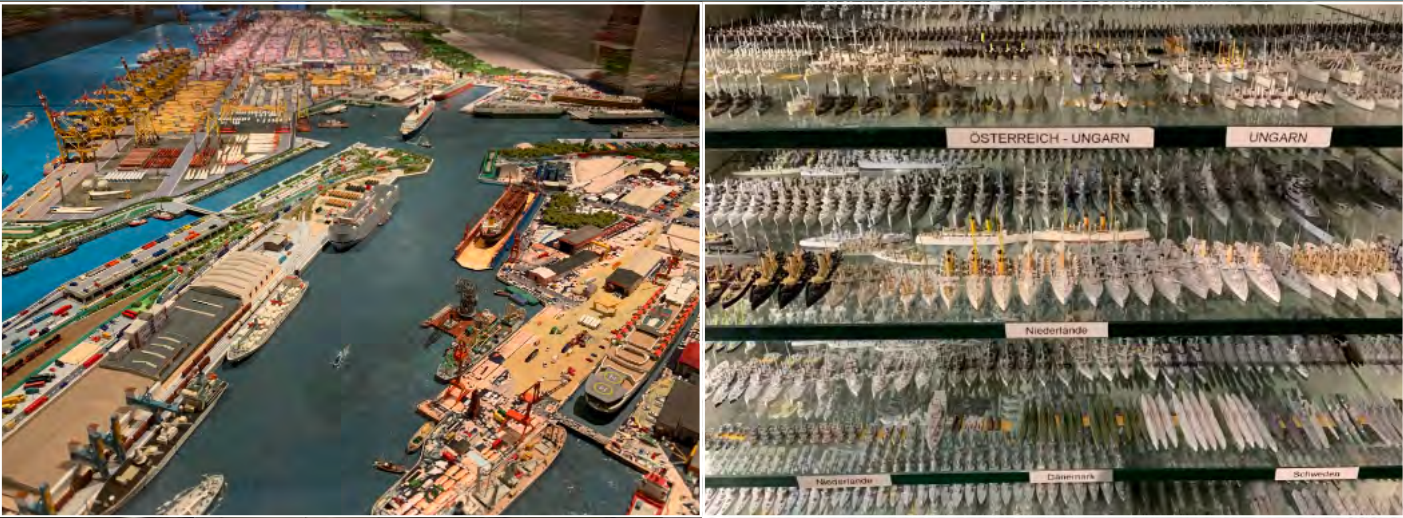
Visitors often lose track of the planned duration of their stay in the museum, which is often initially estimated at 2-3 hours max. and eventually ends up at 4-5 hours full of exciting impressions.

"The world as a guest" is Jan Teerstegen's credo and this role as a host drives him and will ensure for the coming years that one loses the sense of time and space in the museum with exciting exhibitions and new topics also from research and technology.

CI-Team

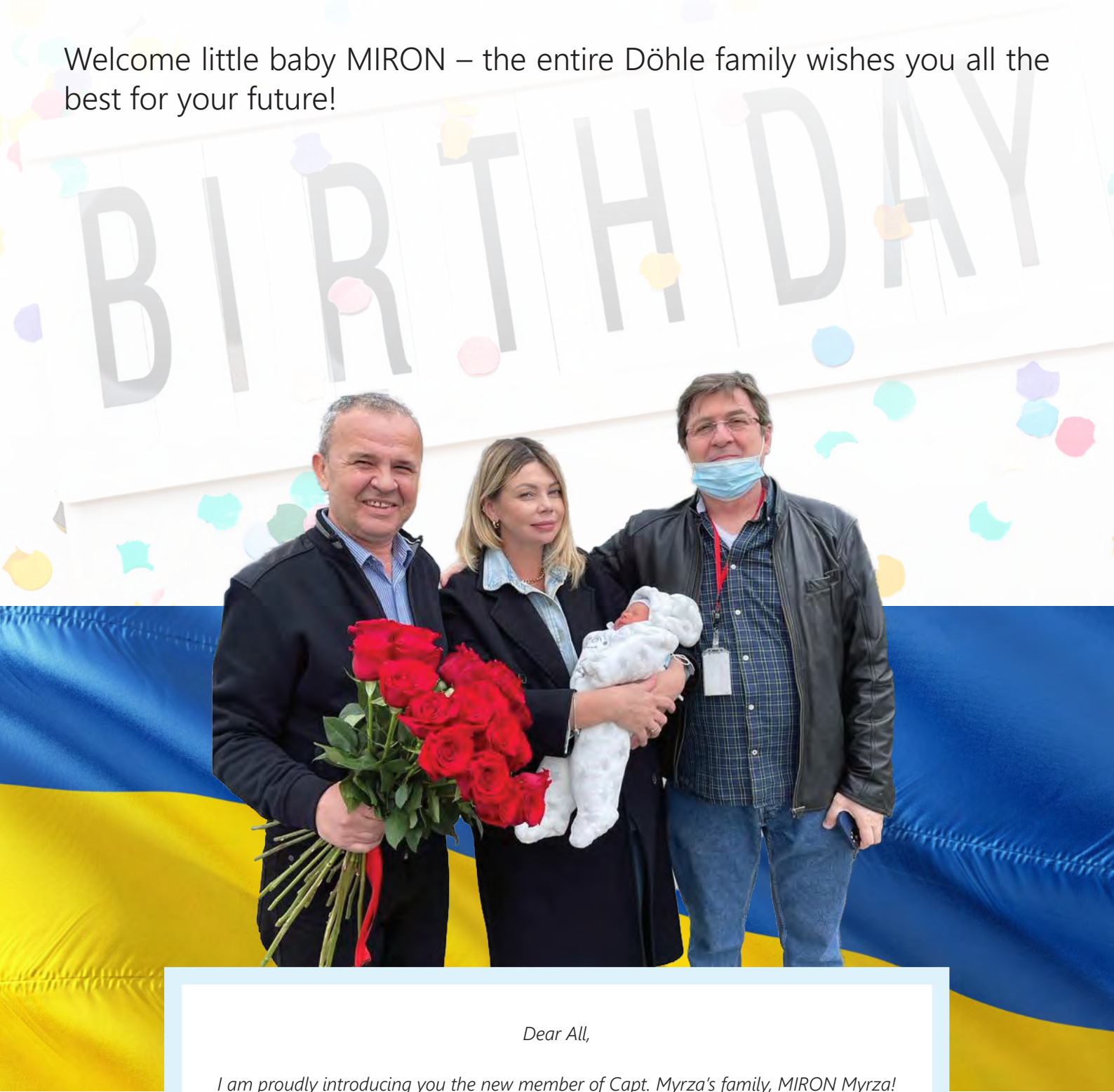


- More than 4,000 paintings
- Naval paintings developed from landscape paintings in the 17th century
- This art form originates in the Netherlands
- Paintings from more than 400 years are displayed



In all the bad news about the war in Ukraine, we received this wonderful message from our colleague in Constanta Vali Raicu.

Welcome little baby MIRON – the entire Döhle family wishes you all the best for your future!



Dear All,

I am proudly introducing you the new member of Capt. Myrza's family, MIRON Myrza!
They were released from hospital and both of them are healthy.

From right to left:

Dr. Fawaz Chazli

Mrs. Ksenya Myrza & Miron

Myself

Kind regards,
Vali

Global Collaboration on Learning and Development of Seafarers



The Döhle Group's Learning and Development Team – Manila is now part of Döhle Shipmanagement Philippines Corporation (DSPC). The team started in DSPC during the 2nd quarter of 2020, when global cooperation was re-calibrated to fit into the changing environment brought about by the pandemic. In terms of global operations, the Learning and Development Team – Manila forms part of the group's Global HR under the leadership of Holger Egner supported by the group's Training Manager Rainer Starke and DSPC's Managing Director Tore Henriksen. The Learning and Development Team in Manila is composed of five seasoned Learning and Developing practitioners and specialists in the shipping industry led by Team Lead Ann Gretchen Pacurib.

The Learning and Development Team – Manila is following a Task Ladder that will benefit Döhle Group's seafarers of various nationalities. First step in the Task Ladder is carrying out Performance Appraisals for the seafarers' training needs and promotion recommendations. Second step is Training Monitoring for computer-based and external courses, as well

as inhouse training courses for the bespoke requirements of the Döhle Group. The certificates for inhouse training are issued by Döhle Corporate Academy (DCA). The third step is conducting Assessments for promotion and new recruits' competencies. The fourth and final step in the Task Ladder is Talent Management, which prepares Junior and Senior officers, as well as cadets for their next positions.

At present, the team is continuously developing efficient procedures to align to changing times. They are working on accrediting training centers across Europe and Asia for seafarers' training requirements under the Döhle Group. The team aims for global standards in terms of managing the requirements for career development and growth of the group's seafarers. Collaboration with Döhle Group's recruitment and placement agencies for seafarers across the globe is part of their daily grind. Surely this team, will play an important role in the sustainability of the spectrum of services that we have been offering to our clients across the globe.

Mia Morales



Left to right: Almira Ilao (L&D Specialist), Cherrymie Uy (L&D Senior Specialist), Christian Bravo (L&D Training Officer), Gretchen Pacurib (L&D Team Lead), Chequi Luzon (L&D Senior Specialist)

Ship visit MV Neuenfelde

A high level of trust along with a transparent honest communication creates the significant key for this special crew-commitment to the Bartels principal on board MV Neuenfelde.

When time allows, the CSIs and accountants located in Hamburg Office go on an excursion and visit their assigned vessels' crew. Certainly, it is much more convenient to have a lively exchange occasionally improving the cooperation between one another tremendously.

During our visit on board MV Neuenfelde on 5th April 2022, Captain Lenu shares a simple question he places on a regular manner towards his crew, which we will keep in mind:

"The good question is, why do you call me? The bad question is why you do not call me? "

Herewith, he encourages his crew to share a proper and open communication channel.

One can tell from the atmosphere on board that everyone feels appreciated by their Captain as well as by their vessel's owners, the Bartels family. Happy faces surround us.

Mrs. Corinna Ponitz, the owners representative, underlines that crew is given a voice and the importance of making them feel accepted. Owners pass by the vessel regularly and beyond spare parts and other, deliver sweets, fresh fruit and vegetables. They simply want the crew to feel as comfortable as possible.

Whilst chatting with the Chief Officer Mr. Ang, he thankfully shares that even during vacation; he meets up with fellow crewmembers in the Philippines at the beach for Barbeque parties. This, amongst other things, shows that he has developed strong friendships with his coworkers during his past 14 years working on Bartels fleet.

According to Mr. Mirko Bartels, the company history goes back to the year 1860 and survives the 7th seafarer generation. We are impressed.

His father Mr. Gerd Bartels states that the cooperation with Peter Döhle started in 1988 when him, Peter Döhle and former colleague Mr. Heinz-Günther Hölck built a partnership. Ever since, they enjoyed a continuous trustful cooperation in good and tough times.

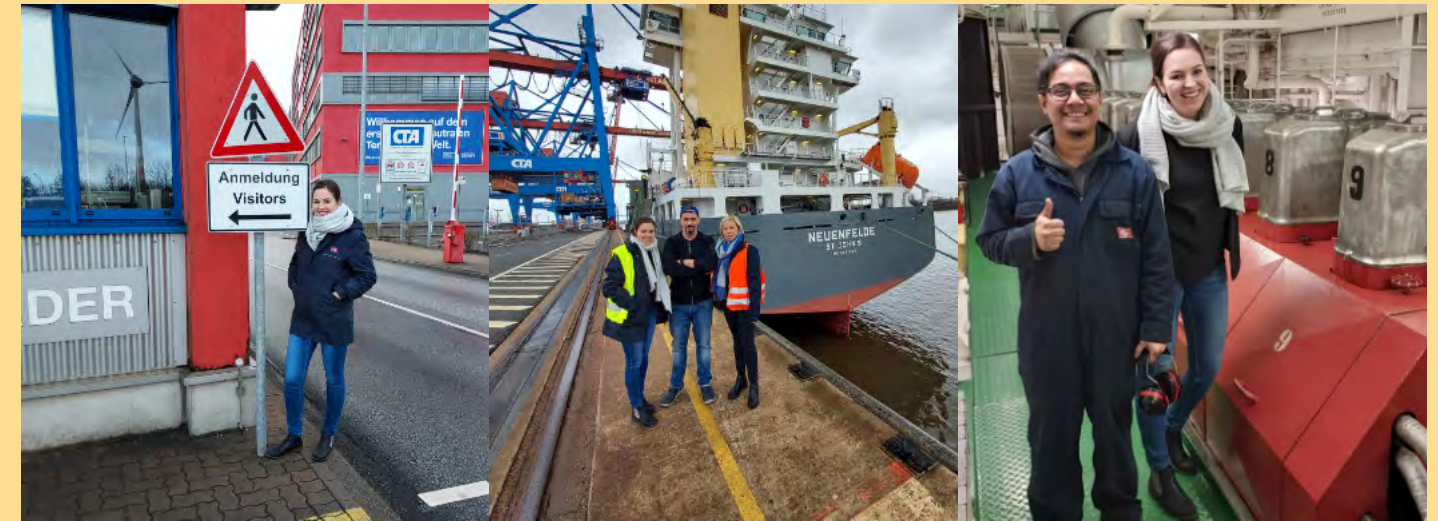
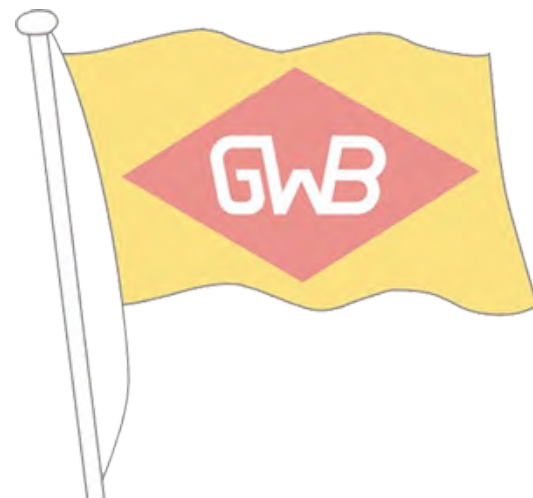
Bartels furthermore highlights the connection to the "Alte Land"; the region south of Hamburg well known for its apple harvest and the home of the Bartels family. MV Hasselwerder, MV Nincop and MV Francop were among their first vessel's names.

In an interactive conversation, it has been emphasized that especially the crew on board MV Neuenfelde values the forward planning Döhle Crewing is taking care of. „It is essentially important for the crew to have a future plan when going home“, we all agree.

Surely, we value this cooperation as a best-practice example of how the interaction between all involved parties should look like.

Thanks for having us, Neuenfelde Crew and dear Bartels Family. We are glad to come back enjoying the beautiful mood and beyond the best pancake on board by Chief Cook Papio.

Lynn Heinrich and Mareike Fackler



Extending the lifeline

As Filipinos strived to celebrate the happiest day in the world amid the “new normal”, super typhoon Rai (Odette) ravaged the Philippines, rubble thousands of homes, and stole the

smiles and joy for Christmas. Döhle Seafront and its partners took action.

On December 18 2021, days through the torrential onslaught of super-typhoon Odette, Döhle Seafront tapped its internal and external partners to assist families affected in the south.

Peter Döhle Schiffahrts-KG generously sent financial aid of more than Php 100,000.00. This was translated into 665 canned food and 3,052 kilograms of rice - a staple food in the Philippines. On top of it, crew members and families, whose homes were rubble by the typhoon, received financial support from the parent company.

The rice sacks were included in the first batch of the relief goods delivered by M/V St. Francis Xavier to Bohol through the kind support of the Philippine Coast Guard on December 26, 2021.

Bohol, an island province in the central Visayas known for the famous Chocolate Hills, is a calamity-prone region that has continuously endured not only typhoons but earthquakes and storm surges. In 2013 alone, it suffered a 7.2 magnitude (Richter Scale) earthquake and the super typhoon Haiyan in just a three-week interval. It also saw devastations from super typhoons Ulysses and Rolly in 2020, among many others. Because of Odette, roads and bridges had been damaged and access to goods and necessities such as potable water, electricity, and even signal for communication became scarce in the majority of Bohol.

As several industry partners, private entities, and crewmembers saw this devastation; cash and in-kind

donations poured in and Döhle Seafront and its Bohol volunteers were able to create some 1,500 relief bags that were distributed from December 28, 2021, to January 1, 2022.

La Belle Residences donated 1,569 bottles of 1L water while Windsor International Maritime Clinic, Inc., Sapalo Velez Bundang & Bulilan Law Offices, and Shiphealth Inc. in-kinds summed to 1,254 canned goods. Benedict Safetywear, another Döhle Seafront supplier, also sent 840 bottles of 1L water, 1,687 canned goods, and 108 packs of instant noodles.

Crewmembers from M/V Leto also proactively offered donations that were translated into 6,084 packs of instant noodles. Members of the Brawner clan from Nueva Vizcaya also contributed to the relief drive. Among these individuals were Capt. Libbie Brawner, Dr. Cynthia Brawner and family, Dr. Josie Brawber and family, Maggie Brawner-Martin and family, and Dr. Jane Brawner and family, who has collectively donated 549 bottles of 1L water and 894 canned goods

As relief operations poured in Bohol in late December 2021, Döhle Seafront's ground volunteers targeted isolated communities and evacuation centers in Ubay and Alicia, Bohol. The operation has served 1,267 families with 233 food packs left and added to the next relief drive.

More than a month after Odette's rampage, many typhoon victims remained suffering from the onslaught of the super typhoon.

As many Filipinos prepared for the festivities of Christmas and welcomed the New Year grand, food was scarce to many Boholanos and even welcomed 2022 in rubble or makeshift homes. Ground volunteers reported that re-building has not yet begun and the number of relief operations in the area has already dwindled by the second leg of the relief drive (January 21 to 25). Typhoon victims were left making the most out of what's left of their care packages - if any have reached them. To some, there were none at all.

With the continuous generosity of donors and a replenished stock of goods, the volunteers continued roughing the rubbles towards hard-to-reach communities and barangays of Tipolo and Emelda in Ubay; San Isidro and Bayungan in San Miguel; and Kauswagan, Trinidad.

Peter Döhle Schiffahrts-KG sent another donation translated into 1,895 cans of sardines; 5,840 cans of meatloaf; 10,240 packs of instant noodles; 12,800 packets of coffee; and 1,720 kilos of rice. The Republic of Liberia Liberian Maritime Authority also donated 2,490 kg of rice and 161 cans of sardines.

Local partner Associated Marine Officers and Seamen's Union of the Philippines (AMOSUP) also sent 557 cans of sardines to the second batch of relief goods. St. Giles Hotel - Makati sent 1,114 cans of sardines.

In addition, we were delighted with the anonymous donation made through IMEC Training Manager (Manila)

Dan Tolentino (1393 cans of sardines) and continued unsolicited support from our seafarers. MV Artemis and MV Dream crewmembers pooled in resources that translated to 467 kg of rice and 443 kg of rice respectively.

While many of those affected remain in need, Döhle Seafront and the local volunteers made all efforts to reach as many homes as possible - day or night, rain or shine, with or without road access - extending the generosity and lifeline our donors have given and making the most of our collective resources.

Döhle Seafront





Isle of Man experience

Back in 1996, when my boss asked me whether I could imagine working on the Isle of Man to set up a container chartering department, I did not need much time to accept this challenge. After an initial visit I packed my bags, took a few vessels to charter out with me and started my journey.

I found a nice furnished apartment located right on central promenade. Well, the furniture was rather frumpy with thick green carpets, dark wooden cupboards and a fake fire place, but I still loved it! The best was the view over Douglas bay, especially when the full moon reflected in the water! And my place was close to the office and Strandstreet in downtown Douglas. At that time, there was no Fort Anne yet. Instead, Midocean Maritime Limited was located in a cube in Summerhill Park. As it was a bit far to walk there, I needed a car. This was quite a challenge! Especially, since at that time at least there was no MOT (TÜV) for the cars registered on the Isle of Man. The first car I bought was a Ford, which almost fell into pieces after a week. Luckily, the guy at the garage understood that he had no other choice than to take the car back if the does not want to run into trouble, so I got my money back. By coincidence, I found a Mini Cooper which was quite cheap because you could not really open the passenger’s door without tightly holding on to it, but it was cute! The only problem was that when it rained, the motor regularly went off. A friend of mine had to tow me home ever so often. This year on the Isle of Man, my vocabulary for car pieces was highly extended! I exchanged spark plugs and distributor cabs, but in the end I simply put alufoil on the radiator grill to prevent water getting on the spark plugs, and that went quite well.

Another challenge was getting used to the different working habits in the office and explaining to the bosses what I was doing on my own. I had many discussions about taking own decisions for daily operational matters, being allowed to attend meetings or simple things like signing Christmas cards for my customers, I could not believe it. However, I was greatly supported from the Hamburg office and my colleagues so we could quickly sort all things out. During my office hours I was mostly involved with the crewing

department, the technical department and the accounting department. It was a very good cooperation with them and I very much enjoyed the exchanges with my colleagues.

I soon made friends also outside the office. They introduced me to the typical weekend fun of the so called “pub crawl”. You start in one bar at the beginning of the promenade, and have one drink or beer in every bar until you reach the other end of the promenade where the discotheque welcomed you in for drinks after 11 pm until 2 a.m. The last stop was the casino (“Stakis” back then) where you could play for small money and drink for the rest of the night. Before we went home in the morning, we stopped at the burger place for a stinky breath burger (with lots of garlic!). An alternative to the pub crawl to see other pubs in other towns was to hire a small bus with a driver and do a pub tour by bus.

I also remember barbecues or visits to restaurants with friends or simply just coming over for a visit to have a chat, cook or watch TV together.

On Sunday nights, we sometimes attended the pub quiz at the “Cat with no tail” bar which was always a lot of fun. I very much enjoyed the pub quizzes. They contained questions to various themes like name of songs and singers, English soap operas, pictures taken on the Isle of Man or math. You play in a team and you could win a bottle of champagne, which we even sometimes did!

All in, one I had a great time on the Isle of Man, in the office with my colleagues as well as during my leisure time with friends. I can strongly recommend such an experience even though some things might be a cultural shock at first but you adjust to them very quickly!

Claudia Pahnke
(on the Isle of Man from October 1996 to January 1998)

Melf Brünn took over from Claudia in January 1998:

Some of the biggest differences between IOM and Germany was the way you communicate with colleagues.

In particular, when it comes to criticism resp. correcting a colleague’s work in Germany, we are used to a fair direct approach by mentioning the mistake and what could have been a better solution regarding a work related task. On the Isle of Man, I learned very quickly that a much more careful approach was common practice and that you had to use very gentle language to explain to a colleague about what went wrong and how to improve the work.

On a positive note, I witnessed that people in general still have more time for each other and that a chat with a

complete stranger in the post office or at the supermarket check-out is very common.

In 1998, when I arrived on the island, it was common practice to go for a pint of beer or bitter to a local pub with a group of colleagues straight after work.

You ended your working day in a casual and relaxed way outside the office and the conversations switched to non-work-related topics. This was not an obligation like in other countries, for example in Japan, where work groups regularly spend time in bars or pubs together. Instead, the young colleagues enjoyed a relaxed chat for 20 or 30 minutes with a glas of wine or beer before going home.

Melf Bünn
(on the Isle of Man since January 1998)





Manning Agency Meeting 2022

One of the highlights in Q1/2022 was the overdue Crewing Agency Meeting, an important event, which has been put on hold during the past years due to various reasons. Nevertheless, this year we were happy to host the meeting at our headquarters in Hamburg office and to welcome for two days our colleagues from the Döhle Group offices such as: Chloé Ryles, Luke Tippet, Kirstie Koning (Döhle-IOM) Limited), Valeriu Raicu (Döhle Manning Agency Romania), Jakub Nowak (Döhle Marine Services Europe Ltd.), Atty. Iris Baguilat and, Richard G. Forasteros (Döhle Seafront Manila).

They were accompanied by our colleagues from the Hamburg office (Johann Diercks, Holger Egner, Rainer Starke, Falk Rauscher, Rebecca Sommerwerck and Anca Dobre)



A workshop was conducted throughout this time, followed by constructive discussions between all the participants in view of future goals, strategical crewing and training policies establishment. Especially during such challenging times, our most valuable assets remains a strong collaboration and efficient communication channels within our global Crew-Management network. It illustrated again what great value the personal exchange of experiences plays in our different environments and versatile challenges. Having said this, similar regular meetings and project groups are scheduled

for the future in order to finalize the already appointed tasks and targets.

Our goal is to continue keeping the Döhle flag flying high, consequently ensure that our colleagues at sea receive all the necessary support and the guidance that might be required from their colleagues and partners ashore.

With best wishes,

Your Hamburg team



INTERNATIONAL MANAGEMENT TRAINEE

RORY MULLAN

Complementary to our successful apprenticeship/vocational education program in our office, we started a trainee programme for the group of companies for the first time since October 2021. The idea is that the trainee will get to know different areas of the group for a period of 18 months in order to then take on a management or specialist role within the group in the long term. We are very pleased to have found a suitable candidate in Rory Mullan. He started as a trainee with us in Hamburg last October and initially spent about 3 months in our corporate development department.

What were your reasons for going into shipping?

I realised after my masters that I wanted to work in industry and to move away from pure finance. For me, firstly, I was looking for an industry that was either growing or showed no signs of slowing down. Naturally with shipping playing a large part in most industries it is heavily relied upon and that doesn't look to be changing anytime soon. Secondly, I was keen to work in a global industry that involved travelling and working abroad, in that respect, shipping is about as global as an industry can be with very few industries being more so. Having identified the career path that I wanted to pursue, I began an internship with Oldendorff Overseas Investments (OOI) to gain some exposure to the world of shipping through Reederei Nord while completing projects for OOI. The internship gave me enough exposure to decide if shipping was the industry I wanted to commit to and I haven't looked back since.

What are your expectations for your career path?

I am taking things step by step and I want to keep an open mind throughout my traineeship to make sure I give all aspects of the programme due attention. So, with that in mind, I can't give a definitive answer but I can say that I am hoping for a long and successful career here within Döhle Group.

Why do you think Döhle Group is a good partner for you?

I wanted to learn about shipping in the operational and day

Afterwards, he continued with a stint in our ship management division. In addition, he completed a short ship voyage and spent time in other departments in Hamburg. Further activities on the Isle of Man and in other foreign companies of the group are up to come. The trainee programme is independent to our successful commercial training and is intended as a complementary approach to develop and promote young talents with an academic and international background.

to day sense but also to understand how a select few companies successfully navigate market cycles. Döhle Group has successfully been able to withstand a number of market peaks and troughs, to continually do so takes skill and intelligence, something that I was keen to understand and learn.

In addition to this, as employers go, with everything offered by Döhle Group to help further ones' career I felt that Döhle Group was a natural partner for me as someone looking to learn and develop.

Is there already an area that particularly interests you at this point?

Shipping has so many moving parts and I am yet to scratch the surface of many of these. There are a number of areas that do interest me but I don't want to put the blinkers on so I am keen to keep exploring and learning.

You have just experienced life on-board one of our vessels. What in particular did you find interesting about this?

It was an amazing experience and one that I thoroughly enjoyed. It is hard for me to pinpoint anything in particular but the experience as a whole was great for me to gain an understanding of exactly how things work. Ultimately, this is our bread and butter as a shipping company so having an opportunity to get right to the coal face and see how things work was invaluable.

Rory Mullan

Welcome "AURELIA"



At the end of July 2022 we have another new member in the group. It is the bulker AURELIA, which previously sailed under the name ADRIATIC PEARL. She was delivered by Zhejiang Ouhua Shipbuilding Co Ltd in China almost exactly ten years ago in May 2012 under yard number 604. As is usually the case today, this is a standard ship, in this case from a series of 19 units in total, built according to the "Emerald 37 Mark I" design.

With a length of 190 metres and a deadweight tonnage of 37,200 tonnes, the AURELIA is one of the handysize bulkers and is employed worldwide in the transport of raw materials - not only grain but also scrap, sugar and many other

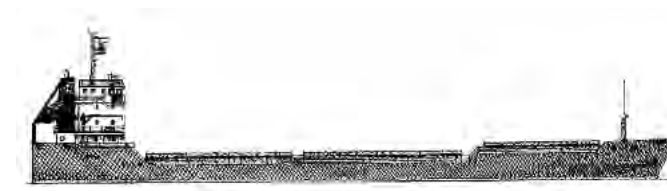
commodities. At present there are about 2,500 Handysize bulkers in service, so it is a much sought-after type in the world merchant fleet.

A 6-cylinder Wärtsilä engine delivers 7,420 kW and allows a speed of about 14 knots.

In the group, the ship sails in the Hanseatic Unity Handysize (HUHP) pool, together with 28 other vessels that share the income from operations according to a scoring system. This system is intended to ensure the best possible deployment and revenue situation. Three of the pool ships - the NORDLOIRE, NORDSCHELDE and the DISCOVERY - are direct sister ships of the AURELIA, albeit somewhat smaller.

The name AURELIA is not unknown in our fleet. In 1998, a ship of the same name was taken over. It was a "mini-bulker" with 7,580 dwt from a series of five ships built in Egypt and

Turkey. The old AURELIA sailed for Peter Döhle Schiffahrts-KG until 2010 and then went to Splosna, a Slovenian company with which we are associated.



We wish the ship and her crew all the best for the future!

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