

As we move into February, we join all AMSOLITES in remembering family, friends and colleagues who have been impacted by COVID19 in the past few months – and in paying tribute to the healthcare workers at the frontline of the global pandemic.

Our new normal remains all about keeping healthy and working smartly and safely. In this issue, we discuss with Chief Executive Officer Paul Maclons how AMSOL responded to changes in 2020 and focus on the important priorities for 2021. We also share feedback on the 2020 Employee Engagement Survey and provide information about provisional tax impacting some employees.

Join us in celebrating AMSOL's leaders across the company as we profile recent SHEQ Award recipients as well as nominated Values Champions – and acknowledge those who will receive Long Service Awards soon.

Enjoy the first issue of 'Currents' for the year – and don't forget to mask up and play your part in stopping the spread.

2021 IN FOCUS: CONSOLIDATE, IMPROVE & EXECUTE

We are in the midst of the COVID19 global pandemic which means that 2021 will continue to bring us all challenges. We recently engaged with AMSOL's Chief Executive Officer Paul Maclons about what employees can expect in the year ahead as he also reflected on 2020.

Q: Mr Maclons, with 2020 now firmly behind us, and with us already one month into a new year, what lessons learnt, and achievements made last year do you think will strengthen the company into 2021 and beyond?

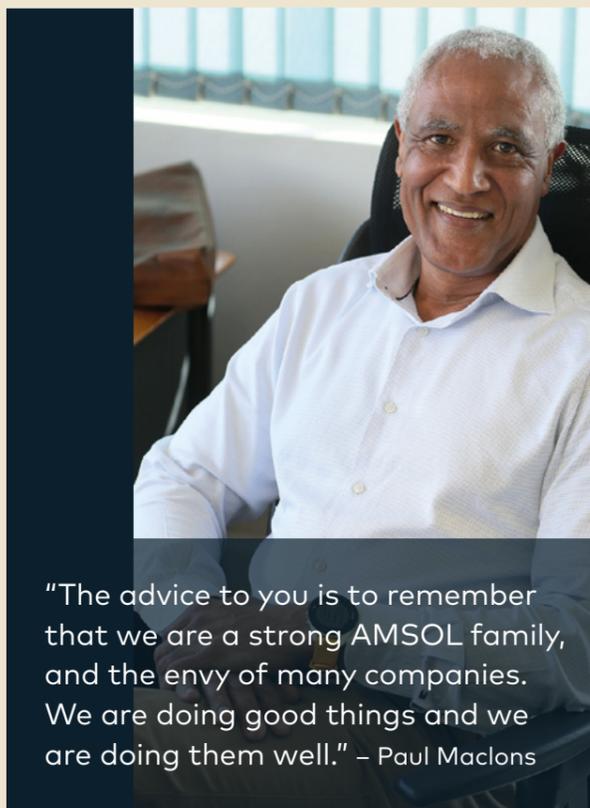
A: It is important for all of us to realise and accept that 2020 was a reset button for the entire world; carefully developed strategies and plans were turned upside down. Across the globe, in countries and companies and for people it became all about survival, adaptation and reorientation as we tried to work out how to keep moving forward and grow in this "new normal" of a changing world.

And so, it was for us all at AMSOL.

- If the world outside AMSOL was changing, we had to change and adapt quickly and we did in terms of implementing cost savings, working from home protocols, COVID19 prevention compliance, and in partnering with clients for continuity.
- Safety and health measures in terms of COVID19 prevention became our core value proposition to protect our employees, our clients, vessels and contracts.
- Resilience was evident amongst employees and in the company in that we found that we were able to adapt to change quickly.
- We were reminded that people are at the heart of AMSOL.
- We learnt that transparency, honesty and communication was a key success criteria for us.
- It was critical that we consistently maintained our focus on the business to mitigate negative impact, whilst also managing the impact of COVID19.
- I placed trust in the Executive Management team and leaders in the company.

Despite all the challenges, there were several achievements which have created a strong foundation for the company as we move into 2021:

- We retained key renewal contracts including with



"The advice to you is to remember that we are a strong AMSOL family, and the envy of many companies. We are doing good things and we are doing them well." – Paul Maclons

Sapref, PetroSA, Shell, Debmarine amongst others.

- This business continuity enabled us to purchase assets such as the 'Isiqalo', 'Nomasa' and 'Siyanda'.
- Business continuity and performance ensured that all staff and employees maintained their conditions of employment.
 - AMSOL received many messages of support and appreciation from clients and partners reflecting our ability to maintain our high service levels despite the challenges.
 - Our business footprint and reputation remained stable throughout 2020.

Q: The company's financial and commercial performance over the last 3 years has been lagging behind expectations; but still stable despite significant economic and growth challenges. We all expect a very challenging year ahead as our clients continue to be impacted by the effects of the pandemic, new growth projects are pushed back, there is a low rate of investment and priorities have shifted given the global climate and socio-economic-political shifts.

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CELEBRATING AMSOL VALUES CHAMPIONS

Join us in celebrating this Issue's nominees for AMSOL Values Champion, who hail from Mossel Bay, Durban and Cape Town!



AMSOL'S
MOSSSEL
BAY
TEAM

AMSOL Senior Loading Master Captain Guy Barker, supported by Norman Jensen (Terminals, Harbour Towing & Subsea Executive) has nominated the AMSOL team in Mossel Bay including those aboard the 'Sisonke' and the members of the dive team as well as support personnel. Their nomination is for living the Company Values during a recent installation of a mooring hawser at the Mossel Bay Single Point Mooring.

The AMSOL Mossel Bay Team display their devotion to AMSOL's operations by always ensuring that equipment and personnel are deployed in an efficient manner to accomplish long term and immediate goals and ensuring that client PetroSA is a happy client. This resulted in a well-planned and co-ordinated operation, completed in time to berth a tanker on the afternoon of the 29th of December.

Captain Guy Barker: "This was a team effort and I would like to thank the Master, Officers & Crew of the 'Sisonke', Diving Supervisors Thandu Stengana and Patrick John Dugmore, as well as the Diving/Tanker Team in ensuring that our goal of minimum disruption of service at the Mossel Bay SPM was accomplished."

Pictured above: It was a busy festive season for the team in Mossel Bay. Pictured is the tanker 'UACC SILA' on the buoy whilst discharging product just before New Year.

DAWN
HALL

A COMMITTED AND EXPERIENCED PROFESSIONAL

In relation to the Mossel Bay nomination, Captain Guy Barker would also like to acknowledge and nominate Dawn Hall as a Values Champion for the critical role she played in taking charge of the Clearing & Forwarding of a container containing mooring equipment procured by AMSOL on behalf of PetroSA – and ensuring delivery during the recent festive season.

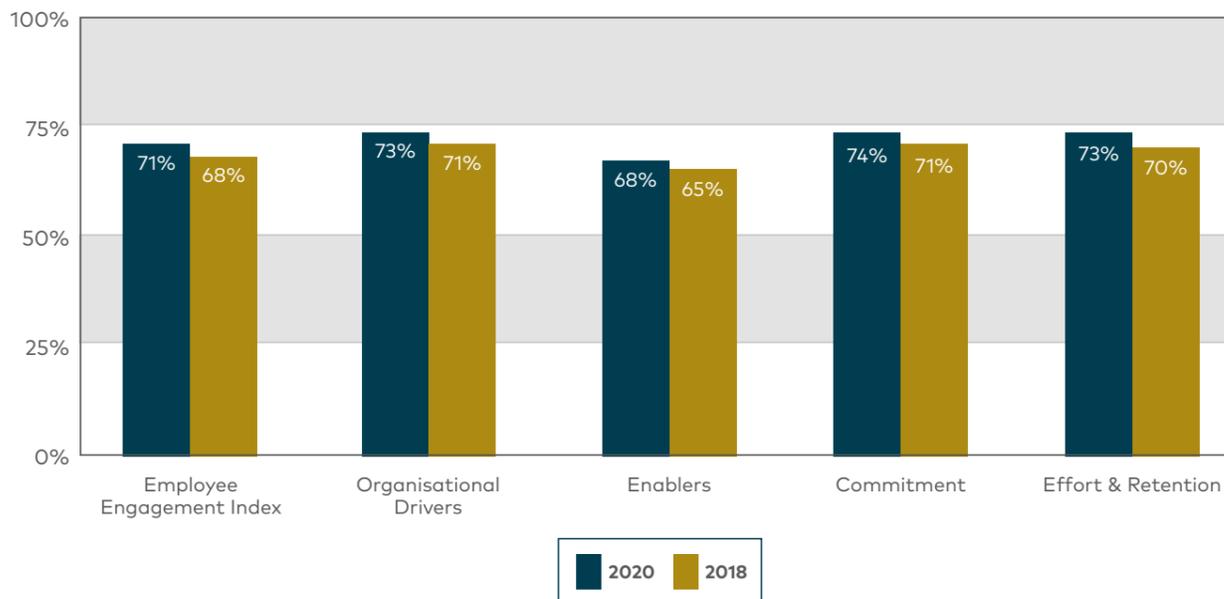
Captain Guy Barker: "Dawn has displayed her devotion to AMSOL's operations by always ensuring that equipment and personnel are deployed in an efficient manner and does not believe in leaving any stone unturned to accomplish long term and immediate goals. This required continual interaction and reporting

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AMSOL conducts an employee engagement survey every two years to assess key elements of the employee experience at the company. 2020 was a challenging year for all employees across the business as we had to adjust to living and working in a pandemic – with every aspect of our lives being impacted. We were therefore very pleased that 224 employees from across the business took the time to participate in last year’s survey, which took place in October.

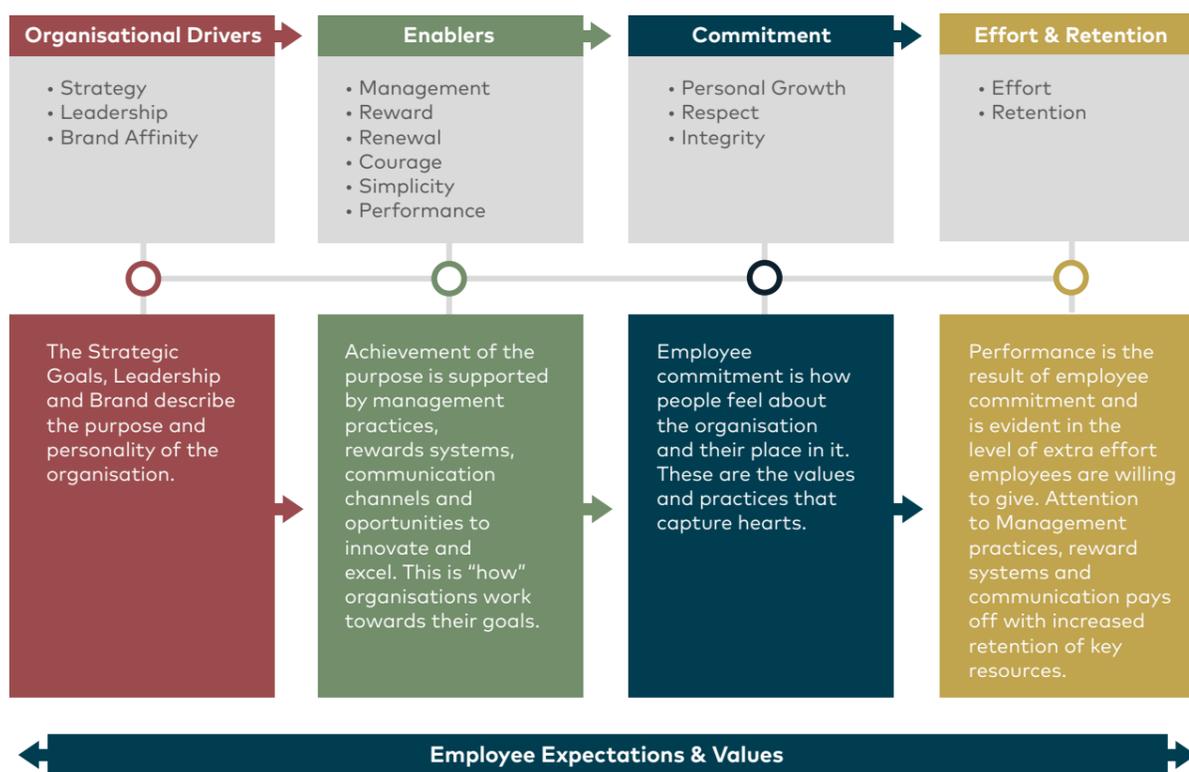
Whilst we are still analysing the results, we can report that the overall Employee Engagement Index increased by 3 percentage points to 71% from 2018 – and an increase in score was noted across all main measurement categories including Organisational Drivers, Enablers, Commitment and Effort & Retention.

OVERALL CATEGORY SCORE – 2020 vs 2018



The areas covered in these categories are explained in the survey model below and are also the foundation on which the questions that participating AMSOLITES have answered are based on.

EMPLOYEE ENGAGEMENT & VALUES SURVEY MODEL



The process we will follow in the first quarter of 2021 is to ensure that each department receives their reports to share with their respective teams and to develop action plans in the areas where improvements are needed. HR will, during the annual re-induction process, share the high-level company results with employees and further information will be shared in the April issue of 'Currents'.

We would like to thank those who participated in the 2020 Employee Engagement Survey. We appreciate your inputs in making AMSOL a great company to work for. If there's anything specific you would like to know, please send us an e-mail at hr.comms@amsol.co.za and we will gladly answer your questions.

Given all these dynamics, what are the focus areas for the EXCO team this year that will grow value in AMSOL – and what support do you need from employees?

A: Let us start with employees. I really need all employees to understand that life and business has changed, and that our priority is that we protect AMSOL and ensure that it remains a strong and sustainable company. This means that from time to time decisions will be made after careful consideration that may or may not always suit employees. When those tough decisions are made, I need employee understanding and support and, as always, I remain available to discuss, explain, clarify and personally engage. I also need employees to (re)focus on the priorities of the company: personal safety, operational efficiency, proactively raising concerns and improvement ideas and helping us to prevent the spread of COVID19 at home and at work.

For the Executive Management Team (EXCO) the focus is on identifying and realising organisational efficiencies, taking extraordinary actions to realise growth ambitions, and to be unified and work as a strong team focused on ensuring that organisational skills and competencies are in place and that they ensure employee safety and wellbeing. This past year has shown a strong, resilient, focused and capable EXCO and I need that to continue.

Q: It is clear that we must continue to adhere to the health and safety protocols introduced in our workplaces in the year ahead to prevent the spread of COVID19 in the company and to colleagues – and to ensure that our business can continue to operate without interruption in client service. We also know that COVID19 will continue to impact us all personally, our family and friends in the weeks and months ahead.

How do you remain motivated and focused despite these challenging dynamics that impact personally and professionally – and what words of advice can you share about reigniting energy individually and within our teams as the new year begins?

A: Motivated employees support a high performing company culture which exceeds client expectations and ensures that companies remain in business and employees remain employed.

So, I think now more than ever our motivation should be that we are privileged to have employment, that we can add value to and support a company that supports its employees and that we are still able to provide for our families.

If we do not find ways to self-motivate and remain focused on the job at hand and what the company is requiring of us, we will make mistakes and we put our careers and the company at risk. This is the harsh reality.

The advice to you is to remember that we are a strong AMSOL family, and the envy of many companies. We are doing good things and we are doing them well. Yes – mistakes here and there, but we have a purpose and value in this changing world. Let us keep on doing what we have been doing and we will get through all the challenges and difficulties. Now more than ever, teamwork is crucial for all of us to survive. Focus on the company values, focus on our company's wellbeing and indeed that of our families and communities – and let our attitudes and behaviours reflect this focus.

back to a select group of personnel by way of WhatsApp Group communications (a first for many of us) and giving a blow by blow account and photographs of progress from her GAC C&F counterpart who was tasked with the clearing and forwarding, unpacking the container and loading the truck. Whilst this project was a team effort by all concerned, Dawn took up the challenge in her usual quiet and methodical manner and pulled the strings to ensure our goal of ensuring the minimum disruption of service at the Mossel Bay SPM."



CAPE TOWN AND DURBAN

AMSOLITES in our warehouse teams in Durban and Cape Town worked tirelessly through the 2020/21- COVID19 Lockdown and its challenging restrictions. Members of the team alternated being on-site to ensure that we continued to provide seamless services to our office locations and vessels, and by accepting deliveries and distributing stores and equipment. Strategic Sourcing Executive, Pumla Makubalo re-enforces their commitment:



"The team have demonstrated the company values in all they have done; going the extra mile to ensure our internal customers have been served. They have always done this with a smile and in doing the very best they could to meet everyone's expectations under very challenging circumstances."

We thank Maxwell, Masiko, Reno and Dawn in the Cape Town Warehouse and Muzi, Phili, Sva, Sphiwe and Ishara in Durban for their continued commitment and hard work.

2021 couldn't have started off in any better way with so many AMSOLITES doing great things and really living up to the values of Our People, Our Culture, Our Service. To all the Values Champion nominees, don't for a second think that your efforts aren't being acknowledged or appreciated. Continue to live the AMSOL Values and inspire others to do the same.



"Great things in business are never done by one person. They're done by a team of people." – Steve Jobs.

'SIYANDA' CREW – DURBAN



Fleet Operations Manager Raj Durgapersad would like to acknowledge, thank and nominate the following AMSOLITES for their recent sacrifice and assistance during their leave period in December to ensure that client operations continued at the offshore terminal in Durban: Captain Michael Mdluli, Willis Odhiambo (Chief Officer), Jeremy Brown (Bosun), Kenvin Williams (AB), Tusokwakhe Mwandla (OS) and Immanuel Brown (Oiler).

Raj notes as follows: "On the 24th of December, 7 crew members were diagnosed positive for COVID19 onboard the 'Siyanda'. These colleagues had to leave the vessel to isolate. With great assistance from the AMSOLITES mentioned above, we were able to put the vessel back into service within 5 days. Our colleagues sacrificed their leave and family time to volunteer their service onboard the 'Siyanda' which helped us get the vessel back in service with no disruption to the operation. I commend them for their commitment to AMSOL and our client. They are Champions in our company!"

AMSOL's Buoy Tender Vessel 'Siyanda' was recently flagged locally in South Africa following the vessel's acquisition by the company for continued utilisation on the SAPREF Offshore Terminal Management contract out of Durban. Thanks to the Fleet Management Services team for ensuring a seamless process.

THE CREWING DEPARTMENT

Fatima Gabier would like to acknowledge Captain Jon Klopper and the Crewing Department for the hard work and effort they have put in behind the scenes to move 300 + crew around, making sure that everyone is where they have to be (be it onboard, in training or on leave).

"Covid19 didn't make their jobs any easier and more so over the festive period with the spike in cases amongst the crew. Working around the clock to find replacements and making sure that all COVID19 protocols are followed is no easy task. As a fellow colleague of the department, you know it's going rough when they really don't have a minute to chat to you because they are that busy! And it was a rough and busy few weeks. To the Crewing Department, thank you for your efforts to keep things moving for AMSOL!"



OUR VALUES

At African Marine Solutions (AMSOL) we have collectively defined and agreed shared Values, which prioritise Our People, Our Culture and Our Service. We strive to live these Values on a daily basis, and demonstrate them to our stakeholders through our actions, interactions and behaviours, whilst delivering professional marine solutions in our chosen markets.

OUR PEOPLE "We encourage one another to do and be our best."

| WE CARE FOR ONE ANOTHER | WE ARE SELF DISCIPLINED | WE COLLABORATE |
|--|---|--|
| We appreciate our differences and display empathy in our interactions, in a spirit of trust and integrity. | We display professionalism through our behaviours and attitudes, and we respect people, the company, its rules, its equipment and assets. | We believe that teamwork enriches our thinking, improves our interactions and increases our effectiveness. |

OUR CULTURE "We take responsibility for our actions."

| WE TAKE OWNERSHIP | WE ARE CONSISTENT | WE WORK SAFELY |
|---|---|--|
| We are accountable for our deliverables, we respect our employment and we act ethically and courageously. | We implement our policies fairly and we communicate openly. | We take responsibility for our safety and we always focus on improving the safety of our operations. |

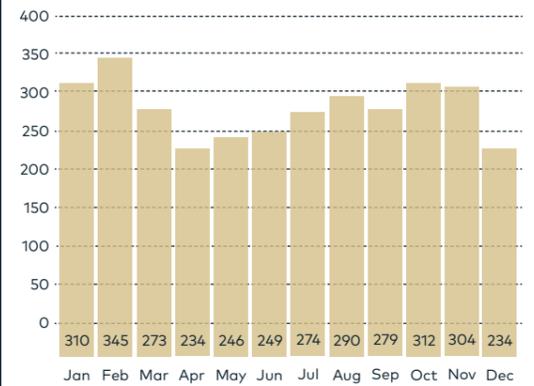
OUR SERVICE "We understand and meet the needs of our clients."

| WE DO MORE | WE CONTINUALLY IMPROVE | WE DELIVER |
|---|---|---|
| We go the extra mile to ensure our clients experience a professional service. | We look for innovative ways to do things better and more effectively, and we understand our clients' risks. | We focus our efforts on achieving results in line with our strategy and contractual requirements. |

SHEQ REPORT

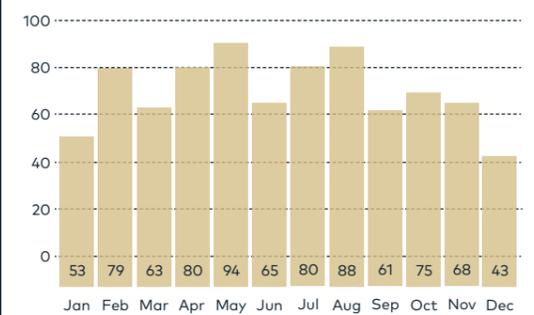
DECEMBER 2020

OBSERVATIONS



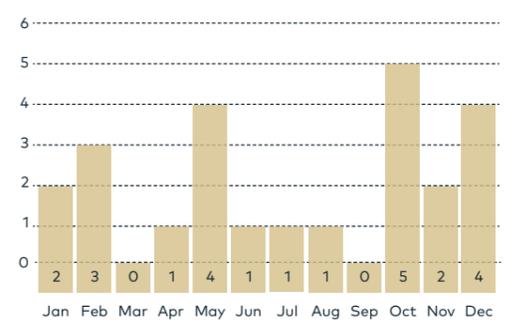
A total of 3350 observations were recorded in 2020. Please continue to encourage reporting at sites and onboard.

NEAR MISSES



As with observations, we report and close out Near Misses to prevent injuries, damages to assets and equipment & environmental incidents. These have continued and action taken to ensure timely close out of these has been noted and much appreciated. At the end of December 2020, a total of 849 Near Misses were recorded.

PERSONAL INJURIES



24 of our colleagues were injured in 2020. A breakdown of these injuries is as follows: 3 Lost Time Injuries, 5 Medical Treatment Cases and 16 First Aid Cases. Let us work together to achieve Goal Zero and achieve a safe and healthy working environment.

CONGRATULATIONS TO OUR SHEQ AWARD RECIPIENTS!

Thandeka Gonya, AMSOL's Mossel Bay Office Administrator, has taken on the responsibility for SHEQ for Mossel Bay and Saldanha Bay operations. In doing so, she has had enormous support from her colleagues. In January, Thandeka recognised two of her colleagues by nominating them for a SHEQ Award.



Cario-Lee Mann is an AMSOL diver operating out of Mossel Bay and Saldanha Bay, who actively participates in the monthly safety meetings by providing safety moments that are relevant and based on the operations that the teams are involved in. He is also an active logger of quality

observations which are then captured into the SMART SHEQ Reporting module. Cario-Lee assists Thandeka with monthly site safety inspections and is an active leader in ensuring housekeeping is maintained on site.



Marlo Jeromias is also an AMSOL diver working out of Mossel Bay and Saldanha Bay, who spends a large amount of his time working out of Saldanha Bay. He has been working hard to become a Trainee Supervisor for the team when they are in Saldanha Bay – focusing on keeping the team safe (in

alignment to Goal Zero) and healthy (by ensuring all COVID19 protocols are always adhered to). This includes ensuring that the Saldanha Bay residence is clean and always sanitised. Marlo also drove to and from Mossel Bay and Saldanha Bay (about 500km) once or twice a month without complaint and ensured that the team was always transported safely.

ON THE OPERATIONAL FRONT...



'Isiqalo'

AMSOL's product tanker 'Isiqalo' arrived in Durban on the 10th of January 2021 after a 6-week voyage from Greece. She is currently alongside Sandock Austral's repair quay in Durban as final preparations are underway before she commences service to Shell in February for fuel deliveries in the Port.



'S.A. Agulhas II'

'S.A. Agulhas II'

On the 5th of January 2021 the 'S.A. Agulhas II' arrived at the Antarctic ice shelf and Captain Bengu, Officers and Crew focused on commencing cargo offloading operations. The vessel is due to return to Cape Town at the end of February.

'S.A. Amandla'

On the 9th of December, the 'S.A. Amandla' departed from Cape Town on SAMSA instruction to standby the immobilised AHTSV 'Thompson Tide' off Mossel Bay. The tug is on standby 24/7/365 to respond to marine emergencies along the South African coast.



'S.A. Amandla'

CELEBRATING LONG SERVICE

We appreciate the significant commitment shown by AMSOLITES across the company achieving Long Service milestones in March!

15 YEARS: Simon Radebe, Seelan Nair, Randall van der Westhuizen

25 YEARS: Nontlahla Sumba



REMINDER: PROVISIONAL TAX ON 13TH CHEQUE /BONUS PAYABLE IN DECEMBER EACH YEAR

Following from previous communication about the deduction of additional tax monthly from the accrued 13th cheque from all employees within the Bargaining Unit (ratings onboard the vessels, warehouse, yard & cleaning staff onshore), this serves as a reminder that, effective March 2021, all employees in positions outlined above will continue to be subject to the monthly additional provisional tax, in line with the tax period of 01 March 2021 – 28 February 2022. This is unless the employee has indicated that they elect to pay full tax in December only. All other employees will have the option of the additional provisional tax. Changes can only be made in March of each year as no changes will be made at other times in the tax period.

Any queries in this regard can be directed to HR Advisor Janine Dunn - j.dunn@amsol.co.za / 021 5075777.