

CURRENTS

NEWS FOR THE EMPLOYEES OF AMSOL



As we wrap up 2025, we present the December issue of 'Currents' and reflect on a meaningful year for AMSOL. This year, we celebrated growth across our fleet and workforce, along with improved safety performance, all of which showcases the dedication, teamwork and commitment that drive our success.

We congratulate all the finalists and winners recognised at the 2025 Employee Awards Ceremony in November – colleagues who truly embody our core values. We also hear from our CEO, Dan Ngakane, as he reflects on the year's achievements and outlines the path forward for continued growth in 2026.

This issue also highlights our recent SHEQ Award recipients and Values Champions, and features World AIDS Day and the 16 Days of Activism against Gender-Based Violence.

As we embrace the festive season, keeping in mind that many of our colleagues are working during this time, let's take pride in the collective accomplishments that continue to position AMSOL as a maritime leader. Here's to a joyful, safe festive season and a successful year ahead!

Chief Executive Officer Dan Ngakane reflects on the highlights and milestones of 2025 as we move towards the end of the year.

From extensive and challenging drydock and maintenance projects to securing finance for the acquisition of new vessels and bringing those vessels in to service, the business of AMSOL has demanded much from many this year. The result of this effort speaks for itself – growth in fleet, growth in workforce, improved safety performance, positive client and market sentiment and a growth outlook on the horizon for 2026.

This year, the business achieved milestones reflecting the teamwork behind our success:

- We recommenced offshore bunkering for client Astron Energy in Algoa Bay as 2025 began; successfully bringing our tankers 'Uhambo' and 'Ilitha' into service this year in this strategic market.
- We purchased an additional AHTSV and were able to contract the 'Inkanyezi' into an offshore support and supply operation for PetroSA. This new contract represents business growth in the offshore market.
- The AHTSV 'Nomasa' has been well commercially utilised this year with several short-term charters secured.
- Our offshore terminals team in Durban managed a successful transition to new client Natref whilst continuing to ensure effective terminal management and maintenance.
- The bunker barge 'LiPuma' was relocated to the Port of Durban from Cape Town, extending client Astron Energy's operations into this strategic market.

These are just a few highlights of 2025, and I'm sure you will recall many more. Thank you to everyone who contributed, overcame challenges, and ensured we achieved our goals. I sincerely appreciate your dedication, resilience, and commitment. This year has been one of progress for AMSOL, navigating a dynamic maritime sector and achieving growth, a true reflection of the strength of our people.

Our expansion across operations, investments in safety, new systems, and quality service have driven a year of strong performance. These achievements reflect the teamwork, professionalism, and passion of every seagoing and shore-based team member. With the growing pool of talent and dedication within AMSOL, I know that the year ahead holds even greater potential.

In 2026, I encourage you to step out of your comfort zone and embrace learning something new as we introduce new systems that will reshape how we work. Our fleet will expand with two new tankers by Quarter 1, creating opportunities and demanding more from us at sea and ashore. We will also celebrate 10 years since the establishment of AMSOL, reflecting on our growth and continued leadership in the regional maritime industry. To the many employees on duty during the festive season period ahead, thank you for your continued service and commitment. For those taking time away from work, I wish you a safe and peaceful break.



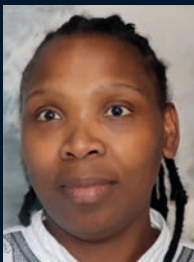
CEO Dan Ngakane

WELCOME AMSOLITES!

We extend a warm welcome to new AMSOLITES and wish them success, growth, and an exciting journey of learning and development at the company.



Sivuyile Fisa
Senior Technical Superintendent
Cape Town



Ziyanda Golintete
Creditors Clerk
Cape Town

MILESTONE ACHIEVED



Engineering Cadet **Lungile Precious Ndima** obtained her Certificate of Competence as Officer in charge of Engineering Watch. Congratulations Lungile!

2025 EMPLOYEE AWARDS CEREMONY



We are excited to share that on 24 November 2025, AMSOL hosted its 2nd Annual Employee Awards Ceremony at the Radisson Blu Hotel in Cape Town, a significant occasion celebrating our company's culture of excellence. This inspiring event honoured the exceptional contributions of AMSOLITES across multiple categories, recognising the talent, dedication and passion that drive our success every day.

Congratulations to our winners, your hard work and passion make us proud!



Innovation & Improvement Award Winner:
Lwandle Vanda (Chief Officer, 'Umkhuseleli') pictured with Asanga Mehana (Business Improvement Specialist)



Safety Leadership Award Winner:
'Sisonke' received by Faizel Dawood (Chief Engineer, 'Sisonke') pictured with Ndileka Nomangola (SHEQ Manager)

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16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE (25 NOV 10 DEC): No Excuse for Online Abuse



16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

Digital spaces should empower everyone. Yet, for many, the online world has become a minefield of harassment, abuse, and control. A message, comment or post can quickly escalate into threats or real-life harm. Private photos are stolen, lies spread instantly, locations tracked, and AI is weaponised to create fake or manipulated images or videos designed to intimidate or shame.

During the 16 Days of Activism, we stand for technology as a force for equality, not harm. At AMSOL, we go beyond awareness, standing in solidarity with survivors and reaffirming that no one is alone. Safe, supportive channels exist to ensure every voice is heard. Whether at sea or ashore, we encourage all AMSOLITES to speak out, seek help, and support one another. Together, we can encourage a culture of respect, safety, and dignity for all.

If you are a victim of GBV or affected by it, please remember that support is available to you and your family members through AMSOL's Employee Wellness Service, LifeHS. You can contact them on the toll-free number 0800 004 770, SMS your name to 31581, or WhatsApp them on 066 488 2273. They are available 24/7/365. You can also reach out to AMSOL's Social Worker Lucky Menoe via WhatsApp at 072 577 8419 or email ronaldmenoe@gmail.com



World AIDS Day is commemorated each year on 1 December and provides an opportunity for communities, including AMSOL, to unite in the fight against HIV, show support for people living with HIV, and honour the memory of those we have lost.

This year's theme, 'Let Communities Lead' focuses on advancing actions to end AIDS as a public health threat, addressing stigma, raising awareness about the importance of screening, testing, treatment retention and prevention, and highlighting national priorities on HIV. At AMSOL, this reflects our core values caring for one another, integrity and respect. We encourage all employees to know their status, challenge stigma, and promote a culture of compassion, inclusion, and well-being both at sea and ashore.

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Values Champion Award Winners:
Clint Moonsamy (Master, 'LiPuma') and Colin Daries (Crew Planner)
pictured with Fatima Gabier (HR Advisor)



Rising Star Award Winner (Sea):
Sanele Zulu (3rd Officer, 'Uhambo') pictured
with Wilna Kapp (Crewing Manager)



Rising Star Award Winner (Shore):
Sphehile Matomane (Business
Improvement Coordinator)
pictured with Janine Dunn
(HR Advisor)



Leadership Award Winner:
Nceba Sodo (Chief Engineer,
'Inkanyezi') pictured with Musa
Mbakaza (Technical Services and
Assurance Executive)



Lighthouse Award Winner:
Kniekeal Rajpaul (Chief Officer)
pictured with Refiloe Monaheng
(Human Capital Manager)



CEO's Award – Special Commendations:
Captain Cedric Mbatha (Master, 'Inkanyezi'), Philani Dube (Chief Officer,
'Uhambo'/'Ilitha'), Mbuyiseni Memela (Bosun, 'Isiqalo'),
Jarred Steytler (Technical Superintendent),



CEO's Award Winner:
Siphokazi Mbaba (Marine Operations
Manager, OMS) pictured with
Dan Ngakane (CEO)

We also celebrated our long-serving colleagues marking 10, 15, 20, 25 and 30 years of service. Pictured are those who attended the Employee Awards Ceremony.



10 Years: Jason Williams, Pumla Makubalo, Faizel Dawood, Chad-Lee Meth



15 Years: Zanele Myeza,
Graham Dreyden



20 Years: Peet Reyneke, Lisa Barnard, Gregory Kiewiedo, Marcus Mothusi,
Lionel Alexander, Jon Klopper



25 Years: Noel Goeieman, Treston Havinga, Francois Geldenhuys,
Paul Monk, Mark Oreilly



30 Years: Ishara Reddy pictured
with Peet Reyneke

VALUES CHAMPIONS

Congratulations to the following AMSOLITES who were nominated for living the Company Values, going the extra mile and making a difference to those around them.



Frontline Support Assistant Sarah Tiko nominated **Network Administrator Clayton Seale** from the Cape Town office. "I would like to nominate Clayton for his outstanding support and professionalism. He is always willing to assist with a positive attitude and a smile, ensuring that no one is left feeling unsupported. Clayton consistently goes the extra mile to make sure we feel comfortable and well-informed about any issues, clearly explaining the situation and bring solutions. His expertise and dedication are truly appreciated. Thank you, Clayton for always being there for us".

Chief Financial Officer Peet Reyneke nominated **IT Manager Francois Geldenhuys** from the Cape Town office. "Francois has led the IT & Systems department



through change over the last year, whilst also carving out a huge number of hours in support of ECM, Digital Transformation Strategy as well as other system changes. His contributions and efforts in both receiving and giving feedback are very direct, but always with AMSOL and honesty at heart".



SHEQ Manager, Ndileka Nomangola nominated **SHEQ Advisor Xoliswa Sikweza**. "I nominate Xoli for the dedication and commitment she has shown during the preparations and deployment of the 2025 SHEQ Campaign. Her leadership, attention to detail, and

meticulous planning have been key to the success of this campaign. Thank you, Xoli, for being an amazing team player".



Brand Manager Lisa Barnard nominated **Storeman Reno Mulder**. "Whenever the Corporate Affairs Department needs assistance with marketing materials or packing items – sometimes urgently and under tight deadlines – Reno is always willing to help. He goes the extra mile, double-checking to ensure everything is done correctly. He does so happily and consistently demonstrate professionalism. Reno truly lives the company values – thank you for all that you do!".

LONG SERVICE AWARDS

Join us as we acknowledge long serving colleagues reaching milestones in December 2025 and January 2026. Congratulations to you for your loyalty and service. You are valued members of the team!

15 YEARS	20 YEARS
Lisa Barnard (Reines)	Peet Reyneke Elton Fortuin Nathaniel Pepino
25 YEARS	40 YEARS
Gilbert Lawrence	Toralf Grapow

2025 SAFETY CAMPAIGN
ROADSHOW:
THANK YOU FOR YOUR
ENGAGEMENT

Thank you to all AMSOLITES for participating in the ongoing 2025 Safety Campaign Roadshow. Over the past few months, the roadshow reached over 80% of our vessels, all office sites and regions including Durban, Port Nolloth, Gqeberha, Cape Town, and Mossel Bay, engaging with over 309 employees both seagoing and office based. Your openness, feedback and commitment to safety continue to shape how we improve and strengthen our operations.

- Through these engagements, several common focus areas were highlighted. Employees called for:
- Stronger knowledge-sharing through improved circulation of lessons learned from incidents and High Potential Near Misses (HPNM).
 - Better timeliness and quality in SHEQ report reviews and closures.
 - More frequent internal AMSOL Safety Flashes to reinforce learning and risk awareness.
 - Increased visible, face-to-face safety campaigns to uplift morale and address concerns directly.
 - Increase direct engagement across departments with timely and meaningful feedback on issues raised.

We appreciate every contribution and want to assure employees that these insights are being taken forward.

DIGITAL TRANSFORMATION: MOVING FORWARD
We're moving full steam ahead on our Transformation journey!

Establishment of Business Transformation department

In October 2025 we announced the establishment of a new Business Transformation department at AMSOL, which merges the Information & Communication Technology (ICT) and Business Improvement functions. The department will be headed up by a Chief Information Officer and a recruitment process is already underway for this strategic role. The change in structure will result in greater efficiencies and operational improvements.

All aboard with ECM!

Our Enterprise Content Management (ECM) system went live to office-based employees on 20 October 2025. The system has introduced the following benefits:

- A new storage location for company documents.
- Digital forms, reducing the need for paper.
- Consolidation of approvals, which increases the speed of operational decisions.
- Standardisation of data entry, which reduce errors in processing of forms.

Now that the system has gone live, focus can be placed on learning and growing the system and new features will be released in the coming months.

It all counts! SAGE X3

The new accounting system (Sage X3) project is on track, with 2 of the 8 phases of the project having been completed. Employee engagement sessions were held with members of the finance team during October and November, with feedback incorporated into the design phase. The next phase of the project will include looking into workflows, fixed asset management and journal entry approvals.

Strategic Sourcing & Procurement System

The tender process for the new strategic sourcing and procurement system is gaining traction, with the decision on the successful service provider to be concluded before the end of 2025. A thorough tender process has seen the evaluation team viewing demonstrations, conducting reference visits and interviews with current users of the proposed systems, as well as testing of the systems onboard AMSOL vessels to ensure that they operate effectively. Commercial negotiations are now underway.



All identified improvement areas will be taken into consideration and prioritised accordingly in the first quarter of 2026, ensuring that our safety culture continues to grow stronger through shared accountability, transparency, and teamwork.

Thank you once again for your participation and for placing safety at the heart of everything we do.



Congratulations to all the recent SHEQ Award recipients for your exceptional contributions to AMSOL's safety culture! Your commitment inspires us all. Thanks to every AMSOLITE for playing a vital role in ensuring a safe and secure working environment.



Chief Navigational Officer Caleb Kella nominated **Able Seafarer Deck Sebastian Africa** onboard the 'Aogatoa'. "Sebastian has demonstrated exceptional commitment to the vessel's safety culture through his active participation in safety talks. He consistently raises important and insightful safety points that meaningfully contribute to discussions and enhance overall safety awareness onboard. His dedication, strong work ethic, and proactive attitude have had a noticeable impact on promoting and maintaining a safe working environment. Sebastian is an asset to the team and a steadfast advocate for SHEQ principles".



Able Seafarer Deck Tusokwakhe Mwandla nominated **Bosun Jeremy Brown** onboard the 'Inkanyezi'. "Jerry demonstrates strong leadership skills and consistently contributes to a positive team spirit, especially during challenging periods. He uplifts and encourages individuals when the tour of duty becomes demanding. He has effectively trained crew members with no prior offshore experience through thorough Toolbox Talk sessions and adherence to company safety procedures relevant to each task. Jerry remains highly focused during cargo or bulk transfers to the installation, ensuring clear communication between the deck, bridge, and crane operator. His work ethic, professionalism, and dedication have earned him the respect and admiration of his colleagues".



Second Officer Senzwesihle Mpisana nominated **Captain Khanya Boyse** onboard the 'Isiqalo'. "I nominate Captain Boyse for demonstrating exceptional leadership in promoting safety, crew wellbeing, and maintaining a secure working environment onboard the 'Isiqalo'. His sustained exemplary safety record is a reflection of his proactive approach, implementing measures that have consistently prevented workplace incidents. Boyse actively encourages hazard reporting, fostering a strong safety culture by ensuring potential risks are identified and addressed before escalating. His innovative approach to safety includes enhanced TBTs, safety drills, and strengthened near-miss reporting, all of which have significantly improved onboard awareness and emergency preparedness. He continuously strives for compliance and improvement, going beyond statutory requirements by upholding international regulations such as the ISM Code, SOLAS, MARPOL, and other relevant standards. His commitment to operational safety is matched by his dedication to mentoring others, promoting accountability, and inspiring colleagues through consistent adherence to safety protocols. Boyse also recognises the importance of crew wellbeing, implementing team-building activities, including group exercise routines and regular use of the gym, which have strengthened relationships across all departments and contributed to a positive, supportive onboard environment. All the above have been delivered in full alignment with AMSOL and relevant stakeholder procedures and regulations".



Second Engineer Ngcebo Msimango and the team onboard the 'Siyakhula' nominated **Able Seafarer Engine Elrico Skippers**. "As the Siyakhula team, we nominate Elrico, he has proven to be a very good team player, reliable and executes his duties with due diligence. He has made a valuable contribution towards applying and maintaining the safety culture on board by reporting and taking necessary actions when needed".



Chief Officer Albertus Basson nominated **Able Seafarer Deck Lance Kroutz** onboard the 'Nomasa'. "Since joining here late August I have noted that AB Kroutz has consistently been reporting safety observations. He takes safety seriously not only himself, but the safety of his fellow seafarers very seriously. He is always engaging and proactive when it comes to safety".



Second Officer Mthunzi Nyembe nominated **Able Seafarer Deck Vusumzi Mgenge** onboard the 'Siyakhula'. "I recommend Mgenge as the ideal candidate due to his strong safety, health, and environmental awareness, as well as his genuine care for the workplace. He is a quick learner who has adapted exceptionally well to the challenging environment and strong safety culture at Durban SBM. He approaches his daily tasks with maturity and continually introduces new skills to the team. Mgenge has a strong sense of responsibility and performs well under pressure. He remains calm and focused all the time, making him highly dependable. He is respected by everyone onboard and is a valuable asset to the vessel. He truly deserves this award".



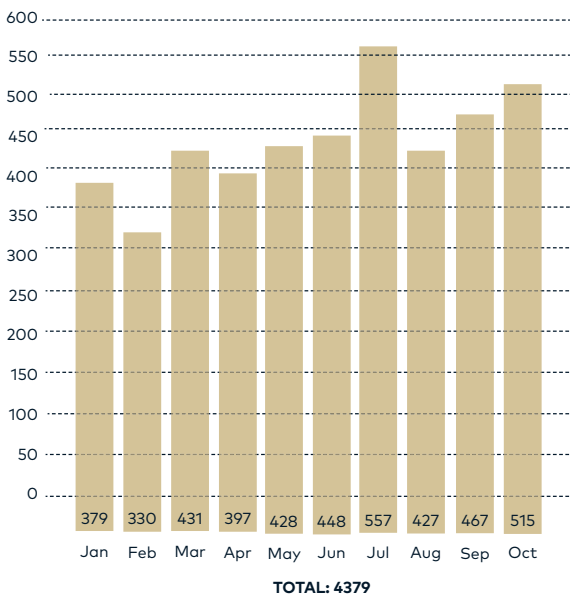
Captain Allister Nash nominated **Able Seafarer Engine Sharief Bartman** onboard the 'Sisonke'. "We consistently see a steadfast and reliable individual. He takes on any job or task while always demonstrating a strong commitment to safety and proper procedure, and he does not hesitate to correct or inform anyone by acting unsafely. His knowledge of company procedures, strengthened by his experience within the organisation, is evident in his leadership qualities and insight. It is also worth noting the impressive number of safety observations he often raises and identifying issues that others may overlook".



SHEQ REPORT

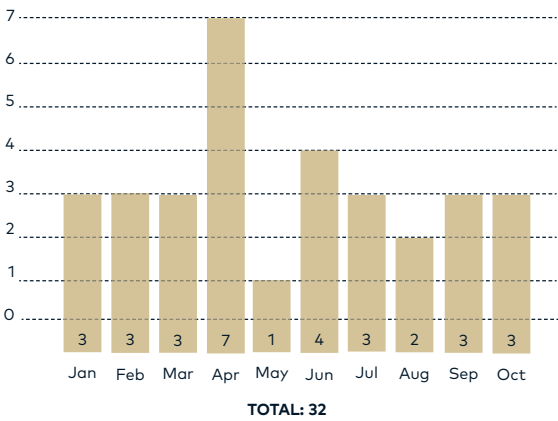
OCTOBER 2025

OBSERVATIONS/NEAR MISSES



The goal is to consistently exceed 400 reports each month, and we are pleased to note that this target was achieved in both September and October. SHEQ reporting plays a vital role in preventing incidents before they occur, every observation, no matter how small, helps us identify risks, strengthen our systems and build a safer workplace for all. We encourage all crew members to continue reporting both safe and unsafe observations. Your input drives meaningful improvement and enhances safety across our operations.

PERSONAL INJURIES



While our highest priority remains creating a safe workplace and preventing injuries, a total of six personal injury incidents were reported during September and October. As we continue with our Safety Campaign, we encourage everyone to remain alert and committed to working safely. Most injuries are preventable through proper planning, adherence to procedures, and looking out for one another. Let's all play our part in reducing incidents and ensuring that everyone goes home safely each day.



AMSOL RENAMES TANKER 'ILITHA' IN THE PORT OF NGQURA

On 18 November, AMSOL celebrated the renaming of its tanker 'Ilitha' at a ceremony in the Port of Ngqura and at the AMSOL Warehouse in the Coega Special Economic Zone. Now proudly South African-flagged, 'Ilitha' brings our fleet to 16 locally registered vessels and will operate with Port Elizabeth as her home port, highlighting AMSOL's ongoing commitment to the Eastern Cape and South Africa's maritime industry.

The ceremony was officiated by AMSOL's Offshore Marine Services Executive, Pumla Makubalo and led by the Port Manager for the Nelson Mandela Bay Ports of Port Elizabeth and Ngqura Ms Pamela Yoyo, Ms Yoyo further explained that the name Ilitha, meaning "Ray of Light," represents the strength of South African capability and the organisation's commitment to growing the maritime economy.



'UMKHUSELI' ASSISTS IN TOWING BULK CARRIER INTO PORT OF DURBAN

AMSOL's AHTSV 'Umkhuseli' was pictured entering the Port of Durban on 20 November, towing the bulk carrier 'Veruda' with assistance from the 'Siyakhula'.

SUCCESSFUL COMPLETION OF THE 'AUKWATOWA'S' 2025 STATUTORY DRYDOCK

The statutory drydock of the Port Nolloth based supply vessel 'Aukwatowa', was successfully completed from 18 September to 23 October 2025 at the Synchro Lift facility in Cape Town. This drydock was a critical regulatory requirement to ensure the vessel's continued seaworthiness, operational readiness, and compliance with SAMSA standards.

Effective management of the process, particularly staying within the approved budget and timeline, was essential to minimise operational disruptions. By maintaining close oversight of the work scope, coordinating proactively with contractors, and managing risks early, the project team ensured efficient delivery without compromising quality. Thanks to Captain Alistair Ruedolf, Officers and Crew onboard for the outstanding job.



TRISTAN DA CUNHA VOYAGE COMPLETED

The Government of Tristan da Cunha chartered the 'SA Agulhas II' in November for a special voyage to support infrastructure development and scientific work on Tristan da Cunha Island in the South Atlantic. The vessel transported critical cargo, including specialised building materials for key infrastructure projects, as well as technical personnel required for essential maintenance and upgrades. In addition to its logistical mission, the vessel supported scientific activities near Gough Island, contributing to ongoing monitoring of this globally significant ecological area and enhancing understanding of its unique marine and environmental systems. This charter highlights the vessel's exceptional capability to deliver multi-mission support from logistics and construction to world-class scientific research in some of the world's most remote regions.