

CURRENTS

NEWS FOR THE EMPLOYEES OF AMSOL



Welcome to the first edition of Currents for 2026.

With the first month of the year behind us, we move into 2026; showing renewed optimism, purpose, and shared momentum. In this edition, we feature insights from AMSOL's Chief Executive Officer, Dan Ngakane, under the theme: '10 Years of Growth - One Shared Future' reflecting on how far we have come and the opportunities ahead.

We also welcome our newest AMSOLITES, celebrate our SHEQ award nominations and Values Champions, and share practical tips on budgeting better in 2026, showing how small choices can make a meaningful difference to your month.

We trust you will enjoy this first issue of Currents and find it both informative and inspiring as we set the tone for the year ahead.

10 YEARS OF GROWTH - ONE SHARED FUTURE

As the year began, we sat down with AMSOL's Chief Executive Officer Dan Ngakane to look forward into 2026.

Q: Dan – what is significant about 2026 for the company?

A: 2026 marks AMSOL's 10-year anniversary, celebrating a decade since the company's launch in 2016. This milestone reflects steady growth, resilience and a shared commitment to building a strong, South African-owned marine services business that we can all be proud of.

A big focus for this year is on Business Transformation and introducing new technology and systems that will help us to work more efficiently and set the company up for future success.

We also anticipate that this year will be a historic one for our company as we expect to achieve growth objectives we have all been working hard towards.

Q: What have been the standout achievements for AMSOL during the last decade?

A: AMSOL has navigated significant change and many challenges, including the pandemic, important contract renewals and the opportunity of fleet renewal. During this time, we successfully expanded our fleet and invested in newer vessels, entered the tanker market, returned to the offshore market, and strengthened our organisational structure, systems and use of technology. The Employee Trust has continued to have a positive impact on the lives of many which is a testament to the sustainability of the business.

AMSOL employees, at sea and ashore, have remained at the centre of this progress.

Q: Looking ahead, what will 2026 demand from us?

A: As we enter AMSOL's next phase, our focus remains on continuous improvement, employee wellness, strong governance and sustainable, ethical operations that support safety, performance and long-term value creation.

With a stronger rand impacting our dollar revenue, it is already clear that the year ahead will require adaptability, operational excellence and a strong safety and environmental focus as regulatory and compliance demands continue to increase. 2026 will be a defining year as we build on our foundations and prepare for the decade ahead.

Q: Lastly, could you summarise our key business priorities for 2026?

A: We can all impact these three focus areas in our different roles in the business at sea and ashore.

 **Fleet Health:** Maintaining reliable, compliant vessels to support safe and efficient operations, including dry dock management.

 **Employee Wellness:** Supporting wellbeing as a foundation for safety, engagement and performance.

 **Business Transformation:** Advancing digital initiatives, welcoming new ways of work and being open and ready for change.

As we look ahead into 2026, key questions to ask ourselves include:

- How can we improve communication with each other so that we timeously share important information that can impact effective vessel maintenance & management, operations, and safety?
- How can we ensure that we are delivering a top service to our clients every day?
- What would you do differently if it were your own money we were spending?
- How do you recommit to safety each morning, each operation and each task?
- Are you prioritising your health and wellbeing and what small change could make a big change for you this year?

All the best for a safe, successful and productive 2026!



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.



NOMCEBO SITHOLE

Captain Peter Orogun nominated **Purchasing Supervisor Nomcebo Sithole** from the Cape Town Office. "I nominate Nomcebo for her commitment towards project delivery. Her professional expertise in logistics and supply chain, delivery of STS equipment and deliverables were topnotch. She did timely mobilisation of STS Equipment and gears from Port Elizabeth to Richards Bay and Maputo in Mozambique even in the face of unforeseen international cross-border challenges. I sincerely appreciate her contribution to the team for a successful STS operation. Her work ethic is highly commendable. Please keep it up, you are a valuable team member".



RAYMOND SHOJI

Second Officer Wahseem Vincent nominated **Bosun Raymond Shoji** onboard the 'Siyanda'. "Raymond is an outstanding leader who consistently leads by example and upholds the company's values in all aspects of his work. He fosters

a positive environment on board by encouraging both crew and officers to maintain an optimistic outlook, even in challenging situations. Raymond is always willing to lend a hand, going above and beyond to support the company and everyone on the ship. Beyond his professional duties, he is a trusted confidant, some crew members feel comfortable approaching with any concern, whether work-related or personal. His empathy, understanding, and ability to respond appropriately in diverse situations make him an invaluable member of the team".



'LIPUMA' DAY SHIFT TEAM

Fuel Logistics and Transportation Executive Terry Spreeth nominated the **'Lipuma' Teams**. "I would like to nominate the 'Lipuma' shifts, led by Captain Gideon Roux, Captain Clint Moonsamy and Captain Sashen Ponnussamy, as Values Champions for their exceptional teamwork, leadership and commitment. The team worked tirelessly to prepare for the tow when the 'Lipuma' was shifted to Richards Bay and the 'Bongani' returned to Durban for repairs in December, ensuring a smooth handover of the 'Lipuma' to the Bongani shifts in Richards Bay up to the morning of Christmas Eve".



SPHIWE TSHEZI

Fuel Logistics and Transportation Executive Terry Spreeth also nominated **Buyer Sphiwe Tshezi** from the Durban Office. "Sphiwe displays full dedication to his role as a Buyer. He supports the FL&T division with requests at all times of the day and is always positive, efficient, and diligent in his approach. He is a true values champion, he will go out of his way to support his colleagues, ensuring supplier and service provider attendance are in line with operational requirements".

Continued on page 2

OPERATIONAL NEWS

WELCOME TO SOUTH AFRICA!
We recently celebrated the arrival of the 1 year old tanker 'Pearl Kaja' to our shores after a voyage from Singapore to Durban with an all-South African crew, under Captain Rory Boardman. The tanker, flying the South African flag, will commence service for an Oil Industry client on the South African coast in the weeks to come; bringing to 4 the number of tankers operated by AMSOL.



SALDANHA BAY MULTI BUOY MOORING FACILITY
AMSOL manages operations at the Multi Buoy Mooring Facility for client Sunrise Energy in Saldanha Bay.

In addition to day-to-day terminal management, AMSOL is responsible for complex maintenance programmes at the facility, delivering solutions that support the client and protect the environment.

As part of these operations, AMSOL completed a subsea maintenance project at the Multi Buoy Mooring LPG berth. The scope included diving operations and maintenance to the flexible subsea hose, which was completed in the dry on the deck of AMSOL's AHTSV 'Nomasa'.

Utilising specialised marine resources, AMSOL supports the safe and timeous turnaround of LPG tankers at the terminal.



VESSEL REPOSITIONING OPERATION
On the 21st of December, the 'Lipuma' was repositioned from Durban to Richards Bay while the 'Bongani' returned to Durban for repairs. The operation required careful coordination across teams, with the 'Nomasa' playing a key role as the towing vessel. Despite the tight year-end timeframe, seamless collaboration, strong leadership and thorough planning ensured the safe and successful movement of both vessels and an effective handover in Richards Bay.

Special recognition goes to Theo Cronje, Raj Durgapersad, Jarred

Steytler and Alex Fitzgerald for their coordination, operational leadership and support in ensuring all requirements were met. This operation highlights the strength of collaboration between sea and shore teams and reflects our values in action through accountability, teamwork and professionalism.



EXCELLENCE IN OFFSHORE ANCHOR WORK
AMSOL's AHTSV 'Inkanyezi' recently conducted anchor work involving the retrieval of an anchor chain, completing the operation to the full satisfaction of the Client.

Our thanks to Captain Ludidi, Officers & Crew for their continued commitment to delivering a safe and professional service. With experience in providing upstream support to the offshore Oil & Gas sector, AMSOL offers clients a multipurpose solution that is flexible and fulfils a variety of offshore support requirements.



FLEXIBILITY OF AMSOL'S OFFSHORE FLEET
Recently, the AHTSV 'Nomasa' provided assistance off Durban to a tug and tow when adverse weather and technical issues required the tug to visit the Port. The 'Nomasa' rendered timeous assistance, releasing the tug, and was able to stabilise the situation offshore; eventually delivering the barge that was under tow safely alongside in Durban.

Continued from page 1



ANELISWA NGUBANE

Corporate Affairs Executive Clare Gomes nominated **HR Administrator Aneliswa Ngubane** from the Durban Office. "Ane has played a critical role in ensuring that the Employee Awards finalists based outside of Cape Town were able to travel in for the 2025 ceremony. This involved a complex set of logistics and arrangements for more than 25 people which she did professionally and systematically. Her 'can-do' attitude means she goes the extra mile to achieve a goal, and her good communication and feedback skills mean she keeps necessary stakeholders informed and updated. She is also great at engaging with people and keeping them in the loop. Well done and thank you Ane!".

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.



Mandisa Khumalo
Fuel Logistics & Transportation Graduate Trainee Durban



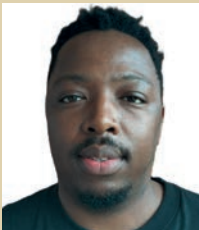
Luzuko Ngumbela
SHEQ Advisor Cape Town

MILESTONES ACHIEVED

Supporting the development of skilled and talented individuals within the maritime sector is a priority at AMSOL. We congratulate the following AMSOLITES on their recent achievements!



Charles Khumbuza
obtained his Chief Mate Certificate of Competency



Nzuzo Nongiza
obtained his Chief Engineer Certificate of Competency

LONG SERVICE AWARDS

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

10 YEARS

Shaun Adams
Simo Khuzwayo
Vuyiseka Mandla
Nhleko Makhiseni

20 YEARS

Seelan Nair
Sijabulile Radebe

Congratulations to all 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 Navigating Officer Ayanda Miya nominated **Bosun Gregory Classen** onboard the 'Inkanyezi'. "I nominate Gregory as he consistently demonstrates qualities that are integral to the values of an AMSOLITE. He performs all his duties to a high standard and shows strong leadership to both his team and the entire crew, fostering a culture where every crew member is encouraged to report observations. He regularly submits observation reports and proactively seeks solutions to address them. Gregory is always willing to go the extra mile to ensure that all vessel operations run smoothly, and that safety remains a top priority. During his time on board, he has ensured the continuity of deck maintenance despite the operational challenges faced, and as a result, the vessel is consistently well maintained. His hands-on leadership, meticulous housekeeping, and unwavering commitment to SHEQ standards make him a truly deserving recipient".



Captain William Karsten nominated **Chief Engineer Deon Alexander and Second Engineer Tumelo Ndlela** onboard the 'Aukwatowa'. "Deon and Tumelo have shown outstanding commitment and professionalism throughout their tour of duty. Following the vessel's return from dry dock, both engineers worked tirelessly and hands-on to rectify multiple defects, ensuring all systems were restored safely and efficiently. Their dedication often extended beyond normal working hours, reflecting their strong work ethic and sense of responsibility. Within their first week onboard, they actively reported and created numerous safety observations

via SMART. Their proactive engagement with the safety reporting system has placed them among the highest contributors, clearly demonstrating their strong focus on hazard identification and continuous improvement. In addition, Tumelo proposed an excellent improvement idea which is installing a smoke detector inside the void space. Recognising that the area contains electrical wiring, geysers, and pumps, he identified the potential fire risk and the lack of early warning in the event of overheating or smoke development. This recommendation reflects a high level of safety awareness and initiative. Thanks to the professional efforts of both engineers, most of the identified defects have now been successfully closed out. Their hard work has contributed significantly to the safe and efficient operation of the vessel, and their dedication is greatly appreciated".



Senior Dive Technician John Fenwick nominated **Dive Technician Hylton Harris** from Durban. "Hylton has shown exceptional safety leadership initiative whereby he constantly reminds and encourages colleagues to use their PPE in a manner that is both positive and entertaining. When it is his turn to run the toolbox talk, he discusses every possible unsafe scenario in detail. Often his discussions point to more seriously hidden risks to injury than the average employee has thought of. Hylton's conduct and performance mirror his approach to safety talks. A diver had a safety occurrence in the dive chamber – without hesitation he was ready and entered the chamber to assist a fellow teammate suffering from oxygen toxicity. His speedy reaction to secure the safety of his teammate was extremely well executed. He has also shown

exemplary conduct and initiative, during normal operations by fixing a slight air leak during a critical pressure test during the outage in the dock. Hilton's attitude towards safety and his day-to-day duties over the last few months have been a positive example to his teammates".



Chief Engineer Msa Bunguzana nominated **Able Seafarer Engine Claud Ranck** onboard the 'Siyanda'. "Ranck has been observant and safety conscious since he joined the vessel. He always raises safety concerns in the toolbox talk meeting and contributes to the daily engine room activities. He has submitted good safety observations and went on to implement actions to rectify those observations. This has demonstrated his level of accountability, responsibility and safety awareness".



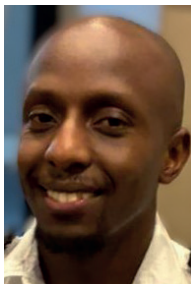
Chief Navigating Officer Lungani Simamane nominated **Ordinary Seafarer Anvor Silva** onboard the 'Siyanda'. "Silva has demonstrated an outstanding commitment to safety on deck. He moves with awareness and carries out his duties with strict adherence to safety protocols. He is a good example of safe and professional shipboard operations executor. His dedication makes the deck a safer place for everyone".



Chief Officer Edrich Mcleod nominated **Able Seafarer Khutso Masike** onboard the 'Siyakhula'. "Khutso has adapted exceptionally well to the vessel within a short period, especially considering it is his first time onboard. He promptly reports any defects to the relevant vessel personnel and actively participates in toolbox talks, safety meetings, tabletop exercises, and all drill debriefings. His strong understanding and ability to respond appropriately in diverse situations make him an invaluable member of the team".



Office Administrator Shaylene Pillay nominated **Facilities Assistant Promise Mkhize** from the Kobe Road Office in Durban. "Promise noticed that the client's vehicle was parked close to an area where work was in progress, the repair of the security guard's hut. She proactively suggested that precautionary measures be taken by requesting the client to move his vehicle to prevent any potential damage. The client appreciated the initiative, willingly moved the vehicle, and thanked Promise for her excellent risk assessment and safety awareness".

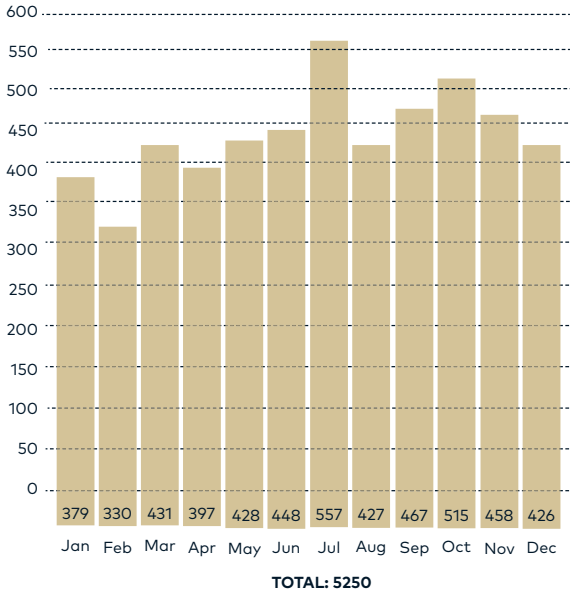


The SHEQ Team nominated **Chief Engineer Lwazoluhle Nxumalo** onboard the 'SA Agulhas II'. "We nominate Lwazoluhle Nxumalo for his valuable contribution to the success of the 2025 SHEQ Campaign. We commend him for his willingness to be vulnerable and for being a strong voice for seafarers through his participation in the SHEQ Campaign podcast. By openly sharing his experiences, he helped make the topic more relatable and easily understood by many AMSOLITES throughout the campaign. Sincere thanks to you, Lwazi, from the SHEQ Campaign Team".

SHEQ REPORT

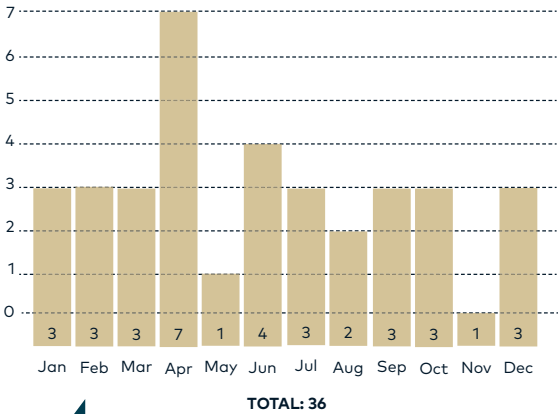
DECEMBER 2025

OBSERVATIONS/NEAR MISSES



The objective is to consistently exceed 400 reports per month, a target that was successfully achieved in both November and December 2025. SHEQ reporting is a critical proactive tool that helps prevent incidents before they occur. Every observation, regardless of size, contributes to identifying risks, strengthening our systems, and creating a safer workplace for all. All crew members are encouraged to actively report both safe and unsafe observations. Your contribution is valuable and plays an essential role in driving continuous improvement across our operations.

PERSONAL INJURIES



While our foremost priority remains maintaining a safe workplace and preventing injuries, a total of four personal injury incidents were reported during November and December. All employees are encouraged to remain vigilant and committed to safe working practices. Most injuries are preventable through effective planning, strict adherence to procedures and actively looking out for one another.

BUDGET BETTER IN 2026:
SMALL CHOICES CAN CHANGE YOUR MONTH

AMSOL's Human Capital Business Partner Fatima Gabier, shares practical budgeting tips for 2026 from Life HS Financial Advisors.

Budgeting has a reputation for being boring, restrictive, or something only "money people" do. But the truth is simpler. A budget is just a plan for your month. It tells your money where to go so that you stay in control, instead of your debit orders, temptations, or unexpected expenses controlling you.

February is the perfect time to reset your money habits. January is behind you, the year is settling in, and your spending patterns are clearer. With a few small changes, you can make your money stretch further than you think.

Start with your real income:

Your salary, commission, overtime, bonuses, side hustles – write it all down. Many people budget using "hoped-for income" instead of what they received. Knowing your real number helps you plan realistically, not ideally.

Then look at what's going out:

Rent, food, transport, electricity, airtime, school fees, debt payments... and the small things that quietly add up. A takeaway here, an Uber there, a daily pie or energy drink. When you track them, you see where your money really goes.

Need, want, or wish?

Before you spend or swipe, try the **5-second pause**: This simple moment helps you avoid impulse spending – one of the biggest budget breakers for South Africans.

If your budget feels tight:

Start with one small cut. You don't need to overhaul your entire lifestyle. Choose one habit to spend a little less on this month. A small change repeated over time becomes a real saving.

Talk about your money:

Budgeting isn't a spreadsheet – it's a conversation. When families talk about money earlier, not only

at month-end when everyone is stressed, they find smarter ways to save together, from shared lifts to planned meals.

A budget that fits your life stage

Starting Out (18–28):

Budget for your vibe, not your FOMO. Use a money tracker app so you know what's really left before you tap for that next outing. Money thought: "My future self will thank me."

Building & Growing (29–44):

You're balancing family, fun, and future. Split your budget into Living (needs), Loving (joy), and Later (savings). Money thought: "It's about balance, not burnout."

Balancing & Supporting (45+):

Talk money at the dinner table. When you budget as a household, the month feels lighter. Money thought: "A conversation can save us more than a cut." Whatever your age, income, or home situation, remember this:

A budget isn't about restriction. It's about direction.

And your Money Coach is from Life HS ready to guide you – so you can budget with confidence and make your money work throughout 2026.

Financial coaching is free, confidential, and accessible for you and your family. Scan on the QR Code below for confidential assistance on financial matters.



EMPLOYEE BLOG: VERSES FROM A VOYAGE

Bosun Paul Monk, who has been with the company for 25 years, has penned a beautiful poem inspired by one of his offshore supply trips taken from Port Nolloth. The poem also reflects on the Global Safety Day held with one of our clients, De Beers.



Safety First – The Ballad of TRIP 5621

"In crates and cages, strong and tight,
Tyron's team worked day and night.
Materials packed, secure and sound,
In chemical drums and loads well-bound.

G4S checked with watchful eyes,
No threat unseen, no sly surprise.
SwiftAir filed the docs with care,
Each paper signed; all forms were there.

Belmet ran the lifting test,
Ensuring gear was at its best.
With safety checks all marked and done,
The journey to the jetty had begun.

Oom-Piet's team, both firm and wise,
Held toolbox talks 'neath morning skies.
Weather clear, the flags held high,
The launches readied, standing by.

Each lash was checked, each strap held tight,
To keep the cargo locked in right.
They launched with pride, no room for error,
To serve AMSOL with strength and terror
(But only for risks – not for men!
They keep things safe, again and again).

For De Beers drills the southern deep,
Where silence lies and oceans sleep.
From north to south, the offloads flow,
Unplanned moves still smooth and slow.

Backloads gathered as per the plan,
No shortcuts taken by this clan.
The vessel's done, the trip's complete,
It charts its course back to the port.

The standby waits at port ahead,
He's got the plan inside his head.
ETA confirmed, no time to slack,
Monday brings the planning back.

Tyron meets with masters there,
To plan the week with utmost care.
From dock to deck, from sea to land,
Safety and teamwork go hand in hand.
For every trip beneath the sun – Safety, Planning
and teamwork won."

Paul Monk

If you have a talent, hobby, passion project or activity you would like to showcase, whether it's writing, photography, poetry, art, sport or something uniquely you, we would love to hear from you.

Please email your submission to Lizeka Mathabeni at l.mathebeni@amsol.co.za Let's celebrate the creativity and diversity of our AMSOL community.



SUPPORTING MARITIME EDUCATION

AMSOL has partnered with Ongoti Maritime Education and Training Consultancy, led by founder and author Aubrey Nhlanhla Sosibo, to support learning at high schools offering Maritime Studies to learners in Grades 10 to 12.

As an experienced Maritime Educator, Mr Sosibo identified that maritime calculations often present challenges for learners. In response, he authored Maritime Economics in a Nutshell: A 'Well' of Maritime Calculations, a learner's workbook and educator's guide designed to strengthen the teaching and learning of maritime-related calculations at secondary school level.

With AMSOL's support, the distribution of these workbooks took place in January at the start of the new academic year. Approximately 400 learners across six schools in Gqeberha and Port Alfred received their copies. Each school was visited by Mr Sosibo, AMSOL's Communications Officer Lizeka Mathabeni and the Eastern Cape Provincial Coordinator for Maritime Studies, Mr Luvoyo Nkani, representing the Eastern Cape Department of Education. We're making an impact where it is needed!

