

CURRENTS

NEWS FOR THE EMPLOYEES OF AMSOL



As we move into the second quarter of the year, we continue to build on the momentum of our shared goals and achievements.

In this issue, we highlight recent milestones, welcome our new Chief Information Officer, and share important updates on the Fraud and Ethics Hotline, reinforcing our commitment to transparency and accountability across the company. We celebrate our Values Champions and SHEQ Award recipients for their contributions to our company and safety culture.

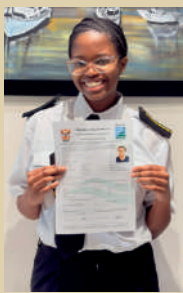
We hope you find this edition informative, inspiring, and a reflection of our continued journey together.

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!



Nhlanhla Phakathi obtained his Chief Mate Certificate of Competency



Lindokuhle Mthanti obtained her Certificate of Competency Officer of a Navigational Watch



Nhlakanipho Khumalo obtained his Certificate of Competency Officer of a Navigational Watch



Gerrohn Visser obtained his Certificate of Proficiency as Ordinary Seafarer Engine

ADVANCING AMSOL SEAFARERS



Crew development and progression at AMSOL is a shared responsibility between the company and seafarers. Crewing Manager Wilna Kapp explains how structured support, mentoring and operational experience create development opportunities across the fleet. She also highlights what drives promotions, the leadership qualities that make a difference and the role of fleet growth in creating new positions.

1. How does crew development and progression work at AMSOL?

Crew development is a shared responsibility. Crewing creates structure, placing the right people on the right vessels, providing training opportunities, and supporting progression pathways. Much of the development happens onboard, where individuals gain experience and demonstrate readiness. Masters, Chief Engineers, Training Officers, Chief Mates and Second Engineers provide mentorship and assess capability in real operational environments. Ultimately, those who actively take ownership of their development and perform consistently progress.

2. How many crew members have been promoted recently?

This month, 29 Officers and Ratings were promoted across the AMSOL fleet, and 15 barge bunker crew members were absorbed into the fleet. These numbers are encouraging, but promotions depend on both operational need and individual readiness. Development alone does not guarantee advancement.

3. What factors are considered for promotion?

Promotions are based on:

- Proven performance in the current role
- Competence and relevant certification
- Readiness for increased responsibility
- Behaviour, conduct, and reliability
- Operational requirements of the fleet

We prioritise demonstrated capability over time served; readiness and performance are key in a safety-critical environment.

4. What leadership qualities support promotion?

Beyond technical skill, individuals who progress consistently:

- Take ownership proactively
- Maintain standards under pressure
- Support junior crew and their training
- Communicate clearly and professionally
- Are dependable to the Master or Chief Engineer

Leadership is demonstrated in day-to-day conduct and often differentiates candidates for promotion.

5. How should seafarers pursue Certificates of Competency?

Progression starts with the seafarer. They must clearly define their next step, engage with Crewing on their plans, and commit to sea-time, study, and preparation. Crewing provides support by aligning vessel placements, training, and operational exposure, but initiative and follow-through are essential.

6. How does fleet growth impact promotion opportunities?

Fleet growth creates opportunities, but only for those who are ready and can fill new roles. The recent promotions and absorption of bunker barge crew demonstrate that opportunities exist, reinforcing the need for readiness alongside operational demand.

VALUES CHAMPIONS

Congratulations to all the nominees on your well-deserved recognition. You have demonstrated the values of Our People, Our Culture, and Our Service, and continue to inspire fellow AMSOLITES.

LEKGAPHA
RAMOHLO-
KOANE



Second Engineer Ofhemile Marcus Mothusi nominated **Electro Technical Rating Lekgapha Ramohlolo Koane onboard the 'Umkhuseli'**. "Lekgapha epitomises AMSOL values. Having started off as an Oiler, he

became an Electrician and hit the ground running by solving complex machinery challenges, which are often tedious and cumbersome. He, however, remains steadfast, results-driven and meticulously executes his tasks. It is these efforts that should not go unnoticed and colleagues like Lekgapha should be celebrated for motivating of others."

RYAN
PIENAAR



Second Navigational Officer Prinolan Moodley nominated **Catering Assistant Ryan Pienaar onboard the 'Siyanda'**. "It is an absolute pleasure to be around and work with Ryan and he is always willing to help in any regard. This nomination is made in recognition of his outstanding dedication, exceptional performance, and remarkable potential demonstrated through hard work, commitment, and a passion for excellence".

CAPE TOWN
STORES
TEAM



Brand Coordinator Ecinga Gwaza nominated the **Cape Town Stores Team**. "I would like to nominate the Stores Team for their consistent support and dedication. They show up to work every day with the same positive energy and are always willing to assist the Corporate Affairs department, even when we give them very tight deadlines for orders that need to be sent to other regions. They are also prompt in informing us about our deliveries and they often offer to help move items into our storeroom. In addition, they ensure our orders are collected from suppliers on time and keep us informed of any challenges so we can advise accordingly. I truly appreciate their effort, reliability, and willingness to always assist."

OPERATIONAL NEWS

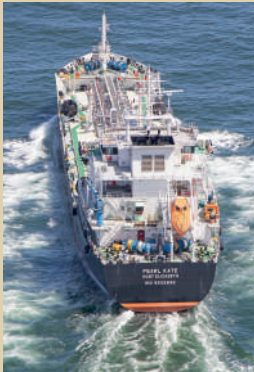
‘SA AGULHAS II’

South Africa’s Antarctic supply vessel, ‘SA Agulhas II’, managed by AMSOL on behalf of the South African Department of Forestry, Fisheries and the Environment returned to Cape Town on the 26th of February following its annual voyage to relieve and resupply the SANAE IV base. The mission involved ice-shelf operations and a complex logistics chain to transport bulk cargo inland once the vessel reached the ice edge. During the two-month voyage, research teams conducted geology, oceanographic, biological, and environmental studies both enroute to Antarctica and at the station, collecting critical data on the continent and the Southern Ocean, and their role in global climate systems. The ‘SA Agulhas II’ is scheduled to depart for the Marion Island voyage later this month. This multidisciplinary expedition includes participants from DFFE, the Department of Public Works, Department of Oceans & Coasts, Birdlife South Africa, South African Weather Service (SAWS), SAPRI, SANSA, and several universities. The voyage also provides training opportunities for new personnel and interns. It will be led by DFFE Department Co-ordinating Officer Ms Daisy Kotsedi, with AMSOL’s Captain Michael Mdluli in command.



Arrival of the ‘Pearl Kate’

The ‘Pearl Kate’ departed Singapore and arrived in Cape Town on 28 February. With 94% South African crew, under Captain Sikhumbuzo Masango, she began operating on 1 March, servicing a client in the fuel sector.



Successful towage by the ‘Umkhuseli’

The ‘Umkhuseli’ recently completed the towage operations of the barge ‘Maria 21’ and a bulk carrier from offshore Port Alfred to East London, demonstrating the vessel’s capability in complex marine support operations.

MEET AMSOL’S CIO: KENNETH MOLOMO

Welcoming AMSOL’s Chief Information Officer (CIO), Kenneth Molomo, we asked him a few questions to get to know him better and to learn more about his experience and vision for AMSOL.

Q: Tell us about your professional journey and what led you to AMSOL?

A: My professional journey spans over 19 years in technology leadership, with executive and senior ICT roles across Petrochemical, Logistics, Financial Services, FMCG, and Telecoms sectors. Throughout my career, I’ve operated at the intersection of technology, business strategy, and organisational transformation, shaping my view of ICT as a strategic enabler of growth and competitive advantage.

I’ve led enterprise-wide digital transformation programmes, including Enterprise Resource Planning implementations (SAP S4 HANA, Oracle, MS Dynamics), CRM deployments, cloud migrations, cybersecurity modernisation, and data governance frameworks. At Masana Petroleum Solutions, a BP South Africa subsidiary, I served as CIO for the past five years, where I delivered a multi-year digital transformation roadmap, improved the Microsoft Secure Score from 54% to 97%, implemented the NIST (National Institute of Standards and Technology), cybersecurity framework, and achieved three consecutive clean Deloitte IT audits.

What attracted me to AMSOL is the opportunity to apply this experience in an environment with a strong operational footprint and significant opportunities to modernise processes, strengthen governance, and leverage technology to unlock efficiencies and value. AMSOL operates in a complex, asset-intensive and highly regulated environment, conditions where I thrive and have delivered strong results. I see this as an opportunity to contribute meaningfully and help position the organisation for its next phase of growth.

Q: What are your key priorities for your first few months as CIO?

A: My focus will centre around three core priorities aligned to stabilising, modernising, and scaling AMSOL:

1. Stabilise the Foundation: Assess the current ICT landscape, infrastructure, security posture, and system performance. Address immediate risks and establish governance aligned to NIST and ITIL (Information Technology Infrastructure Library) and AMSOL’s audit requirements.

2. Fast-track Strategic Programmes: Accelerate key Business Transformation initiatives implementations (procurement, finance, ECM, CRM, and business applications), ensuring strong governance, Cyber Security resilience and measurable business outcomes while building internal capability.

3. Build Relationships and Culture: Engage with executives, operational leaders, and teams to understand needs, strengthen collaboration, and define modern ways of work that supports productivity and digital adoption.

Q: How can AMSOL stay ahead in a rapidly evolving digital landscape?

A: There are four strategic levers AMSOL can use:

1. Modernise Core Platforms: Moving from legacy systems to scalable, integrated, cloud-enabled platforms improves agility, security, and real-time insights.

2. Strengthen Cybersecurity & Data Governance: Adopting frameworks like NIST and strengthening data controls will protect operational integrity and reputation.

3. Leverage Data for Decision-Making: Establishing a single source of truth enables predictive planning, cost optimisation, and improved operational visibility.

4. Drive Digital Culture & Process Optimisation: Transformation is about people and processes – streamlining ways of work and digitising manual processes will improve efficiency and collaboration.

AMSOL can strengthen its competitive position by combining maritime operational excellence with a strong digital backbone.

LONG SERVICE AWARDS

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

10 YEARS:
Mbuyiseni Memela
Siyabonga Mchunu

15 YEARS:
Mogamat Solomons
Oratile Bloem

20 YEARS:
Stephan Kleynhans

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.

Wanita Oliver
Bookkeeper
Cape Town

Mathabo Moroaswi
Cost Estimator
Cape Town

Msekeli Jobela
Trainee STS
Superintendent
Durban

Khutso Khukama
Category Specialist
Cape Town

Ayakhanya Nxityana
Public Relations
Graduate Trainee
Cape Town

Nkosilathi Makena
Project Planner
Cape Town

Q: What key changes or improvements can employees expect from ICT?

A: Employees can expect an ICT function that is:

1. More Accessible and Business-Centric: Closer engagement with the business to deliver practical, impactful solutions.

2. More Reliable and Responsive: Improved system uptime, faster resolution, and clearer service commitments.

3. More Secure: Enhanced cybersecurity and data protection measures.

4. More Modern and Integrated: Better tools, less manual work, and more automation.

5. A Culture of Partnership: ICT as a collaborator, with greater transparency and support.

Q: How has your transition from Johannesburg to Cape Town been so far?

A: The transition to Cape Town has been exciting, rewarding, and at times challenging. It’s a beautiful city, and settling in is still a work in progress. I’m embracing the change and committed to building a long-term presence here.

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.



Third Navigational Officer Akhona Mlaba nominated **Catering Assistant Chadley Kinnes onboard the 'SAG II'**. "I nominate Chadley, as a new AMSOLITE and SANAE voyage 25/26 being his first official voyage, he has demonstrated a strong commitment to SHEQ principles. His proactive approach and willingness to follow and promote SHEQ matters is very commendable. He also has a very sharp eye for observing and reporting safety matters, thus making him a very safety conscious individual. Chadley is a very good example and influences his respective department and fellow crew members".



Technical Support Assistant Thokozani Gumed nominated **Senior Technical Support Assistance Samukelo Gumed from the Durban Office**. "I would like to nominate Samukelo for demonstrating exceptional behaviour in his role as a Foreman, consistently reflecting the company's core values. His strong SHEQ oversight and diligent monitoring of contractors on site ensure that all Toolbox Talks (TBT), Hazard Identification and Risk Assessments (HIRA), and Permit to Work (PTW) processes are properly completed and clearly understood by service providers. Samukelo actively participates in Daily Operational Planning Meetings (DOPM) both on board the vessel and on site, where he highlights potential hazards based on his experience. He is always willing to share his knowledge with less experienced team members, taking the time to thoroughly explain HIRA processes to the SPM maintenance team. This ensures that the team remains fully aware of potential risks and understands how to effectively mitigate them. He consistently demonstrates a strong commitment to the SHEQ aspects of his role and leads by example in promoting a safe and compliant working environment".



Chief Navigational Officer Albertus Basson nominated **Steward Ashwin-Lee Wise onboard the 'Nomasa'**. "I nominate Ashwin. He has really stepped up with regards to safety this month. He has made a noticeable contribution with his safety observation reporting and has also been one of the few crew members utilizing the Karco

Training provided. Ashwin has also contributed to the positive atmosphere and that is the emotional wellbeing of all onboard with his positive and bubbly personality".



Second Officer Senzwesihle Mpisana nominated **Able Seafarer Deck Phakamani Khuzwayo onboard the 'Isiqalo'**. "I would like to formally nominate Phakamani for a SHEQ award in recognition of consistently carrying out duties over and above expectations and always going the extra mile in the performance of his responsibilities.

He demonstrates a strong work ethic, professionalism and dedication in all tasks assigned to him. He willingly takes initiative, often assisting beyond his normal scope of duties without being asked, ensuring work is completed safely, efficiently and to a high standard. Phakamani actively champions SHEQ standards, leading by example through compliance with company policies, risk assessments and permit to work requirements as well as toolbox talks. Beyond safety, he is highly respectful, professional and approachable. He takes an active role in training and mentoring other crew members, sharing knowledge, skills and safety awareness to improve overall team competence and confidence. Through his strong commitment to safety and SHEQ excellence and positive influence onboard, Phakamani is a truly deserving candidate for this award".



Second Engineer Ncebo Msimango nominated **Ordinary Seafarer Engine Mogamat Arendse onboard the 'Siyakhula'**. "I nominate Arendse for being very reliable, hardworking and diligent in his work and following the company safety procedures. He is very observant and proactive when it comes to safety matters and has shown good leadership qualities. He has made significant contribution to on safety observations and follows up to check if the corrective measures have been implemented".



Chief Engineer Bo Pillay nominated **Able Seafarer Engine Elrico Skippers onboard the 'Siyanda'**. "Elrico is a hardworking, and willing individual and a vital member of the engine room staff. He will not hesitate to carry out any tasks given to him in both the engine room and deck. He displays the same attitude towards safety and strives to create a safe working environment in the engine room".



Second Engineer Ofhemile Marcus Mothusi nominated **Ordinary Seafarer Engine Langelihle Mzila onboard the 'Umkhuseli'**. "I nominate Langelihle, following a clarion call for safety awareness onboard, he gave heed and his contribution can be evidenced by the amount of meaningful safety observations reported".

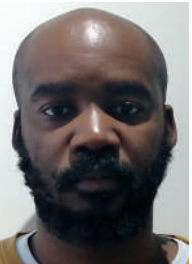


Captain Alistair Ruedolf nominated **Bosun Elton Fortuin onboard the Aukwatowa**. "I nominate Elton for consistently embodying the company values and ensuring that colleagues onboard the vessel are always safe. He has demonstrated this on multiple occasions through his actions and dedication. What has impressed me most is his performance during the vessel's dry-dock period, a time that many who have experienced dry-dock consider chaotic, with long hours, seven days a week. Despite these challenges, Elton remained calm, managed his team effectively, and guided them to work seamlessly as a unit. His focus on safety and professionalism ensured that tasks were completed efficiently while keeping his team safe at all times. Elton has exemplified the qualities of a true leader, which is why I wholeheartedly recommend him as a SHEQ leader".



Chief Navigational Officer Sandile Mthembu nominated **Deck Rating Koketso Hottie onboard the 'Inkanyezi'**. "I nominate Koketso based on the quality and the number of observations she recorded in the month of December 2025. She has shown a positive attitude about her work and being a team player, catching on quickly

with the operation as it is her first time on the AHTS vessel. She is eager to learn and has been involved in deck maintenance and maintaining proper PPE for each task.

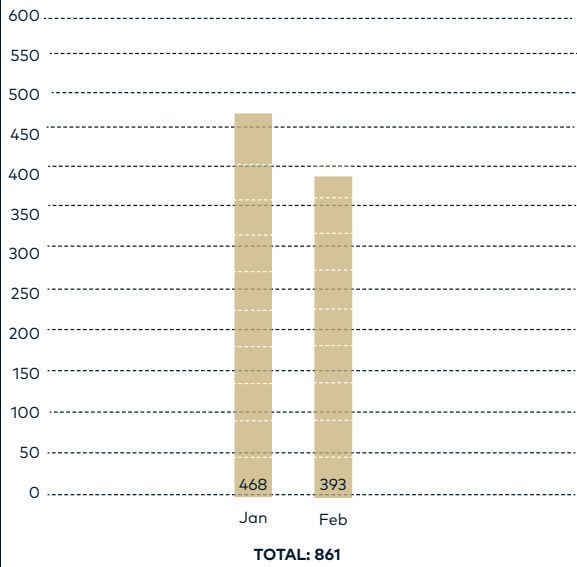


Captain Simon Radebe nominated **Ordinary Seafarer Deck Alucius Van Wyk onboard the 'Algoa'**. "I nominate Alucius as he has been leading with observation contributions for the past 2 months. He has also demonstrated a strong safety commitment while carrying out work on hand".

SHEQ REPORT

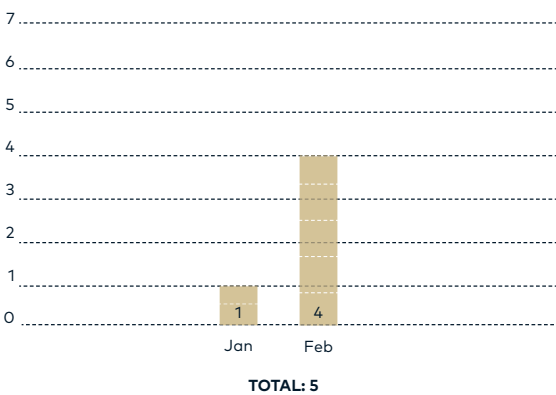
FEBRUARY 2026

OBSERVATIONS/NEAR MISSES



Our goal is to achieve more than 500 SHEQ reports each month. Although this target was not reached in January and February, the reports submitted have still contributed significantly to improving safety across our operations. SHEQ reporting remains an important proactive tool for identifying risks and preventing incidents. All crew members are encouraged to continue reporting both Observations and Near Misses, as every report helps strengthen our safety culture and drive continuous improvement.

PERSONAL INJURIES



Safety is our top priority. During January and February, five personal injuries were reported. Let's stay alert, follow procedures, and support each other, most injuries can be prevented through careful planning and safe practices.

FRAUD & ETHICS HOTLINE

AMSOL is committed to maintaining a culture of integrity, transparency and accountability. Our Fraud & Ethics Hotline provides employees and stakeholders with a safe, confidential channel to report concerns about unethical, unlawful, or inappropriate conduct. By speaking up, you help AMSOL identify risks early and maintain a workplace aligned with our values.

Insights shared by Phiwe Ngcobo, Legal, Risk & Compliance Executive.

Q1: Why does AMSOL have a reporting hotline?
A: The hotline promotes integrity, transparency, and accountability across the business. It allows employees and stakeholders to raise concerns safely and confidentially, without fear of retaliation, helping the company address issues early.

Q2: What kinds of issues and concerns can be reported?
A: Any conduct that may be unethical, inappropriate, or in breach of AMSOL policies can be reported, including:

- Fraud, corruption, or bribery
- Conflicts of interest, including undisclosed personal, financial, or romantic relationships
- Unfair labour practices, forced labour, or child labour
- Nepotism or improper appointments
- Misuse of company resources or abuse of position
- Any other behaviour inconsistent with AMSOL's ethical standards

If employees are unsure, they are encouraged to report concerns in good faith.

Q3: Once a report is made, who at AMSOL is aware, and how is anonymity protected?
A: AMSOL contracts Advance Call, an anonymous and secure whistleblowing service, to manage reports. Disclosures are sent directly to the Legal, Risk & Compliance Executive for investigation. Whistleblowers can request updates, provide additional information, and remain anonymous if they choose. All reports are handled confidentially, recorded in the Ethics Register, and AMSOL ensures that no retaliation occurs against those who speak up.

UPHOLDING OUR VALUES:
ZERO TOLERANCE FOR HARASSMENT AND BULLYING



We recently caught up with AMSOL's Human Capital Executive, Nceba Mfini to discuss the company's ongoing commitment to building a respectful, safe and inclusive workplace. In this conversation, he reinforces AMSOL's zero-tolerance stance on harassment and bullying, and shares how employees can play a role in upholding our values.

Q: What impact do these behaviours have on the workplace?
A: These behaviours are extremely damaging. They affect individuals' well-being, create an unwelcome environment, and erode the trust and teamwork we rely on especially in our maritime operations, where collaboration and trust are critical. Every employee deserves to feel safe, respected and valued.

Q: Last year, AMSOL supported the "My Harassment-Free Ship" theme for the Day of the Seafarer. How are we building on that?
A: That's an important connection. This is a continuous journey. Following last year's theme, we are taking this commitment further.

We will be rolling out educational training across the business which will focus on harassment, from both legal and emotional perspectives. It will help employees understand relevant policies, their rights and responsibilities, and the consequences of misconduct. It will also emphasise everyday behaviour, mutual respect, and how we are expected to treat one another in the workplace. The goal is not merely compliance, but the cultivation of a respectful workplace culture aligned with AMSOL's values.

Q: What message would you like to leave with employees?
A: Each of us plays a role in shaping our workplace. Upholding our values is not optional, it is a shared responsibility. Let's commit to always treating one another with dignity and respect. Together, we can ensure AMSOL remains a safe, inclusive, and professional environment where everyone can thrive.

Q: Mr Mfini, why is AMSOL addressing this topic now?
A: This has been an ongoing priority at AMSOL. Our culture is built on respect, dignity care, and professionalism. It is crucial that we address this topic regularly to remind everyone that any conduct leaning towards harassment, including sexual harassment, bullying or violation of another person has no place in our company. Such behaviour goes against our company values as well as our Code of Conduct.

Q: Can you clarify AMSOL's stance on harassment and misconduct?
A: Absolutely. AMSOL has a zero-tolerance approach to harassment of any form. Our Harassment and Bullying Policy (GMS0175) clearly states that verbal, physical, or emotional misconduct is strictly prohibited. This includes offensive language, discrimination, intimidation, or violence. Any employee found guilty of such actions will face serious consequences in line with our disciplinary policy.

SPEAK UP, SAFELY!

If you witness or experience any conduct that may be unethical, inappropriate, or in breach of AMSOL policies such as harassment, fraud, bribery, or misuse of company resources, we strongly encourage you to speak up.

Report confidentially via: AMSOL Hotline (WhatsApp): 0860 004 004 Online: behonest.co.za
Email: amsol@behonest.co.za Toll-Free: 0800 364 728

Alternatively, you may approach the Legal, Risk & Compliance or Human Capital Executives.
All reports are treated with sensitivity, confidentiality, and urgency.



8TH MARITIME INDUSTRY SOCCER TOURNAMENT
Join us for the 8th Maritime Industry Soccer Tournament! Whether you're playing or cheering from the sidelines this event is a great chance to connect with colleagues and network with industry stakeholders. We also have incredible fun activities catering to the whole family. Don't miss the boat – come have fun for a worthy cause! If you're in Cape Town, we would love for you to join us.

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.mathabeni@amsol.co.za
Let's celebrate the creativity and diversity of our AMSOL community.



SUPPORTING MARINE EDUCATION

AMSOL continues to play an active role in supporting environmental education through its collaboration with the Southern African Foundation for the Conservation of Coastal Birds (SANCCOB). This partnership reflects the company's commitment to promoting greater awareness and protection of marine ecosystems.

As part of this initiative, AMSOL funded an onsite education session at the SANCCOB centre in Cape Town, attended by school learners. The programme focuses on building knowledge around seabird conservation and broader marine environmental challenges.

The session introduced learners to key threats affecting seabirds, including species such as the African Penguin, and highlighted the importance of conservation efforts. Learners also toured the rehabilitation facility, gaining first-hand insight into the care and protection of injured and endangered seabirds.

Through initiatives like this, AMSOL continues to support meaningful engagement in environmental stewardship and the preservation of coastal biodiversity.

