

CURRENTS

NEWS FOR THE EMPLOYEES OF AMSOL



Welcome to the June issue of 'Currents'! As we reach the halfway mark of the year, it's a great time to reflect on the progress made so far and look ahead to the opportunities still to come.

In this issue, we recognise the 'Day of the Seafarer' and highlight the essential role seafarers play in keeping our operations and the maritime industry moving. We also look back at the excitement and team spirit displayed during the Maritime Industry Soccer Tournament, alongside other updates and stories from across the business. In addition, we feature reflections from some of our 2025 Employee Awards recipients, who share a few words on their achievements and experiences.

Here's to a productive and safe month ahead.

CELEBRATE! AMSOL EMPLOYEE AWARDS

We look ahead with excitement to the 2026 Employee Awards Programme, which continues to recognise and celebrate employees and teams who demonstrate excellence, commitment and outstanding contribution across the business.

In this issue, some of our 2025 award recipients share reflections on what the recognition meant to them.

The AMSOL 2026 Employee Awards Ceremony will take place on 23 November in Cape Town, bringing together colleagues from across the business to celebrate achievement, dedication and the people who continue to drive the company forward. Alongside recognising Long Service Award recipients, we recognise finalists and winners in the following categories:



AWARD CATEGORIES	CRITERIA
LONG SERVICE AWARDS	Recognising employees who reach significant service milestones of 10, 15, 20, 25, 30, 35, or 40 years during the current calendar year (January - December).
INNOVATION & IMPROVEMENT AWARD	The innovation or improvement must be an idea or process that addresses a specific business challenge or opportunity and delivers a tangible benefit to the company.
SAFETY LEADERSHIP AWARD	Recognising the vessel that has logged the greatest improvement in Safety Observation & Near Miss reporting in the period Q4 of 2025 to Q3 of 2026.
RISING STAR AWARD	Recognising an employee at Junior Management level and below, with less than 5 years of service, who demonstrates strong professionalism and consistently achieves goals. This award celebrates emerging talent who are helping to shape the future of AMSOL as rising leaders.
LIGHTHOUSE AWARD	Recognising an employee in a middle management role ashore or an Officer at sea who consistently drives results, leads change, and fosters strong team engagement. Eligible roles include Chief Mate, Second Engineer, and below (sea-going officers), as well as equivalent middle management roles ashore.
LEADERSHIP AWARD	Recognising a Master and Chief Engineer who have demonstrated exceptional leadership over the past 12 months. This includes leadership in safety, vessel management, training and development, and employee engagement.
VALUES CHAMPION AWARD	Recognising employees who have been nominated as Values Champions during the period Q4 2025 to Q3 2026.
CEO AWARD	Recognising an exceptional performer who epitomises AMSOL's Purpose: 'Empowering people through sustainable solutions'.

2025 AWARD WINNERS REFLECT



Sphehile Matomane, Rising Star Award Winner (Shore): "Receiving the Rising Star Award at the 2025 Employee Awards was a proud and humbling milestone, reinforcing my commitment to driving meaningful change, fostering collaboration and continuously improving the way we deliver value across the organisation."



Clint Moonsamy, Values Champion Award Winner: "It was truly an awesome experience attending the awards ceremony. I felt honoured and humbled to be recognised for my contributions. I sincerely appreciate the recognition and support, and I remain committed to continuing to give my best."

Continued on page 2



**DAY OF THE
SEAFARER**
—25 JUNE—



Observed annually on 25 June, 'Day of the Seafarer' recognises the important role seafarers play in keeping global trade and maritime operations moving, often under demanding and challenging conditions. This year's theme, 'Carrying world trade. Carrying the risks', highlights the dedication, resilience and commitment of those working at sea every day.

Recent global developments have also brought renewed attention to the pressures facing the maritime industry, with geopolitical tensions and disruptions along international shipping routes, including in regions such as the Red Sea and Strait of Hormuz, highlighting the risks many seafarers navigate as part of their daily work.

While AMSOL's operations are not directly impacted by these regions, we recognise the broader effect these challenges have on the global maritime sector and on seafarers worldwide. We understand that behind every successful operation are dedicated crews working long hours, spending extended periods away from their families, and operating in challenging environments at sea. Their resilience, professionalism and commitment continue to play an essential role in keeping operations running safely and efficiently.

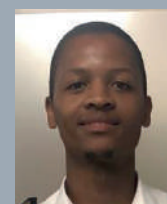
AMSOL recognises the importance of creating a supportive environment that prioritises safety, wellbeing and respect, both at sea and ashore. Through its continued focus on operational safety, employee wellbeing and crew support, AMSOL remains committed to the people who keep operations moving.

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!



Guzu Madlala obtained his Chief Mate Certificate of Competency



Sanele Mthembu obtained his Certificate of Competency Officer of a Navigational Watch



The 'Sisonke', Safety Leadership Award Winner: "Receiving the Safety Award was an incredibly humbling and gratifying experience for the 'Sisonke' team. We were truly honoured when the 'Sisonke' received the award, as it belongs to the entire team. Safety is not a solo effort; it is a shared commitment we make to one another every single day to ensure everyone stays safe. We extend our sincere thanks to all current crew members, as well as those who have since signed off, for their contribution in making it possible for 'Sisonke' to win the Safety Award again in 2025. Thank you for this recognition."



Colin Daries Values Champion Award Winners: "It felt good to receive an award, as there are times when you may think your efforts and contributions are not valued. However, receiving the award and nomination reaffirmed that my efforts do not go unnoticed."



Siphokazi Mbaba, CEO's Award Winner: "Receiving the CEO's Award at the 2025 Employee Awards was an unforgettable experience that reinforced my commitment to excellence and continues to motivate me to keep raising the bar."



Lwandle Vanda, Innovation & Improvement Award Winner: "The experience was very prestigious and entertaining, noting that it was both well-organised and memorable, with a strong sense of recognition and celebration throughout the event."



Kniekeal Rajpaul, Lighthouse Award Winner: "Receiving the Lighthouse Award was a truly humbling experience. It's made me realise that leadership stands out best when we guide and elevate one another."



Sanele Zulu, Rising Star Award Winner (Sea): "I am truly humbled and grateful to receive this award. It serves as encouragement for all young stars within the company to rise and improve themselves for the benefit of both the company and themselves. I sincerely appreciate it."



Nceba Sodo, Leadership Award Winner: "Receiving a leadership award as a new joiner was motivating. It showed me that leadership is not about how long you've been in the organisation but how you show up taking initiative, collaborating, and adding value from day one. It has reinforced my commitment to contribute meaningfully to the team."

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.



Shafiek Galant
Information Systems Engineer
Cape Town



Nikhanye Sitoza
Technical Graduate Trainee
Cape Town



Loyiso Ntshanyana
Senior Technical Superintendent
Gqeberha



Qhayiya Ncoko
Finance Graduate Trainee
Cape Town



NEWS @HC: LIGHTHOUSE LEADERSHIP DEVELOPMENT PROGRAMME LAUNCHING SOON

This exciting new initiative forms part of AMSOL's ongoing commitment to leadership growth, talent development, and building a strong pipeline of capable leaders for the future. The Human Capital Department, together with Crewing, will be reaching out to eligible candidates to form part of the pilot cohort for this programme.

Please keep an eye out for further communication towards the end of June. For more information, contact the HC Department at: hc.comms@amsol.co.za

LONG SERVICE AWARDS

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

10 YEARS:
Shaun Adams

25 YEARS:
Charles Mayekiso

20 YEARS:
Nuraan Salaam

LADUUUMA!

AMSOL hosted the 8th Annual Maritime Industry Soccer Tournament on 9 May 2026 in Cape Town. The tournament brought together maritime industry participants for a day of networking, sportsmanship, and fundraising in support of SANCCOB.

Participating companies included AMSOL, Damen Shipyards Cape Town, Lawhill Maritime Centre, African Maritime Services, Cape Peninsula University of Technology, Barloworld Equipment, South African Maritime Training Academy (SAMTRA), Sunrise Energy, Anchor Industries, VIKING Life-Saving Equipment, Oynetec, Hesper Engineering, and IQS International.

The winning team was Oynetec, who claimed the trophy after competing against Damen Shipyards Cape Town in the final. The event was a great success, and we extend our thanks to all participating organisations, players, and supporters for their contribution to another memorable tournament.



VALUES CHAMPIONS

Congratulations to all the Nominees for your well-deserved nominations. You have demonstrated the values of Our People, Our Culture, and Our Service and are an inspiration to other AMSOLITES!



Barge Master Ncamisile Mavuso nominated **Able Seafarer Engine Vusi Mpanza onboard the 'Lipuma'.**

"I am proud to nominate Vusi for the Values Champion Award. He consistently demonstrates a level of dedication that goes far beyond his standard functional responsibilities, truly embodying the AMSOL values of Our Culture and Our Service. Whether facing routine maintenance or high-stakes critical tasks onboard, Vusi is always the first to position himself where he is needed most. He does not wait for instructions; instead, he anticipates operational needs and responds proactively, ensuring that all activities are carried out smoothly, efficiently, and safely. Vusi's commitment throughout his 12-hour shifts is exemplary. He is always equipped with his radio, maintaining constant communication and making coordination seamless. His reliability and availability are critical to the safe and efficient operation of the barge and provides reassurance to the entire team. Vusi puts his heart and soul into his work. His proactive attitude, strong work ethic, and willingness to step up encourages those around him to maintain the same high standards. He consistently leads by example and demonstrates what it means to be a true team player. Vusi lives the company values every day through his integrity, dedication, and "Values in Action" approach. He is a highly deserving candidate for this recognition and an outstanding ambassador for AMSOL's culture and service excellence".



Third Engineer Saneliso Zincume nominated **Engine Trainee Lumka Ndobé onboard the 'Umkhuseli'.**

"Lumka is a deserving recipient of the Values Champion as she consistently promotes safe working practices within the engine room. She actively makes herself available to assist all departments onboard the 'Umkhuseli', demonstrating a strong spirit of teamwork and collaboration. When called upon to step up beyond her assigned duties, she consistently proves herself reliable and can be fully trusted to deliver, demonstrating a strong sense of responsibility. Lumka has also shown great interest in understanding the vessel's plant and systems, continuously seeking to expand her knowledge and competence. Her determination, positive attitude, and willingness to learn sets her apart, and it is evident that she has the potential to achieve even greater success and excel in her career. Keep up the excellent work Lumka".

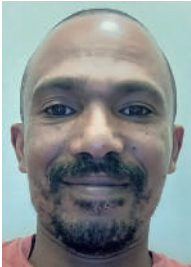


Acting Second Engineer Siyanda Nzimande nominated **Able Seafarer Engine Jabulani Gumedé onboard the 'Uhambo'.**

"Gumedé plays a vital role in the engine room as a strong supporting pillar to the Officers onboard. He remains calm under pressure and is a quick thinker. His ability to remain steady in critical situations, combined with his practical response and commitment to safety, makes him an asset to the team and a strong example of responsible conduct in high-risk environments".

SHEQ AWARDS: No Task is Worth an Injury – Stay Safe!

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 Ayanda Miya nominated **Able Seafarer Deck Brendon Albertus onboard the 'Umkhuseli'**. "Brendon has been a diligent member of the deck team; he has consistently demonstrated strong leadership skills in the tasks assigned to him. He is highly situationally aware when carrying out work and proactively raises safety observations".



Captain Claude Herbert nominated **Able Seafarer Engine Gileo Murray onboard the 'Uhambo'**. "Gileo consistently demonstrates a strong commitment to safety by proactively submitting quality observations and near-miss reports, contributing to a safer working environment for both him and his colleagues. He actively participates in Toolbox Talks and engages meaningfully during monthly safety meetings, consistently showing a positive attitude towards continuous safety improvement".



Chief Officer Siyabonga Sibuya nominated **Able Seafarer Deck Brendille Minnies onboard the 'Siyanda'**. "I am thrilled to recognize Brendille for his outstanding contributions to our safety culture and onboard morale. A seasoned seafarer who truly embodies our core values, he has become a vital asset to his crew. Brendille is being honoured for his proactive commitment to safety, whether identifying potential hazards or speaking up during toolbox talks, he never hesitates to prioritise the well-being of his teammates. Beyond his technical vigilance, it is his positive energy that truly sets him apart. By taking the initiative to resolve challenges and consistently maintaining a positive, can-do attitude, he helps keep the team motivated, even during demanding operations".



Chief Navigational Officer Ayanda Miya nominated **Able Seafarer Deck Xolile Ngcekwa onboard the 'Umkhuseli'**. "Xolile has set the benchmark for a proactive safety culture. His consistent observations reflect a strong belief that safety is everyone's responsibility. His vigilance, attention to detail, and courage to speak up truly embody the core values of SHEQ and contribute positively to a safer working environment for all".

OPERATIONAL NEWS

Ship-to-Ship (STS) Transfer Completed

The STS Team safely completed an STS transfer operation offshore Maputo, Mozambique in April. The operation involved the transfer of fuel between vessels at sea with AMSOL's Mooring Master Captain Peter Orogun, overseeing the process to ensure all activities were carried out safely and efficiently. STS operations require careful planning, precision, and close collaboration between multiple stakeholders. The successful execution of this operation reflects the team's commitment to maintaining high safety standards and operational excellence in complex marine environments.



Marine Emergency Response

The Emergency Towing Vessel 'Umkhuseli' recently provided towage assistance to the bulk carrier 'Shun Hang' after the vessel experienced main engine failure off Cape Town on 4 April. Following the incident, the vessel remained offshore throughout the towage period and the tow was later successfully handed over to the tug 'Posh Courage' outside Cape Town, with all operations conducted safely and in close coordination with the relevant stakeholders.



Teamwork Offshore

On 1 April, the tug 'Siyanda' played a key role in a coordinated towage operation involving the vessel 'Medi-Roma'. The tug responded by taking over the tow from the 'Boka Keeper', which had sailed from Gqeberha and was positioned outside the Durban anchorage. The operation continued the following day, with the 'Siyakhula' providing additional support as a breaking tug during the handover process to the TNPA tugs in Durban. The successful collaboration and seamless execution of the operation highlighted the professionalism, teamwork, and operational readiness of all crews involved.



'Nomasa' in Tanzania

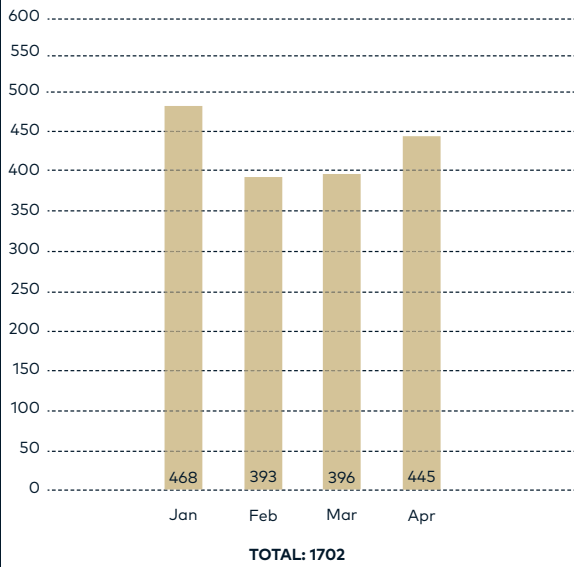
The AHTSV 'Nomasa' successfully assisted with the installation of floating navigation buoys at the Port of Tanga, Tanzania. The operation commenced on 30 April 2026 and was successfully completed on 18 May 2026. The project forms part of ongoing efforts to enhance navigational safety and support efficient maritime operations within the port.



SHEQ REPORT

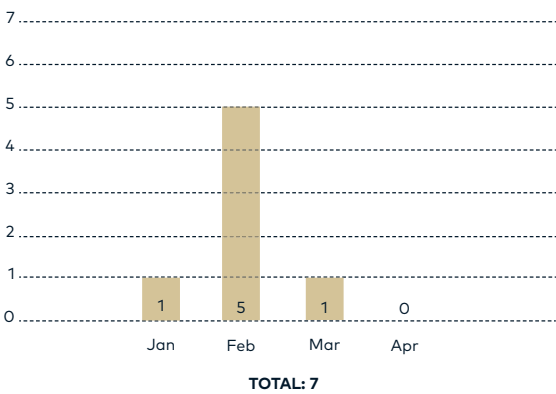
APRIL 2026

OBSERVATIONS/NEAR MISSES



Our goal is to achieve more than 500 SHEQ reports each month. Encouragingly, we are seeing progress, with reporting increasing again in April. This indicates that the target is within reach if we maintain focus and consistency. SHEQ reporting is one of our most powerful proactive tools. It is not just about numbers; it is about preventing harm, protecting one another, and strengthening our safety culture. All employees are encouraged to actively report both safe and unsafe observations. Every report counts, and every contribution makes a difference. Let's build on this momentum and work together to consistently achieve and exceed our monthly target.

PERSONAL INJURIES



Safety is our top priority. Since the beginning of the year seven 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.



During the 2025 SHEQ Campaign, employees across the business were engaged on the importance of being mindful and focused in order to improve safety and wellbeing. During the roadshow, the factors that impact our ability to stay focused were discussed as important contributors to safe work. In consolidating all of the feedback from AMSOLITES, 6 key themes emerged, which have been linked to a series of actions for implementation this year:



TRUST & LEADERSHIP

Building trust requires transparency, consistent leadership, active engagement and explaining the "why" behind decisions.

PLANNED ACTIONS

- Increase leadership visibility and engagement through vessel visits and workforce initiatives.
- Strengthen feedback processes to ensure concerns are addressed and communicated back to employees.



COMMUNICATION

Improving communication, engagement and feedback processes helps employees feel heard and valued.

PLANNED ACTIONS

- Regular vessel visits and face-to-face engagement.
- Ongoing business, operational and commercial updates through various forums.
- Continued Toolbox Talks, Lessons Learned communications and Safety Stand Downs.



PEOPLE WELLBEING

Access to wellness support and a positive work culture improves wellbeing and quality of life.

PLANNED ACTIONS

- Weekly Employee Benefits Webinar Series.
- Promotion of wellness, counselling and social support services.
- Financial wellbeing initiatives and education.
- Ongoing awareness campaigns on employee benefits and wellness programmes.



FATIGUE CONTROL

Workload, rest periods, crew changes and leave rotations can impact stress and fatigue levels.

PLANNED ACTIONS

- Continued focus on overtime, crew planning, leave management and crew changes.
- Monitoring fatigue trends and employee feedback through forums and vessel visits.



CONNECTEDNESS ONBOARD

Reliable onboard connectivity solution underway supports morale and helps seafarers stay connected with families and support systems.

PLANNED ACTIONS

- Implementation of OneWeb connectivity to improve onboard Wi-Fi and communication.



OPERATIONAL ENABLEMENT & CAPACITY

The right tools, equipment, training and learning resources support safe and efficient operations.

PLANNED ACTIONS

- Proactive maintenance planning and Fleet Health meetings.
- Targeted training and competency development programmes.
- Ongoing engagement with SAMSA and industry stakeholders.
- Cadet programmes and onboard learning opportunities.
- Use of the KARCO training platform for continuous access to training.
- Operational improvement initiatives including OneWeb, Nutshell, ECM, Zycus and maintenance system enhancements in progress.

We will monitor and report back on progress being made in the months ahead and welcome your feedback through onboard Safety Management Meetings and other relevant channels.

EMPLOYEE BLOG: From Robben Island to Big Bay: AMSOL's Crewing Manager Wilna Kapp Conquers the Atlantic Challenge

Completing a Robben Island crossing has long been a personal goal of mine, and in April last year, I decided it was time to stop talking about it and commit to making it a reality. At the time, the thought of swimming from Robben Island to Big Bay in nothing but a swimsuit felt both exciting and intimidating, and I quickly learned that the crossing is as much a mental challenge as it is a physical one.

What followed was a year of early mornings, cold ocean swims, pool sessions, and learning to train consistently regardless of the weather or how motivated I felt on a particular day. I trained four times a week, both in the pool and in the ocean, because preparing for a Robben Island crossing in skins requires much more than general fitness. One of the biggest challenges was cold-water acclimatisation. Spending time in the Atlantic Ocean, often in water temperatures between 10 and 14 degrees Celsius, takes patience and commitment. Some mornings the conditions were difficult, and getting into the water was the last thing I felt like doing, but those sessions often turned out to be the most important ones.

I also learned very quickly that open water swimming requires humility. The ocean is unpredictable, and no two swims are ever the same. Throughout the year, I completed several long open water swims to prepare for changing currents, rough conditions, and the mental challenge of staying calm when tired and uncomfortable. Nutrition and clean eating also became an important part of the journey. Long-distance swimming places huge demands on the body, and fuelling properly before, during, and after training became essential. Like the training itself, it required consistency and discipline over time rather than quick fixes.

The crossing took place on 4 April 2026. The morning started

with heavy fog over Table Bay, which made the start feel slightly surreal, but the conditions improved by the time we reached Robben Island. Under the rules of the Cape Long Distance Swimming Association, a skins swim means no wetsuit or thermal assistance is allowed, and swimmers are not permitted to touch the boat or receive physical assistance during the crossing. It is just you, the ocean, and your support crew guiding you along the way.

I fed every 30 minutes during the swim and was very fortunate to have an experienced and supportive team around me. A heartfelt thank you goes to my CLDSA-accredited Skipper and Observer, as well as Captain Jon Klopper, who supported me from the safety boat, passed my feeds and kept encouraging me throughout the swim. While open water swimming may seem like an individual sport, moments like these remind me how important the people around you really are.

Even though the sea state and weather eventually turned in my favour, the swim was not without its challenges. At one point during the crossing, I encountered four seals that became very aggressive and disruptive around me. What followed was about 15 minutes of uncertainty that my skipper later described as the worst seal encounter, he had experienced. I was instructed to get out of the water, but once the situation calmed down, I made the decision to continue. By that stage, I had already invested too much physically and mentally into the journey to stop unless I absolutely had to.

Seeing Big Bay beach come into view after close to

three hours in the water is a moment I won't forget. Not because of the achievement itself, but because of everything it represented, a year of showing up, staying consistent, and continuing even on the difficult days.

This experience reminded me that we are often capable of more than we think we are. Fear and self-doubt will always be there when we set ambitious goals, whether in sport, work, or life. The important thing is not to let those fears decide for you. Start where you are, commit to the process, and keep showing up consistently. Progress rarely happens overnight, but over time, consistency has a way of quietly changing what once felt impossible into something achievable.



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.mathebani@amsol.co.za

Let's celebrate the creativity and diversity of our AMSOL community.

