

ONE

ISSUE 141/2025

TRANSNET



THE OFFICIAL MAGAZINE OF TRANSNET SOC LTD

CTCT UNVEILS NINE NEW GANTRY CRANES TO DRIVE LONG-TERM GROWTH



**TRANSNET
VAN TOEKA:
CELEBRATING
OUR HERITAGE**



**BOOSTING
MANGANESE
THROUGHPUT
FROM HOTAZEL TO
SALDANHA**



**MAKING
MONEY MOVES
WIT MARILIZE
LABUSCHAGNE**

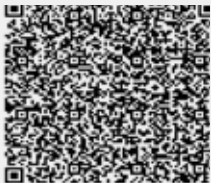


GIVE ON-THE-SPOT RECOGNITION TO COLLEAGUES

Acknowledge and celebrate good work and behaviour as it happens and help us build a culture of recognition. With just a click of a few buttons, you can now recognise a colleague who is living Transnet values and behaviours on the Recognition App.



Additional Features: Team Recognition | The App Informs the Line Manager of the Employee



Scan the QR Code to submit a recognition

TODAY!



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TRANSNET



**WORLD
MENTAL
HEALTH DAY**

24 September 2025

**“ACCESS TO SERVICES –
MENTAL HEALTH AND EMERGENCIES”**

Millions of people worldwide are affected by catastrophes and emergencies. Mental health is crucial to the social and economic recovery of individuals, communities and countries after emergencies as it helps them build back better.

Follow the Conversation

Here's what our colleagues had to say this month:

Top Posts

 facebook.com/Transnet.SOC.Ltd



This year, Arbor Day is celebrated under the theme "My Tree, My Oxygen. Plant Yours Today." TFR Legal, Governance, Risk and Compliance department hosted an engaging tree planting event at Pyramid South in Pretoria. During the event, TFR CE Russell Baatjies, along with the executive members, planted four trees.

This memorable annual event highlights the significance of the trees we plant and their impact on our lives. In his speech, Russell concluded with the saying, "One generation plants the tree so that the next enjoys the shade."

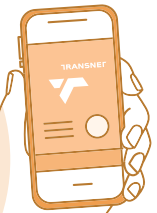


[VIDEO HIGHLIGHT] Tshwanelo Tswai, GM for Manufacturing and Maritime, speaking on the sidelines of the contract signing between Transnet Engineering and Eswatini Railways.

[#Transnet](#) [#ReinventForGrowth](#) [#TransnetEngineering](#) [#think_te](#)

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[@TransnetNPA](https://twitter.com/TransnetNPA)

The arrival of The World passenger liner this week at Africa's Leading Cruise Port, the Port of Cape Town, marked the early start of the 2025/26 cruise season at South Africa's ports. Bustling over 350 international tourists, this world's largest privately-owned cruise liner, sailing under the flag of the Bahamas, paves the way for a total of 187 confirmed vessel call-ins to the nation's shores this season.

At the core of our readiness for this year's cruise season is ensuring that our port infrastructure and marine craft are reliable and efficient in handling passenger vessels of any size, making the country a premier cruise destination.

[@TPT_Transnet](https://twitter.com/TPT_Transnet)

From 1947's humble Agri-cargo beginnings to today's powerhouse handling over half of SA's fruit exports, Cape Town Terminal has grown into a world-class hub with advanced cold chain systems.

[#WesternCapeTerminals](#) [#TPTTerminalHistory](#) [#OurAssetsOurHeritage](#)



Did You Know?

TRANSNET SECURITY TEAMS HELP POLICE TO ARREST 17 SUSPECTS IN TWO DAYS
Transnet applauds the multi-pronged security and intelligence clampdown by the South African Police Service (SAPS) in collaboration with Transnet security personnel, which helped to apprehend 17 suspects in various regions of our operations. All suspects are due to appear in court soon. These suspects were arrested in six separate incidents which occurred between 9 and 10 September 2025.



NEW CRANES SET TO BOOST EFFICIENCY AT THE CAPE TOWN CONTAINER TERMINAL



On 17 September 2025, the Cape Town Container Terminal (CTCT) launched nine new rubber-tyred gantry cranes (RTGs) to optimise operational efficiency and increase volume throughput.

The nine cranes are part of a fleet of 28 RTGs acquired as part of Transnet Port Terminals' (TPT) R3,4 billion capital investment into the terminal. The other 19 RTGs are currently being assembled. The new equipment lays the groundwork for long-term, sustainable growth in line with Transnet's Reinvent for Growth Strategy that seeks to reposition the organisation as a key enabler of economic growth and competitiveness.

The new RTGs are equipped with an anti-sway system and will operate at wind speeds of at least 90km/h, with long travel of up to 100km/h, to enable them to get to their park position. The current RTGs operate up to 72km/h wind speeds, while the new machines are on par with the ship-to shore cranes resistance of up to 90km/h. They are fitted with video cameras that will provide a clear 3D view to assist the operator with load handling, spreader handling and crane operation. The machines are a diesel electric hybrid system, which is better for the environment, with tier three engines.

In addition to the acquisition of critical equipment, Transnet has implemented several initiatives to improve efficiency at the Cape Town Container Terminal. These include the addition of a fourth shift to enhance employee wellness, suitable for a 24-hour operation, and the introduction of a performance-based incentive scheme as well as real-time performance monitoring.

As a result, CTCT has seen a significant operational performance improvement. The terminal has increased its refrigerated container volumes by 32%, as at the end of August 2025, when compared to the same period last year, and the overall export volumes are up by 24%. Transnet Group Chief Operating Officer, Solly Letsoalo said: "Last year this time we were being grilled about the performance and queuing vessels at the ports. Today, we can tell a different story. There are no vessel backlogs and performance has improved considerably, not just in Cape Town, but across our terminals."

Transnet lauded the continued partnership and support from customers and other key stakeholders, recognising that collective efforts have yielded tangible, measurable outcomes. The collaboration is a testament to the shared vision of building a resilient and efficient logistics network.

HOT OFF THE PRESS

News stories in the media.

TRANSNET RECOVERY SETS A SOLID FOUNDATION FOR SUSTAINABLE GROWTH

Transnet presented its annual financial results for the year ended 31 March 2025 at a at the Johannesburg Stock Exchange in Sandton on 5 September 2025.

The results show significant improvement in the operating environment, particularly in the rail business, owing to the implementation of the Recovery Plan.



REVENUE

Grew 7,8% to R82,7 billion, driven by stronger rail and automotive performance.



EBITDA (EARNINGS BEFORE INTEREST, TAXES, DEPRECIATION AND AMORTISATION)

Rose 39,4% to R30,6 billion, and net loss narrowed nearly three-quarters to R1,9 billion. Volumes increased to 160.1mt, lower than our Recovery Plan target of 170mt.



EXPENSES

Fell 4,9% to R52,1 billion, improving efficiency despite rising costs in electricity, security, and materials.



CAPITAL INVESTMENT

Rose to R24 billion – a bold statement of intent to lay the foundation for a stronger, more reliable Transnet for South Africa's freight system.



LOSS REDUCED

Declined by 73,7% from R7,3 billion last year to R1,9 billion this year



CAPITAL INVESTMENT

Rose to R24 billion – a bold statement of intent to lay the foundation for a stronger, more reliable Transnet for South Africa's freight system.



Transnet has made significant progress in implementing key rail reform initiatives aligned with the Freight Logistics Roadmap, which outlines the strategic direction for the sector's transformation. Some of the notable achievements include:

- Establishment of the Transnet Rail Infrastructure Manager (TRIM),
- Publication of the Final Network Statement,
- Launch of the Slot Application Process for Train Operating Companies (TOCs),
- Port Infrastructure and equipment enhancements, and
- Private Sector Participation in Container Terminal Development.

These initiatives are embedded in Transnet's Reinvent for Growth Strategy, which drives tactical recovery, transformative change and lays foundation for expansionary growth.

Group Chief Executive, Adv. Michelle Phillips in her address indicated that Transnet's recovery is more than a company story – it is a signal that our economy is starting to turn the corner. "By stabilising freight volumes, modernising ports and opening the market to third party participants, we are positioning South Africa to compete globally and seize the opportunity of hosting the G20," she said.

Group Chief Financial Officer, Nosipho Maphumulo said the results were much more pleasing, attributing the improvement to hard work and collaboration from employees, customers, and management. Transnet Board Chairperson, Dr. Andile Sangqu, expressed the Board's sincere gratitude to Adv. Phillips, Transnet executives, managers, and employees who are taking on the momentous task of turning the company around with passion, wisdom, and massive commitment. "The Board recognises and appreciates the great work you have put in. Your hard work and commitment will go a long way in enhancing and protecting the long-term value of Transnet for the benefit of all stakeholders. Thank you for discharging your responsibilities with passion and purpose," Dr. Sangqu said.

Looking Ahead

This year, we continue with our journey of recovery and transformation continues. Our focus is clear: grow rail volumes and port throughput, strengthen efficiency and financial sustainability, pursue private sector partnerships, and enhance governance across all divisions. Every investment, whether in rail, ports or digital systems, is an investment in Transnet's future and South Africa's growth. This progress belongs to all of us, from teams keeping trains moving to crews maintaining ports and to staff managing systems.

BOOSTING MANGANESE THROUGHPUT FROM HOTAZEL TO SALDANHA VIA SISHEN



Iron Ore and Manganese Business Units are major contributors of volumes for Transnet and play a pivotal role in enabling Transnet's strategic transformation by ensuring efficient service delivery and improvement in operational performance.

In the last quarter of the year, Iron Ore and Manganese Business Units, through the Resource Management department team, launched a series of initiatives with incremental improvements to enhance quality of the train services. One such initiative involves increasing the payload capacity of CR-var wagons transporting Manganese from 63 to 67 tonnes. The business units' innovative and swift approach has led to a four (4) ton increase per wagon, which resulted in an increment of 1500 tonnes per 375 wagon train.

Currently, the manganese service runs between 17 and 18 trains per week. With the increased payload, the estimated annual tonnage uplift ranges between 1,224,000 and 1,296,000 tonnes—a substantial contribution to TFR's revenue and throughput targets and Transnet's Strategy to optimise resources.

Navigating the evolving regulatory landscape and safety issues posed challenges, but Iron Ore business unit agile approach enabled the team to adapt quickly, ensuring compliance with safety requirements are high priority. The team completed a comprehensive evaluation which included assessments of the infrastructure, wagon suspension systems, structural integrity, and bearing capacity.

After reviewing the evaluations, the Resource Management team ran simulations to check how the train would perform with the increased load. Team also looked at the Train Handling Guide and the traction requirements to see if any changes were needed. The results showed that the train can handle the extra weight without needing more powerful locomotives.

The Train Design Technology and Mechanical Technology teams then conducted field tests between Hotazel and Sishen. These tests focused on vehicle stability and train handling under the new load conditions. With successful results, the increased payload was approved for operation between Hotazel and Sishen. Additionally, the 375-wagon train configuration was authorized to include one block of wagons with the enhanced payload.

The next phase involves running a full train from Sishen to Saldanha with three blocks of increased-payload wagons within the 375-wagon configuration. This trial will validate the train's performance and safety under the new conditions, paving the way for full implementation.

Once operational, this initiative is expected to deliver a 6.3% increase in manganese tonnage transported on the Iron Ore Line—an impactful step toward optimizing TFR's freight capabilities.

Importantly, this achievement would not have been possible without the dedicated support and collaborative spirit of the teams in both the Iron Ore and Manganese Business Units. Their consistent willingness to innovate, engage, and work across disciplines has been instrumental in driving this initiative forward and ensuring its success.

The results were encouraging: the train can safely carry the increased payload without needing additional locomotive reinforcement effort. "This means we can move more volumes using the same resources—boosting efficiency, reducing costs and supporting the newly launched Transnet Strategy, – Reinvent for Growth (R4G), without extra investment" General Manager for Iron Ore BU, Sibuthe Mdala, said.

MAKING A LONG-TERM COMMITMENT TO MANGANESE INDUSTRY

Transnet has recently signed 10-year manganese export contracts with United Manganese of Kalahari (UMK), Hotazel Manganese Mines (HMM) and Tshipi é Ntle, under the Manganese Export Capacity Allocation (MECA) 3 framework, which aims to streamline logistics for the booming manganese sector. These agreements secure long-term rail and port capacity for major producers, signaling confidence in Transnet's commitment to operational reform and improving the country's freight logistics network for enhanced export capacity.



Transnet's Head Office Building
96 Rissik Street Head Office - JHB.
Built: Early 1900s



Transnet Academy Training Centre
Esselen Park. Established: 10
December 1943



Tug Jutten
Port of Saldanha's oldest operational
tug. Age: 49 years old

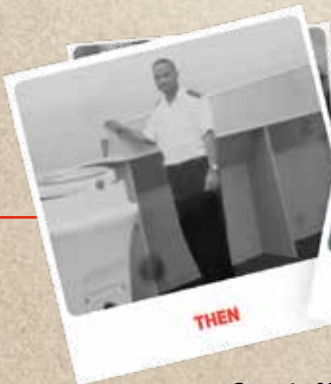
TRANSNET VAN TOEKA AF: CELEBRATING OUR PEOPLE, OUR LEGACY

Heritage Month is a time to honour where we come from and what makes us unique. At Transnet, our rich legacy isn't just found in our infrastructure or history books—it lives in the stories and experiences of our people. Each colleague is a vital thread in the fabric of our organisation, bringing their own culture, background, and years of dedication to the Transnet story.

This month, we invited colleagues across the organisation to take part in the "Transnet Van Toeka Af" campaign, featuring a trip down memory lane with "Then and Now" photographs. Each employee had to share two photos: one from when they first joined Transnet, and a recent one.

The campaign also sought to spotlight the evolution of our iconic sites with historical and current images of Transnet building, facilities, pieces of equipment, or infrastructure. Entrants had to share details

of how the sites have changed—whether through renovation, modernisation, or the preservation of its original features. The response has been tremendous, with over 100 submissions received. These entries show how we honour our heritage while driving progress. Together, we are preserving our roots while building a future we can all be proud of.



Captain Alex Miya
Harbour Master: Port of Cape Town. Joined Transnet: 1985



Carel Muller
Snr Supply and Logistics Manager. Joined Transnet: 2 April 1981





Donovan Naidoo
 Drawing and Design Manager. Joined Transnet: 1995



Jaco Borain
 Petty Officer: Port of Cape Town. Joined Transnet: 2006



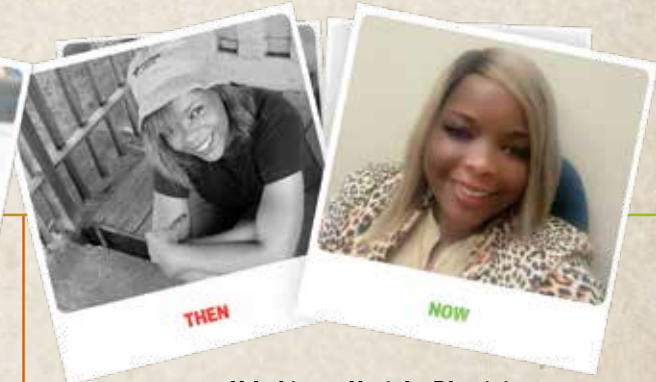
Moipone Pearl Mvuka
 HR Business Partner. Joined Transnet: 1 April 1997



Natalie Ganesen
 Developmental Practitioner. Joined Transnet: 2006



Noxolo Londelwa Miya
 Eye Clinic Manager. Joined Transnet: January 2014



Nthabiseng Nosipho Dlamini
 Yard Official: Transnet Freight Rail. Joined Transnet: 1 April 2024



Portia Mpho Ntjana
 Curriculum: Researcher, Designer and Developer. Joined Transnet: 4 February 2008



Thembakazi Mekeleni
 Tug Master. Joined Transnet: January 2014

A close-up portrait of Marelize Labuschagne, a woman with dark hair, wearing a tan blazer over a white ruffled blouse. She is looking slightly to the left of the camera with a neutral expression.

MAKING MONEY MOVES WITH **MARILIZE LABUSCHAGNE**

Senior finance professionals often navigate an increasingly complex business environment. They must create a balance between a positive balance sheet, while ensuring that the needs of the organisations they lead are adequately fulfilled. This requires a disciplined approach, exceptional financial expertise, and strong analytical and business acumen gained through extensive experience in managing complex business challenges.

Marelize Labuschagne is a seasoned Chartered Accountant with more than twenty years' work experience in State Owned Companies. Apart from her strategic financial management skills, she is passionate about good governance, ethical and responsible leadership. In the midst of recent big changes at Transnet Freight Real (TFR), we sat down with Marelize to explore these ideas and to find out more about the General Manager for Finance.

Tell us a little about yourself, just glimpses of who Marelize is.

I am a Christian. I am a family person who adores my children. My family is my all. I am driven to always resolve, whatever the challenge is, either a family or a business challenge. I am a person with a positive outlook in life, and thankful for what God provides. Challenges I believe comes along our way to make us grow.

When did your career in Transnet begin?

I started working for South African Airways in 1999, when they were part of Transnet, so effectively my career in Transnet started in 1999. I though rejoined Transnet in December 2020.

How would you characterise your journey in Transnet?

My foundation as a manager was formed in the first few years within Transnet. My journey in Transnet has been intense, complex, and demanding. We often need to make tough calls under pressure while balancing the interests of stakeholders, employees, and government oversight. We often need to think on our feet, adjust to changing circumstances, and push through resistance.

You are a formidable finance practitioner, with many years of experience. What are the key highlights in your career?

The key highlights of my career have been successfully navigating the most challenging times. This includes overcoming obstacles such as operating under business rescue conditions, where daily cash flow planning was crucial to maintaining solvency. Additionally, I had the invaluable opportunity to serve as the acting CEO of Mango Airlines for 11 months, which provided me with invaluable insights into the distinctions between operations and finance.

Some might say that numbers are numbers, but I imagine the role of finance to be a delicate balancing act. You're absolutely right—finance is much more than just numbers. It's a delicate balancing act that requires strategic decision-making, risk management, and a deep understanding of both the broader business environment and stakeholder expectations. The focus needs to remain financial sustainability, but that focus is often overruled by short term focus due to liquidity pressures.

We are all aware that Transnet is carrying a heavy debt burden. Can you elaborate on what the implications of that are for TFR? What can be done to reduce the debt?

Transnet's heavy debt burden has significant implications for Transnet Freight Rail (TFR), impacting both its operational capacity and long-term sustainability. High debt servicing costs reduce the funds available for critical investment back into the business, affecting service reliability.

To meet debt obligations, it is essential to increase volume output. As 83% of our spend is non-discretionary spend, we can only increase our net cashflow materially by increasing volume output. We become financially sustainable when we are able to deliver 200mt. Efficiency improvements is vital to do this. We cannot save ourselves through cost savings - we need to increase the Revenue stream, and make sure that we receive value for the money spent on investing back into the company.

What are the implications of the separation of operations from the management of rail network (Rail Reform) on the financial wellness of TFR?

The separation of operations from the management of the rail network (Rail Reform) has both opportunities and risks for the financial wellness of Transnet Freight Rail (TFR). TFR can shift its financial and operational focus purely to freight logistics, potentially improving efficiency and profitability. A competitive market will drive us to become more effective to be able to compete against new market entrants.

TFR must now pay track access fees instead of investing in assets, this could become a significant cost that impacts profitability, as the spend is now operational expenses where previously it was capitalised assets. This will put pressure on our operational profit line. We will have to improve operational efficiency by enhancing service reliability, turnaround times, and cost efficiencies to remain competitive.

What are the cost implications of returning to the Business Unit operating model? Will we see a positive yield in profits and revenue?

The major focus of moving to the Business Unit operating model is to focus on execution and efficiency improvements. Business units will have greater financial visibility and accountability, driving efficiency and cost discipline.

Can employees expect some reprieve any time soon? We hear all the time during engagements the requests for 'family and sports days' to be returned.

Employees are the backbone of Transnet, and their well-being is crucial for maintaining morale and productivity, especially during challenging times. While financial constraints have required tough decisions, there is recognition that employee engagement and motivation are just as important for long-term success.

Sports days has been restricted by National Treasury directives, so we would have to request from National Treasury a dispensation.

On a lighter note, any advice for individual and household budgeting for employees? Times are tough for all of us.

Prioritise Essential Expenses - Cover necessities first—rent/mortgage, utilities, food, and transport should be the top priority. Identify areas where costs can be cut—small savings add up over time. Focus on paying off high-interest debt first, such as credit cards and personal loans. Look for discounts, bulk deals, and generic brands for groceries and household items. Consider carpooling or using public transport to save on fuel. Review subscriptions and cancel those that aren't essential.



Marelize Labuschagne is 'n uitstekende geoktrooieerde rekenmeester met meer as twee dekades se ondervinding in staatsbeheerde maatskappye wat tans as die hoofbestuurder vir finansies by Transnet Freight Rail (TFR) dien. Haar reis in finansies het in 1999 by die Suid-Afrikaanse Lugdiens begin, wat die begin van haar lang verbintenis met Transnet was. Marelize se loopbaan is gekenmerk deur haar toewyding aan goeie bestuur, etiese leierskap en 'n sterk fokus op finansiële volhoubaarheid te midde van komplekse uitdagings.

Haar ampstermyn by TFR is gekenmerk deur die navigasie van beduidende struikelblokke, insluitende die bedrywighede onder sakereedingsomstandighede waar noukeurige kontantvloei bestuur noodsaaklik was. Marelize se leierskap is verder beklemtoon gedurende haar tyd as waarnemende uitvoerende hoof van Mango Airlines, waar sy belangrike insigte in die kruispunt van bedrywighede en finansies verkry het.

Marelize beklemtoon dat finansies meer is as bloot syfers; dit vereis strategiese besluitneming en 'n genuanseerde begrip van die sakelandskap. Sy erken die swaar skuldvas waarmee Transnet te kampe het, wat bedryfskapasiteit belemmer en 'n fokus op die verhoging van volume-uitset vereis om kontantvloei te verbeter. Die onlangse spoorweghervorming bied uitdagings sowel as geleenthede, aangesien TFR moet aanpas by nuwe bedryfskoste terwyl hulle na doeltreffendheid en winsgewendheid streef.

Ten spyte van finansiële beperkings erken Marelize die belangrikheid van werknemersmoraal en -betrokkenheid en is sy 'n voorstander van inisiatiewe wat personeelwielstand ondersteun. Haar praktiese begrotingsadvies vir werknemers weerspieël haar begrip van die moeilike ekonomiese klimaat en moedig die prioritisering van noodsaaklike uitgawes en slim finansiële bestuur aan. Marelize Labuschagne beliggaam veerkragtigheid en strategiese versienheid wat beduidende bydraes tot die finansiële landskap van Transnet lewer.



THIRD PARTY SLOT ALLOCATION SUCCESS BRINGS OPEN RAIL ACCESS CLOSER TO REALITY

Achieving the 250Mt freight target set by the South African government by 2030 requires coordinated efforts, with a focus on private sector participation and significant investment in existing port and rail infrastructure. By introducing competition and private sector involvement, the rail reform process is designed to create an attractive environment for significant investment necessary to modernise and expand the rail network.

Transnet is ready to collaborate with industry to work towards meeting that target. A critical step in this regard is the opening of the country's rail network to third party Train Operating Companies (TOCs). According to Transnet Infrastructure Manager (TRIM), these new entrants will collectively contribute approximately 20mt per annum between 2026/27 and 2028/29 financial years in addition to TFR's current forecasted volumes budgeted for 2025/26.

When applications for the first set of slots opened from December 2024 to February 2025, a total of 25 TOCs applied for 98 routes. On 22 August 2025, Transnet and the Department of Transport announced that from the applications received and assessed, 11 companies had been selected to operate on 41 routes across six corridors, majority on North-East & North Corridors.



Ensuring the Integrity of the Slot Allocation Process

Transnet is committed to ensuring the highest level of integrity, fairness and transparency in the slot allocation process. The Network Statement, published in December 2024, outlines the Slot Applications Evaluation Governance process. The governance interface points, as outlined in the Network Statement, include: the slot allocation evaluation team, TRIM EXCO, TRIM Chief Executive, Transnet Group Chief Operating Officer, Transnet Group Chief Executive and Transnet Board of Directors.

TRIM has conducted thorough checks on the TOCs, specifically focusing on the state of their finances, assessing political exposure, BEE credentials and credit records.

Safeguarding Against Non-performance

In the event that a TOC fails to meet its performance obligations, TRIM has a right to sell on an ad hoc basis a slot to another party to avoid having under-utilised capacity in the network.

The conditional awards will indicate the duration set aside for a party to meet the stipulated conditions.

Boosting National Rail Capacity

Opening up the rail network to third party operators is a critical measure to boost the country's rail freight capacity and performance. TRIM estimates additional volumes of over 20mt per annum between 2026/27 and 2028/29 financial years in addition to TFR's current forecasted volume. Whilst this is an encouraging start, TRIM will require more volumes and revenues from additional slot sales enabled by rolling stock and rail network investments to reach the target of 250mt by financial year 2030.

Increased Resources and Accountability for Safety and Security of the Rail Network

The rail operators are liable for their actions as well as any harm they cause to people, property or goods. This includes accidents involving their trains, failures in their equipment and negligence by their employees.

Security is among the items to be part of the interface agreement discussions with the operators. This includes discussions on additional security initiatives related to the protection of train operating company cargo and collaboration on network protection required.

Next Steps After Slot Allocation

All new entrants selected to proceed will receive conditional award letters and discussions to firm up indicative start dates and other contract parameters will commence.

Future Applications Process

Parties wishing to submit new applications for route allocations in the current 2025/26 timetable and subsequent years will be based on Volume 3 Network Statement and Rail Access Agreement.

This will be marked as the second round of applications. Capacity will be allocated based on the same principles published in the prevailing Network Statement. The DoT will announce the date of publication of Volume 4 of the Network statement and an effective date for applying for available slots for the 2026/27 timetable.

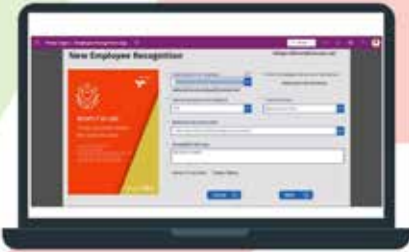
EVERYTHING YOU NEED TO KNOW ABOUT THE NEW TRANSNET RECOGNITION APP



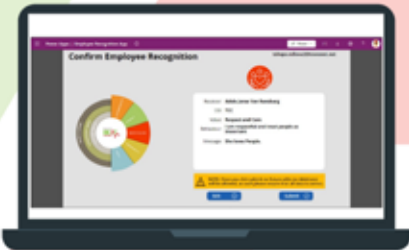
The Recognition App features:



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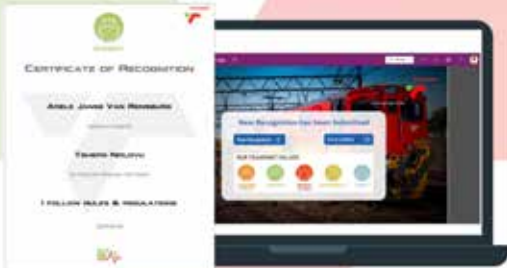
The Recognition App features:



The Recognition App features:



The Recognition App features:



The Recognition App features:



POINT OF VIEW

Q: Why did Transnet introduce a Recognition App?

A: The launch of the Recognition App is a direct response to the valuable feedback received from the recent Finger on the Pulse Survey, where only 41% of respondents felt that good work was being recognised and rewarded. By developing this app, Transnet is turning your suggestions into action and taking the next step in fostering a culture of recognition and appreciation across the organisation.

Q: What is the goal of the Recognition App?

A: The goal is simple: to create a more engaged and motivated Transnet by making it easy for employees to recognise and celebrate each other's achievements, excellent behaviours, and alignment to company values.

Q: How does the Recognition App work?

A: The app is intuitive and user-friendly. Here's how it works:
Spot good behaviour in a colleague or team.
Open the app on your desktop or laptop.
Select the colleague's name and operating division.
Choose the value or behaviour they demonstrated (such as Customer Service, Integrity, Respect & Care, Responsibility, or Safety).
Write a personal message acknowledging their effort.

Check the details and send!

A certificate of recognition is instantly emailed to the recipient, and a record is saved in the app. The line manager is also notified.

Q: What types of behaviours can be recognised?

A: The app allows you to recognise a wide range of positive behaviours, based on Transnet's values.

Q: Can teams be recognised, or is it just for individuals?

A: Both! The app features team recognition, making it easy to celebrate group achievements as well as individual contributions.

Q: How does recognition benefit Transnet employees?

A: Timely, positive feedback builds morale and motivation, reinforces desired behaviours, and supports a culture of appreciation. Recognition certificates can also enhance performance conversations and contribute to ongoing performance management.

Q: What's next for the Recognition Programme?

A: The Recognition App is just Phase 1. In future phases, Transnet will expand recognition to employees without digital access and further integrate recognition with rewards.

Q: How do I get started?

A: Use the below QR code, install the app on your desktop, laptop or cellphone.



Simply spot good behaviour, follow the prompts, and celebrate your colleagues' successes!

Q: Why should I use the Recognition App?

A: By using the app, you help build the culture of recognition that so many Transnetters have asked for. It's a simple, effective way to show your appreciation and make a real difference in the workplace. Let's celebrate our collective success—start recognising your colleagues today with the Transnet Recognition App!

GCE CATCHES RIDE ON PHELOPHEPA II IN TEMBISA



Transnet Group Chief Executive, Michelle Phillips visited the Transnet Phelophepa Train at Oakmoor Station in Tembisa, in late August. During her visit, Michelle engaged with the staff on board, listening to their experiences and acknowledging the profound impact of their work. She also received a detailed briefing on the diverse services offered through the mobile clinics, underscoring the critical role the Phelophepa train plays in bringing quality healthcare to communities that need it most.

After her briefing, she was given an extensive tour of the mobile clinics, and received an eye test at the eye clinic, in the hands of the highly trained and experienced medical team.

Michelle emphasised that the work of the Phelophepa team goes far beyond a mere project, it is life changing. She described the work as not just a responsibility but a privilege and an honour, commending the team for their care, dedication and compassion.

She said, "Since 1994, the Phelophepa Health Trains have touched the lives of 19 million people. Last year alone, the trains reached 814 000 patients. It's not an easy task working on these trains. The dedicated staff work daily to serve the communities we operate in."

Michelle made a call for sponsorship, to help expand the incredible work being done by the healthcare trains.

"We need other corporates, institutions, NGOs, and our sister SOEs, to come on board with us. We need resources, skills and importantly, capital. As far as the communities we serve are concerned, this is a train of hope. We have an opportunity to continue to touch the lives of millions of ordinary South Africans."

Michelle was accompanied by the head of the Transnet Foundation, Molatwane Likhetho.

Their tour was conducted by Senior Manager of the Health Portfolio at the Transnet Foundation, Shamona Kandia, and General Manager for Maritime Services and Manufacturing at Transnet Engineering, Tshwanelo Tswai.



LYNETTE BEATS ALL ODDS, THRIVES IN THE CORPORATE WORLD DESPITE DISABILITY



Lynette Smith Dunn, 43, was born and bred in Zululand in KwaZulu-Natal. She spent her childhood in Mevamhlophe in Empangeni before her family relocated to Aquadene in Richards Bay.

Lynette comes from a family that faces hearing challenges. She had to toughen up at a very young age and fight the stigma of being deaf. She began her career at the age of 17, leveraging on her ability to read lips.

"I only started using hearing aids at the age of 23 due to challenges in workplace interactions. My career roles required me to listen to 90% of communications, this meant putting on these devices to enhance my ability to perform," explains Lynette.

Lynette joined Transnet as a Senior Signals Administrator at the Richards Bay Depot in 2013. She was the first Signals Administrator in the history of the depot, and this gave her the drive to lay a strong foundation in the position. She worked closely within the engineering and technical fields, which gave her room to expand her understanding of railway infrastructure and Transnet in general.

Currently, she works as a Safety, Human Capital and Fleet Senior Administrative Official at Transnet Railway Infrastructure Management in Richards Bay, supporting fourline managers and all signalling employees.

September is the International Month for Deaf People in commemoration of the first World Congress of the World Federation of the Deaf, which took place in September 1951.

In South Africa the month is further used to raise deaf awareness, the South African Sign Language (SASL), and the deaf community. It also aims to educate the public about the experiences of deaf and hard-of-hearing individuals, promote social inclusion, and celebrate deaf culture and identity.

This year, the month is observed under the theme “No Human Rights Without Sign Language Rights”. The theme is a call to recognise and address social, cultural, and professional barriers that many deaf individuals face, advocating for improved accessibility and inclusivity. Lynette clarifies that there are various hearing disabilities, and in her case the nerves that hit the sound into the eardrum do not work. She does not qualify for cochlear implants due to the type of deafness she has. She further explains that hearing loss has a direct effect on the brain.

“The brain works much harder for us than a person without hearing loss. I choose to believe that any human is challenged - whether physical, spiritual or mental. This allows me to keep believing that I can be my best version. The hardest part of having a hearing disability is if you are resilient, you might find fellow peers challenging you like you are a hearing individual. That is quite demotivating and tends to cause a negative impact on your ability to keep pushing against your situation,” she adds.

Lynette says one of the most challenging things about being deaf is that many times, after a busy day of listening, a deaf person can have severe headaches and chronic tinnitus (ringing in ears).

“Sometimes people are not aware of the impact they have on deaf employees and may laugh or make fun of the way we talk, or lip read not realizing the effects it has on us. This is where grit and emotional intelligence are required. It is not easy, but one must continuously tell oneself that ignorance is bliss and keep focused on their journey,” she says.

She observes that she must always be alert and focused because sometimes people think she is deliberately ignoring them. “Hearing loss also affects your balance, as you age it becomes harder to try and compete and be your best version. Sometimes the voice of imposter syndrome does creep in on me, but I am reminded that my brain, hands and spirit are stronger, and I am the only person that has the power to stop my growth and expand my professional career,” says Lynette.

Lynette notes that working at Transnet has moulded her to be comfortable in her own skin and disability. She says she feels compelled to push beyond her boundaries and physical challenges, leading to various professional achievements.

“I have learned that being confident and passionate in the position Transnet has trusted you with will allow you to push yourself and those around you to achieving the unachievable. I have also learnt that my ears may not work but my brain and hands are more than enough,” she says.

Lynette is proud of her achievements over the years, including being nominated by fellow colleagues with disabilities as the Richards Bay Chairperson for People with Disabilities in 2023.

She graduated with a Bachelor of Commerce in Human Resource Management and Honours in Human Resource Management in 2023 and 2024 consecutively through a bursary from Transnet.

She is also a holistic therapist and a registered wellness counsellor amongst many other self-development courses she has undertaken over the years.

The most rewarding aspect of Lynette’s role at Transnet is that she gets to work with people from various backgrounds and beliefs. She says this has given her a platform to explore how beautiful South Africa is through the eyes of the people she serves.

Her role as a chairperson for people with disabilities has allowed her to administer wellness days where she can be hands-on by giving foot soaks and back rubs. She also has one-on-ones with employees who are experiencing difficulties.

Lynette says she is grateful that Transnet continues to give her the platform to showcase her talent and perform her poetry at various events. She applauds the current Miss South Africa, Mia Le Roux, for her courageous participation in the biggest pageant in the country. Mia is the first deaf woman to win the title and uses her platform to promote inclusivity for people with disabilities. Lynette says Mia’s achievement exemplifies bravery.

“I believe individuals with disabilities, as well as those without, can draw valuable lessons from Mia’s accomplishments. I must commend her, as I personally still fight the imposter syndrome daily.

In conclusion, she says as an advocate for equal opportunities and in advocating for people with disabilities, she believes all employers across South Africa should demonstrate greater awareness, consideration and empathy for employees with disabilities.



Hitting The RIGHT NOTES

Philisiwe Mnyandu is proof that a dream delayed is not a dream denied. Just over two decades after she had to forfeit a music studies bursary, she is about to fulfill her lifelong passion for singing, by releasing her first ever album. An electrician at Transnet Port Terminals by day, she has gained fame among her port colleagues for amazing voice and is a trusted entertainer at events held at her place of work.

Philisiwe Mnyandu Electrician

Transnet Port Terminals, Pier1 Ship to Shore Cranes Department



How did you end up in your current role?

I ended up as an Electrician after I got a full bursary to study music at the University of Cape town in 2004, but I couldn't afford the registration fee, which was R2500 at the time. I knew the only person who had that money, my grandfather, would never give me that money to go and study music. So, I started convincing myself that music was not a sustainable career path in South Africa, and that I was not ready to leave my mom and go overseas. I decided that I would enroll to study Electrical Engineering instead as it paid better and that I would revisit music when I was ready.

When and how did you discover that you could sing?

When I was very young, maybe 4 years old, I would sing my own songs that I made up in my mind and my grandmother used to tell me I sing like my grandfather who used to be a choir conductor at school as a teacher. I joined the church choir when I was very young where I sang choral music. When I got to Durban, I joined a youth choir where I sang choral and Opera. I used to be a soloist, and I'd be picked to assist other choirs like I helped the Transnet Engineering choir for several years when it still existed formerly known as Transwerk.

What is your favourite genre of music to listen to, and to sing?

I used to enjoy singing Opera and I listened to it mostly growing up, but now I listen to gospel and Afro Pop and I'm working on an Afro Pop album.

Your colleagues cannot stop raving about your singing. How did it feel the first time you sang at a Transnet event?

It was scary at first because these people only know me in overalls fixing Ship to shore cranes and now, I had to show them my God-given talent that they didn't know about. But after a few seconds, it felt good to share my voice with them because they are my second family.

Who are your top favourite 3 singers - local or international?

Sibongile Khumalo, Alicia Keys and Whitney Houston.

Why is it important to have passion outside of our work?

Our work can be stressful and demanding at times, because before you do anything you have to make sure that you are safe, your colleagues are safe and the equipment you are working on is safe. So, after your shift has ended and you have your off time, you need something that can take your mind off work and take you to places you've never been before. That's what music does for me.

When you are not wearing overalls and boots at work, what do you enjoy doing?

I enjoy doing mom duties for my three amazing talented little girls who also sing, act, play sports and do gymnastics. It's my job to drive them to gym, rehearsals, shoots, and games when I'm available. For example, after my 12-hour shift, I went to support my daughter at her school's choir festival. I'm also working on my music now, so I have vocal lessons and rehearsals every now and then.

What else do you enjoy doing, either as a hobby or passion?

I enjoy cooking for my family and taking care of my body by going to gym at least 3 times a week or go for jog whenever I can.



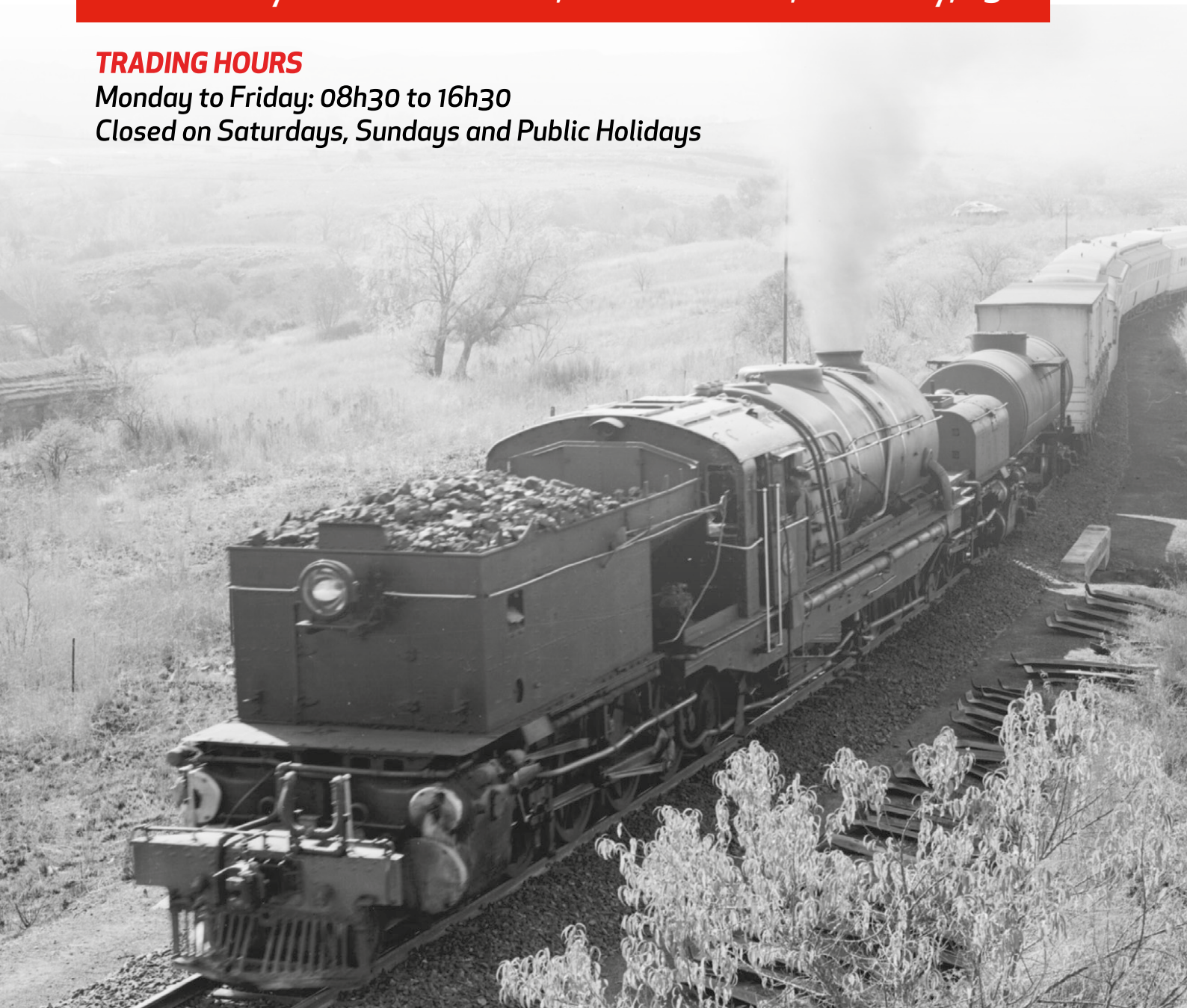
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