

MASEDY

ELECTRIC-SERVE

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NEWS

Issue

04

Jan - Oct 2025

*Electrifying News
and more*



MASEDI'

What a ride it's been



Lerato Matlala

Editor

Can you believe it is almost the end of the year? It feels like just yesterday when we were setting our goals and targets for the quarter, and here we are, with three quarters of the year behind us and a whole lot to be proud of.

Over the past few months, we've seen big challenges, small victories, huge changes, lessons learned, and plenty of moments that reminded us why we do what we do. We have tackled challenges head-on and found creative ways to keep moving forward – even when the pace got hectic.

In this issue, we are taking a moment to highlight some of the great work that's happened across the company. Whether you've been here since day one or just joined the team, your contribution matters, and they have helped shape the story we're telling together.

Thanks to everyone for your energy, ideas, and commitment. Let's keep the momentum going- and finish the year strong. We've got this!!

Masedi Electric serve

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Be part of our next issue...

YOUR STORY MATTERS

Those who wish to send in articles, stories, pictures anything that you may want published send email to leratom@masedielectric.co.za or WhatsApp on 0783829477

CEO's foreword

The year 2025 has proved to be an interesting yet challenging year for our organisation. It has been a year that has tested our agility, resolve to succeed, and tenacity. The company had to undergo a major restructuring process to reduce costs, improve contract margins, and appoint the right people in the right positions. This process has resulted in growth opportunities for deserving, hardworking, and dedicated employees, while letting go of those who do not fit into our company culture.

We are happy to see the good progress and positive results from this process. We remain confident that the future looks bright for Masedi Electric and all its employees.

We look forward to providing growth opportunities through training and development, skills development and fair labour practices.



Seitebatso Rakgokong - CEO

Health and Safety: We are very proud of our excellent safety record thus far and appreciate the outstanding efforts of our employees to work safely. We look forward to the rollout of our 'Safety Champion of the month' campaign led by our Safety department. Keep up the good work.

Through existing contracts and projects, we have grown from 127 employees at the end of February 2025 to 183 currently. Masedi Electric continues to be a significant employer, and we are proud to provide work opportunities for our host communities.

We remain proud of the hard work and dedication all our valued employees and encourage everyone to do their best. Let the spirit of hard work and teamwork reign amongst us, we are stronger together !!!!!

“resulted in growth opportunities for deserving, hardworking, and dedicated employees”

Human Resource Updates

Project Manager appointed



Daniel Massey was appointed as project manager on 02 June 2025, then moved to contract manager.

He has worked in construction management for more than 21 years, with vast experience in the following sectors: mining, commercial, industrial, solar, and the food and beverage sectors. His international work in project sets him apart as he brings in international knowledge and skills to apply in his new role.

Mr Massey is very passionate about health and safety, skills development, and the general upliftment of employees. He believes that the only thing you take to your grave is your experience and knowledge, and that should be shared with others.

In his role, he will be responsible for contracts within the commercial, industrial, local government, and mining sectors, as well as building the company profile and seeking opportunities in other sectors.

Welcome to the team, Danie.

We look forward to the valuable contributions he will bring to our ongoing and future projects.

Welcoming our new receptionist

The face of Masedi



Blessing Legae joined team Masedi on 1st February 2025. With excellent communication skills and a warm, welcoming attitude, he is the first point of contact for the company's visitors, clients, and callers. His role is to ensure that everyone who interacts with the company receives the highest level of professionalism and care.

In addition to front-desk responsibilities, Mr Legae will also assist with various administrative tasks to support the smooth running of the office.

Welcome to the team, Blessing!!!!

The sites are under new management

Mr Jason Louw was appointed as senior site manager for E&I maintenance.



Mr Jason Louw was appointed as Senior Site Manager for E&I maintenance. His responsibilities include, but are not limited to, overseeing and monitoring the site managers.

"It's been a privilege to grow with Masedi over the years and to work alongside such a dedicated team. Every project reminds me that our strength lies in teamwork, integrity, and consistent effort. I am proud to be part of a company that values both people and progress."

Appointment of site managers – UG2, Impala Smelter and Concentrator

Mr France Modise was appointed UG2 site manager.



Mr France Modise was appointed UG2 site manager

"To the team, thank you for your hard work and dedication. Each task you complete, every challenge you overcome, contributes to the success of our site. I truly appreciate the effort and teamwork you bring every day. Let's stay focused on safety and take pride in the quality of our work. Together, we can achieve great results and set a strong example of what teamwork and commitment look like. Keep pushing team!!"



**Mr. Thabiso Magome
was appointed as
the site manager for
Concentrator.**

"Life is the art of drawing without an eraser, our attitude always determines our altitude, and a mind is like a home, furnished by its owner, so if one's life is cold and bare, he can blame none but himself. Always think before acting or making a decision."

**Mr Tefo Maine
was appointed
site manager for
Impala Smelter.**



"Teamwork is the backbone of every success we achieve. I'm truly proud of the dedication, resilience, and commitment each of you continues to show every day. Let's keep supporting one another, maintaining our focus on excellence and striving to make every challenge an opportunity to grow stronger together." Individually, we are one drop; together, we are an ocean." Continuous improvement is better than delayed perfection

Farewell to our MD: A leader, Mentor, and Inspiration

As we bid farewell to Mr August Lipke on the 30th of June 2025, He was officially leaving Masedi. We say goodbye with a mixture of gratitude, pride, and heartfelt emotions. After three years of dedicated service, he is moving on to new challenges, leaving behind a legacy of excellence, integrity, and impact at Masedi

It is safe to say Mr Lipke's influence will be felt for many years to come. Whether it was through encouraging words, strategic insight, or simply leading by example. He consistently brought out the best in the team.

As Mr Lipke embarks on this next chapter, we wish him continued success, happiness, and fulfilment. Thank you for everything. You will always be part of the Masedi family.



“gratitude, pride, and heartfelt emotions.”

A message from August:

“Our lives have many chapters that we write. As one chapter ends, we start writing the next one until such time that our story lives come to an end, a date and time none of us know. My chapter at Masedi has been an eventful one, filled with good memories, good friends, colleagues, challenges, and victories.

I take this moment to thank everyone of you for the support you gave me on this journey.
May you all be blessed on your life's journey.

Mr Rakgokong, thank you for your support and guidance. I wish you and the team many great achievements and successes.
God Bless you all.”

Bittersweet moment as we bid farewell to our Finance admin.

Violet Chiutsi was with Masedi for 11 years. On 13 June 2025, it was finally her last day of service at the company.

As colleagues gathered to bid farewell to her, it was a bittersweet moment indeed. One after the other, the colleagues mentioned how dedicated, selfless, and diligent she was in doing her job.

Violet Chiutsi started at Masedi as an administrator and later moved to be the Finance and Admin Manager. You would ask Ms. Chiutsi anything about the company, and she would provide you with the information

We could say that she grew with the company. Team Masedi would like to say thank you for all your hard work and dedication through the years and believe whatever you do or wherever your next journey is, it will be a successful one.

Team Masedi wishes you all the best in your new journey.



In a few words:

"I just want to take this opportunity to express my gratitude for the journey I have walked with all of you since 2014. I am humbled and honoured to have been part of Masedi and mostly see it continuously taking greater heights.

Thank you for the experience I gained throughout this time. 13th of June 2025 is my last day at Masedi. May you all continue with team effort and keep the flag rising!"

“humbled and honoured to have been part of Masedi”

Celebrating growth, the value of promotions at Masedi

A promotion is more than a title; it is a big “thank you” for your hard work and dedication. Each promotion is proof that great things happen when talent meets commitment. It’s a chance to recognise the time, effort, and passion our colleagues put into making Masedi the success it is. When one grows, we all grow together!

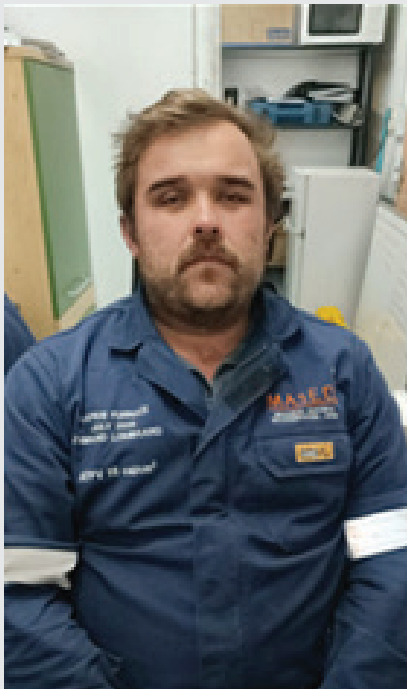
Congratulations to the following employees who have been promoted across the sites.

Project	Employee Name	From Position	New Position
IMP002	Mariri Koketso	Assistant	Electrician
IMP002	Molefe Nicholas	Semi-skilled Boilermaker	Boilermaker
IMP001	Matlapeng Thato	Semi-skilled Boilermaker	Safety Officer
HEAD OFFICE	Ramara, Pertunia	Financial Controller	Finance Manager
IMP002	Thabiso Magome	Supervisor	Site Manager
HEAD OFFICE	Dzidzai Tembo	Creditors/Debtors Clerk	Finance Administrator
WSM-LV	Zybrand Lombard	Site Manager	Project Manager
IMP002	Buti Rabututu	Electrical Assistant	Store Controller
IMP003	Botshelo Gilbert Molise	Electrical Assistant	Semi-skilled Electrician
WSM-LV	Oupa January Kgwas	Electrical Assistant	Semi-skilled Boilermaker
WSM-LV	Ofentse Christopher Kgakatsi	Electrical Assistant	Semi-skilled Electrician
WSM-LV	Gola Nyameko	Electrical Assistant	Semi-skilled Electrician
WSM-LV	Khayalihle Jeremiah Tshabalala	Supervisor	Construction Manager
WATERVAL-1	Bongani Nzwanzwa	Foreman	Construction Manager

Congratulations!
*and here is to every new chapter, every new challenge,
and every success story still to come!!*

Valterra Platinum Project - Anglo

Valterra project – has been running for close to a year, with a total number of 85 employees on the project. There has been a change in management on the project to ensure the smooth running and speed of execution on the project due to the tight timelines and schedule. Mr Zybrand Lombard has been promoted as the project manager. Mr Khaya Tshabalala and Bongani Nzwanzwa were also promoted from Supervisors to Construction managers.



Zybrand Lombard
Project manager



Khaya Tshabalala
Construction manager



Bongani Nzwanzwa
Construction manager

“there has been a change in management on the project to ensure the smooth running and speed of execution”

Supervisors Forum

E&I maintenance contract team

On 8 March 2025, Masedi held the first Supervisors forum of the year. The CEO of Masedi, Mr. Rakgokong, was part of the forum and shared the purpose and importance of the Supervisors forum as a platform designed for supervisors and team leaders to come together and:



Share experiences – Supervisors discuss challenges, successes, and lessons learned in managing teams, projects, and day-to-day operations.

Receive training and updates – The following training topics were covered.

Leadership in the work front

Managing absenteeism

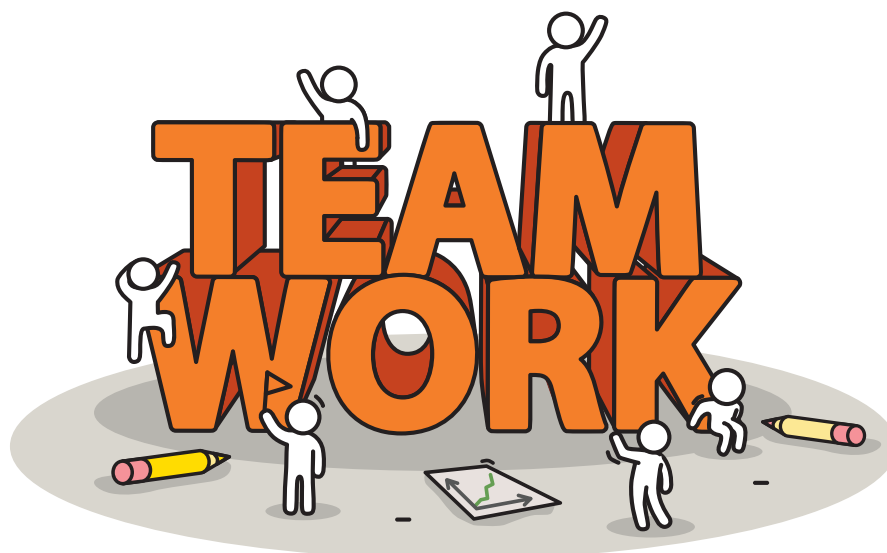
Training matrix

Performance management

Collaborate and connect – this forum fosters peer support by giving supervisors and site managers a space to network, ask questions, and learn from each other's experiences.

Align goals and expectations – they are held to ensure that supervisors are aligned with the company goals, values, and expectations- especially when rolling out new initiatives or change management strategies.

The supervisors' forum will be a continuous engagement to be held quarterly



Valterra Platinum Project Team

The project team held its very first supervisor's forum on 18 October 2025. The purpose of the Supervisors forum is to improve communication, coordination, and collaboration among the project members, so the project runs efficiently, challenges are addressed early, and the team works toward shared objectives.

The key discussion points were the following:

Communication and coordination

Ensuring that all supervisors and project team members are aligned with the clients and the company's goals and project timelines.

Problem solving and decision making

Discuss issues affecting the project (e.g. resource shortage, delays, and risks) and find solutions collaboratively.

Collaboration and knowledge sharing

The project team shared best practices and lessons learned.

Planning and strategy alignment

Aligning project milestones and resource allocation. Ensure that the project contributes to the company's overall strategy.



“to improve communication, coordination, and collaboration among the project members, so the project runs efficiently,”

New Projects – Exciting

Impala BRPM Rasimone and Maseve pilot chrome plant

Masedi was awarded two projects by **Impala Platinum Mine**. The first project was for **Impala BRPM Rasimone**, which was an urgent small project needed due to a slurry vessel rupture that had occurred. This rupture tore out existing cable racking and MV & LV cabling. Masedi was approached and asked to assist in restoring the MV, LV, and instrument air supplies, including cable rack support and the lighting transformer, which was damaged by the rupture. Due to its critical nature for reinstatement and commissioning, Masedi quickly onboarded a new crew and completed these works on time with no issues. This allowed that section of the plant to be brought back into operation and production.

The other was **Impala Maseve-pilot chrome plant**. The scope entails a new MCC Container Cable Supply, which would feed a newly installed Chrome Plant. This required the new installation of cable racking, cabling, and small power and lighting to be installed, connected, and commissioned. With the energization of the New MCC, Masedi had worked in conjunction with the mine Shutdown priorities, ensuring all prior work was to be completed and a successful commissioning of the MCC Switchgear. From there, Masedi had installed new Cable Racking and Cabling to two Minisubs, which then fed the new Chrome Plant, which was placed. With all installation requirements, Masedi had assisted in the commissioning of the Chrome Plant, entailing 9 Motor Pumps for operation. This too was executed on time and to standard.



Masedi team on site
at Maseve

Masedi takes part in the Socio-economic development outreach program

Tania Kruger & Josia Ncube from Impala Smelter attended an outreach program hosted by **SAUPO – South African Unemployed People's Organization**, which is a social movement that campaigns and advocates for the unemployed. This session was held on 02 October 2025, at Ramochana Primary School in Rustenburg, they both represented Masedi. There were different government departments, as well as the Institution of higher learning and the local municipality in attendance.

Ms Kruger was allowed to give a presentation about the company. In her speech, she informed the audience about Masedi Electric Serve, who we are as a company, she shared our mission and vision statements, as well as what we offer to the industry.

She also emphasized our commitment to Youth and Women's development as well as the part that Masedi plays in trying to curb unemployment in and around the Rustenburg area. As a young woman herself, she reiterated the challenges faced by women and the opportunities provided by Masedi to youth, particularly women.

"By investing in youth and supporting women leaders, we are building a workforce that is mixed, strong, and future-ready. Together we can light the path forward, where innovation, empowerment, and excellence work hand in hand to transform our industry and communities."



Tania Kruger and
Josia Ncube



Tania during her
presentation



Donations to
the organization

Health and safety **corner**

Celebrating Safety Excellence: Monthly Safety Champion Campaign Launch

We are proud to announce the successful launch of the **Monthly Safety Champion Campaign**, which kicked off on **1 September 2025** across all Masedi sites. This initiative is designed to recognise and reward individuals who consistently demonstrate exceptional commitment to health and safety in the workplace.

Each month, site teams nominate one team member who exemplifies safety leadership, positively influences team safety culture, actively prevents incidents, and introduces innovative safety ideas. Clear examples of proactive safety behaviour, hazard identification and resolution, and measurable safety improvements support nominations.

September 2025 Safety Champions

Congratulations to our first group of champions who have set the bar high for safety excellence:

- **Paul Mmusi** – Concentrator
- **Kennedy Msimanga** – Tailings
- **Flix Jabulane Ngobe** – Smelters
- **Livers Mthosi** – UG2
- **Progress Ntsoane** – Valtterra Platinum

Each champion receives a **certificate of recognition**, a **R150 cash prize**, and a **2-litre cold drink** as a token of appreciation for their outstanding contributions. We look forward to celebrating many more champions in the months ahead and seeing the positive impact this campaign will have on our safety culture. Let's continue to work together to create safer, healthier workplaces for all.



Livers Mthosi
UG2



Paul Mmusi
Concentrator



Felix Ngobe
Smelter



Kennedy Msimanga
Tailings



Progress Ntsoane
Valterra Platinum

A special day for a special leader – Our CEO's birthday

On 29 January 2025, we had the pleasure of celebrating the birthday of our incredible CEO, Seitebatso Rakgokong, a day filled with smiles, laughter, and heartfelt appreciation for the person who leads with vision, passion, and purpose.

The office buzzed with excitement as colleagues gathered to wish him well and share in the celebration. The surprise cake, thoughtful gifts, and warm messages reflected just how much the team admires Seitebatso Rakgokong. From heartfelt speeches to the cheerful decorations, every detail showed the appreciation we feel for the way he continues to guide and inspire us.

Mr Rakgokong mentioned that he hardly celebrates his birthday, so he was truly grateful and appreciative of the surprise from team Masedi.

Happy birthday once again, Mr Rakgokong "ST", may the year ahead bring as much success and joy as you bring to our company.



**“Happy Birthday
Mr. Rakgokong”**

Valentine's Day

A celebration of love and connection!

Each year on February 14th, people around the world pause to celebrate Valentine's Day – a day devoted to love, affection, and heartfelt appreciation for the special people in our lives.

Though often associated with romantic gestures like flowers, chocolates, and candlelit dinners, Valentine's Day is about more than just couples. It's a time to express love in all its forms - between friends, family, co-workers, and anyone who brings joy and meaning into our lives



Masedi Head Office ladies dressed up and showed up for love.



"A time to express love in all its forms."



Mission: Baby shower – Success!

We hit pause on deadlines and emails to celebrate something way cuter than our usual calendar invites, Lerato Matlala and Lerato Lichaba's upcoming bundles of joy.

The baby showers were both held on different dates, with all the adorable decorations, delicious snacks and food, and enough tiny onesies to clothe a small army of infants, diapers, and wipes all over the place. We celebrated, laughed, we "aww-ed," and shared heartfelt well wishes.

Huge thanks to the organizers for pulling off a perfect mix of sweet and silly. And thank you to everyone who helped shower mommies to be. We can't wait to meet the newest honorary members of the team.



Lerato Lichaba's
babyshower



Lerato Matlala's baby
shower

Remembering Robert Vogel: A lasting tribute

It was a sad moment when we received the news of the passing of our colleague Mr Robert Edwin Vogel, who passed away on 09 October 2025 after battling with his health for a while.

Robert Vogel joined Masedi in 2018. He was the housing maintenance supervisor at the time of his passing. Mr Vogel was remembered by many as a principled man, sometimes stubborn and a hard head, a straight talker who wanted things to be done right. The biggest thing we all got to hear, and some had encounters with him about was his faith. He was a man who believed and loved God.

A memorial service was held on 16 October 2025. At the memorial service, it was clear how much Robert meant to those around him – family, friends, colleagues, clients and the broader Masedi community. The stories and memories shared painted a clear picture of who he was.

We will miss his presence in the office, but his legacy will remain a part of who we are as a team.

A final farewell – 17/10/2025

As friends, family, and co-workers took seats in the softly lit church, the mood was at once sombre and warm. White floral arrangements and white candles adorned the space, and the program reflected both moments of quiet reflection and uplifting memories.

Pastor David of His Vision Church spoke about Robert's commitment to the church and his love for God was mentioned on numerous occasions. He went through different scriptures that resonated with the life that he had chosen. Eulogies from his family were also read.

There was a moment of deep emotions when, a slideshow played, images of Robert with family, friends, and colleagues appeared in happier days. That reminded us of his generosity of spirit and the joy he so often shared.

REST IN PEACE, ROBERT



Masedi Team bidding farewell to their colleague



Robert being transported to his final resting place

Masedi's corporate identity

What is corporate identity? It is the visual and conceptual image a company presents to the outside world and its internal audience. It is how the company defines, expresses, and communicates its personality, values, and purpose – visually and culturally.

It goes beyond just a logo or a tagline; it is the entire system that makes a company recognizable. As part of our corporate identity, our letterhead, logo, and PowerPoint presentation have been redesigned, and our new vehicles have also been rebranded.

