Remgro Limited

ESG and Sustainability Report

2025

Remgro's long-term **sustainability ambitions** are underpinned by a specific focus on material **environmental** and **social** issues, including **risk management** and **governance.**

ESG and sustainability highlights

Developed a reporting template to encourage **consistent,** comparable reporting across the portfolio increasing **disclosure** and **transparency** on material focus areas.

Water benchmarking, **recycling** and **efficiency** measures are in use in most companies. In addition, **6** of the **10** investee companies included in Remgro's ESG reporting have set water targets.

Training for Remgro executives in respect of **climate-related risk and opportunities** using scenario analysis. Commencement of the identification of risk scenarios.

Conducted a survey to build understanding of **ESG risk management** processes and maturity within the portfolio.

Revised Board subcommittee structures and Terms of Reference to merge the **Strategic ESG Committee** with the **Social and Ethics Committee** effective 1 July 2024.

Achieved **BBBEE Level 4** contributor status.

Delivering on the commitment to publish a **Tax Transparency Report.**

Remgro encouraged investees included in reporting to undertake a **wage gap analysis**. All have completed an assessment and management is reviewing the results.

Carbon reporting now includes **12** (2024: nine) companies in **Remgro's climate reporting boundary (including Remgro at the centre).** This makes up more than **82%** (2024: 71.9%) of INAV.

Remgro continues its inclusion in the **FTSE4Good Index Series.**

All **10** investee companies that took part in ESG reporting to Remgro have either **emission** and/or **energy reduction strategies** in place, or quantitative emission reduction goals or targets.

Continued to use the **United Nations Sustainable Development Goals** to measure our **impact** across our CSI programme.

Increasing use of **renewable energy** within the portfolio (including some investee companies signing power purchase agreements and investing in solar infrastructure).

Conducted an **IFRS S1** and **S2** gap analysis against our previous report in order to consider future alignment.

Environmental, Social and Governance (ESG) and Sustainability Report

Introduction

Remgro Limited's (Remgro) long-term sustainability ambitions are underpinned by a specific focus on environmental, social and governance matters, including risk management. This report is one of a suite of reports published on the Remgro website, including the Integrated Annual Report. Because of its significance to Remgro and its stakeholders, a separate climate-related report has also been published. The ESG and climate work is focused on companies (also referred to as the in-scope companies) that make up about 80.7% of intrinsic net asset value (INAV) and include Remgro Management Services Limited ("RMS" or "Remgro at the centre"), wholly owned subsidiaries and companies in which Remgro has a strategic equity holding (see information on reporting boundaries below).

Key sections in this report include:

ESG governance and strategy

- Outlines the formal corporate governance structures, processes and policies in place, as well as those with a specific focus on ESG and climate-related governance and strategy.

ESG risk management

- Describes the ESG risk management process and structure, risk governance and risk register.

ESG focus areas and progress

- Provides information on the progress made in the main ESG focus areas, for Remgro at the centre and the companies that are currently in scope. The information is provided for each focus area under environmental sustainability, social responsibility and corporate governance.

Environmental sustainability

- Sets out material focus areas relating to the natural environment, such as water, waste, pollution and use of natural resources. It excludes the climate-related disclosures, which can be found in the Climate Report on our website at www.remgro.com.

Social responsibility

- Describes Remgro's people practices, including work undertaken on diversity, equity and inclusion, the BBBEE scorecard and progress, wage equality benchmarking and disclosures, occupational health and safety, and CSI.

Corporate governance

- Elaborates on remuneration policies and targets in place to drive performance and incentivise stewardship in line with Remgro's ethos and ambitions, ethics and human rights, as well as responsible sourcing.

Reporting boundaries and companies included in the ESG stewardship programme

The ESG and sustainability maturity of the subsidiaries and portfolio companies varies. Therefore, they are included to the extent that data is available by indicator. Developing depth, maturity and consistency in their data is part of Remgro's ESG leadership stance. Improvements have been noted year-on-year, with the aim of covering 80% of INAV in the ESG reporting programme.

Remgro at the centre: RMS, including head office and other facilities.

Subsidiaries: Wholly owned subsidiaries or companies in which Remgro has a controlling stake, i.e. Siqalo Foods Proprietary Limited (Siqalo Foods), Wispeco Holdings Proprietary Limited (Wispeco), RCL Foods Limited (RCL Foods) and Rainbow Chicken Limited (Rainbow).

Portfolio companies: Companies in which Remgro holds a strategic stake, that are included in the ESG programme, i.e. Mediclinic Group Limited (Mediclinic), Heineken Beverages Holdings Limited (Heineken Beverages), OUTsurance Group Limited (OUTsurance Group), PGSI Limited (PGSI), Maziv Proprietary Limited (Maziv) (a wholly owned subsidiary of Community Investment Ventures Holdings Proprietary Limited (CIVH)), and Air Products South Africa Proprietary Limited (Air Products).

ESG governance and strategy

Remgro's strategy with regard to the investments it makes and holds is based on the Group's deeply held ethos and approach to all it does.

Remgro seeks to direct and control its subsidiaries in a transparent and accountable way. In this regard, it has developed a set of principles and guidelines for doing business successfully throughout the Remgro Group, which include the values of:

- **Honesty** – because it lasts longest
- **Correctness** – because it creates trust with friends and opponents
- **Courtesy** – which means dignity without pride and friendliness without subservience
- **Service** – in every respect to your client, your fellow man, your country
- **Mutual support** – so that you push others up the ladder of success while climbing yourself, because if you pull others down, you will also fall
- **Trust** – the belief that all will work out well if everyone is doing their duty
- **Accountability** – that people are responsible for their actions and the diligence wherewith they administer the Company's assets and information, and
- **Diversity** – to build partnerships with people from diverse cultural backgrounds and with different characteristics and experiences, including race, gender, age, knowledge and skills.

Remgro furthermore advocates the following ethical attributes required of the boards of directors of group companies:

- Integrity
- Competence
- Responsibility
- Accountability
- Correctness
- Fairness
- Diversity, and
- Transparency

These principles are carried through to Remgro's ESG strategy, which is underpinned by three priorities and guides its ongoing sustainability journey:

- sustainable investment stewardship
- ESG implementation across our value chains
- unlocking shared value for South Africa

From the outset of this sustainability journey, the focus was on finding ESG areas that are material across the portfolio, which spans multiple industry sectors. They include:

- governance
- climate change and energy
- water management
- waste management
- diversity, equity and inclusion
- social impact
- employee relations
- supply chain, procurement and responsible sourcing
- health and safety

In the 2025 to 2026 financial year, these focus areas will be reviewed. This will confirm or refine the focus areas in order to give further impetus to the stewardship approach that the Group takes to ESG and climate-related issues.

The Board has approved the governance structures detailed on the following page to provide oversight and guidance in the integration of ESG issues into the business, and, to ensure progress is made in line with Remgro's business strategy, ethos and stated aims.

Remgro ESG and Sustainability Governance Structure

Remgro Board, Management Board and Board subcommittees

Social and Ethics Committee

Provides oversight of Remgro's commitment to ESG stewardship and leading practice as well as the incorporation of the climate strategy, policies and rationale.

Oversees the setting of the Group's long-term ambition level, stakeholder engagement, policies and practices. Reviews alignment with United Nations Global Compact and governance codes and recommends these to the Board.

Directs the Operational ESG Committee to ensure appropriate resources are available to execute the ESG strategy.

Investment Committee

The Investment Committee is a Remgro Board subcommittee responsible for authorising new investments, extension or disposal of existing investments, and making recommendations to the Board regarding all other investments. Remgro embraces responsible stewardship to manage its assets and pursue new investments according to its ESG Investment Policy and Framework. Responsible investment principles drive investment decisions, aiming for sustainable financial returns and positive, measurable ESG impacts.

Audit and Risk Committee

Provides oversight on ESG risk matters and external reporting. Monitors the risks and opportunities associated with the Group's ESG performance in accordance with generally accepted performance standards.

It is also responsible for the "non-financial" information in the Integrated Annual Report and has overall oversight of risk management, including ESG and climate risk management.

Operational ESG Committee (executive committee) chaired by an executive director

The Operational ESG Committee is a senior executive committee which recommends strategies, oversees day to day capacity, focus areas and resource allocations. It works closely with the Chief Risk Officer (CRO).

Members of the committee include senior executives from human resources, strategy, investor relations, investment managers, facilities management, the CRO and the ESG and sustainability manager.

The Operational ESG Committee formulates ESG and Sustainability strategies, policies, methodologies and material risks, and recommends these to the relevant Board subcommittees, and ultimately to the Board for approval. It monitors progress and establishes working groups as appropriate, and reviews progress against key performance targets.

ESG and sustainability manager

The ESG and sustainability manager coordinates the Group's ESG and carbon reporting for Remgro at the centre and the in-scope portfolio companies, including the extraction of data, and drives the creation and updating of policies, targets and procedures. The ESG and sustainability manager works closely with human resources, finance, facilities management, the investment managers and the CRO to ensure the implementation of the ESG agenda into the operational and strategic processes for Remgro at the centre.

The Remgro Board sets strategic direction and approves targets and metrics, policies and material risks and opportunities. The Social and Ethics Committee meets quarterly and, over and above the responsibilities in the diagram, this committee oversees the management actions in setting and achieving targets and the metrics that will be used. It agrees a schedule of ESG programmes, and reviews progress reporting, and informs the basis of reporting to internal and external stakeholders, whilst benchmarking against agreed key indices and rating agencies, industry trends and peer performance. The Operational ESG Committee meets twice every quarter.

The roles and functions of these committees are dealt with in more detail in the Corporate Governance Report and the Social and Ethics Committee Report on pages 72 to 85 and 86 to 87 of the Integrated Annual Report, respectively.

Remgro's ESG strategy initially focused on using its influence to encourage the establishment of ESG governance structures by its investee companies and has since expanded to include climate-related risks and encourage more disclosure on material ESG and climate-related issues. The maturity level of the investee companies on ESG issues and climate matters varies. The listed companies or those that have international exposure or are already subject to carbon budgets, such as Mediclinic, Heineken Beverages, OUTsurance Group and PGSI, tend to be further advanced in the journey than others.

Over the past two years, the Remgro strategy focused on encouraging the in-scope companies to set baselines, where they did not exist, and report on the nine focus areas that it assessed as being most material to the Group. More recently, a gap analysis against key standards has been undertaken for Remgro at the centre, and a plan of action to meet growing expectations has been developed.

The objectives of the Operational ESG Committee are to promote sound corporate governance, adopt sustainable practices and make environmentally conscious and nature-positive decisions. This includes promoting transparency, accountability, and a commitment to reducing carbon emissions across all operations and investigating opportunities related to energy efficiency and energy transition.

The concept of double materiality is being driven through global reporting practices. Companies are required to report on their own impact such as their environmental footprint (GHG emissions), energy consumption, water consumption and waste generation, while also accounting for the financial impact of environmental risks and opportunities on the value of the company itself. This is particularly relevant in understanding the risks and opportunities that climate change will have on the Group's value, and is driving the trend towards an analysis of different climate change scenarios and reporting on climate change.

ESG risk management

Management of ESG and sustainability risks is an integral part of the Remgro Enterprise Risk Management (ERM) system and underpins the Group's commitment to building shared value through its investment portfolio. While the Board is ultimately accountable for the process of managing risks and opportunities, as well as the system of internal control within Remgro, it is essential that the subsidiaries and other investee companies also grow in their ESG risk management maturity.

During 2025, a survey was conducted with selected companies in the portfolio in order to understand the risk management maturity and priority risks that have been identified. The survey responses were further analysed from a sectoral perspective. The responses provided Remgro with a sense of what is working and what needs to be strengthened in the risk management approach across the Group, as well as a bottom-up understanding of priority issues for the operating companies. These are then linked to the risk management steps of continuous risk and opportunity scanning, identification and assessment, and embedding internal control as well as risk reduction and insurance strategies.

Over 90% of companies have risk governance structures in place, usually through combined audit and risk committee structures. In the energy trading company, the risk oversight committee structure is being developed. In companies such as OUTsurance Group, RCL Foods, Mediclinic, Rainbow and Pembani Remgro Infrastructure Managers (PRIM), the risk management approaches are more mature, with greater access to specialist risk and ESG management expertise. While all companies believe they have sufficient competence to deal with the risk issues, few of the boards have dedicated ESG or climate experts currently on their boards. A brief summary of the sector-specific findings is:

- Food, beverage and agricultural sector: oversight of ESG risks are generally overseen by the social and ethics committees, given the wide scope of the ESG agenda.
- Industrial sector: most of the companies have ESG risks integrated into their ERM processes, with one exception where ESG risks are not yet formally considered.
- Telecommunications and energy trading: ESG risks are considered by the boards, but not given high priority.
- Finance sector (insurance and investment): Maturity varies significantly, but with growing awareness of ESG as a business risk.
- Health sector: ESG risks fully incorporated into the ERM.

Climate-related risks impact all sectors, either directly on their operations or primary inputs, or indirectly through the value chain and logistics. Most of the companies are undertaking various exercises to map their physical operational risks with water, energy and extreme weather high on their priorities. Water and energy risks are also impacted by infrastructure failures outside of corporate control, and significant investment has been made by these companies in securing renewable energy sources, benchmarking and driving water and energy efficiency and circular economy processes (see also pages 9 to 11 of this report).

Transitional risk such as increasing regulatory requirements, access to finance and insurance, carbon tax as well as cross border carbon taxes such as those imposed by export markets, are being assessed.

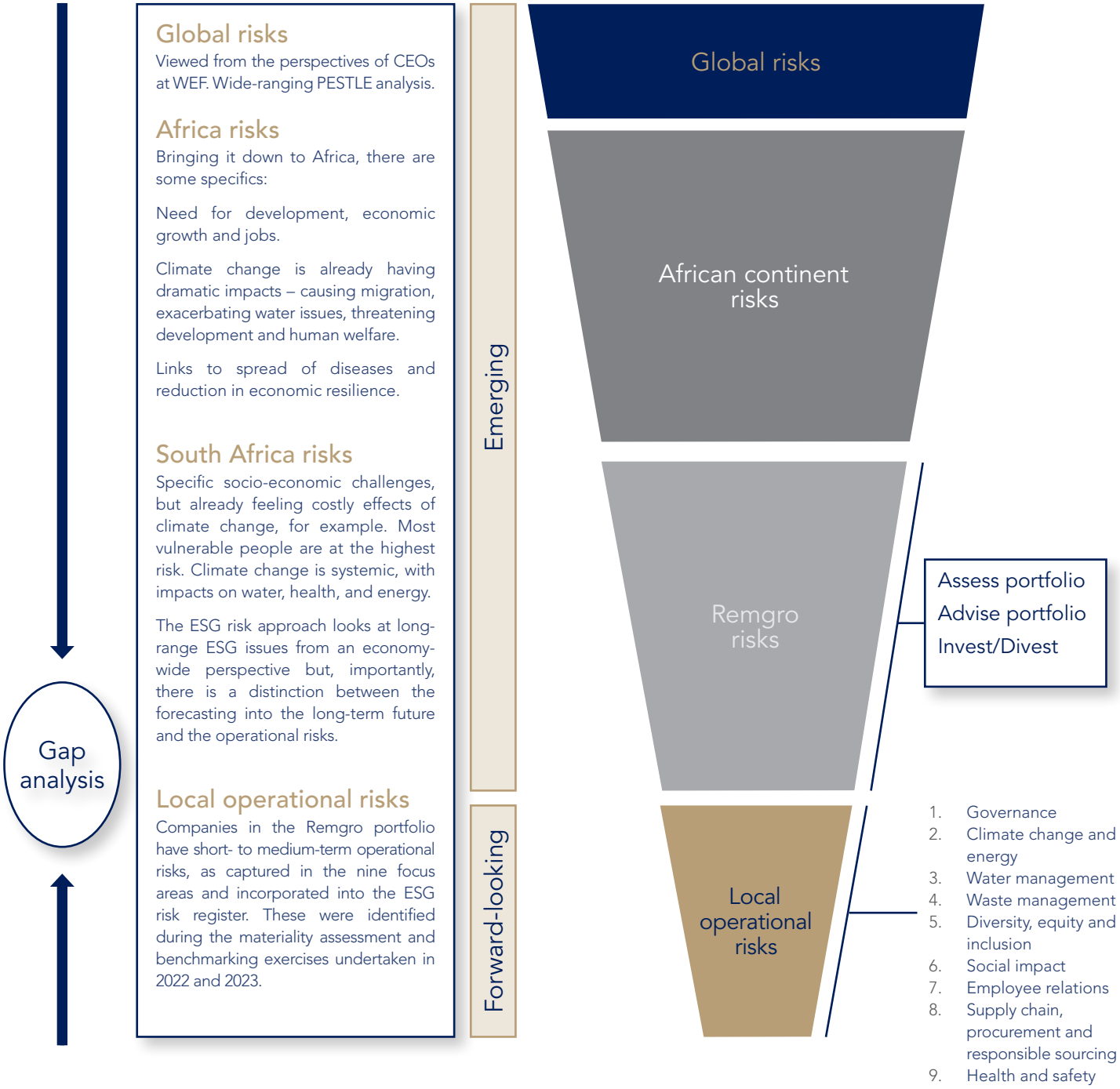
Remgro's ESG Investment Framework, which guides responsible investment, is also relevant as it ensures that the consideration of ESG risks and opportunities, as well as impact and sustainability considerations, are integrated and embedded into risk and opportunities management practices.

Work on the Remgro risk register to address key ESG aspects is ongoing. The current risk methodology used expands on the widely used PESTLE (Political, Economic, Society, Technology, Legislation and Environment) framework. This focused primarily on risks which impact Remgro and was informed by the material risks identified by its investee companies.

Global PESTLE risks, as utilised in the World Economic Forum (WEF) Global Risk Report 2024, and ESG risks are interconnected, as both frameworks help organisations understand and manage external challenges that can impact their operations and sustainability. The integration of PESTLE and ESG frameworks provides a comprehensive approach to risk management.

By understanding how global risks translate into ESG risks and opportunities, Remgro can develop strategies that not only mitigate potential threats, but also enhance sustainability and long-term success. Continuous monitoring of global emerging risks informs Remgro's strategic plan.

The infographic outlines global, African, and local risks. Most Remgro companies operate mainly in Africa, and more specifically, South Africa, with some international exposure. African risks largely mirror those in other emerging markets.



ESG risks and mitigatory actions already underway

Risk factor	Sectors most affected	Risk description	Risk impact	Mitigatory actions
Climate change	Healthcare, Food and beverages, Telecommunications, Aluminium, Insurance	Global warming due to greenhouse gas emissions leading to extreme weather events, rising sea levels, and shifts in climate patterns.	Affects agriculture, infrastructure, health, and ecosystems globally. Can impact global financial system due to significant insurance claims.	Commence scenario-linked risk assessments at subsidiary companies to drive deeper response. Some operating companies have set decarbonisation goals.
Resource depletion	Food and beverages, Aluminium, Healthcare	Over-extraction of natural resources, including water, fossil fuels, and minerals, leading to scarcity.	Threatens sustainability and can lead to conflicts over resources.	Water issues are a key factor for most companies. Water efficiency drives are being undertaken.
Pollution	Healthcare, Food and beverages	Contamination of air, water, and soil through industrial waste, chemicals, and plastics.	Harms human health, biodiversity, and ecosystems; leads to regulatory penalties.	Plastic and packaging waste to reduce pollution is a priority area.
Water scarcity	Healthcare, Food and beverages, Aluminium	Insufficient freshwater resources due to overuse, pollution, and climate change.	Affects drinking water availability, agriculture, and industry; can lead to social unrest.	See water section in the ESG report for key initiatives being undertaken.
Invasive species	Food and beverages	Introduction of non-native species that disrupt local ecosystems and outcompete native species.	Leads to biodiversity loss and can harm agriculture and fisheries.	Heineken Beverages is working with partner organisations to remove alien species in key watersheds to address water loss and spread of alien plants.
Energy transition	Aluminium, Food and beverages, Healthcare	Challenges associated with shifting from fossil fuels to renewable energy sources.	Can lead to economic disruptions and require significant investment in new technologies.	Investments in renewable energy and energy efficiency are taking place.
Natural disasters	All sectors	Increased frequency and severity of natural disasters, such as hurricanes, floods, and wildfires, exacerbated by climate change.	Causes significant economic losses, displacement of populations, and strain on emergency services.	
Food waste	Food and beverages, Healthcare	Loss or discarding of food that is still fit for consumption, with approximately one-third of all food produced being wasted each year due to factors like overproduction and poor storage practices.	Food waste contributes to around 8-10% of global greenhouse gas emissions and incurs nearly $1 trillion in economic losses annually while exacerbating food insecurity and posing public health risks.	Sector-specific initiatives have been launched and targets set by some companies to eliminate food waste or recycle food waste back into fodder for livestock.
Plastic pollution	Food and beverages, Healthcare	Accumulation of plastic products and particles in the environment, primarily resulting from the widespread use of single-use plastics and improper disposal practices.	Leads to significant environmental degradation, harming marine and terrestrial ecosystems; poses serious health risks to humans through the ingestion of microplastics; incurs substantial economic costs related to waste management and environmental cleanup.	Packaging and medical-linked plastic waste is a priority area for reduce, reuse, recycle initiatives.
Infrastructure challenges	All sectors	Deteriorating local municipal infrastructure such as water and energy distribution systems; logistics and road deterioration pose additional challenges to those of extreme weather events.	These events can cause damage and lead to financial losses, disruption to the flow of goods and people, lowering economic productivity and increasing costs for businesses and consumers, creating an "infrastructure trap" that hinders long-term development and economic growth.	Backup infrastructure and switching to borehole water and on-site renewable energy, or energy traded has been a key factor for many companies.

Remgro assesses climate risk management maturity in its investee companies to support ESG target setting, reporting, and stewardship.

During the 2025 and 2026 financial years, the CRO is driving a process to enhance understanding of climate-related risks, particularly in the subsidiary companies. Initial training on using climate scenarios to build better risk responses has been presented to Remgro executives and investment managers. More structured assessments will be conducted at operational company level during the coming year. Enhancing the understanding of climate change risks will enable more formal assessments of climate-related opportunities.

Some evidence of this can be seen in the companies' disclosures on energy, water, and waste in the ESG and Sustainability Report.

Initial ESG risk management approaches within Remgro were driven by a materiality assessment, using a mixture of desktop, sectoral and company assessments to find the aspects common across companies representing approximately 81% of INAV. This process will be reviewed in the coming year. There is now significantly more data available within the companies on the initial focus areas, as can be seen in this ESG and Sustainability Report and in the Climate Report that is on Remgro's website at www.remgro.com. This will promote improved ESG risk management.

The process used is described in the table below:

ESG risk materiality identification approach

1. Select significant in-scope companies	2. Identify material ESG issues for in-scope companies (therefore focus areas)	3. Obtain ESG baseline information	4. Target setting, reporting and monitoring
Purpose			
Identify a representative sample of investee companies to determine Remgro's ESG footprint.	Identify the most material ESG issues for Remgro and the in-scope investee companies in terms of long-term success and sustainability.	Obtain a clear understanding of the current level of ESG management systems and performance at investee companies. Additionally, gather information to – • assist Remgro in understanding the perceived impact of selected ESG issues on the investee company's ability to generate and sustain value; • assist Remgro in obtaining its desired leadership position; and • contribute to Remgro's Group reporting processes.	Use Remgro's ESG material issues to guide target setting and reporting; as well as guiding and encouraging investee companies to consider ESG targets and monitor ESG metrics.
Process			
Selection criteria included: • quantitative criteria based on the shareholding of the investee company, as well as the investee company's contribution to Remgro's INAV; • qualitative criteria which considered the potential corporate reputational impact based on stakeholder perception; and • guidance from the Operational ESG Committee.	An ESG materiality assessment was conducted for each of the companies. This entailed: • identifying material ESG issues reported by the company itself publicly; • interviews with key executives and Remgro investment managers; • assessing what is recommended as material ESG matters in relevant sustainability reporting standards; and • assessing what peer companies identify as significant.	Prepared an ESG baseline questionnaire requesting information on each of the nine ESG topics noted as being applicable to most or all companies. The companies were requested to populate the questionnaire to enable Remgro to determine an ESG footprint (i.e., an understanding of the baseline ESG maturity of each company).	Remgro identified suitable ESG targets for itself and investee companies, covering most of the ESG material issues. The material issues and the investee company ESG baselines were used as an input into Remgro's reporting and gaps were identified and assessed for next steps in the overall reporting journey.
Output			
Nine investee companies were selected for inclusion in the materiality assessment. The selected investee companies provided approximately 81% coverage of Remgro's INAV based on the data as at 6 December 2021. Remgro at the centre was also included in the assessment as a stand-alone company.	A report was issued for each company summarising the ESG issues identified as material for the company. The materiality assessments were consolidated to determine which were the most common material issues across the companies reviewed. From these, nine issues were noted as being applicable to most or all companies, and these were then confirmed as Remgro's nine material ESG issues (to be reviewed and updated regularly). These are: 1. Governance 2. Climate change and energy 3. Water management 4. Waste management 5. Diversity, equity and inclusion 6. Social impact 7. Employee relations 8. Supply chain, procurement and responsible sourcing 9. Health and safety	The Remgro ESG Footprint report aimed to summarise the feedback obtained from the investee companies in the responses to the baseline questionnaires. This was used as an approximate measure of ESG maturity within the selected companies.	ESG matters form part of the Remgro remuneration and long-term incentive scheme. 15% is linked to ESG targets. Remgro is also currently working with investee companies to mature their respective ESG endeavours, using the baseline information as a starting point for discussion to guide and prioritise action plans, etc.

ESG focus areas and progress

In the past two years, Remgro has encouraged targeted companies to advance in the nine key focus areas identified as most material to the Group. This section of the report provides more information on the improvements that have been achieved and initiatives that will be undertaken over the next few years for each of the focus areas as they are grouped under Environmental Sustainability, Social Responsibility and Corporate Governance.

Environment

Over the past three years, Remgro has monitored and disclosed environmental performance, addressing material issues across its portfolio such as water, energy, waste, climate change, and carbon emissions. Details on climate change and carbon emissions are provided in the full Climate Report available on Remgro's website at ww.remgro.com.

Climate change and energy

This section outlines the strategies and performance of the reporting companies regarding climate change, energy efficiency, energy reduction and renewable energy.

All significant investees are already disclosing climate-related risks, or preparing to do so, using recognised frameworks, and are monitoring the developments in best practice standards.

The performance regarding CO_2 emissions is provided in the Climate Report available on Remgro's website at www.remgro.com.

While 2024 has witnessed a marked improvement in the stability of the South African national electricity grid, 2023 was a year of intense load shedding in South Africa. In addition, inflationary pressure on electricity prices has significantly exceeded national consumer price inflation figures. The response by Remgro investees has been varied and has offered opportunities to generate or purchase a private supply of renewable electricity, and implement various efficiencies in other types of energy usage.

A number of companies have decreased their energy consumption from the prior year due to energy efficiency initiatives. Increases are mainly a result of broadening the scope of measurement and improving accuracy.

Energy

		Remgro Contribution FY25 (Gj)			
Investee company	Reporting period	2025	2024 Restated	2024	2023
Remgro at the centre	Jul 24 – Jun 25	**41 123**	32 760	32 760	32 289
Air Products FY24	Oct 23 – Sep 24	**4 769 597**	4 785 517	4 581 447	4 808 951
Heineken Beverages CY24 (New)	Jan 24 – Dec 24	**1 547 507**	N/R	N/R	N/R
Maziv (CIVH) FY25	Apr 24 – Mar 25	**115 687**	133 179	133 179	122 343
Mediclinic CY24	Jan 24 – Dec 24	**1 246 399**	1 319 333	1 319 333	1 106 052
OUTsurance Group FY25	Jul 24 – Jun 25	**50 830**	44 324	44 324	43 972
PRIM FY24 (New)	Jan 24 – Dec 24	**192**	N/R	N/R	N/R
PGSI FY24	26 Dec 23 – 25 Dec 24	**3 156 508**	3 192 433	2 921 135	2 780 475
Rainbow FY25 (New)	Jul 24 – Jun 25	**1 920 000**	N/R	N/R	N/R
RCL Foods FY24	Jul 23 – Jun 24	**8 433 799**	8 433 799	8 617 228	8 704 904
Siqalo Foods FY25	Jul 24 – Jun 25	**392 475**	383 133	378 098	356 565
Wispeco FY24	Jul 23 – Jun 24	**355 424**	355 424	387 341	373 415

N/R *not reported*

The following summaries provide context of the targets, and progress made for a number of investees:

Heineken Beverages

- The unreliable supply of electricity, in addition to the high dependence on fossil fuels, in the South African context, have been some of the key drivers in Heineken Beverages' carbon neutrality journey. Heineken Beverages has committed to reaching net zero emissions across its value chain by 2040 (Scope 1, 2 and 3).
- Throughout the value chain, Heineken Beverages is focusing on concrete actions to reduce its carbon footprint by working closely with customers, consumers, and suppliers. There are several programmes in place driving the electrical and thermal green energy mix. Carbon emissions progress and data are reported in Remgro's Climate Report that is available on Remgro's website at www.remgro.com.
- Several manufacturing sites have rooftop solar installations, and an offsite power purchase agreement (solar and wind) will aim to provide a sustainable energy source. In addition, the manufacturing sites are undergoing carbon audits and studies to identify the best combination of solutions to further drive the carbon agenda towards the company's net zero in production goal for 2030 (Scope 1 and 2).
- For 2024, Heineken Beverages produced 87.5 kilotonnes of CO_2e, reducing emissions by 45% from 2023 to 2024. This is because of optimised processes and commitment to renewable energy solutions, such as purchasing international renewable energy certificates (IRECS).

PGSI

- PGSI is actively working to switch to renewable energy and decrease CO_2 emissions in its manufacturing processes. Selected Independent Power Producer (IPPs) and investment in renewable energy solutions support the PGSI's targeted energy reduction objective of 20% by 2030 (compared to its 2021 baseline). This will similarly impact the Scope 1 and 2 CO_2 emission reduction target of 20% by 2030.
- Selected IPPs and investment in renewable energy solutions support the PGSI's targeted energy reduction objective of 20% by 2030 (compared to its 2021 baseline).

Wispeco

- In the past year, management has focused on improving data accuracy and completeness, an important step before targets can be determined and implemented. However, Wispeco does plan to develop an emission reduction plan as part of the Climate Change Bill Compliance process.

Mediclinic

- Mediclinic aims to become carbon neutral by 2030. Mediclinic's strategy is to eliminate Scope 2 emissions using renewable or clean energy, as well as reducing electricity through behavioural change and energy-efficient technology. Given the diverse geographies in which it operates, the availability and accessibility of renewable energy sources will be a critical factor, as it remains a key driver of carbon neutrality.

Rainbow

- Rainbow is entering its first year of standalone carbon reporting, with a baseline now set and environmental performance targets being redefined. Its goals include:
  - Reducing greenhouse gas emissions.
  - Increasing renewable energy usage.
  - Implementing sustainable packaging across more of its products.
  - Expanding biogas and nutrient recovery initiatives at Rustenburg and Worcester sites.
  - Aligning with phase 2 of the Carbon Tax Act, which increases the levy to R190/tonne CO_2e from 2026.
- Rainbow will continue investing in strategic partnerships like Matzonox Proprietary Limited, which converts waste to value, further minimising its carbon footprint.
  - Rainbow's Worcester and Rustenberg waste-to-value plants produced 14.03GWh of renewable electricity in FY25 representing 16.08% of total electricity used at these processing plants (see detail on page 13).



RCL Foods

- RCL Foods has adopted a pragmatic and data-driven approach to carbon emission reduction. During FY25, the company exceeded its energy efficiency targets measured in gigajoules (GJ), and for FY26, and has introduced intensity-based energy reduction targets to further drive operational efficiency. For FY25, RCL Foods' target was 3.8%, and a 6% savings was achieved.
- In parallel, it is completing a Scope 3 emissions inventory, which will inform the development of multiple reduction scenarios, each paired with a corresponding action plan, estimated financial investment, and timeline. These scenarios will include both intensity-based and absolute targets, with at least one aligned to the Science-Based Targets initiative (SBTi). This bottom-up and top-down methodology ensures that any future target set is not only science-aligned, but also operationally and financially achievable, reinforcing its strategy of setting credible goals backed by clear pathways to delivery.

Water

Remgro recognises that water is a strategic risk to South African businesses, whether resulting from insufficient quantity, poor quality or infrastructure failures at local government level. The country is water stressed and, as a result, the protection and sustainable consumption of water sources is critical in the operations of Remgro's investees.

Investee companies have been encouraged to measure their water consumption data and set reduction targets, including intensity metrics where possible, as well as report on non-compliance incidents. Sharing of knowledge on strategies to manage and mitigate their identified water risks is encouraged.

Water

Entity	Reporting period	Remgro Contribution FY25 (kl)					2024 (kl)
		Municipal	Borehole	Raw/Rain	Total	Recycled	
Remgro at the centre	Jul 24 – Jun 25	**13 283**	**N/A**	**N/A**	**13 283**	**N/A**	11 129
Air Products FY24	Oct 23 – Sep 24	**85 781**	**–**	**1 117 067**	**1 202 848**	**182 156**	1 705 903
Heineken Beverages CY24 (New)	Jan 24 – Dec 24	**4 286 177**	**229 900**	**–**	**4 516 078**	**234 861**	N/R
Maziv (CIVH) FY25	Apr 24 – Mar 25	**13 060**	**–**	**–**	**13 060**	**–**	10 000
Mediclinic CY24	Jan 24 – Dec 24	**1 778 725**	**30 249**	**–**	**1 808 974**	**–**	1 730 521
OUTsurance Group FY25	Jul 24 – Jun 25	**40 689**	**–**	**–**	**40 689**	**–**	40 630
PRIM FY24 (New)	Jan 24 – Dec 24	**493**	**–**	**–**	**493**	**–**	N/R
PGSI FY24	26 Dec 23 – 25 Dec 24	**142 381**	**12**	**835**	**143 228**	**21 752**	153 205
Rainbow FY25 (New)	Jul 24 – Jun 25	**5 202 183**	**485 539**	**–**	**5 687 722**	**–**	N/R
RCL Foods FY24	Jul 23 – Jun 24	**6 533 631**	**661 033**	**129 111 440**	**136 306 104**	**–**	136 306 104
Siqalo Foods FY25	Jul 24 – Jun 25	**340 148**	**–**	**–**	**340 148**	**–**	281 928
Wispeco FY24	Jul 23 – Jun 24	**127 687**	**–**	**–**	**127 687**	**–**	127 687

N/A *not applicable*
N/R *not reported*

In the past year, investee companies have performed well against their set water targets:

Heineken Beverages

- The company has set out its ambition to create healthy watersheds around its operations. Initiatives include maximising, reusing and recycling water in stressed areas by 2030, and optimising water ratios (hectolitres of water/hectolitres of product (hL/hL)) in Heineken Beverages. It has also embarked on programmes with partner organisations to reduce water-consuming alien vegetation in key watersheds and balance its water demand through initiatives in under-resourced municipal areas close to its operations, to assist with strengthening water management and governance in those areas. The water savings being targeted, by reducing leaks and other problems, have short-term positive investment returns when balanced against Heineken Beverages' consumption for production.
- It is on track to achieve its targeted ambitions, having achieved a water usage ratio of 3.59hl/hl for 2024. It has formal strategies and execution mechanisms in place to achieve the end goal by 2030.

RCL Foods

- RCL Foods has set a long-term (2050) ambition of being responsible stewards of water by seeking new ways to reuse, reduce, and 'create' water in its operations and by collaborating with other users to protect water quality and water availability in the catchments where they operate.
- In FY25 each site set a water efficiency target (in kl). For the year, RCL Foods' target was 7.10% and 22% saving was achieved (however, this does not include withdrawals in the Sugar business unit).

Siqalo Foods

- Monthly water consumption targets have been set and were met for most months in the past year. Siqalo Foods has also set a FY27 consumption target and is developing a water management roadmap, as part of a larger sustainability strategy project.

Wispeco

- Wispeco is proactively addressing the risk of water supply failures (due to poor infrastructure) by closely monitoring consumption and establishing back-up water reserves to mitigate potential disruptions. In addition, a project team is investigating improving water efficiency and recycling.
- No water targets were in place for the past year, since management has been focusing on improving data accuracy and completeness, an important step before targets can be determined and implemented.

Rainbow

- Rainbow is committed to enhancing business resilience through water neutrality. Monthly tracking shows that the company is progressing well. Rainbow's water supply and quality risk mitigation plans include:
  - Real-time water monitoring systems: Identifying and notifying teams of supply issues is critical to supporting its service providers with breakdowns and supply issues. Therefore, Rainbow has invested in systems and processes to monitor the supply and quality of water. Water filtration systems, disinfection and purification have been implemented at specific sites to ensure the supply of good quality water.
  - Water reservoirs and alternative supply sources: Rainbow maintains water storage reservoirs, boreholes and alternative supply lines to mitigate the risk of water supply disruptions at impacted sites.
  - Rainbow has set water usage targets and implemented programmes to achieve those targets within operations. It identified high-risk water sites and the value chain to explore opportunities and initiatives to reduce, reuse and recycle water.
  - The company's risk outlook for water supply continues to deteriorate, given the potential impact of climate change and ageing water-related infrastructure. Water resilience at its sites is a key focus area to ensure its ability to maintain production.



To mitigate the risks associated with water and energy security, as well as potential grid collapse, Rainbow is focusing on a number of actions:

- Identifying and establishing additional reservoirs on farms and at facilities.
- Securing additional borehole water supplies, and installing alternative water supply lines.
- Backup generators will be maintained and expanded, and collaboration with municipalities on breakdowns will be enhanced.

PGSI

- PGSI is targeting a 15% reduction in water consumption by 2030 (compared to its 2021 baseline).
- The PGSI water strategy includes conservation and reduction initiatives, as well as challenging and changing operational process requirements. PGSI is investing in alternative sources of supply (i.e. measuring ground water quality and levels to determine if boreholes can be used as an alternative supply) and improving efficiencies (L/m2 glass produced), to reduce usage, cost and dependency. Water recycled via reverse osmosis plants at PFG and the Shatterprufe (SX) Garankuwa plant has reduced municipal dependency by 13% in 2024 (and 9% in 2023). PGSI remains on track to meet its 15% reduction target by 2030.

Waste

Waste is a priority for most of the companies in Remgro's portfolio, and improved waste management has been encouraged through reporting on waste data as well as setting targets for the reduction of waste to landfill where possible.

Mediclinic

- Zero waste to landfill by 2030 is a target for Mediclinic Southern Africa, with road maps for the Middle East and Southern Africa divisions in place to achieve this.
- Mediclinic has a Group Waste Management Policy in place and has implemented several initiatives to reduce waste to landfill, in particular healthcare general waste, including increased recycling, implementation of circular economy processes with key suppliers, behavioural change, and the use of new waste technologies, where feasible.

RCL Foods

- RCL Foods' 2050 ambition is to have shifted to an economy where food, process residuals, and packaging never become waste.
- RCL Foods' FY25 goal was to implement waste reduction opportunities to the value of R35 million through a continuous improvement pipeline. The performance against this FY25 target, between July '24 and April '25, exceeded the target.
- RCL Foods' continuous improvement pipeline is a range of projects of all types identified at sites that will drive cost savings.

Heineken Beverages

- The company has targets to maximise circularity, including targets of 43% of volumes sold in reusable format by 2030, 50% of recycled content in bottles and cans by 2030, and 99% of all packaging to be recyclable by design by 2030, as part of its ongoing commitment to reducing waste.
- Heineken Beverages is extended producer responsibility (EPR) compliant and belong to the main producer responsibility organisations (PRD) for the substrate they use. Their main collaboration is with The Glass Recycling Company.

Wispeco

- Wispeco is engaging additional recycling service providers to expand the scope of materials collected and processed responsibly.

PGSI

- PGSI is targeting a 30% reduction in waste by 2030 (compared to its 2021 baseline) and is on track to meet this target.

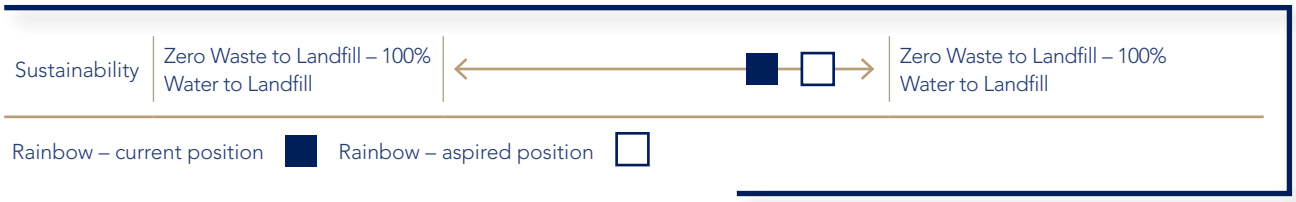
PGSI waste case study

Reduction initiatives include recycling of end-product (clear float and windscreens) and the re-use of production waste, serving as input to its float manufacturing operations in Springs, reducing energy consumption, GHG emissions, and the impact its product has at the end of its life on landfill, as well as circular economies.

End-product recycling (clear float and windscreens) resulted in 15 405 tonnes of cullet (which is recycled end-product and production waste) being reintroduced, culminating in 3 200 tonnes of CO_2e saving. This process of separating and extracting the cullet from windscreens does not create CO_2 emissions, nor does it require any energy. The overall impact of introducing cullet waste into the production process at PFG, resulted in a cullet waste to raw material feedstock ratio of 31.27% being achieved for 2024, i.e. 90 152 tonnes of cullet waste was reintroduced to the production process and diverted from landfill. This reduced waste to landfill at PFG by 93.5%.

From July to September 2024 contaminated batch and sand waste were collected by a waste contractor, to be used in concrete and/or brick-making processes, thereby also saving PFG landfill cost. Following a surprise audit in September, the contractor was found to be non-compliant with waste management requirements. Batch and sand collection was immediately suspended, and the contract terminated in support of PGSI commitment to good governance. The group is currently exploring similar applications with another supplier. As vinyl waste makes up a significant portion (approximately 53%) of reusable waste within PGSI. The focus is on concluding a contract to divert the majority of this vinyl waste stream to a company producing agricultural PVC pipes using vinyl waste as a raw material input This will further significantly reduce waste to landfill.

Rainbow



- Rainbow is committed to reducing its environmental impact through sustainable agricultural practices, conservation of resources, and effective waste management. The company has implemented initiatives such as sustainable farming practices, water and energy conservation, and waste-to-value projects.
- Rainbow's waste objective is to support the generation of renewable resources at a rate greater than Rainbow consumes them. All the waste that Rainbow generates must be productively reabsorbed back into the production value chain to achieve net zero waste.

To work towards meeting its sustainability objectives, Rainbow plans to focus on the following areas in the next five years:

- Optimise and grow the waste-to-value business
- Maximise the opportunity to use poultry litter in generating energy
- Continue to partner with Do More Foundation for the redistribution of edible food surpluses
- Redirect wasted excess food into the animal-feed value chain
  - With FY25 set as a baseline year, Rainbow is reviewing its targets for reducing the production of solid waste, atmospheric and water pollution, increasing recycling and recycled content, and implementing programmes to achieve those targets within operations and in the overall value chain.
  - Rainbow's waste-to-value plants produced 11.5GWh of renewable electricity in FY24 (8.6% of total electricity used), and the company continues to invest in technology that reduces reliance on water and fossil fuel-based energy.
  - Rainbow has set an objective of ensuring that the waste that it generates must be productively reabsorbed into the back of the production value chain to achieve net-zero waste.

Waste-to-value case study

Responsible agricultural and industrial waste treatment is an extremely challenging task, requiring large capital investment and complex treatment techniques and technologies to implement effective systems. With natural resources rapidly depleting and the volatility and lack of sustainable energy supply needed to maintain effective business operations, finding sustainable waste-to-value solutions is critical.

Rainbow owns a 50% stake in Matzonox Proprietary Limited, a waste-to-value operation based at its Worcester and Rustenburg chicken processing sites. The operations include the processing of wastewater from chicken processing plants and poultry manure from the farms to generate electricity, heat and recycled water.

The Matzonox operations provides a resource-saving solution by producing the following:

- Partially independent power supply, which benefits the processing facilities and reduces on-site risk from potential power failures.
- Reduced use of fossil fuels for heating through innovative recovery of waste heat.
- Improved waste treatment systems:
  - To recover value or reduce disposal charges, and
  - Which are in excess of the strict requirements of municipal service providers.
- Improved treatment of poultry manure by recovering energy-rich biogas, while retaining fertiliser value.
- Improved use of potable water through recycling and reuse of treated effluent.
- These waste-to-value plants are key components of Rainbow's sustainability initiatives. Despite facing several operational challenges at the Rustenburg plant, both plants have continued to make significant contributions to the company's renewable energy and waste management goals.

Waste

		Remgro Contribution FY25 (t)						
Entity	**Reporting period**	**Landfill**	**Incinerated**	**Recycled**	**Reused**	**Compost**	**Total**	2024 (t)
Remgro at the centre	Jul 24 – Jun 25	**N/R**	**N/A**	**N/A**	**N/A**	**N/A**	**–**	N/R
Air Products FY24	Oct 23 – Sep 24	**115**	**N/R**	**126**	**N/R**	**N/A**	**241**	N/R
Heineken Beverages CY24 (New)	Jan 24 – Dec 24	**6 251**	**N/R**	**207 605**	**N/R**	**9 187**	**223 044**	N/R
Maziv (CIVH) FY25	Apr 24 – Mar 25	**N/R**	**N/A**	**N/R**	**N/R**	**N/R**	**–**	N/R
Mediclinic CY24	Jan 24 – Dec 24	**3 070**	**5 234**	**3 323**	**N/A**	**726**	**12 352**	17 689
OUTsurance Group FY25	Jul 24 – Jun 25	**133**	**5**	**66**	**N/A**	**N/A**	**204**	228
PRIM FY24 (New)	Jan 24 – Dec 24	**N/R**	**N/A**	**N/R**	**N/R**	**N/A**	**–**	N/R
PGSI FY24	26 Dec 23 – 25 Dec 24	**6 235**	**N/R**	**15 405**	**90 152**	**N/A**	**111 792**	19 428
Rainbow FY25 (New)	Jul 24 – Jun 25	**10 124**	**–**	**3 218**	**9 333**	**197 012**	**219 687**	N/R
RCL Foods FY24	Jul 23 – Jun 24	**269 081**	**3 127**	**16 336**	**N/A**	**177 449**	**465 993**	285 417
Siqalo Foods FY25	Jul 24 – Jun 25	**65 128**	**72 297**	**305**	**N/A**	**N/R**	**137 730**	N/R
Wispeco FY24	Jul 23 – Jun 24	**630**	**N/A**	**1 192**	**N/A**	**N/A**	**1 822**	1 828

N/A *not applicable*
N/R *not reported*

Social

Occupational health and safety

Remgro promotes a culture of health and safety through effective communication channels. A Safety Health and Environment (SHE) video is part of the induction process for all new employees and contractors at Remgro. Emergency evacuation awareness is ensured by at least two emergency evacuation drills per year. These sessions aim to help all employees familiarise themselves with the proper procedures in case of a real emergency, e.g., fire, ensuring that everyone knows how to safely leave the building if required.

A SHE committee, consisting of representatives of all the facilities and subsidiary companies managed by Remgro at the centre, meets quarterly and complies with the requirements of the Occupational Health and Safety Act (OHSA 85 of 1993). It reports to the risk function and the Audit and Risk Committee. During the year, the SHE committee focused on conducting regulatory compliance reviews, and occupational hygiene surveys, surveys of the historical buildings to check for asbestos, and develop asbestos management plans, where appropriate. HAZCHEM risk assessments were undertaken at relevant sites.

During the 2025 to 2026 financial year, the need for solar installation-specific fire training will be assessed. No hygiene or environmental incidents were reported. One work-related injury was recorded at Millennia Park during the reporting year. The incident was reported, and the injured employee received treatment from a medical professional and has fully recovered. Further, during the last financial year the absenteeism rate due to sickness for RMS employees was 1.2%.

Portfolio companies manage their own operational occupational safety and hygiene compliance processes in line with their specific industry regulations.

Regarding Remgro's subsidiaries, safety is reported through to Remgro. In the past year the following was noted:

- Siqalo Foods reported a zero lost time accident rate for a fifth consecutive year.
- At Rainbow, comprehensive procedures aligned to ISO 45001 standards and occupational health requirements guide all operations, and all required health and safety appointments have been made. Tragically, two fatalities were recorded in the past year after a vehicle accident claimed the lives of one Rainbow employee and one contractor.
- At RCL Foods, there was one employee fatality and three contractor fatalities. 138 employee lost time injuries were reported.
- At Wispeco, 26 work-related incidents were noted in the past reporting year. A daytime on-site clinic is available five days a week for employees who seek medical advice or attention. Contractors who need immediate medical attention are also assisted as needed.

Training and skills development

The main purpose of training is to enhance existing capabilities, as well as build new skills (such as generative AI) and capabilities in such a way that employees can realise their full potential to benefit the Company and themselves. Due to the specialised nature of Remgro's workforce resulting from it being an investment holding company, development focuses on continuous professional development requirements, to build capabilities to stay future-fit and continuously develop our leadership skills. Individuals are encouraged to attend training programmes as identified through our ***My Contribution*** performance management process and individual career development discussions.

Training and skills development

Description	2025	2024
Total training spend	**R2 202 555**	R885 482
Percentage training for ACI (African, Coloured, Indian)	**58.39%**	51.49%
Percentage training for women	**47.83%**	51.39%
Average hours of training per employee per annum	**22.12 hours**	7.4 hours
Average training and development expenditure per full-time employee	**R13 680.47**	R5 270.72

Diversity, equity and inclusion

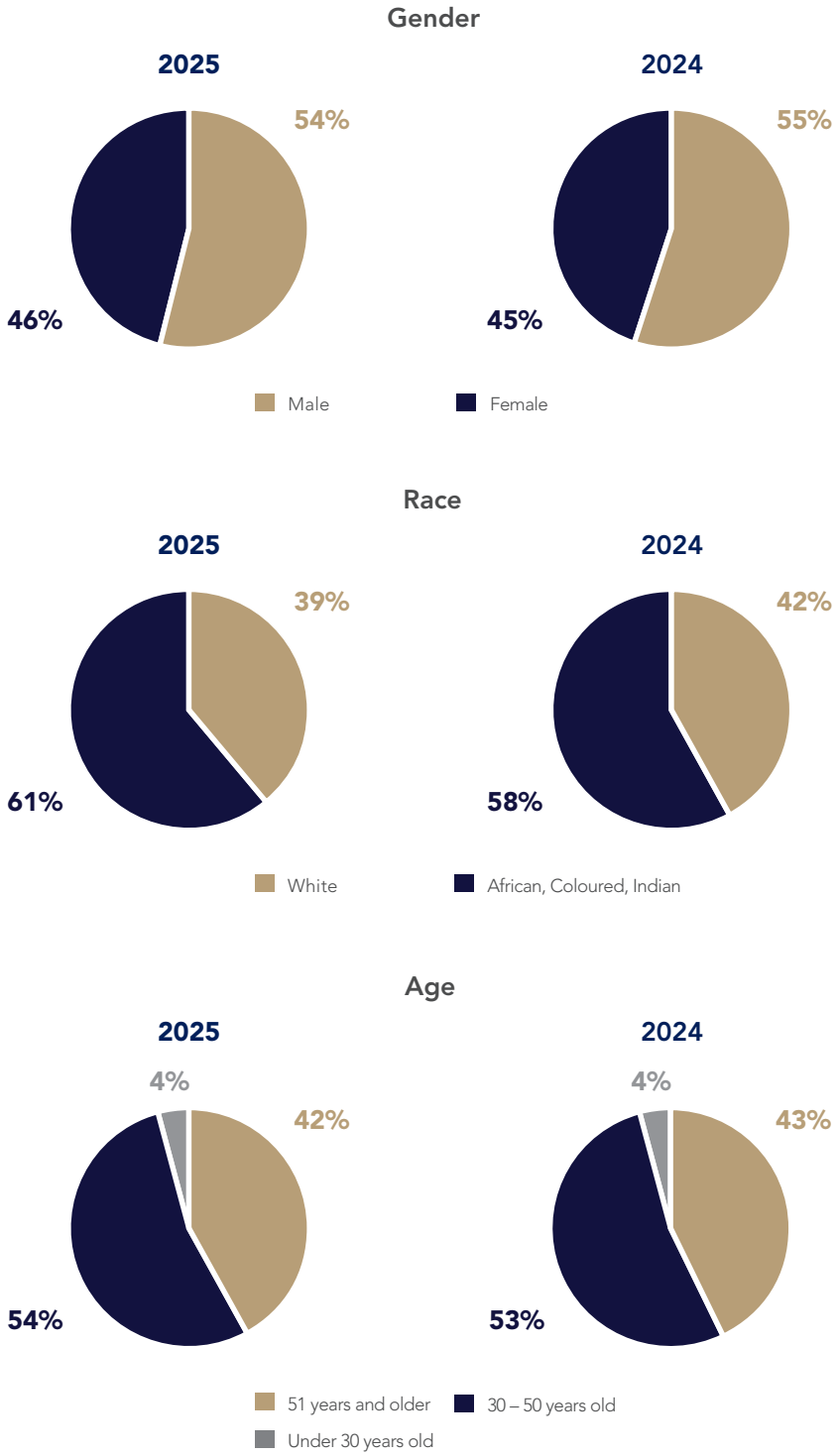
As a Company proud of its South African roots, Remgro recognises that inclusion, transformation and empowerment are key to the future of the Company and our country. The Group is aware of the importance of addressing these challenges and the need for Remgro to play its part.

During the previous reporting period, Remgro commenced a DEI programme of awareness and training, and engaged our corporate workforce to identify challenges through a survey. We have put concerted effort into this process to build Remgro's future-fit posture and to drive a culture of belonging and inclusivity based on our values. The executive team sees this journey as an essential building block for our future-fit journey, to enable the organisation to deliver on its ambitions and goals. With the progress achieved during the year, the programme has now evolved into a more focused and mature process around diversity and culture.

Remgro believes that the quality of its staff represents an important sustainable advantage. Being an investment holding company, Remgro, through its management company, RMS, has a relatively small staff complement, with only 162 people employed as of 30 June 2025 (2024: 163 permanent employees). Refer to Figure 1 below, where more details regarding the composition of the employees by gender, race and age are illustrated.

Figure 1

Composition of employees (as at 30 June 2025)



For the year under review, Remgro's total employee turnover rate (including unavoidable turnover such as retirement) was 9.2% compared to 6.1% for the comparative year to 30 June 2024. When considering only avoidable turnover (i.e. excluding retirements and in-service deaths) the above numbers reduce to 3.6% for 2025 and 3.1% for 2024. The turnover rates were calculated by using the total number of employees at year-end. Of the 15 terminations that took place in the year, nine were of employees 61 years of age and older retiring. In the 2025 reporting year Remgro employed 14 new recruits (seven female and seven male).

Wage gap analysis

During the year, Remgro conducted baseline wage analyses for gender wage equity and the wage gap in general. The Company is in the process of setting goals in relation to creating benchmarks for analysis and management action on wage equality (when assessed across occupational levels within the organisation). Each of the investee companies in the portfolio has been encouraged to do the same.

Remgro has encouraged investee companies to undertake similar analyses and all investee companies included in this report have completed an assessment. Management has or is in the process of reviewing the results.

BBBEE

The Board believes that BBBEE is a social, political and economic imperative and supports and encourages the Company's subsidiaries, associates and joint venture initiatives in this regard. To the extent that Remgro's subsidiaries, joint ventures and associates implement BBBEE, Remgro's shareholders effectively participate in BBBEE initiatives and the associated benefits and costs thereof.

Remgro measures its BBBEE status against the generic scorecard criteria set by the Department of Trade, Industry and Competition. In terms of the latest assessment of Remgro's BBBEE status performed during September 2025, Remgro obtained a score of 86.12 (2024: 78.37), thereby obtaining a Level 4 contributor status. The details of the assessment are set out in Figure 2 below and include the BBBEE initiatives of Remgro's main independent operating subsidiaries, RCL Foods, Siqalo Foods, Rainbow and Wispeco.

Figure 2

BBBEE scorecard

Element	Indicator	Weighting	
Equity ownership	Percentage share of economic benefits	**25**	**21.27**
Management control	Percentage of black persons in executive management and/or executive board committees	**19**	**9.54**
Skills development	Skills development expenditure as a proportion of total payroll	**20**	**14.19**
Enterprise and supplier development	Procurement from black-owned and empowered enterprises as a proportion of total assets, as well as the average value of supplier development and enterprise development contributions as a percentage of net profit after tax	**40**	**36.12**
Socio-economic development	Corporate social investment for the benefit of black persons	**5**	**5.00**
Total score		**109**	**86.12**

Equity ownership

Verification of BBBEE ownership is governed by the amended Codes of Good Practice on BBBEE, which were gazetted on 11 October 2013 in terms of Section 9(1) of the Broad-Based Black Economic Empowerment Act (No. 53 of 2003).

It should be noted that black ownership would be included in the shareholdings in Remgro held by institutional investors (refer to page 151 of the Integrated Annual Report where Remgro's major shareholders are disclosed). An annual exercise is undertaken to determine and, accordingly, include the indirect black ownership through these mandated investments. Furthermore, the provisions of Code Series 100, Statement 102 – Recognition of Sale of Assets, as well as the exclusion of foreign operations, are also taken into account.

Remgro's equity ownership score is as follows:

Verified equity ownership score	Target score	**30 June 2025**	30 June 2024
Voting rights black people	4.00	**4.00**	4.00
Voting rights black women	2.00	**2.00**	2.00
Economic interest black people	4.00	**3.83**	3.94
Economic interest black women	2.00	**2.00**	2.00
Economic interest in broad-based ownership schemes	3.00	**3.00**	3.00
Black new entrants	2.00	**–**	–
Net value	8.00	**6.44**	6.61
	25.00	**21.27**	21.55

BBBEE at investee companies

All investee companies that fall within the legislation are encouraged to disclose their BBBEE status.

All investees included in the reporting scope are able to disclose their BBBEE rating and monitor ways to improve these, where possible. The Remgro subsidiaries' ratings are as follows:

BBBEE progress in the portfolio

- Rainbow:
  - Rainbow: Achieved a Level 5 contribution status.
  - Efforts are underway to prepare for the FY25 verification, and focus areas include:
  - Skills development: management is currently under discussion with auditors and consultants.
  - A robust employment equity plan is now to be aligned to the Employment Equity Sectoral Targets and Employment Equity (EE) Act (No. 55 of 1998) amendments to continue with momentum in the Management Control element of the scorecard
- RCL Foods:
  - RCL Foods: Achieved a Level 3 contribution status.
  - Preferential procurement remains a focus element for the Sourcing teams. A procurement localisation project is underway, and RCL Foods is due to maintain gains made in this element
  - RCL Foods is on track to maintain the scores in socio-economic development and its contribution to its communities through Corporate social investment. This is not only projected to give RCL Foods the full allotment of points for this element; it is making a real difference in the communities where it operates.
- Siqalo Foods maintains its Level 1 contribution status.
- Wispeco currently has a BBBEE Level 4 contribution status and aims to maintain this level by improving efficiency of data collection and programme implementation.

Employment equity

Remgro endorses the principles of the EE Act and in this regard, its Employment Policy and practices strive to offer equal opportunities to all employees. For the year under review, Remgro's diversity composition remained the same as the previous year, with the ratio of designated to non-designated employees being 80:20.

The current EE Plan, which was developed and duly approved following robust engagement through well-established consultative EE Forum and Steering Committee structures, is in the process of being reviewed to align with the requirements of the Employment Equity amendments Act. Remgro will continue with the implementation of the qualitative and quantitative objectives of the revised plan. Annually, progress against the plan is reported to the Department of Employment and Labour and the Social and Ethics Committee.

Summarised employment equity report (as at 30 June 2025)

	Male				Female				FN		Total
Occupational levels	**A**	**C**	**I**	**W**	**A**	**C**	**I**	**W**	**M**	**F**	
Top management	–	1	–	4	–	–	–	1	0	0	6
Senior management	–	3	1	14	1	–	2	3	0	0	24
Professionally qualified and experienced specialists and mid-management	2	3	2	8	6	8	–	9	0	0	38
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	10	12	1	7	1	14	1	17	0	0	63
Semi-skilled and discretionary decision-making	12	8	–	–	4	7	–	–	0	0	31
Grand total	24	27	4	33	12	29	3	30	0	0	162

A | African C | Coloured I | Indian W | White FN | Foreign Nationals M | Male F | Female

Discrimination

Remgro is satisfied that the investee companies have processes in place for incidents of discrimination to be reported and assessed. All alleged cases reported over the past year (in the selected investee companies) have been investigated, and actions have been implemented to close out the cases.

There were no incidents of discrimination reported for Remgro at the centre for the year ending June 2025.

Corporate Social Investment (CSI)

Remgro's CSI projects and initiatives can be classified into the following focus areas:

1. Community development;
2. Cultural Development;
3. Entrepreneurship, training, and education;
4. Environment;
5. Healthcare; and
6. Sport Development. No donations are made to political parties or religious institutions. CSI efforts are aligned to SDG goals and Remgro's contributions towards these goals and targets are measured more effectively.

A statement of principles for community giving, is available on our website at www.remgro.com. For more information on our CSI programme, refer to pages 21 onwards of this report.

Governance

All the investee companies included in Remgro's reporting scope have appropriate governance structures in place, holding formal responsibility for ESG. Mediclinic's board has an ESG subcommittee, with an ESG strategy in place. Heineken Beverages has a 'Brew a Better World' council, with an ESG strategy governing ESG aligned to the global Heineken strategy for 2030, which in turn reports to the Social and Ethics Committee three times a year. At Maziv, ESG is governed by the Social, Ethics and Transformation Committee. At PGSI, a sustainability policy that underpins the PG Group ESG strategy and ESG reporting, is presented to the Social and Ethics committee biannually. At Air Products, an ESG subcommittee of the board is in place that manages ESG through a board-approved roadmap. Wispeco address ESG directly at board level.

Stakeholder engagement

Our relationship with all our stakeholders is based on Remgro's values which are entrenched and supported by Remgro's Code of Ethics.

Remgro's Board is the ultimate custodian of its corporate reputation and stakeholder relationships. In this regard, a formal Stakeholder Policy sets out the approach and framework for Remgro with respect to stakeholder engagements, ensuring that the approach takes into account appropriate corporate governance guidelines.

Remgro utilises various communication methods to ensure its communication with stakeholders is clear, understandable, transparent, balanced and truthful, and sets out all relevant facts, whether positive or negative. Care is taken to ensure that engagement with stakeholders is, where appropriate, not just one-way communication but constructive, partnership-based engagement. This ensures that all legitimate stakeholder expectations are identified and addressed as far as possible.

Remgro, like other organisations, has an economic impact on its stakeholders through, among other things, the generation and distribution of shared value, the creation of employment opportunities, remunerating employees fairly and competitively, and our corporate social investment initiatives. Stakeholders are continuously engaged in matters relevant to them, as reported in the Integrated Annual Report.

Stakeholder engagement table

Stakeholder Group	How we engage	Key topics raised	Our response/outcomes
Shareholders and investors	Investor roadshows, AGM, financial reports, conferences and capital markets days.	• Financial performance and strategy execution; • Governance; • Board independence; • Remuneration policy appropriateness, including clarity on ESG-related targets; • ESG integration and action.	• Roadshow meetings to unpack performance and strategy execution; • Published integrated and climate-related disclosures; • Enhanced ESG strategy; • Active engagement on climate ESG risks; • Review of board composition and strengthening Audit and Risk Committee; • Changes to the LTI performance measurement metrics.
Investees	Remgro board representation and ongoing interactions.	• Strategic priorities and execution; • Performance measurement and monitoring, succession planning; • Guidance on ESG reporting requirements; • Identification of investee ESG risks and opportunities;	Expanded scope of ESG reporting. Trained executives and investment managers on identifying risk scenarios. Ongoing engagement and partnership approach in providing strategic direction.
Employees	Staff surveys, town halls, training sessions, internal communication platforms, grievance mechanisms.	Inclusion & diversity, career development, fair pay, gender and other pay gaps.	Updated DEI policy; held diversity workshops. Increased training hours. All investees have assessed pay gaps.
Communities	Site or project visits, Community meetings, NGO partnerships, CSI programmes.	Job creation, environmental impact, access to services, training and education.	Invested in local employment and skills programmes; funded environmental remediation projects; continue to support education.
Suppliers	Supplier audits, training, onboarding sessions, procurement reviews, ad hoc meetings as and when the need arises.	Payment terms, working conditions, responsible sourcing.	Introduced Responsible sourcing policy; started assessing ESG conduct of major suppliers.
Media	Proactively engage with media.	Provide clarity as and when necessary.	Ad hoc interviews and question and answer sessions when the need arises.

Remuneration

ESG and climate matters have formed part of the Remgro remuneration incentive schemes since 2021. They make up 15% of the score for the overall long-term incentive scheme. In 2023, the Remuneration and Nomination Committee approved goals that require Remgro's investment managers and executives to encourage the companies it invests in, to do the same. The first remuneration goals focused on the establishment of governance mechanisms, such as establishing ESG committees, or revising the mandate of existing board committees to incorporate ESG formally in their terms of reference. These are now in existence at most of the companies.

Other Remgro remuneration targets incentivised accounting for greenhouse gas emissions, and emissions reductions, setting energy and water baselines, and setting targets to drive efficiencies. Initially, the focus was on the wholly owned subsidiaries, but it has also extended into the companies in which there is a material equity holding. Remgro accounts for these in its Scope 3 emissions and its own CDP filings. For more information, refer to the Climate Report pages 15 to 16 available at www.remgro.com.

Emissions collated from investee companies constitutes 82% of INAV. The remuneration targets also set target dates for Remgro to undertake scenario analysis of its climate-related risks and for the investment managers to exercise stewardship by encouraging key investee companies to do the same.

Refer also to the Remuneration Report on pages 88 to 111 of the Integrated Annual Report. The ESG targets approved in 2025 incorporated targets for Remgro at the centre and Remgro-controlled subsidiaries, as well as a focus on stewardship and encouraging ESG uptake within the independently run subsidiaries and the companies in the portfolio in which there is a significant equity holding.

The ESG specific remuneration goals include indicators on CO_2 emissions, energy efficiency, use of renewable energy, water, waste, setting wage equality baselines and increasing ESG-related disclosures.

Ethics and compliance

Remgro has implemented a whistleblowing process to enable employees and third parties to report any perceived or alleged irregular or unethical behaviour in a confidential and controlled environment. A 24-hour anonymous ***Ethics Hotline*** is managed by an independent external service provider and can be accessed telephonically or via email. All calls received are reported to the Audit and Risk Committee. All calls received by Remgro relating to alleged irregularities at investee companies, are directed to the appropriate governance structures at the respective investee companies.

During the year under review, the following incidents were reported via the ***Ethics Hotline:***

- Total complaints: 12 incidents were reported. None of these were related to breaches of Remgro's codes or policies.
- Six complaints were allegations of discrimination relating to investee companies. These were referred back to the relevant company boards and have been investigated and addressed.
- Five allegations of fraud or crime were reported. These have proved to be either unfounded allegations or phishing scams. Remgro is supporting the South African Police Service's investigations into these matters and driving numerous risk mitigation and awareness initiatives.
- The last complaint was found to be an impersonation of a Board member.
- No loss of data or breaches of privacy occurred.

During the year under review, there were no material incidents of non-compliance with any laws, regulations, accepted standards or codes, and no fines were imposed in this regard. In addition, there were no incidents of infringement of any human rights or environmental malpractices reported or identified at Remgro at the centre.

Responsible sourcing

During 2024, Remgro developed a Responsible Sourcing Policy which it has included in its strategic approach. The comprehensive policy covers ethics and human rights issues, occupational health and safety, as well as environmental considerations.

Investee companies have been encouraged to adopt the same approach and adapt the policy and guidance for their specific businesses.

Several of the investee companies are also maturing in their management of responsible sourcing:

- Rainbow's business practices emphasise ethics, and its ethical business practice framework outlines its commitment to providing quality chicken products without compromising on ethical principles. This model includes:
  - Code of conduct and ethics: Rainbow upholds a comprehensive code of conduct and ethics, emphasising integrity, transparency, fairness and respect for all stakeholders.
  - Supplier relationships: Ethical sourcing practices and sustainable supply chain management are integral to Rainbow's approach, fostering fair and respectful relationships with suppliers.

  Rainbow also offers supplier support: The responsible sourcing supplier Self-Assessment Questionnaire (SAQ) supports suppliers in identifying potential sustainability risks in their operations and supply chain. This SAQ is based on international best practice, including guidance from the United Nations Global Compact and others (e.g. United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on the Fundamental Principles and Rights at Work, the Children's Rights and Business Principles) and various country-specific legal requirements.
- RCL Foods is committed to responsible sourcing and will pursue transparent, traceable, and ethical supply chains. In FY25, RCL Foods updated their supplier ethics policy and is in the process of preparing a sustainable sourcing strategy.
- Siqalo Foods has a palm oil policy in place and achieved Malaysian Sustainable Palm Oil certification. It is also focusing on the responsible sourcing of packaging and other raw materials.
- Wispeco has been informally assessing potential suppliers to ensure that materials, products and services are sourced sustainably and ethically. Building on this practice, a formal responsible sourcing policy will be developed in the new financial year.
- Mediclinic, Heineken Beverages and PGSI also have responsible sourcing policies in place.

Remgro
and our Communities 2025

"Tomorrow matters"



The Corporate Social Investment (CSI) initiatives fall into two categories:

1. Remgro-managed and designed Schools Project and Strengthen our Society (SOS).
2. Remgro-funded causes and organisations that are self-managed in Stellenbosch and nationally.

These projects and initiatives can be classified into the following focus areas:

- Community development
- Cultural development
- Entrepreneurship, training, and education
- Environment
- Healthcare
- Sport development

At Remgro, we believe that mutual respect and trust are the cornerstones of our relationships with partners and stakeholders. This philosophy is evident in the longstanding partnerships we've nurtured over the past decade through the Remgro Schools Project and the SOS Project.

In alignment with the United Nations' 17 Sustainable Development Goals (SDGs), Remgro is committed to ending inequity, relieving poverty, protecting our planet, addressing climate change and biodiversity loss, and promoting inclusivity. The SDGs provide a robust framework for assessing the impact of our CSI programmes. By aligning our CSI efforts with the SDGs, we can measure our contributions towards these goals and targets more effectively. This alignment ensures that our corporate initiatives not only benefit local communities but also contribute to global sustainability. Moreover, using the SDGs as a benchmark enhances transparency, fosters accountability, and facilitates impactful communication with our stakeholders, investors, and the broader community.

Remgro follows a diligent process to identify schools for inclusion in the Remgro Schools Project and beneficiaries for the SOS Project. The CSI committee regularly meets to deliberate and approve grants to institutions in need. These donations are typically made annually and for specific purposes. We ensure that no donations are made to political parties or religious institutions.

A statement of principles for community giving is available on our website at www.remgro.com.

Remgro aims to maintain an annual CSI spend of approximately 2.5% of its net free cash flow. The CSI spend for the year amounted to R41 million (2024: R35 million), as detailed in the table below:

Summary of CSI spend	**Year ended 30 June 2025 R million**	Year ended 30 June 2024 R million	Year ended 30 June 2023 R million
Community development	**9**	8	7
Cultural development	**5**	4	5
Entrepreneurship, training, and education	**15**	12	16
Environment	**2**	2	2
Healthcare	**2**	1	1
Sport development	**8**	8	5
	41	35	36

The Remgro
CSI Landscape

Direct involvement and managed initiatives

Remgro Schools Project

Service providers

- Click Learning
- Community Keepers
- Green Shoots
- Dr Hennie and Jannie van der Westhuizen
- MiDO Foundation
- Ronnie Frans
- Reflective Learning Programme (RLP)
- Stellenbosch Broadband Initiative (SSBI)
- Stellenbosch United in Mathematics (SUM)

Participating schools

Primary schools

- AF Louw Primary
- Brückner de Villiers Primary
- Cloetesville Primary
- Devon Valley Primary
- Dorothea Special School
- Idas Valley Primary
- Ikaya Primary
- JJ Rhode Primary
- Kayamandi Primary
- Klapmuts Primary
- PC Petersen Primary
- Pieter Langeveldt Primary
- Pniel Primary
- Rietenbosch Primary
- St. Idas Primary
- St. Vincent Primary
- Vlottenburg Primary
- Weber Gedenk Primary

High schools

- Calling Academy
- Cloetesville High
- Kayamandi High
- Kylemore High
- Lückhoff High
- Makupula High
- Stellenzicht High

Strengthen our Society (SOS)

NPO partners

- Bergzicht Training and Development
- CALEB Development and Training Association
- Care Career Connection
- ChangeAbility
- Good Hope Psychological Service
- Imbali Western Cape
- Kingdom Development Projects
- Legacy
- Pniel Heritage and Cultural Trust
- Rock Solid Foundation
- Stellenbosch Crafts Alive
- Stellenbosch Work Centre
- Stellumthombo
- The Early Education Centre
- The Green Door Project
- Usiko Stellenbosch

Training SOS facilitators

- Jill Richie (Papillon Press)
- Bergzicht Training and Development

The Remgro
CSI Landscape *(continued)*

Recipients of Longstanding Funding

Community Development	• Ikamva Labantu • Love to Give (registered as Stellenbosch Community Development Programme; trading as Love to Give) • Stellemploy NPC
Cultural Development	• Field Band Foundation
Entrepreneurship, training, and education	• Helpmekaar Study Fund • Pinotage Youth Development Academy • SA College for Tourism • Stellenbosch University (SUNCEP & SciMathUS) • TSIBA Education NPC
Environment	• Peace Parks Foundation • WWF South Africa
Healthcare	• Organ Donor Foundation
Sport	• Endurocad

Remgro Impact Investments

Stellenbosch Academy of Sport	• SAS Sisonke
Stellenbosch Football Club	• SFC Youth Academy • SFC First Team • SFC Women's Football • Friendship and Celebratory days
Blue Bulls	• Vodacom Bulls – senior • Vodacom Bulls under 21 • Vodacom Bulls under 19 • Isuzu Bulls Daisies – Women's team
Boland Rugby	• Boland Cavaliers • Boland Ladies Cavaliers • Boland under 21

Open Play Foundation

Open Play Foundation

- Kayamandi Primary
- Pieter Langeveldt Primary

Remgro Schools Project

Impact statement

The Schools Project has made a significant impact on the learners, educators and principals, as well as the broader school community.

Through targeted interventions, the project has:

- **Enhanced educational outcomes:** By providing academic support, resources and different programmes, the project has contributed to better learner performance and greater engagement in the classroom.
- **Promoted holistic development:** The project has supported learners' emotional and social wellbeing through available support services and life skills training.
- **Empowered educators and school leaders:** Teachers and principals have benefited from professional development workshops and conferences to strengthen their capacity to deliver quality education.

As a result, the Schools Project has not only contributed to an improved learning environment but has laid the foundation for long-term educational and social transformation in the communities it serves.

- Remgro Schools Leadership Conference
- Remgro Schools Educators Conference
- Remgro Schools Student Representative Council (SRC) Function
- Remgro/ENS Writing Competition

Twenty-five schools within the Stellenbosch area are the beneficiaries of the Remgro Schools Project, through the collective effort of partners, available funding, and strategic direction from the CSI committee. We extend our appreciation and thanks to our partners for their commitment and dedication over the past year.

Remgro Schools Leadership Conference

The annual Remgro Schools Leadership Conference took place on 20 August 2024 at Protea Hotel, Technopark. Principals and deputies from 25 Remgro schools and 7 from midtown schools attended the full-day conference along with representatives of the Western Cape Education Department. It was a significant opportunity for personal growth and networking.

The conference programme and speakers included:

1. Mrs Mariza Lubbe, Remgro Director (Chief Compliance and Operations Officer), welcomed and contextualised the Remgro Schools Project.
2. Dr Hennie van der Westhuizen: Leading my team
3. Dr Ronald Fortune: Schools are the source of hope to many traumatised learners
4. Jannie van der Westhuizen: Schools' journey towards excellence, a research-based analysis
5. Luize Kroukamp: Women as indispensable partners in education
6. Corné Krige: Remaining calm during challenging moments
7. Lana Schreuder: The role of middle management in schools
8. Prof Nico Koopman: How schools can strengthen and rebuild communities
9. Dr Braam Hanekom: Hope of hopelessness, a motivational talk

Remgro CEO, Mr Jannie Durand, was the guest speaker at dinner, with the topic "Leadership can make the difference". Sharing his journey and experience in the context of leadership had a profound impact on those attending. His authentic approach, sharing from his heart, resonated with the leaders, boosted morale, and created a sense of belonging.

Remgro Schools Project – *continued*

Remgro Schools Educators Conference

The first Remgro Schools Educators Conference took place on 25 February 2025. It was well attended by 23 schools with 15 teachers per school. The conference was specifically aimed at novice teachers. The speakers and topics were:

1. Dr Hennie van der Westhuizen: Tools needed for your professional toolbox
2. Lana Schreuder: The art of classroom management
3. Jannie van der Westhuizen: A potpourri of educational truths
4. Quinton Adams: Teachers can change the world

The first two presentations focused on advice to inexperienced teachers, tools for their personal development, and how to manage their classrooms. The latter two presentations explored educational truths and principles from the shack-building journey. The conference participants were introduced to how the project started, the research done in informal settlements, and the impact of the Backyard Varsity (skills training of young people in impoverished areas). They further explored the impact of the full spectrum of trauma on community, highlighting the difference you can make as a teacher, in and outside of your class.

Remgro Schools Student Representative Council (SRC) Function

The Remgro Schools SRC Function is a leadership workshop that brought together learners from multiple schools to engage in a dynamic and participatory session aimed at fostering leadership skills, collaboration, and ownership of collective challenges. The workshop followed an interactive structure that encouraged learners to engage with each other across school boundaries, reflect on leadership principles, and work together on practical solutions for shared challenges.

Five senior members of the SRC represented each school and participated in the session. The guest speaker was Rev Dr Llewellyn MacMaster, highlighting the 5 Cs of leadership, namely Courage, Commitment, Consistency, Credibility and Council.

The following high schools attended the session: Bloemhof, Cloetesville, Calling Academy, Kayamandi, Kylemore, Lückhoff, Makupula, Paul Roos, Stellenbosch High, and Stellenzicht.

The interactive session was facilitated by Rudy Oosterwyk.

The Remgro Schools SRC Function successfully provided a platform for leadership development, cross-school collaboration, and problem-solving. The engagement of learners throughout the session demonstrated the importance of practical, experiential learning in leadership training.

This workshop reaffirmed that leadership is not just about leading one's own group but about fostering collaboration, inclusion, and accountability across diverse communities. The learners demonstrated that credibility is built through consistent leadership, and true leadership is about transcending personal boundaries to uplift a greater community.

Remgro/ENS Writing Competition

Writing competition 2024

Topic: What does equality mean for young women?

Overview:
This writing competition invited young women (Grades 9 and 10) from the six participating high schools to share their reflections, experiences, and visions of gender equality. Participants were encouraged to explore what equality means in their daily lives – at school, at home, and in their communities and broader society.

Objectives of the competition:
- To amplify the voices of young women
- To promote awareness and dialogue around gender equality
- To inspire action and change through storytelling

Sixty-one learners submitted entries, and the top 10 were honoured at a special event hosted at the Remgro offices. Each of the top 10 received a monetary gift, and the top three each received a special prize.

The top three learners were Chanique Coetzee from Kylemore High School (first), Likuwe Blankfese from Makupula High School (second), and Anastacia Kleynhans from Cloetesville High School (third).

Direct involvement and managed initiatives

Service providers

Click Learning (Reading Eggs)







"Changing **little lives** for **big impact**"

Click Learning contributes to the improvement of foundational literacy and digital skills in a cost-efficient and scalable manner. Research confirms that weak foundational literacy and numeracy are one of the major factors resulting in poor learning outcomes in later grades. The programmes aim to increase the literacy and numeracy proficiency of primary school learners. It comprises both technology (individual logins, connectivity, real-time feedback, and the required hardware) and the human touch (assistance with implementation).

Click Learning not only improves the literacy and digital skills of learners but also creates jobs for previously unemployed local youths to manage the in-school implementation of the programme. Eight facilitators are employed in the Remgro schools, two per school.

In comparison to 2024, efficiency improvements, including operational enhancements, have resulted in sustained increased active time and usage. In 2025, three of the Remgro schools improved year-on-year. Prolonged learner registrations, class changes and subsequent movement of some learners to Klapmuts Primary had an impact on JJ Rhode's performance in term 1 of 2025, with catch-up holiday plans in place. Weber Gedenk had a facilitator resignation that impacted results until a replacement could be onboarded.

Results from Click Learning's testing show that time on the programme improves English reading comprehension outcomes. A Grade 3 learner who spends the targeted 18 annual hours using the online learning programme from Grade 1 gains roughly a year of learning in English compared to those who do not use the programme.

	Schools		Hardware devices		Literacy learners		Numeracy learners		Employed youth	
Snapshot	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024
Remgro schools	**4**	4	**143**	165	**1 557**	1 648	**0**	0	**8**	8
Click Learning overall	**325**	329	**23 586**	19 902	**247 951**	229 944	**59 440**	45 451	**959**	879

Direct involvement and managed initiatives - *continued*

Service providers *(continued)*

Community Keepers

Community Keepers' vision is to improve the social and emotional wellbeing of learners and promote supportive school communities where learning and development can prosper. The objective is subjective wellbeing where learners, their caregivers and organisational staff realise their potential, can cope with the normal stresses of life, work productively and fruitfully and contribute to their community.

Educators have a direct impact on learner wellbeing, and this year, a process started to monitor educator subjective wellbeing. Community Keepers is very concerned about the decline in educators' wellbeing and the subsequent risk of depression. Across the country, educators are struggling, and more so in the Western Cape. In conversation, educators consistently refer to the burden of administration, staff shortages and staff cuts, as well as overcrowded classrooms and challenging learner behaviour. The organisation has adapted its professional development approach, and one of the most successful interventions is creating a space for playfulness and laughter. As one school principal noted: "*Communication and listening were the main goals of these teambuilding games, but I have never seen my educators so joyful, smiling, playful and happy. I got to see another side of them, which I never knew.*"

Community Keepers would like to invest more time in parents and knows that they too have a direct impact on learner wellbeing. Challenges in meeting face-to-face are described as time constraints, as well as access to and the cost of transport. The organisation is also mindful that parents carry trauma scars, and school may not have been a welcoming environment in their childhood. The teams are creative and deeply caring in their approach, and they are making progress in some of their partner schools.

Community Keepers has been selected for the HundrED Global Collection 2025, recognising the most impactful and scalable education innovations worldwide.

"My mental health is at a low, I am **glad I have someone to talk to.**"

Learner

"I felt not good about myself, and I did not like myself when I looked at myself in the mirror. After doing the session on **Identity** and who am I, **I have changed my thoughts.**"

Grade 4 learner

"The **Community Keepers always assist** me with the learners in my class who have been or who are experiencing trauma and always **quickly respond** to me when I am not sure how to handle a situation."

Educator

Direct involvement and managed initiatives - *continued*

Service providers *(continued)*

Community Keepers *(continued)*

C
A
R
E

- Counselling and containment
- Anchoring life skill workshops
- Referral pathways to specialists
- Environment or ecosystem of wellbeing where everyone feels a sense of belonging

The wellbeing that C.A.R.E. provides nurtures this freedom of choice, empowering individuals despite their circumstances and the many variables presented in their communities.

	Schools		Learners Prevention and early intervention programmes		Learners Enrolled in therapy		Educators Professional development sessions		Parents Positive parenting programme	
Snapshot	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024
Remgro	**6**	6	**12 989**	8 670	**859**	723	**678**	864	**1 510**	4 016
Overall	**89**	79	**197 583**	99 956	**9 119**	5 993	**8 328**	7 994	**34 076**	59 421

Our impact

1:990
CK social workers to learners in Remgro supported schools

2024

1:440
When we add our care facilitators, the support increases.

1:23 000
State social workers to learners in public schools

2024

2021

1:32 000
State social workers to learners in public schools

2007

Direct involvement and managed initiatives - *continued*

Service providers *(continued)*

Green Shoots

Green Shoots



Green Shoots is elevating maths education in South Africa by advancing quality, equity, and inclusion through its Integrated Maths Programme (IMP). Focused on learners in Grades 3 to 9, the programme supports not only learners but the entire educational ecosystem – including teachers, school leadership, parents and education department officials. By targeting the structural inequalities that often limit opportunity, Green Shoots is helping to break cycles of disadvantage and build a future where mathematics is a gateway to empowerment, not a barrier to progress.

At the heart of the initiative is the Maths Curriculum Online (MCO) platform, a real-time, curriculum-aligned tool that combines:

- Weekly online practice through Brain Quests
- Automated feedback with a real-time report and rewards system for learners and parents
- Live dashboards for teachers, schools and officials
- Customised, data-informed decision-making at class, school, district and provincial levels

This technology-first, people-powered approach enables smarter planning, targeted interventions and real-time support across rural and urban contexts.

Measured systemic impact

Independent research released in May 2025 confirms that:

- Schools where learners completed at least 13.5 Brain Quests in 2024 saw an average increase of 9.7 percentage points in pass rates and over 5 percentage points in average score in the WCED Systemic Tests;
- The strongest gains were seen in Quintile 1 schools, which serve the country's poorest communities, affirming the critical role of MCO in closing equity gaps; and
- The independent study further highlights that teachers using the MCO dashboard are changing how they teach, planning more strategically, intervening earlier, and using data collaboratively across teams.

This represents a shift not just in learner performance, but in teaching culture and system-wide responsiveness.

The result: A system that learns and learners who thrive

Whether it's a child practising maths on a mobile phone after school, or a district official using MCO insights to support underperforming schools, Green Shoots is building a data-enabled, people-led education system: one that's resilient, inclusive, and designed for real-world success.

By empowering learners with confidence, teachers with clarity, and departments with insight, Green Shoots is redefining what's possible in public education, not only delivering results, but restoring hope.

	Schools		Learners		Educators		District officials		Provinces	
Snapshot	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024
Remgro 2025	**14 WCED* Schools**	13 WCED* Schools	**4 410**	4 347	**72**	69	**11**	11	**1**	1
Overall Green Shoots 2025	**898 Schools (871 WCED* schools)**	760 Schools (753 WCED* schools)	**435 664**	401 149	**8 411**	7 263	**311**	301	**4**	3

* *Western Cape Education Department*

Direct involvement and managed initiatives - *continued*

Service providers *(continued)*

Dr Hennie and Jannie van der Westhuizen

Hennie and Jannie are distinguished educators and mentors with combined experience of more than 80 years in education. Their exemplary careers include roles as provincial chief examiners and authors of school textbooks, and becoming principals before the age of 40, demonstrating their exceptional leadership skills and abilities. Their extensive knowledge, experience, and professional networks significantly contribute to the personal empowerment and professional development of principals and school leadership teams across the country. They conduct educational workshops nationwide, leveraging their expertise to support and enhance educational practices.

The Remgro Professional School Development Programme forms the cornerstone of their activities and interventions throughout the year. This programme is continually reviewed and refined based on feedback from the participating schools, as well as the input from Hennie and Jannie. The programme is well established and running smoothly.

Consequently, since January 2025, Hennie and Jannie's involvement has been adjusted to include the following:

1. They are members of the Remgro Schools Programme Committee, where they make a direct input on the strategy and activities of the programme during the quarterly committee meetings;
2. Secure guest speakers and facilitate sessions at the annual conference for school principals;
3. Secure guest speakers and facilitate sessions at the annual conference for the educators of the participating schools;
4. Detailed quarterly circulars to guide and assist principals in dealing with specific school issues and challenges, as well as their personal growth as school leaders; and
5. Assisting the committee in the structuring, as well as the calculation and allocation of funds for the Schools Incentive Scheme for Academic Performance.

MiDO Foundation



Learner training

In the past year, 92 learners at Lückhoff and Stellenzicht were equipped with Google accounts. This includes giving learners access to an email address and teaching them how to conduct and send emails. They learn how to navigate the Google search engine, practice responsible digital citizenship, and much more.

MiDO has also been introducing a new online learning platform, Beeline, so that all training interventions can be done digitally. This will ensure training standardisation and also assist with reporting. The organisation is excited about taking the training to the next level and pursuing a greater impact. With that in mind, more focus will be on Google Training, Entrepreneurship and Cyber Awareness training in the hubs.

Snapshot	Learners impacted **2025**	2024	Number of teachers trained **2025**	2024
Remgro	**1 329**	1 604	**52**	40
Overall	**15 840**	10 478	**52**	357

Teacher training (ICT and Google training)

During the past year, successful training took place with JJ Rhode Primary, AF Louw Primary and Brückner de Villiers Primary. A full needs assessment was done with each school, and based on this, Smartboard Training, the SWAG (Skills, Willpower, Adaptation, Growth) training programme, as well as Google Training, were rolled out. The SWAG training was conducted by a fellow teacher, Mr Vermeulen. The SWAG programme is committed to fostering a growth mindset among teachers, encouraging collaboration, nurturing positive relationships, and cultivating a supportive school culture. MiDO believes that by promoting the Four Cs (Critical Thinking, Communication, Collaboration and Creativity) and integrating technology, educators can be empowered to inspire learners and drive innovation in education.

A total of 52 educators with Google Suite from JJ Rhode Primary, AF Louw Primary and Brückner de Villiers were trained. They covered various Google apps, which include Gmail, Google Docs, Google Slides, Google Sheets, Google Drive and Calendar. After completing the training, educators received a certificate of attendance.

Direct involvement and managed initiatives - *continued*

Service providers *(continued)*

Ronnie Frans – mentorship

Ronnie Frans is highly respected in educational and community development initiatives. He has 39 years of teaching experience and, on his retirement, received the National Teachers Award from the Department of Education. In the last year, Ronnie continued to offer invaluable support to the principals of Devon Valley, Idasvalley Primary School, as well as the deputy principal of Klapmuts Primary School after the resignation of the previous principal.

Time spent with these principals was incredibly valuable, especially given the complex and demanding nature of educational leadership. Apart from providing guidance, Ronnie also shared insights from his experience and helped principals refine their leadership skills. He created a safe space to express concerns, frustrations and doubts by encouraging intentional leadership and personal accountability.

Reflective Learning Programme (RLP)

Initiated in 2022, the RLP focuses on identifying and addressing individual learners' gaps in maths through detailed diagnostic assessments and a customised catch-up programme. It is a supplementary, web-based application allowing learners to progress at their own pace, according to their individual needs, while incorporating research-backed learning behaviours.

This year, the programme was expanded to six high schools: Cloetesville High School, Kylemore High School, Lückhoff High School, Stellenzicht High School, Makupula High School, and Kayamandi High School. RLP's maths subject was translated into Afrikaans (Wiskunde) last year and enables all learners in these schools to participate. In the past year, these high schools have selected a focused number of learners from either Grade 8 or Grade 9 to allow Reflective Learning Teams and the school to allow consistent engagement and prove its implementation model. If successful, the programme aims to motivate a revised implementation model to include all Grade 8 and 9 learners, with facilitation at each school.

The schools have embraced the programme with excitement and have started implementing it, but information and communication technology (ICT) challenges persist, and scheduling of sessions, due to timetable cycles, means coordinating sessions across schools with limited resources remains a challenge. However, both the schools and the Reflective Learning Teams are committed to working through these challenges and driving impact for learners.

Stellenbosch Broadband Initiative (SSBI)



In the past year, the SSBI trust, the partnership with Remgro, Stellenbosch Municipality and Stellenbosch University, celebrated 12 years of work in the community. Reliable internet access, the foundation for quality education, is the primary objective of SSBI within the boundaries of Stellenbosch.

All 20 planned UPS (uninterrupted power supply) installations have been completed. We now have a total of 20 schools that are running with backup power, ready to keep our SSBI Wi-Fi hardware online in the case of AC power loss or load shedding.

Fibre is now being rolled out by Telkom to various schools in Stellenbosch, and SSBI is assisting the schools with integrating the new connections into the SSBI Wi-Fi network.

Going forward, SSBI will be upgrading the routers and expanding the Wi-Fi access point coverage areas to take advantage of the new internet speeds at fibre-connected schools.

Dorothea Special School remains the highest data user with 7 589 GB for April 2024 to April 2025. The total data usage for all schools from April 2024 to April 2025 was 71 900 GB, with an average data consumption per month of 5 916 GB for the entire SSBI network. All SSBI schools now have 15Mbps minimum uplink connection, with 10 schools at 20Mbps or higher. Schools are continually requesting more internet speed as they increase the use of e-learning, online video, and media streaming programmes at the schools.

Direct involvement and managed initiatives - *continued*

Service providers *(continued)*

Stellenbosch United in Mathematics (SUM)

Over the past year, SUM has continued to present workshops for the teachers of the six high schools participating in the project. Term workshops were conducted and differentiated by phase for Senior Phase and FET Phase. These sessions focused on various topics with an emphasis on effective pedagogy and classroom practice.

During this period, collaboration with primary schools was also initiated to support learners in their transition from primary to high school mathematics. This step aimed to address the foundational gaps and better prepare learners for the demands of high school curricula.

At the beginning of 2025, a new initiative was launched with two schools: Kayamandi High School and Cloetesville High School. These schools became the focus of the project for the year. The initiative included regular school visits, planning meetings with the mathematics departments, and collaborative development of strategies aimed at improving learner performance in mathematics. Lessons were observed and taught at both schools, which allowed opportunities to gain valuable insight into their specific contexts. This deeper understanding is helping shape more targeted and practical interventions.

The SUM YouTube (SUM) channel continues to grow steadily, boasting over 9 000 subscribers and 21 000 unique viewers. This platform remains a valuable resource for teachers and learners alike, providing accessible support and supplementary content.

Remgro supports teaching and administrative assistants

Spotlight on a pillar of support and dedication:



Milleson Adams

The admin assistant, **Milleson Adams**, plays a pivotal role at Lückhoff High School. She is the heartbeat of the school's daily operations. Her contribution goes far beyond her admin tasks; they are the first point of contact with parents, learners and staff by offering a warm welcome and professional support.

Her attention to detail, organising skills, and ability to multitask create a stable and supportive environment that allows educators to focus on teaching and learners to thrive. Her handling of urgent requests, supporting school events, managing school resources and managing communications are valuable in making sure that the administrative processes are running smoothly.

The school is fortunate to have Millison as the heart of the school's front office. Her attention to detail, her deep care for the school community, and her unwavering reliability make her an important part of the team.

Her contribution may often happen behind the scenes, but its impacts are felt in every classroom, at events and in the day-to-day activities at the school.

The school is deeply grateful for her dedication, her heart and the difference that she is making every day.

Direct involvement and managed initiatives - *continued*

Participating schools

AF Louw Primary

Remgro support: ① SSBI MiDO Foundation UPS system

In the year under review, the principal, Mrs Anne Tarr, retired after 40 years in education. Google Suite training for educators was facilitated by MiDO, and the school also requested smart board training. Although they have had the devices for some time, they did not receive adequate training. The training sessions focused on the use and functionality of smart boards in class. The trainer, Ms Sameerah Fredericks, also an educator, provides them with practical applications for these devices in schools. Practical demonstrations and a "show and tell" manner of facilitation made the sessions easy to understand. Educators were inspired to take the challenge of learning a new teaching tool that can make teaching interactive, engaging and fun. The skills and confidence gained are being applied daily to uplift and support every learner.

Brückner de Villiers Primary

Remgro support: ① SSBI MiDO Foundation UPS system

The past year at Brückner de Villiers has been filled with exciting opportunities and memorable achievements.

The school's teachers hosted a delightful High Tea event, where learners were introduced to etiquette, values, and appropriate behaviour associated with such an occasion; an enriching experience in both manners and culture.

In term 3 of 2024, the school embarked on an unforgettable educational tour with 30 learners and five teachers, exploring the beauty and heritage of George, Oudtshoorn, Knysna, and Robertson. This tour provided the learners with exposure beyond the classroom and built lasting memories.

The year also saw the return of the much-loved annual concert with the theme, "*A Trip Around the World.*" Each class represented a different continent and presented lively dances that celebrated global cultures with creativity and enthusiasm.

To ensure inclusivity, an in-school Athletics Day was hosted for all learners who did not participate in formal athletics events, allowing every child a chance to engage, compete, and enjoy the spirit of sport.

Four learners performed exceptionally well at the Stellenbosch Athletics Championship and proudly advanced to the next round of the competition, showcasing their dedication and talent.

The Click Foundation continued to make a significant impact on the learners through the online literacy programme. The programme provided targeted reading support, especially in the foundation phase, helping to improve learners' phonics, vocabulary, and comprehension skills. With the return and consistent use of Green Shoots across grades, learners were given opportunities to work at their own pace using engaging, interactive content.

The MiDO Foundation made a meaningful contribution to the professional growth of the school's staff by providing essential Google Workspace training. All staff members benefited from practical sessions focused on tools like Google Docs, Google Drive and Forms. This training has significantly enhanced the educators' ability to integrate digital tools into their teaching, streamline communication, and manage classroom tasks more efficiently. They are grateful for MiDO Foundation's support in equipping our team for a more modern, technology-driven learning environment.

Community Keepers has played a vital role at the school this past year by providing essential psychosocial support to both learners and staff. Through individual counselling sessions, group work sessions, and life skills workshops, they have helped address emotional and behavioural challenges that impact learning.

Their team has built strong relationships within the school community, creating a safe and supportive space where learners feel heard and valued. They are especially grateful for their involvement in anti-bullying campaigns, trauma support, grief counselling and parent engagement sessions. Their presence has contributed significantly to the overall wellbeing and resilience of our school environment.

① Level 1
② Level 2
③ Level 3
Administrative assistant
Community Keepers
Grade 12 intervention
Green Shoots
(HW) Dr Hennie van der Westhuizen
(JW) Jannie van der Westhuizen
Matric result incentive
MiDO Foundation
Reading Eggs
Reflective Learning Programme
(RF) Ronnie Frans support
SSBI
SUM Project
Systemic results incentive
Teacher assistants
UPS system

Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Cloetesville Primary

Remgro support: ② 

Following the successful establishment of the second computer room, supported by Remgro, ongoing improvements and expanded opportunities for learners in the field of digital learning took place. Over the past months, the school has continued to build on the foundation laid, with increasing learner participation, improved computer literacy, and effective integration of online educational programmes in daily learning.

The addition of the second computer room has allowed the school to rotate more classes through scheduled sessions, ensuring greater equity in access across grades. The computer rooms are now timetabled for both individual learning and small group remediation sessions.

Improved Computer Literacy: Learners across all grades now attend regular computer literacy sessions. These sessions are specifically designed to equip them with basic to intermediate digital skills, preparing them for the demands of the modern world.

Learners are now more confident in using computers, navigating educational platforms, and typing. This has also had a positive impact on their self-esteem and academic motivation.

Effective Use of Online Reading Programmes: The Cammy programme is now fully integrated into our reading curriculum for selected grades. Learners engage with it during scheduled sessions in both computer rooms.

Regular use of this platform has led to visible improvements in reading fluency, vocabulary development, and comprehension, especially for learners who previously struggled with literacy.

Support for Systemic Test Preparation: The **Green Shoots platform** is proving invaluable in preparing learners for the upcoming systemic evaluation tests, particularly in mathematics. The interactive, self-paced format allows learners to work through concepts aligned with the curriculum, while teachers are able to monitor progress and provide targeted intervention.

Teacher Empowerment through MiDO Training: Teachers who received training through **MiDO** are actively applying their knowledge in classrooms and computer sessions. These educators are playing a key role in guiding learners during sessions on both Green Shoots and Cammy, ensuring that the content is reinforced in daily lessons.

Their training has fostered confidence and a spirit of innovation among staff, with some teachers even developing their own support materials to complement online tools. Learners will soon begin compiling basic digital portfolios as a way to showcase their progress and practice digital file management.

Increase After-School Access: Plans are underway to extend computer room access beyond school hours for learners needing extra support.

Community Involvement: Discussions are in progress to host basic digital literacy workshops for parents, in partnership with trained teachers.

The school expressed that the investment in infrastructure and connectivity has transformed the way teaching and learning take place at our school.



Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Devon Valley Primary

Remgro support: ② 

The school took part in the WOW (World of Words) project. This was again a wonderful experience for the learners, and the school had good results. The school also had a very successful Fun Run/Walk Fundraiser. Also, the school's alarm/security system, as well as the learner bathrooms, were upgraded.

The school also received improved systemic results for 2024 for Grade 3 mathematics and Grade 6 language. The learners achieved good results in the sporting codes athletics, soccer, netball and chess. Monique Dampies received Boland colours for shot put.

The two teachers' assistants at the school bring significant value to both educators and learners. They support learners who need extra help, and they provide support to maintain discipline, monitor behaviour, and ensure a safe learning environment.

The school highlighted the achievements of educators and the principal. Ms T Nelani completed the Maths Problem-Solving Course, and Mrs M Casal and Ms V Schippers are continuing their education. Mrs M Casal's short stories were featured in *Kuier* magazine. The principal, Mr Arendse, also completed his course at the Principals Academy at the University of Cape Town. Mr Ronnie Frans continued offering mentoring and support to the principal.

Dorothea Special School

Remgro support: ① 

Dorothea Special School is committed to ensuring good quality education for all learners with special educational needs. Every child has the right to excellent teaching and learning opportunities, no matter their adversity.

Dorothea is a state-supported school with an operating area of approximately 60 km radius. The school provides an educational service to 254 previously disadvantaged and severely mentally challenged children, some of whom are multi-challenged. The learners are provided with optimal opportunities to support their functional scholastic progress. Furthermore, they excel in other areas such as athletics, soccer, table tennis, basketball, adjusted hockey, and netball.

The vision of the school is to be the "Leading School for optimal growth". With a very enthusiastic, hardworking and studious staff, they aim to embody this vision through total community involvement.

The teacher assistant was integrated into the daily learning environment, greatly enhancing the educational experience for every student:

- Personalised attention was boosted: The class assistant has allowed tailored support offerings to students who needed it, fostering stronger academic growth and engagement.
- Enriched classroom dynamics: With an extra pair of hands, group projects, individual check-ins, and even classroom logistics have become smoother and more effective.
- Encouraged inclusive learning: Students who often felt overlooked have thrived, supported by the extra one-on-one guidance the assistant provides.

The SSBI contribution in terms of **Wi-Fi accessibility** has already made a meaningful difference in improving connectivity at the school:

- The use of the internet makes training sessions run smoothly without any interruptions.
- The learners in the classroom can make use of the Wi-Fi for ICT lessons.

The annual school **leadership conference** helps leaders to improve their performance. Principals leave the conference refreshed, energised, motivated, and equipped to lead schools of excellence.

The school expressed its appreciation for the **quarterly newsletters**, filled with valuable tips. This kind of assistance goes beyond just equipment: it empowers the work and demonstrates Remgro's belief in the mission to create schools of excellence and provide every child with the opportunity to succeed.

① Level 1
② Level 2
③ Level 3
Administrative assistant
Community Keepers
Grade 12 intervention
Green Shoots
Dr Hennie van der Westhuizen
Jannie van der Westhuizen
Matric result incentive
MiDO Foundation
Reading Eggs
Reflective Learning Programme
Ronnie Frans support
SSBI
SUM Project
Systemic results incentive
Teacher assistants
UPS system

Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Idas Valley Primary

Remgro support: ② SSBI Green Shoots Reading Eggs Ronnie Frans support Systemic results incentive

A triple crown of mathematical excellence for Veronece Paulsen

The school was thrilled to celebrate the exceptional achievements of Veronece Paulsen, a true star in the MCN (Mathematics Curriculum Navigator) programme. Veronece's dedication and hard work have shone brightly, culminating in three well-deserved certificates: She has earned the title of Dedicated Star by investing an incredible 21 hours on the MCN platform, the most time spent by any learner in term 1. Her mastery of mathematics is equally impressive. Veronece is the Mastery Star, having conquered 17 competencies, a feat unmatched by any learner across all participating schools this term.

> "Veronece, your **commitment to learning** and your outstanding results are an **inspiration** to us all. Congratulations on this fantastic triple achievement!"
>
> **A.W. Gordon, Principal**

But wait, there's more …

The 2024 GROWSMART Mathematics Western Cape Competition winner was... Idas Valley Primary. Each winner received educational materials to the value of R20 000. Well done to Joden Davids, Autumn-Joy Scholtz and Lenay Adams for their achievements.

On the sport front Mia Henneke and her team were crowned the CAF African Schools Championship (COSAFA) Qualifier Winners in Walvis Bay, Namibia. Mia also received the accolade for the Golden Glove Winner of the tournament. She is Idas Valley's shining star in gymnastics.

On the 28th of September 2024, Claylee Daniels and Autumn-Joy Scholtz took part in the South African Gymnastics Games held in Cape Town. Autumn-Joy Scholtz represented the Western Cape and competed in the women's group Level 7. Her duo/ partnership placed fifth in their section out of ten groups. Claylee represented the Western Cape and competed in the women's group Level 8. Her duo/partnership placed second (silver) in their section out of eight groups.

On Saturday, 19 October, Idas Valley Primary's Junior Girls Choir participated in the Conserve Eisteddfod at the University of Stellenbosch. Their performance was beautiful, and they received double gold (90%) for both pieces; the judges were raving about their angelic voices.

① Level 1
② Level 2
③ Level 3
Administrative assistant
Community Keepers
Grade 12 intervention
Green Shoots
HW Dr Hennie van der Westhuizen
JW Jannie van der Westhuizen
Matric result incentive
MiDO Foundation
Reading Eggs
Reflective Learning Programme
RF Ronnie Frans support
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SUM Project
Systemic results incentive
Teacher assistants
UPS system

Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Ikaya Primary

Remgro support: ① SSBI

In October 2024, the principal was permanently appointed, and in January 2025, the head of department (HOD) was appointed. One more vacancy, that of deputy principal, still exists. Most of the staff are starting to believe in the vision of the school. Teamwork is encouraged. The school management team (SMT) is capacitated.

The school remains a listed underperforming school. The school is working on coming up with strategies to improve its results.

Despite all the challenges, Grade 3 students continued to improve. In 2024, there was a slight improvement in language. However, literacy is still problematic. Ways to improve were discussed and implemented.

The table below shows the Grade 3 systemic results:

GR 3	2022	2023	**2024**
Mathematics	41.3%	56.3%	**66.0%**
Language	46.3%	18.1%	**27.8%**

The school acknowledge the tremendous improvement by our Grade 3 learners and teachers.

The school's Grade 6 learners showed slight improvement

Ikaya's learners struggle with mathematics and English. Teachers are working diligently to improve these results. Improvement plans are in place and are being implemented. The MCO is also integrated.

Collaboration with the University of Stellenbosch was established. The university students assist the school's Grade 6 learners in English and mathematics classes. The social worker students also joined to support learners with learning and associated social barriers. The ARISE project (learner and educator empowerment project) was established to strengthen and address the educational needs of Ikaya learners.

A	Action	R	Respect	I	Integrity	S	Service	E	Excellence

Ikaya Primary indicated that its leadership needs more mentorship programmes to help them advance the school's vision. Teachers also need to be motivated and inspired. Teambuilding and classroom management skills need to be developed. Learners need more resources. Proper Wi-Fi is a challenge and needs to be addressed for the school to provide maths resources online.

JJ Rhode Primary

Remgro support: ① SSBI MiDO Foundation Reading Eggs

2024 was an extremely good year for JJ Rhode. Mr Barends was appointed as the principal, with full support, drive and enthusiasm from the staff. This positive spirit from educators has had an enormous impact on the learners as well.

The school received an award for the top lab in the circuit. The facilitator and her assistant who took the initiative to make sure the computer lab is functioning optimally are greatly appreciated. Michelle Fredericks has also received the award for the top facilitator with her assistant, Deuney van Wyk.

Educators took part in the Google Suite training that was facilitated by MiDO. The introduction of the training was so inspiring that the educators couldn't wait for the training to start. All sessions were fully attended. During the certificate ceremony hosted at Remgro's office, the educators had an opportunity to showcase their new skills.

Learners from Elsenburg and surrounding farms attended holiday programmes at the school, including computer programmes, and sport and recreation activities. The learners did well and received prizes for their achievements. The willingness of students to attend holiday programmes was encouraging.

① Level 1
② Level 2
③ Level 3
Administrative assistant
Community Keepers
Grade 12 intervention
Green Shoots
HW Dr Hennie van der Westhuizen
JW Jannie van der Westhuizen
Matric result incentive
MiDO Foundation
Reading Eggs
Reflective Learning Programme
RF Ronnie Frans support
SSBI
SUM Project
Systemic results incentive
Teacher assistants
UPS system

Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

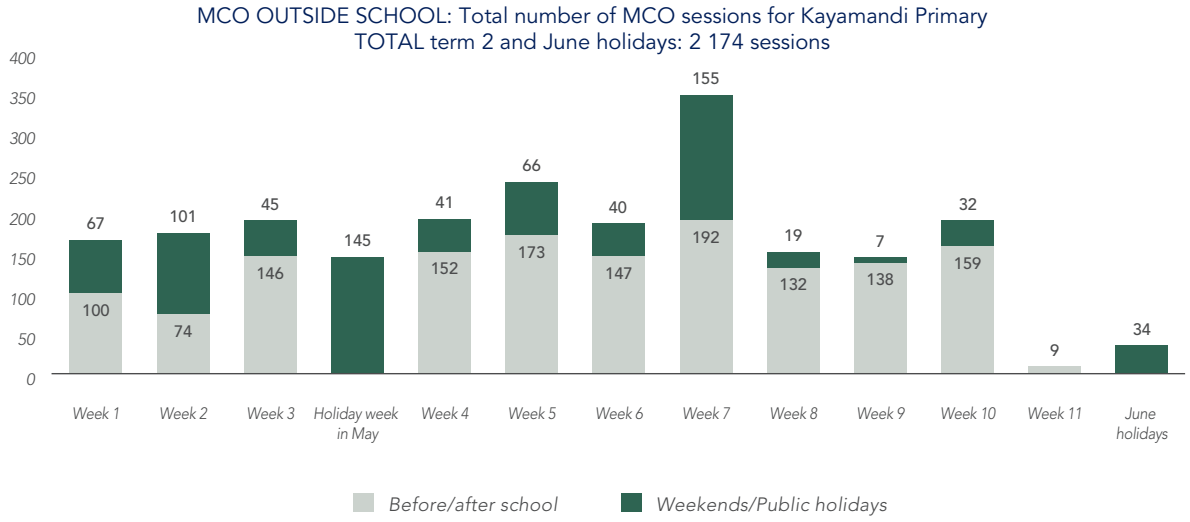
Kayamandi Primary

Remgro support: ① 

The learners at Kayamandi are very dedicated and motivated to flourish in mathematics. The learners don't just complete the online mathematics exercises; they aim for Mastery. So far in 2025, 83 learners worked on the Mastering Mathematics exercises until they obtained 100%, earning them Mastering Mathematics certificates on their learning portfolios.

After-school/Holiday MCO activity

The MCO outside of school is a representation of sessions logged before and after school and/or during weekends, public holidays, and school holidays. In term 2 and the June holidays, 2 174 sessions have been completed by learners from Kayamandi Primary, highlighting the motivation of the learners to engage in MCO, anytime and anywhere.



All outside of school sessions for term 2 and the June holidays for Kayamandi Primary

Remgro's support extends beyond academics through the Open Play Foundation, a non-profit company founded by Remgro and Stellenbosch Football Club in 2023. The foundation's first project was at Kayamandi Primary School, and this has fortified the ongoing relationship between the school and Remgro, inside and outside of the classroom.

From the principal's office (by Mr MH Sixholo):

Remgro continues to support Kayamandi Primary School. The support we receive from Remgro is important to the school community and the community at large.

The GreenSource Sports for Water facility – unveiled by Open Play in November 2023 – is used by the school as well as other football clubs. The facility is being hired out to other clubs, who pay the school directly for their booked training sessions. This enables the school to grow its revenue and apply it in critical areas.

In 2025, high-definition security cameras and floodlights were installed at the facility. These are monitored off-site and improve security at the school.

Furthermore, Open Play's community coaches – men and women – were availed to Kayamandi Primary to improve our coaching and sports organisational capacity.

Since January 2025, Remgro has also been funding a Teaching Assistant at Kayamandi Primary. Kwezi Mfazweni manages the GreenSource facility, handles bookings, and ensures its upkeep. He works closely with the school's teachers and coaches to ensure that our learners have access to and benefit from the GreenSource football pitch.

Open Play Foundation has also attracted other partners to the project, and through Global United Football Club and the German company Brita, a beautiful security booth has been installed at the school, improving the working environment for the school's gatekeeper.

① Level 1
② Level 2
③ Level 3
Administrative assistant
Community Keepers
Grade 12 intervention
Green Shoots
(HW) Dr Hennie van der Westhuizen
(JW) Jannie van der Westhuizen
Matric result incentive
MiDO Foundation
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Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Klapmuts Primary

Remgro support: ② 

In the past year, the learners and educators of Klapmuts Primary have benefited greatly from the services of Community Keepers. Sessions centred around emotional guidance and support to establish and sustain positive relations between teachers, parents and the community. The assistance from the two teaching assistants is much appreciated, and their impact can be felt in the day-to-day activities at the school.

Through such initiatives, the importance of continuous improvements in systemic results is being acknowledged.

Educator development also supports the personal growth of staff, and it inspires and motivates them to increase their teaching capacity by also exploring new methodologies. It also encourages them to stay curious, reflective and open to change.

These training sessions bring educators from different schools together, creating opportunities for peer learning, sharing of best practices, and building support networks.

PC Petersen Primary

Remgro support: ② 

In the past year, Mr Combrinck was appointed as acting principal, following the retirement of Mr September. Under the leadership of Mr Combrinck, the school has experienced renewed energy and direction, with a strong focus on sustainability, holistic learner development, and strengthening the educational environment.

Mr Combrinck brought with him a commitment to staff development and resource enhancement. His early initiatives included teambuilding sessions and workshops aimed at creating a more collaborative and motivated staff environment. He also worked on strengthening existing partnerships, such as the ongoing support from Remgro and other partners, to enhance both academic and extracurricular activities.

The school even connected with its neighbouring institution, Kylemore High School, hosting a joint teambuilding event to foster unity, get to know each other, and share fun and learning experiences among educators.

Focusing on learner development, the school continues to emphasise a holistic approach to learner development, with active participation in sports, cultural, and spiritual programmes being encouraged. This approach ensures that learners grow academically, emotionally, socially, and physically.

The school faced significant challenges regarding bullying, which impacted the educational climate. In response, they reached out to various external support programmes and partners. Their involvement helped significantly in addressing the issue and rebuilding a sense of safety and community within the school.

The school kitchen remains a central and vital component of the school. It not only supports learner attendance but also contributes to the overall wellbeing and development of the learners. With the help of the Holanathi programme, the school can support learners and their families at home during weekends and school holidays, ensuring no child goes hungry.

PC Petersen Primary has also cultivated a **stronger relationship** with the **WOW office at the University of Stellenbosch after they won WOW School of the Year in 2024**, signing their learners up for all available programmes. They believe that **exposure to diverse opportunities** is key to developing confident, curious, and capable learners.



Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

PC Petersen Primary *(continued)*

Environmental Sustainability:

The school has also launched a Water Saving Programme, educating learners about the importance of conserving water. As part of the commitment to sustainability, they now operate with 30% municipal water and 70% borehole water, made possible by the recent repair of its borehole pumps. This initiative not only supports cost-saving efforts but also aligns with the school's commitment to environmental responsibility.

They are actively developing a five-year plan to transform the school into a green, environmentally friendly institution. Plans include:

- Recycling and composting initiatives;
- Renewable energy projects; and
- Partnership development with funders and organisations aligned with sustainability goals.

They continue to embed their Value of the Month programme, which helps guide the moral and emotional development of learners. Each month, a specific value is explored, discussed, and practised across the school, reinforcing the importance of character-building and social awareness.

This past year marked a period of transition, growth, and intentional sustainability. Through focused leadership, enhanced partnerships, and a clear commitment to holistic and environmentally responsible education, PC Petersen Primary is setting a strong foundation for the future. As they continue their journey, they remain committed to empowering their learners, developing their staff, and sustaining their environment – all while building a school community where every learner can thrive.

Pieter Langeveldt Primary

Remgro support: ② 

In the past year, educators received certificates for attending the Google Platform training facilitated by MiDO Foundation. Schalk Brits, ex-Springbok rugby player, visited the school and was a true inspiration to the many young rugby players in attendance.

Grade 7 learners also attended the Women's Day celebrations as part of the SAS Sisonke Young Women Leadership Programme hosted at Markötter. In October, the school had the official handover ceremony of the junior traffic training centre. The main aim of the training centre is to teach learners road safety and to build lifelong habits. This will also build their awareness, learners gain knowledge about traffic signs, safe crossing practices, and understand the rules in keeping themselves and others safe. When learners practice road safety, they influence their peers, families and communities. This creates a culture of safety that benefits everyone.

In November we celebrated the official unveiling of Fiekie's Courts of HOPE at Pieter Langeveldt Primary, a project collaboration in Cloetesville between Open Play Foundation, Stellenbosch FC, Global United FC (Germany), and the Genesis Group (Switzerland).

Stellenbosch Municipality Executive Mayor, Jeremy Fasser, a former student of the school, performed the first official penalty shot, declaring the facility open.



Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Pniel Primary

Remgro support: ① SSBI UPS system

Le-Isha Malgas, a Grade 6 learner, received a full bursary scholarship at Bridge House Private School. This bursary aims to provide financial assistance to academically gifted but socially disadvantaged learners. SASSA gifted 90 learners a school uniform worth R3 600 each. The Gift of the Givers organisation donated 200 pairs of school shoes to so many needy learners. The school also received a Certificate for Recognition of the Grade 3 systemic results improvement for 2024. For the third year in a row, Tyler Solomons was selected for the Western Cape Primary Schools Athletics team, which took part in the National Athletics Championships in Germiston.

Rietenbosch Primary

Remgro support: ② SSBI MiDO Foundation Grade 12 intervention Green Shoots Jannie van der Westhuizen Systemic results incentive UPS system

The school implemented a plan of action to improve its learner systemic results for Grade 3 and Grade 6. During Saturday classes, Rietenbosch was able to feed learners from the Remgro 2023 incentive funds. Grade 3 maths has improved by 60+%, and home language by 50+%. Green Shoots top achievers received certificates for their performance, as did Grade 7 learners for maths for GOORU (senior phase maths programme).

Telfees (WOW): Grade 6 and 7 learners participated and were in the top 10; one learner received a cell phone, and the school received a data projector.

WOW, English First Additional Language: Grade 6 and 7 learners received certificates for their excellent performance. PNA nominated Rietenbosch for learners to receive shoes as part of their outreach programme. Stellenbosch University offered music classes (instruments) to our learners. Ms Crowley, one of the teachers, collaborated with Specsavers for learners in need to receive reading glasses. Wendy Maartens, a well-known author, visited the Grade 4 learners to introduce them to her new book.

Some of the school's chess learners participated in the Western Cape top schools' tournament, and Gregory Young achieved second place in his age group. Three learners took part in the Chinese Bridge competition in Durban. Two learners, Akeelah Adams and Kay-Lee Pietersen, achieved second place, and Shalio-Jay Fritz received an excellence award.

A Grade R learner, Reeve Fox, participated in the Chu-Ji Karate National Karate tournament in Johannesburg on 28 September 2024, did very well, and received a bronze medal.

Grade 6 learner, Shuaib Christians, was selected for the Stellenbosch FC under-12 team.

① Level 1
② Level 2
③ Level 3
Administrative assistant
Community Keepers
Grade 12 intervention
Green Shoots
HW Dr Hennie van der Westhuizen
JW Jannie van der Westhuizen
Matric result incentive
MiDO Foundation
Reading Eggs
Reflective Learning Programme
RF Ronnie Frans support
SSBI
SUM Project
Systemic results incentive
Teacher assistants
UPS system

Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

St. Idas Primary

Remgro support: ② SSBI Green Shoots Dr Hennie van der Westhuizen Reflective Learning Programme Systemic results incentive UPS system

The systemic results of the Grade 3 and Grade 6 groups were very good and a big improvement from the previous year. This is due to the dedication of all teachers and their optimal use of the computer lab, where learners can do the MCO. This boosts their confidence, their way of thinking, and their understanding of concepts.

The school gained a very experienced foundation phase mentor, Cathy Paulsen, who is sponsored by the Principals Academy Trust. The principal is also part of the Principals Academy Trust. Cathy sits in on classes and gives invaluable advice to educators, and has sessions with foundation-phase educators to share best practices.

Success Story



"One of our learners, Teswill Hendricks, a very well-mannered boy, took part in the Cape Argus Tour cycle race and received a medal for his participation. He is an avid cyclist, and this can have a huge impact on his future. He is also one of our school's outstanding learners at our weekly golf development sessions at the Stellenbosch golf club."

The value of being part of the Remgro Schools Project:

The teacher assistant, Gaynor Lakey has helped the Grade 7 teacher, Miss Hendrikse, with class activities, maintaining discipline, and setting up resources, which enabled the teacher to provide individual attention to learners who struggle with reading. She also helps in other grades within the foundation phase whenever her assistance is needed.

Nevron Fernandez, the assistant in the administrative office, provides meaningful support with the administrative duties, finances, and duties assigned to her by the principal – like opening files, sending emails, and typing letters – and she is now well acquainted with some of the WCED systems. She truly knows her way around the office and is a real help to the school's permanent admin clerk, Mrs Johnson. Nevron is a self-starter and an asset to the school.

As schools move into a more digital world, the Wi-Fi that Remgro provides helps teachers and learners to do research and complete certain tasks. It is also a great help in the media/computer lab, as they have Green Shoots and Reading Eggs for the different grades. These programmes in the computer lab are of utmost importance as the evidence can be seen in the systemic results. Sean Patterson (technical consultant) is also always available if there are any connectivity issues.

The motivational sessions by Dr Hennie and Mr Jannie van der Westhuizen were valuable for the principal and members of the senior management team. The regular emails (circulars) and words of encouragement also help in the day-to-day running of the school, and even if reports need to be submitted, it helps with self-assessment, prioritising areas that need attention, and striving to do better.

The school expressed its gratitude to Remgro and Cheryl Farao for their investment in the Stellenbosch schools.

① Level 1
② Level 2
③ Level 3
Administrative assistant
Community Keepers
Grade 12 intervention
Green Shoots
Dr Hennie van der Westhuizen
Jannie van der Westhuizen
Matric result incentive
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UPS system

Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

St. Vincent Primary

Remgro support: ② SSBI Community Keepers Administrative assistant Green Shoots Jannie van der Westhuizen Reading Eggs Teacher assistants

St. Vincent is honoured and humbled by the significant investment of Remgro towards the school's growth and development. The generous support has been instrumental in helping the school achieve its goals and enhance quality education for its community.

The contribution has enabled St. Vincent to foster a growth mindset with its leadership team, enhance teacher development and technology, build resilience in its learners, bridge barriers of learning with a particular focus on improving reading skills, as well as boost the dignity of everyone related to the school. The impact therefore, enhanced the overall learning experience of the learners.

The school lauded Remgro's commitment to education and its trust in their institution. The investment in St. Vincent will have a lasting impact on the lives of its learners, and the partnership remains steadfast.

Vlottenburg Primary

Remgro support: ② SSBI Administrative assistant Green Shoots Jannie van der Westhuizen Reading Eggs Teacher assistants UPS system

The Community Keepers learner committee consists of seven Grade 7 learners. Their purpose is to serve as protectors of their fellow learners. In the past year, they had the privilege of having Members of Parliament from the UK at the school, and the learner committee was interviewed. The visitors were impressed with the learners and provided positive feedback.

On 20 March, World Happiness Day was celebrated, and the learners were able to design their own emojis. They were very proud of their accomplishments.

During Child Protection Week, Bullying and Children's Rights were the main themes. Group work was done, and posters were made. A puppet show was held by the learners about child abuse. It was an awareness campaign to remind learners that they are not alone and that there is help for those who need it. The learners also went outside the school to show off their posters of Children's Rights.

The organisation Khula was also invited to be part of this anti-bullying campaign and had a smart interactive workshop with the learners. Working in age-appropriate groups, the learners enjoyed the workshop and now often repeat the motto, daily: Don't be a bully. Be a buddy.

A Dutch student is currently doing her thesis on the impact of MCO at the school. Learners were identified, and interviews were scheduled with both the learners and parents.

Weber Gedenk Primary

Remgro support: ② SSBI Community Keepers Administrative assistant Green Shoots Reading Eggs Dr Hennie van der Westhuizen Systemic results incentive Teacher assistants UPS system

The school now has a fully-equipped second ICT lab. Remgro provides the necessary Wi-Fi for this project. The MCO project is providing much-needed support and assistance to the learners in terms of mathematics. Through Remgro, the school is part of the FEDSAS support initiative that provides support with legal advice and information if the school should need it.

The annual school leadership conference is a highlight with knowledgeable guest speakers attending. The educational programme, Reading Eggs, lays the foundation for literacy enhancement. The financial incentive towards systemic evaluation tests gave the school the platform for implementing more educational needs, like a library assistant.

The school sincerely appreciate the efforts and contributions towards a better education and future for the learners of Weber Gedenk Primary School, and the future of South Africa.

① Level 1
② Level 2
③ Level 3
Administrative assistant
Community Keepers
Grade 12 intervention
Green Shoots
Dr Hennie van der Westhuizen
Jannie van der Westhuizen
Matric result incentive
MiDO Foundation
Reading Eggs
Reflective Learning Programme
Ronnie Frans support
SSBI
SUM Project
Systemic results incentive
Teacher assistants
UPS system

Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Calling Academy

Remgro support: ② Administrative assistant

In 2024, Calling Academy Stellenbosch produced its third group of Grade 12 graduates. 93.3% of the 60 Grade 12s passed their National Senior Certificate (NSC) exams, with 50% of learners obtaining a Bachelor's pass. 49% of learners wrote mathematics, with all mathematical literacy learners passing for the third consecutive year. The top achiever was Gugulethu Jalisa, raised by a single grandmother in Kayamandi, who achieved an 84% average. He is currently studying BSc Computer Science at Stellenbosch University, where five of his 2024 Calling Academy classmates are also studying.

The school also added two sections of paving and pillars at its entrance to improve the visual and practical experience at the school. Eleven volunteers supported the school's weekly Connect Group programme, and more than ten learner-initiated community projects were supported by the school. Through Calling Education's wider network, five former learners were also supported financially in their university studies.

Cloetesville High

Remgro support: ③ SSBI, JW, Administrative assistant, Grade 12 intervention, Matric result incentive, Reading Eggs, Reflective Learning Programme, UPS system

Mr B du Plessis was appointed as the new principal of the high school after the retirement of Mr D Meyer. The Grade 12 intervention programme, financially supported by Remgro, and the professional development of educators were instrumental in the Grade 12s' development. The class of 2024 did well and accomplished a 75.6% pass rate – a 16.5% increase from the 2023 results. The school is located in an area where gang violence is a daily reality and makes living in Cloetesville a challenge. The school leadership is committed to making a positive impact in the community and continues to create an environment where learners can learn and grow.

Kayamandi High

Remgro support: ③ SSBI, JW, Administrative assistant, Grade 12 intervention, Matric result incentive, Reading Eggs, Reflective Learning Programme, UPS system

Kayamandi improved their NSC pass rate from 65.6% the previous year to 85.8% in 2024, an increase of 20.2%. The school was recognised by the WCED as the Western Cape school with the greatest percentage increase in the number of subject distinctions. No subjects had a pass rate below 70%.

The school appreciates Remgro for financially supporting the Grade 12 intervention programme. All activities that were organised for the learners, such as the extra classes, Saturday classes, as well as the preparation camp, contributed to an increase in the final results.

The school choir achieved fourth position in SASCE nationally, and the Speech and Debate teams went through to the semi-finals.

① Level 1
② Level 2
③ Level 3
Administrative assistant
Community Keepers
Grade 12 intervention
Green Shoots
HW Dr Hennie van der Westhuizen
JW Jannie van der Westhuizen
Matric result incentive
MiDO Foundation
Reading Eggs
Reflective Learning Programme
RF Ronnie Frans support
SSBI
SUM Project
Systemic results incentive
Teacher assistants
UPS system

Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Kylemore High

Remgro support: ③ HW

Kylemore Secondary School once again achieved a good NSC result of an 89.4% pass rate. The school received funds from Remgro for its Grade 12 intervention programme. Subsequently, Kylemore SS was able to host Autumn, Winter, Spring and Saturday classes for the Grade 12s.

Grade 8 learners formed part of the GOORU Mathematics project, where learners had the opportunity to have extra online classes. Grade 9 and 10 mathematics learners also formed part of the online RLP classes. Both programmes were sponsored by Remgro, and the systemic tests showed a small improvement in the mathematics results.

Zadi Petersen was drafted into the Boland cricket team for girls. Caitlin Jefthas received an award for best short story, and Kristen Fredericks and Jaimica Cijster for best poem at the Adam Small festival. Some of the learners, Angel Tifflin (Gold +), Shiloh Stevens (Gold +), Keasha Malgas (Gold +), Marchell De Jager (Gold), and Joan Julies (Gold) participated in the Eisteddfod. Chad Lackay was awarded for his best drawing in the district. The Grade 9 English Debating Team came third in a provincial competition. Angel Tifflin and Chanique Coetzee were also awarded as winners of the first Remgro Essay Competition for Grades 9 and 10, on the topic, "What equality means for young women".

Megan Maans and Charne Brand were selected to attend an international leadership camp in Germany during the June holidays.

The school is also cultivating vegetables in tunnels at the school and was selected to pilot a mushroom growing project. Some of the vegetables are used in the kitchen, and the rest is sold to Babylonstoren, Boschendal, Banhoek Chilli Oil, and Helshoogte Spar.

Mrs Tertia Jefthas, Principal of Kylemore High School, was nominated as the district winner in High School leadership at the National Teacher Awards.

Lückhoff High

Remgro support: ③ JW

In 2024, 1 066 learners were enrolled at the school, and the institution achieved an overall pass rate of **94.0%**. Grade 12 learners achieved a pass rate of **81.2%** with **28** distinctions in their different subjects.

In athletics, the school ended second at the annual Traditional Athletics meeting at Coetzenburg. Competing in the Western Province, in the E-section in Parow, the school won. Five athletes qualified for the Northern Zone team. Two of them qualified for the Western Province athletics team and took part in the Western Cape Championship. Alicia Mutangiri qualified for the Western Cape team and achieved a bronze medal at the National Championship.

In chess, the school took part in the Central Cape Winelands league, and with their good performances, qualified for the Top Schools competition in De Doorns. They achieved fourth place out of eight teams.

The school also took part in the e'Bosch School Choir Festival with the orange cluster in Stellenbosch, which is sponsored by Remgro. The annual derby between Cloetesville and Lückhoff took a historic turn when it was held at the Van Der Stel sports ground for the first time. It was a momentous occasion with Lückhoff winning most of the matches and the derby cup.

Football is one of the biggest codes at the school. The under-19 team competed in the Kay Motsepe Schools Cup. Unfortunately, the school lost in the final of the Zonal playoffs.

In netball, the school had a good season, playing eight matches and only losing two.

In rugby, the school participated in the Boland Central league as well as at the KN 7s tournament, advancing to the plate final. Kyle Joseph was selected for the under-15 Boland team, which participated in the prestigious iQhawe rugby week in Johannesburg.

With WOW (World of Words), the learners were actively involved with the programme and did very well in the spelling contests.

Concerning challenges to education, large class sizes make teaching in the GET (general education and training) phase a significant challenge. Also, addressing the need for more permanent mathematics teachers will lead to stability in the subject. Transport of learners for away matches, payment for qualified officials (as required), equipment for the various codes offered, and playing fields and security for our home matches are some of the challenges that the school experienced in terms of sport.

① Level 1
② Level 2
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Matric result incentive
MiDO Foundation
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SUM Project
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Teacher assistants
UPS system

Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Makupula High

Remgro support: ③

Makupula has done well over the last seven years, with consistent Grade 12 pass rates above 80%. The class of 2024's pass rate was 91.7%, with 106 Bachelor's passes, 63 Diploma passes, 19 Higher Certificate passes, and 83 distinctions.

STORY OF THE YIP (Years in Phase) LEARNER:



"Her name is Aphendule Godlo. She came from the Eastern Cape in 2016 and was raised by her grandmother. She lives in Kayamandi with her aunt, uncle and three cousins in a two-room informal dwelling. This learner progressed from Grade 11 to Grade 12 due to years in phase. She did not meet the pass requirements in Grade 11, but achieved a Bachelor's pass in 2024 and will soon apply for a degree qualification. She is not enrolled this year as she never thought that she would pass Grade 12, but now she will go back to rewrite maths literacy and economics for a better mark. She wants to become a teacher or social worker."

Makupula School Choir, known as *The Golden Voices*, celebrated another stellar year of achievements:

They were the Provincial Champions in both the Opera and Indigenous Folklore categories and represented the province in four categories on the national level. They received a bronze medal in the Tenor category at nationals, thanks to Grade 12 learner Boitumelo Mosia.

Iviwe Gwengxane was crowned Mezzo Soprano Provincial Champ for the second year in a row, and Gcina Mkontwana, a first-time Soprano soloist, made a powerful debut. The learners enjoyed the exciting bus trip to Johannesburg, adding to the joy of the journey. The school is grateful to all the relevant role players who contributed to the success of this event; their passion and commitment are not unnoticed.

With faith and music as their guide, Makupula School Choir continues to rise as a formidable force in choral music.

① Level 1
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Direct involvement and managed initiatives - *continued*

Participating schools *(continued)*

Stellenzicht High

Remgro support: ③

Stellenzicht improved their 2024 NSC pass rate by 25.3% to 82.9%. This result has created a buzz of positivity at the school as well as the community at large. Seventy learners wrote NSC exams, and the Bachelor's pass rate has increased from 9 learners in 2023 to 22 learners in 2024.

The school was delighted to share the impact of Remgro's generous donations on the school community. The support has enabled the school to provide its learners with innovative educational initiatives, emotional support, and enriching experiences.

Grade 8 learners are benefiting from RLP, which uses technology to make mathematics engaging and interactive. Through group work and tablet-based activities, learners are developing a deeper interest in maths and improving their problem-solving skills.

The maths teachers are participating in the SUM project, which provides them with valuable training and resources to enhance their teaching skills and lesson planning. The MiDO hub provides learners with a dedicated space for research, creativity and collaboration. This resource is empowering learners to explore new ideas, skills and prepare for a rapidly changing world.

Community Keepers supports learners' emotional wellbeing, playing a vital role in supporting learners who face social and emotional challenges. These dedicated individuals provide a safe and nurturing environment, helping learners to overcome emotional and psychological difficulties and achieve their full potential.

The monthly life skills sessions by Usiko are equipping the Grade 10 learners with essential skills for success. Recent camps to the West Coast, Cape Town and Franschhoek provided learners with unforgettable experiences, fostering teamwork, leadership and personal growth.

Aspire's (expert-led training and consulting and training services) motivational initiatives are having a profound impact on the school culture. Their teambuilding sessions with the senior management team have provided valuable insights and skills, aligning the leadership with the values and vision. Aspire's involvement in the athletics and life orientation sessions has also promoted a culture of fitness and wellbeing among the learners.

Aspire's ongoing work with the educators and prefects is enhancing their leadership skills and abilities. The recent camp to Tulbagh provided prefects with a unique opportunity for growth, teamwork and bonding.

Grade 12 intervention programme: With support from Remgro, the school was able to provide transport, meals and additional classes on Saturdays, after school and during holidays. Tutors were also appointed to provide individualised support to learners who were struggling with challenging subjects, with the necessary extra copies of essential learning material.

These interventions had a significant impact on the matric learners' academic performance. With Remgro's support, the school has provided enriching experiences and initiatives to its learners. The investment in the school community is transforming lives and shaping futures.

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Strengthen our Society (SOS)

For the last 13 years, the Stellenbosch-based non-profit organisations (NPOs) have been provided with coordinated assistance to achieve social impact in the community of Stellenbosch. The main aim is that, through capacity building and training, partner organisations will benefit from the following:

- Enhance strategic planning, project management and operational efficiency;
- Build skills to design and implement more impactful programmes;
- Encourages long-term thinking and financial sustainability through better fundraising and resource management;
- Strengthen leadership skills and board governance practices; and
- Makes organisations more attractive to donors, funders and collaborators.

Partnering NPOs

Bergzicht Training and Development

Bergzicht Training and Development's vision is to improve the quality of life of unemployed individuals and communities through developing employability. Training is offered to unemployed individuals in recognised skills to enable them to create a sustainable income, through formal jobs or being self-employed.

With 33 years of experience in upskilling unemployed people for sustainable employment through top-quality, certified training programmes, Bergzicht Training and Development has developed a sound reputation. In 2024, they trained 309 students, employing a holistic strategy that provides ongoing support to them during the first 12 months of employment. The job retention rate increased from 75% for the 2022 alumni to a remarkable overall average employment retention rate of 80% for the 2023 alumni. Bergzicht Training and Development also achieved an overall job placement rate of 82% during the year, with a 95% throughput rate for all programmes.

CALEB Development and Training Association

CALEB continues to work with vulnerable communities around gender-based violence (GBV), a critically important aspect for several interconnected reasons. Addressing the issues ensures that individuals – especially women, children, and marginalised groups – can live free from fear, harm and discrimination. In recognition of this work, CALEB was the recipient of an Appreciation Award from the Stellenbosch Municipality during the 16 Days of Activism of No Violence Against Women. Outreach to the community through programmes and events continues and has had a notable impact on the lives of women who have participated as well as their families. These women are trained in GBV issues, and the impact on families is profound and transformative. They are more aware of the signs, can intervene early, and create safe environments for children and other family members.

The beneficiaries are advocates in the community, guiding others to support services, like shelters, counselling services, or emotionally supporting other women to heal from trauma. They are grateful for the opportunities that are created through the training and capacity building of the Remgro SOS Project.

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

Care Career Connection NPC





Care Career Connection NPC (CCC) is committed to instilling hope, promoting financial independence, and nurturing career satisfaction in young adults facing intellectual challenges. Through its innovative, one-stop career solution, CCC empowers participants to overcome obstacles and build meaningful, lasting changes in their lives. The organisation primarily serves young adults between the ages of 18 and 35 who have been diagnosed with intellectual, neurodevelopmental, or psychiatric challenges and are eager to engage actively in community life.

CCC adopts a multifaceted approach that encompasses professional skills development, job transition support, entrepreneurship training, employment placement, and direct employment opportunities. Each programme is designed with a specific purpose, equipping participants with the tools they need for both personal and professional advancement. Continuous evaluation of each initiative ensures the programmes remain relevant, effective, and responsive to the evolving needs of the target group.

Raising awareness of CCC's services – and of intellectual disability more broadly – is vital for reaching potential beneficiaries and cultivating empathy, understanding, and inclusion across diverse communities. CCC's long-term vision is to replicate its model in cities nationwide, tailoring each initiative to the distinct needs of individual communities. Achieving this will require increased support and collaboration to sustain and scale CCC's impactful work.

Ongoing professional development is prioritised through participation in various workshops and training opportunities, including the **Remgro SOS Project**. These investments ensure that employment specialists stay up to date with current best practices in the rehabilitative employment field and in supporting individuals with intellectual disabilities.

ChangeAbility





ChangeAbility exists to pioneer programmes that transform communities by improving the lives of people with disabilities (PWDs). Over the past year, the organisation has provided direct support in five communities: Cloetesville, Kayamandi, Klapmuts, and Groendal (within the Stellenbosch municipal area), as well as Macassar in the neighbouring Helderberg region.

Through a strong focus on health promotion, awareness-raising, community development, and skills training, ChangeAbility has reached 509 individuals with disabilities.

ChangeAbility invites readers of this report to connect with the heart of South African communities and recognise a simple truth: with the right support, people with disabilities can drive their own change and become essential, valued contributors to our nation's future.

Together, **we are creating lasting impact.**

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

Good Hope Psychological Service

GOEIE HOOP
SIELKUNDIGE DIENS | PSYCHOLOGICAL SERVICE





Vision: To develop the dignity and emotional wellbeing of children, adults and families.

Mission: To provide accessible professional mental health services through individual and group therapy.

Good Hope Psychological Service (GHPS) prides itself on providing professional therapeutic services tailored to the community it serves. To this end, for the past year, GHPS has made strides to review its sustainability practices. This was done to ensure that it serves the community for many more years to come. They have developed the role of operations manager, who focuses all efforts on creating a balance of supporting staff members – the organisation's biggest asset – as well as streamlining operations and fostering more collaborations with other organisations.

GHPS has provided 1 754 professional counselling sessions between May 2024 and April 2025. In working with children, adults and families, the organisation considers it a privilege to witness how the support of these sessions has a ripple effect in the circles of influence of the individuals who received it. Additionally, the organisation sets out to develop their impact assessment strategy to better advocate for recipients of mental health services, so that the importance of these interventions can be understood.

Highlights of the past year include: GHPS was privileged to be part of a few different mental health awareness events/campaigns this year. It was exciting and inspiring to witness community members openly discussing mental health challenges shared across communities. Another highlight was the collaboration between GHPS and Citizen Leader Lab, who had an event addressing self-care, boundary setting and emotional wellbeing, with a group of 80 teachers/educators. It was deeply meaningful to be able to address a group that is largely under-cared for, who play such a vital role in society.

A bittersweet moment for GHPS this past year was the destruction of the Garden of Healing by a waterpipe bursting. The garden was established and maintained by the psychiatric support group in Paarl. While it was years of work that was washed away, the group insisted on reconstructing and developing something new. This sentiment was inspiring and demonstrated the impact that the work had on this group of people. The psychological intervention and care with this group has been effective in that they not only managed the loss well, but they also saw it as an opportunity to continue creating and developing something similar.

GHPS hopes that mental health interventions become more accepted, supported, less stigmatised and more accessible to the community at large. The organisation aims to broaden collaboration with other like-minded organisations. Additionally, they also aim to develop more programmes and psycho-education initiatives across the community.

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

Imbali Western Cape

Imbali WESTERN CAPE



The long and picturesque winding road leads to a life-changing programme for young men from Kylemore. On a beautiful day in April, Imbali Western Cape was graciously invited to visit the Carpentry Project in Kylemore, outside Stellenbosch in the Western Cape.

At the heart of this project is Mr William Keet, a well-respected educationalist and active community member. He is a role model for these young men and expressed his gratitude for the opportunity to work with them. The project originally started with premises at Kylemore High School, but had to move when the school needed more space due to changes in its curriculum. Fortunately, Dominique Enthoven, a local farmer, made space available on Farm France and generously moved all their equipment for them. Keet is always grateful for the people who share their ideals and support the project.

It was a privilege to meet these polite young woodworkers and find out more about Keet's philosophy. Kindness, integrity, respect, gratitude and discipline are some of the values infusing everything they do. Keet explains that their carefully packed lunch is provided through Imbali Western Cape, and they choose from a set menu. He collects the young men from Kylemore High School, picks up the meals, and then drives them to the farm where their carpentry workshop is housed.

It is important that the youth are treated with dignity and that the project is based on sound values. Woodwork is a vehicle to instil within them the values that they need to cope in life. Commitment is an important value in this project because you honour others with the word and show up when necessary.

The project is supported with electricity, premises and an enormous amount of found wood, and they were recently able to do maintenance on their carpentry equipment. An alarm system has been installed, and all the equipment is carefully locked into a secure space.

Driving along the dirt road on the way back, there was time to reflect on the importance of this project and how, as expressed by Keet, this project is about so much more than carpentry skills. Spending time with him and his young men was both humbling and inspiring, and so is the enormous kindness shown by all those supporting this project.

> "If you work with **your hands**, you're a **labourer**. If you work with your **hands** and your **mind**, you're a **craftsperson**. If you work with your **hands**, your **mind**, and your **heart**, you're an **artist**."
>
> **(Saint Francis of Assisi)**

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

Kingdom Development Projects







Kingdom Development Projects (KDP) is a dedicated NPO based in Klapmuts, Western Cape. It focuses on empowering children and youth through structured programmes in education and sport. With a deep love for the community, the organisation aims to develop a generation of young people who are confident, capable, and inspired to pursue their dreams.

Their vision is to develop strong, disciplined, and purpose-driven young leaders through accessible educational and sports-based programmes. To uplift their community by offering consistent learner support, sports development, youth empowerment, and enriching holiday programmes, building a solid foundation for every child's future.

The after-school initiative remains a cornerstone of its work, supporting local primary schools with learner development and academic assistance. This is the only structured academic support programme in the Klapmuts community focused on learners who need extra help.

The organisation offers school support through sports coaching in both primary and high schools, encouraging physical development, discipline, and teamwork. Through the Stellenbosch Museum Partnership, learners attend weekly visits to the Stellenbosch Museum, gaining access to creative and educational experiences beyond the classroom.

Structured school holiday programmes are run every term, serving over 100 children per day. These include educational workshops, sports, meals, and creative activities to keep children engaged and inspired during school breaks.

Their sports achievements in the last couple of months included that their netball programme, affiliated with the Cape Winelands Netball Federation, saw a historic milestone: one of their 14-year-old girls became the youngest accredited netball umpire in the region.

The soccer programme, affiliated with Landelike Stigting Sports Unie, continues to grow in strength. This year, four youth completed a coaching course, and the youngest referee, just 16 years old, earned his soccer referee qualification. These achievements reflect the commitment to youth empowerment through certification and leadership development.

KDP is proud of the impact they continue to make in the lives of children and youth in Klapmuts. By combining education, sport, mentorship, and real opportunities, they are shaping a future filled with hope, purpose, and community pride.

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

Legacy





Legacy Community Development NPC's vision is for Stellenbosch to be a place where everyone experiences dignity, love, hope, compassion, and justice. Legacy operates from the Legacy Centre on Long Street in Kayamandi. They continue to run the following programmes:

Khulani Kayamandi After-school Programme: This programme serves 115 primary school children, from Grade 1 to 7. Each afternoon, part of the Legacy Centre is transformed into a learning environment featuring modules such as Khulani-Learn, Khulani-Move, Khulani-Homework, and Khulani-Care. The "Care" module emphasises holistic wellness and is grounded in the principle of constant attentiveness to each child.

iKamva @Legacy Empowerment Programme: Designed for 55 high school learners, this programme aims to develop confident, honest leaders and advocates for justice. It includes modules on IT skills, Ukusebenza (entrepreneurship and career development), Siyafunda (English and Life Skills), Leadership, and a focus on Grade 12. Isakhono project (48 Grade 8 to 11 learners) is an extension of Ukusebenza (Isakhono means "a skill" or "ability" in isiXhosa). It introduces high school learners to practical trades and hands-on skills, equipping them with a skill that will enable them to start earning a living and start a small business. Legacy starts by exposing the Khulani Grade 4 to 7 learners to creative work and the value of working with their hands.

Siseko Outreach Programme: This initiative extends the impact of Legacy beyond the centre. Legacy leverages its knowledge, skills, resources, and networks to make a difference in the wider community.

Pniel Heritage and Cultural Trust





The ATKV/PEKT schools' writing workshops continued in 2024. Two workshops were held at three primary schools and one high school in the Dwars River Valley. The winners of the competition were given the opportunity to read their stories at the annual Adam Small Literary Festival in February.

The organisation is grateful to all the principals, teachers and learners who took part in this initiative. The primary school topic was "**DIS WIE EK IS**", and the high school learners' topic was "**MY BELANGRIKSTE REIS**".

It was once again inspiring to see how they translated their personal experiences into words.

The **PEKT Adam Small Literary Festival** was once again presented in February with the theme, "Kô lat ons dans". The festival was a huge success. The festival coincided with the celebration of the 100th year of Afrikaans as an official language, and thus many Afrikaans organisations were involved in the festival, including the ATKV as the main sponsor of the festival, Afrikaans 100 Amptelik, and Die Stigting vir die Bemagtiging deur Afrikaans. Breyten Breytenbach was also remembered fondly at the festival, and tributes were delivered in his honour. SBA launched the book "Rielritme" and Prof Michael Le Cordeur presented the Adam Small memorial lecture.

On 1 December, the 190th year of freedom from slavery was commemorated on Die Werf adjacent to the museum. The PEKT art school for learners is continuing, as well as the PEKT writing school. Income to support salaries and keeping the museum open 7 days a week remain challenges.

The Teagarden is not currently open full-time, but efforts are underway to use the venue for events as an income-generating opportunity.

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

Rock Solid Foundation





2024 has been a year of purpose, perseverance, and powerful partnerships at Rock Solid Foundation. Through the various programmes – from mentorship to sports, skills training to sustainable development – lives were impacted and communities empowered.

Thanks to partners who provide ongoing support, they and the organisation continue to walk with young people on their journey toward resilience and self-worth.

In the past year, three community sites were activated, 120+ youth were engaged weekly, 65 families were supported through food security initiatives, and new projects were launched:

Tree-Growing Entrepreneurs (Tree-Preneurs).

The highlight of the year was undoubtedly the Tree-Growing Entrepreneurs Project – a transformative initiative that taught the youth participants from the Boys to Men (B2M) programme the value of cultivating life through sustainable planting.

Some of the boys planted and cared for trees for the first time in their lives. This project empowered participants to care for seedlings, learn basic horticulture skills, and exchange mature plants for food vouchers; a model that bridged environmental education with livelihood support. At the end of the cycle, those vouchers were used to purchase food hampers that were shared with every participant and their families.

Boys to Men and Soccer Mentorship

Alongside tree-care, the B2M mentorship programme remained a cornerstone of the weekly engagements. Young men gathered weekly for sessions focused on identity, leadership, resilience, and emotional health, and these were coupled with physical outlets through soccer coaching and matches. It's more than soccer – it's where they talk, heal, and grow.

> One parent shared: "Thank you, **Rock Solid**. My son's self-esteem has **grown** so much this year. The food parcel **helped** us when we had nothing."

These voices reaffirm that we are planting seeds – not just in the soil, but in the hearts of young people who matter.

Stellenbosch Crafts Alive (sCA)





The vision of Stellenbosch Crafts Alive is to establish a sustainable social enterprise in the CraftArt sector within the broader Stellenbosch socio-economic footprint. The approach firstly focuses on providing a collaborative platform through the CraftArt Incubator and the Satellite Projects, where makers of art and craft from the different Stellenbosch communities can receive training and mentorship, as well as manufacture and retail their products to become sustainable entrepreneurs.

Through training and mentorship by experts from the community, they seek to establish a culture of recognition and support for CraftArt and empower talented and motivated producers of art and craft. The CraftArt Incubator offers local CraftArt producers a safe space and fosters a sense of belonging to Stellenbosch. Producers are encouraged to use their creative skills to generate a sustainable income.

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

Stellenbosch Work Centre





Stellenbosch Work Centre for adults with disabilities is a protective environment that offers work rehabilitation, preparation and skills training for adults with disabilities. It aims to help individuals access the open labour market or, for those with significant barriers, provide work opportunities in the centre.

The Remgro sessions that were attended helped us to understand the different strategies that could be explored to apply for grants within the NPO sector better.

As an organisation, they expressed their appreciation for all the capacity building and training opportunities for leadership and staff. These sessions were empowering and practical for implementing the knowledge.

The first aid (level one) training sessions facilitated by Bergzicht Training and Development equipped the team with the necessary knowledge and skills to help and assist anyone in need, especially in the workplace, where the beneficiaries are adults with disabilities.

"I will also use this **knowledge and skills** to help people where I can, whether it's within my community, at home, at my organisation or anywhere. I intend to be a first aider to anyone, and everyone can rely on me when in need of aid.

I want to **thank Remgro** and **Cheryl Farao** for inviting me to attend these sessions and for equipping me with **better skills** and a mindset, and I also want to thank my organisation for allowing me to attend these sessions."

N. Simmers (staff member)

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

Stellumthombo

STELLUMTHOMBO

Stellumthombo is dedicated to fostering hope through education by providing every child with access to high-quality educational opportunities and support for a successful academic journey. Their initiatives include training for Early Childhood Development (ECD) staff, a parent support programme, reading support, the Masandise mentoring programme, and additional mathematics classes.

In the past year, Stellumthombo has made significant strides in the following areas:

- Successfully trained more than 130 ECD educators.
- Conducted over 60 individual mentoring sessions with ECD principals and engaged 27 ECD teachers in ongoing weekly online training.
- The reading programme in Cloetesville, Kylemore (Aitsa), and Devon Valley, also expanded to Jamestown (Usiko) and Lumiere in Simondium.
- Weekly support sessions for 35 Grade 1 and 65 Grade R learners in these areas.
- Reached more than 100 four- to five-year-olds in ECDs through our Little Stars programme that helped them develop crucial skills for learning to read in Grade 1.
- Reached 50 Grade 9 and 45 Grade 8 learners from Apex Academy, Calling Academy, Kylemore High School, Kayamandi Secondary School, Lückhoff High School, and Makapula Secondary School. A team of five tutors supports learners across both grades. Learners have two tutoring sessions per week, including lunch.
- The Masandise programme is mentoring 25 first-generation students through their transition to tertiary education.

The Early Education Centre (TEEC)

the early education centre

No significant **learning** occurs without a significant **relationship**

The Early Education Centre's (TEEC) purpose is to increase access and improve the quality of early learning, stimulation and education for vulnerable young children in the Winelands by offering a range of services that are in line with Education White Paper 5, 2001; National Integrated ECD Policy, 2015; and South Africa's 2030 Strategy for ECD Programmes, 2023.

One such service is to provide quality teacher training. TEEC's standout achievement this past financial year was the witnessing of 98 ECD students graduating in their respective National Qualifications Framework (NQF), ECD National certificates at Level 4 and 5, and the 39 who received their National Diploma. Students were surprised by stalwart Dr Adriana Laubscher's presence, who has been instrumental in the programme that empowered them to build their character in the classroom as well as personally.

Through this achievement, the now skilled educators will inspire the unskilled to come to a significant conclusion that they are the decisive element in the classroom. It's their personal approach that creates the climate. It's their daily mood that makes the weather. As educators, they possess tremendous power to make a child's life miserable or joyous. They can be a tool of torture or an instrument of inspiration. They can humiliate or heal. In all situations, it is their response that decides whether a crisis will be escalated or de-escalated, and a child humanised or dehumanised. They commit themselves to the uncompromising promotion of excellence in ECD.

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

The Green Door Project







The Green Door Project has been making a positive difference in many girls' lives in Jamestown for the past 11 years. Remgro SOS has been part of this exciting journey from the moment they opened our Green Doors. The organisation feels very fortunate and grateful to have Remgro SOS as a partner and appreciates all the training sessions they arrange to learn more and keep growing in knowledge.

The girls at the project had the privilege of continuing to work in their journals even though the Rupert Museum is closed for renovations. Gershon van Wyk still came to the Green Door Learning Centre to give art lessons to the girls.

One of the Green Door girls, Bernice Linders, who finished matric in 2024, was celebrated by hosting a special party for her and her family in the colourful garden. This success story and opportunity were used to motivate the other girls to work hard and finish matric so that they could also be celebrated.

Aqila Swarts is another success story. She also finished matric in 2024 at Stellenzicht High School and came to bless the Green Door girls with her time and talents by being their teacher and helping them with their homework and art activities for the first four months of 2025. The girls enjoyed having her at the centre because she was also a Green Door girl for seven years and attended the same schools as them.

There is a lot of excitement around the new adventure of the Green Door Thrift Shop, which started to generate funds for the new learning centre and veranda. This veranda will expand the space where the girls can do art and other academic activities, as well as help with the distribution of food to the community during the rainy season.

Strengthen our Society (SOS) - *continued*

Partnering NPOs *(continued)*

Usiko Stellenbosch



Usiko Stellenbosch is an NPO based in Jamestown, Stellenbosch, that uses a "rites of passage" approach to provide guidance, support and access to opportunities to children, youth and rural women from disadvantaged backgrounds that positively changes the trajectory of their lives. Its roots stem from community members coming together to find solutions to their own issues and is therefore a "bottom-up" grassroots-focused organisation started in 2001. It uses tried and tested methods that bring impactful and deeper-level results.

The problem Usiko is trying to solve is South Africa's lost generation. Throughout human history, tribes and communities would ensure their young people were guided through major transitional times, especially the transition from childhood into adulthood. Special rituals and rites of passage took place where elders supported and taught what it meant to be a contributing member of their society. Due to several historical factors and their effects, this elder support has fallen away and left a significant gap, leading to a lost generation that faces daunting and complex challenges.

Usiko's uses wilderness therapy, education and skills development, mentoring by volunteers (elders) from the same or similar communities as its beneficiaries, and career support to develop identity, purpose and direction.

The objectives are:

- To provide rites of passage to transition youth into caring and responsible adulthood;
- To see the value of education/learning as a means to a hopeful and sustainable future;
- To prevent truancy and school dropout levels in at-risk youth;
- To connect to nature, culture, heritage, identity, self-purpose and build resilience and a positive self-image; and
- To provide access to opportunities for economic advancement.

Outputs in 2024: A snapshot of reach and impact

- 1 500 children/youth reached through life skills programmes, wilderness camps and educational programmes;
- 120 full-time and part-time jobs created;
- 1 500 meals every week for the vulnerable;
- 14 young adults completed their learner's and/or driver's licences; and
- 22 South African and British youth and staff took part in an international exchange visit.

Strengthen our Society (SOS) - *continued*

Training SOS facilitators

SOS facilitators

Papillon Press and Consultancy

Papillon Press and Consultancy offers online fundraising and marketing courses, which include existing and bespoke in-house training. They also offer support to client organisations, mobilise resources and raise money for NPOs. Some of the training sessions included Income Generating for NPOs in October 2024 and Crowdfunding in March 2024.

The annual two-day online fundraising conference, held in May, was attended by 15 of the SOS partners and beneficiaries. Over 20 highly experienced speakers shared their knowledge, and the conference provided a good balance between theory and practical application, covering the following aspects:

Day 1:

- Identifying open donor calls
- Get personal with donor data
- Truth-bombs from great fundraising organisations
- Izinga Assist (Izinga Assist is a new United Kingdom-based digital verification, compliance, ratings and assistance platform focusing on sub-Saharan NPOs)
- Shifting sands, corporate trust trends
- Maximising volunteerism
- Towards organisational sustainability, setting up an endowment fund
- Donor's trust, the secret funding success
- Synergy for change, mastering partnerships for social impact
- Directors' fundraising responsibilities

Day 2:

- Content creation, social media and storylines
- Crowdfunding for Income-Generating Initiatives
- Is intellectual property important for NPOs
- The Gogo revolution: small actions, big impact
- NPOs using AI: legal considerations
- How to raise funds from online shopping
- Bridging borders: making IFC 2025 accessible for Southern Africa
- Masterclass: the case for support playbook

Bergzicht Training and Development

Ten SOS partners received first aid (level one) training facilitated by Bergzicht Training and Development. The main aim was to equip the group with the necessary knowledge and skills to help and assist anyone in need. Many workplaces require trained first aiders to comply with health and safety regulations.

The SOS partners that attended were mostly organisations that worked with children, and the importance of being prepared, especially in such an environment with children. Immediate first aid can be the difference between life and death, especially in cases of choking, severe bleeding or even cardiac arrest. This training was important because it fosters a culture of care and responsibility.

Recipients of Longstanding Funding

Community Development



Ikamva Labantu

For 25 years, Remgro's partnership with Ikamva Labantu has enabled the organisation to address the diverse challenges faced by the most vulnerable individuals in townships, the oldest and youngest community members.

It is through support like Remgro's that Ikamva Labantu has been able to pioneer innovative and community-led solutions, such as its Umelwane or "Neighbourhood Friend" initiative for older persons.

Its "Umelwane" are local community members who are trained to provide front-line rehabilitation support and referrals for immobile elderly people in their immediate community, providing early intervention where there is limited or no access to government services.

The initiative extends the organisation's community rehabilitation programme overseen by a professional Occupational Therapist and trained nurses. It is a scalable solution that also brings skills and work opportunities back into the community.

Below is a summary of shared achievements by programme in 2024:

Early Childhood Development (ECD): The Ikamva Labantu training centre for ECD practitioners and principals in Khayelitsha is one of the few based in the same challenging community within which its ECD teachers and principals work. The curriculum enhances the quality of preschools and daycares in under-resourced areas, where children are often affected by trauma. The training centre includes a model ECD school, where up to 80 local children receive quality education and where training practitioners access hands-on practical experience to support their theoretical learning. When practitioners return to their ECD centres, community-based workers visit their classrooms to provide on-the-ground support and guidance. The centre also trains principals in due diligence and assists with registering their ECD centre to ensure they are compliant, safe and able to access government subsidies. In 2024, Ikamva Labantu trained 55 practitioners and 31 principals. They also successfully registered 44 ECD centres. The total impact of this programme is that over 25 000 children can access quality education to begin their journey in life in over 450 ECD centres.

Older Persons Support: In 2024, Ikamva Labantu commissioned an independent study, "Exploring the Abuse of Elders in Townships". The study found broad-ranging abuse, with the most widespread being abuse of older persons.

The study was the first of its kind, and the findings have been presented to the government and local city leadership. Elders only access a limited pension, which is then spread thin caring for children who are unemployed and their grandchildren. However, the study highlighted the prevalence of pensions being taken by force, leaving the elderly unable to access even basic needs. The perpetrators are most often the elder's own children and family, with the situation aggravated by substance abuse. Ikamva Labantu's 17 community-led senior clubs and the Umelwane initiative for homebound elders provide an essential service and safeguard against elder abuse, and the opportunity for craft-based income to augment their limited pensions. In 2024, over 1 600 elders access the clubs and frail home-based care.

Parent, Youth and Parenting Support: In addition to keeping the children safe from gangs, drugs and criminality prevalent on their streets, the clubs provide nutritious meals, homework support, as well as socialising and leadership opportunities through sport with street soccer and netball supervised by trained sport marshals. The programme also engages participants and their parents in intergenerational dialogues to strengthen families. In 2024, 172 parents attended parent training spread over eight sessions.

The partnership with Remgro is deeply appreciated. Looking towards the next year, Ikamva Labantu seeks to further grow the capacity for community advocacy and continue to work alongside the township communities, strengthening and empowering the local voices.

For more information, please visit www.ikamva.org.za

Recipients of Longstanding Funding – *continued*

Community Development *(continued)*

Stellenbosch Community Development Programme, trading as Love to Give

(Registered as STELLENBOSCH COMMUNITY DEVELOPMENT PROGRAMME, trading as LOVE TO GIVE)

Established in 2005, Love to Give (SCDP) operates from their centre in Kayamandi, Stellenbosch, aiming to break the cycle of poverty through education, nutrition support and skills development. The centre is a thriving community hub with a wide variety of activities, interventions and collaborations.

Current programmes include:

Nutrition Support: Every school day, an average of 1 500 children are given a peanut butter sandwich or a cup of nutritional porridge and a piece of fresh fruit. In addition, Love to Give distributes 480 monthly family food parcels annually. A variety of vegetables grown in their **vegetable gardens** are harvested regularly and supplement the food parcels.

Youth: A collaboration with YearBeyond enables a structured programme for 70 unemployed 18 to 25-year-olds from Kayamandi for a period of one school year.

These youth interns earn a monthly stipend and work from Monday to Thursday as tutors to the learners from both the primary schools in Kayamandi, providing Learner Educational support. They roll out the YearBeyond programmes and support 750 Grade R to Grade 6 learners both in school and every afternoon at the Love to Give Centre and Kayamandi Primary school. Over 80% of the learners in the programme improved their English and maths results by the end of the year.

In 2025, Love to Give extended their YearBeyond programme to include an ECD programme, which reaches 500 pre-school children. The children are tutored both at ECDs in Kayamandi and at home. On Fridays, the interns attend structured sessions which focus on preparing them for their future working lives. The interns are supported in their search for employment or in their decision to study further when the year's internship ends.

Sustainable Livelihoods Programme: Each year, the Love to Give team works through hundreds of applications to select 140 adults to sign a 10-month contract with Love to Give. As part of a joint initiative with the Social Employment Fund, the Citizen Connect programme offers participants payment for two days a week. On their two working days, they attend workshops on gardening, nutrition, parenting, home-based care, plumbing, book-sharing and business. Love to Give also offers a small business course with ongoing support and mentorship, a counselling service and support with the writing of CVs. An important part of the programme is enabling the participants to gain work experience. Love to Give finds participants work experience opportunities in ECDs, in the Love to Give gardens and in local Stellenbosch businesses.

Greenlight Poverty Survey and Empowerment Tool: Participants on Love to Give's programmes work through the Green Light survey to self-assess, map their own choices, and set goals to progress out of poverty. Love to Give's aim is to empower each person to improve their own life.

Love to Give is very grateful to Remgro for the stable and invaluable financial support over the last 19 years. This support has changed the lives of thousands of children and adults in one of Stellenbosch's most vulnerable communities, giving them not only food, tangible skills and practical tools, but also dignity and hope for a better life.

For more information, please visit www.lovetogive.org.za

Stellemploy NPC

In 2024, Stellemploy NPC approached Remgro to sponsor a pilot skills course for general residential repairers (handymen). The training course aims to help unemployed young people build sustainable careers.

On receiving the funds, Stellemploy could present this QCTO-accredited course from 29 July to 20 September 2024. Fourteen young unemployed people from the greater Stellenbosch were trained in a variety of skills needed in the construction sector. After completing their training, all 14 candidates were offered internships by Raubex at the Newinbosch development in Stellenbosch.

Stellemploy NPC is a community development project providing internationally accredited Highfield Qualifications to the chef and chef-assistant trainees. Twelve young unemployed people were selected to do the chef-assistant training from 6 February to 1 April 2025. Wonderfully, all the candidates who qualified for the final exam passed. These students prefer to wait for the July selection period to be included in the year-long chef course.

For more information, please visit www.stellemploy.org

Recipients of Longstanding Funding – *continued*

Cultural Development

Field Band Foundation

The starting point of the work of the Field Band Foundation (FBF) is created from the needs of the community and stakeholders themselves. With a strong focus on empowering local young people, including parents, caregivers and educators as well as their band members, FBF implements relevant interventions.

The innovation is built on music, movement and performances. The heart of all development is about empowering young people to harness creativity, combined with confidence and self-esteem.

By engaging in "musiking", there is a natural personal discovery in every individual to take control of their lives and make positive decisions. A huge part of the experience relates to opportunities for their beneficiaries, simultaneously developing leaders and local capacity.

FBF aims to deepen the positive effect, having been involved in the communities of Macassar and Stellenbosch: 292 children have been reached. The rehearsals are structured in a way that allows children from 13 different schools to participate.

Cape Whalers hosted 11 performances, involving 372 people, including 52 staff members. These performances are more than just entertainment; they play a pivotal role in building confidence and self-esteem in the band, which strengthens the community they serve. Each event offers young people a platform to express themselves, grow in discipline and inspire those around them through music and movement.

FBF has a newly established partnership with Afrika Tikkun, which provides career profiling for senior band members in all FBF bands. For the Cape Whalers band, this has enabled 42 senior band members to travel to Mfuleni to have a workshop over a weekend, where career advice and guidance were provided. Members will also be given access to accredited foundational digital educational training through Afrika Tikkun online education systems. They will also have the opportunity to seek match entry-level employment opportunities with school leavers.

FBF has an important relationship with a Norwegian leadership school, Toneheim, that uses music as a primary means to promote social responsibilities. Each year, two FBF members have the chance to attend the entire school year in Norway; a life-changing opportunity with all expenses paid.





For more information, please visit www.fieldband.org.za

Recipients of Longstanding Funding – *continued*

Entrepreneurship, training and education

Helpmekaar Study Fund

Study loans and interest bursaries are granted to students of all races. In addition, the Helpmekaar Study Fund (HSF) NPO makes significant contributions of ±R2.5 million to the HSF Trust to finance bursary projects.

The board of directors decided at a strategic session at the beginning of 2024, considering the ever-growing need, to double the number of new loans awarded each year over the next five years. The goal is to grant at least 400 new loans per year by 2029. They administered a total of 1 729 loans in 2024, which included active students and graduates. They also launched a marketing campaign amongst the alumni to raise more funds. The objective is to expand the assets of the HSF NPO to address the growing need for study loans.

Loan holders pay an interest rate of prime less 1% while studying, and the prime rate after they have graduated and started to repay the loans. As a result of the strategic decision to expand the study loan scheme, the HSF NPO also decided to focus on the awarding of interest bursaries as well.

Interest bursaries are awarded to a group of students (±250 students) whose parents cannot afford the mandatory interest on the outstanding loans every month while the students are still studying. The current economic climate makes it virtually impossible for many of our students' parents to support their children in this manner. One of the reasons why the HSF NPO is preferred above banks is the fact that the HSF NPO is registered with the National Credit Regulator as a credit service provider specifically for educational loans. This authorises the HSF NPO to sign the study loan agreement with the student alone and not with the parents. The amount of the study loan, therefore, does not influence the credit facilities of the parents at a bank. This is a major benefit for parents, especially in the current economic climate where credit is very limited.

The organisation is grateful for Remgro's support over the past years and for making it possible to help deserving students to study and regularly receive letters from grateful parents and students in this regard.

For more information, please visit www.helpmekaarfonds.org

Pinotage Youth Development Academy (PYDA)

PYDA, now in its 13th year, has completed the first full year of implementation of its 2024–2026 strategy. The core offering, the Vocational Pathways Programme, continues to equip youth with industry-specific training grounded in personal development, currently focused on the wine and tourism industries.

The Wine Practitioner Class of 2024 graduated in November, with 45 of the 50 students completing the course and, to date, 81% secured employment. In February 2025, the Class of 2025 began their year-long journey, with 40 students enrolled in the Wine Practitioner Course and 20 in the newly launched Tourism Practitioner Course. The addition of tourism marks an important step in diversifying our impact. Both courses maintain a strong emphasis on emotional intelligence and in-programme work placements, which are central to the personal transformation and employability of our graduates.

Progress continues in the Alumni Connected and Research and Innovation Programmes. Alumni Connected has already formally engaged around 25% of our 648 graduates, supporting their ongoing personal development and career growth, and helping us track and strengthen long-term impact. This year, Research and Innovation is focused on completing the PYDA Model Handbook, which will document our approach and serve as a practical resource for both PYDA and others working in youth development and employment.

For more information, please visit www.pyda.co.za

Recipients of Longstanding Funding – *continued*

Entrepreneurship, training and education *(continued)*

SA College for Tourism

Founded in 2001 under the auspices of the Peace Parks Foundation, the SA College for Tourism (SACT) offers accredited, skills-based training in hospitality to young women from disadvantaged rural communities across Southern Africa. The programme focuses on developing job-ready graduates equipped for careers in the nature-based tourism industry, while supporting broader regional goals of economic empowerment, gender equality, and sustainable development.

In 2024, 85 students graduated from the Hospitality Training Division. Training combined theoretical knowledge with over 36 000 hours of hands-on experience, including practical work at the College's training partner, the 5-star Drostdy Hotel. The year also saw the successful conclusion of the first intake of hospitality trainees from Mozambique, conducted in partnership with Karingani Game Reserve. Ten SACT graduates were also selected to complete seasonal placements at YMCA Camp Coniston in the USA, gaining international experience and exposure.

Additional support services in 2024 included financial and English literacy modules, mental wellness support, and curriculum refinements aligned with national accreditation requirements.

SACT's impact was independently validated through an "A" grade in the Paragon Impact Assessment, recognising its contribution to six United Nations SDGs.

Remgro's consistent support over many years has contributed meaningfully to these outcomes and remains an important part of the College's success story.

For more information, please visit www.sactgr.co.za

Stellenbosch University's Centre for Pedagogy (SUNCEP)

The Stellenbosch hub is an initiative offered by SUNCEP, which supports learners from quintile 1 to 3 schools from within the Stellenbosch region, aiming to strengthen academic performance in mathematics and physical sciences. The programme offers face-to-face tuition, advanced teaching strategies, and cutting-edge technology to strengthen learners' academic foundations and foster a commitment to higher education. Twenty-six learners were selected for the programme at the start of Grade 11 in 2023 and exited the programme at the end of 2024 after completing Grade 12.

The 2023 programme included face-to-face classes held on Saturdays, virtual support classes and a one-week winter holiday school in June. During 2024, as learners entered Grade 12, they continued to benefit from the programme in preparation to write the NSC examinations in physical sciences and mathematics. Learners attended week-long holiday camps during the school holidays, pre-exam preparation sessions via a dedicated online learning platform, and received academic resources.

Five learners gained admission to tertiary institutions (including Wits, SU, Walter Sisulu, Boston and Tjeka), while others are enrolled in bridging programmes like SciMathUS; some plan to rewrite their NSC exams or pursue employment and gap-year opportunities.

For more information, please visit www.sun.ac.za/english/faculty/education/suncep

Recipients of Longstanding Funding – *continued*

Entrepreneurship, training and education *(continued)*

SciMathUS

The SciMathUS programme, offered by the Stellenbosch University Centre for Pedagogy (SUNCEP) within the Faculty of Education, is a university access initiative that supports academically promising students from under-resourced educational backgrounds across South Africa. It is specifically designed for learners who have obtained a Bachelor's pass in the NSC but who fall short of the entry requirements for science-related degree programmes due to lower marks in key subjects.

The programme provides these students with an opportunity to improve their marks in mathematics and physical sciences, thereby increasing their chances of gaining entry into tertiary studies in science and related fields.

In addition to these core subjects, SciMathUS includes complementary modules to support students' academic readiness. One such module is Academic Literacy, which focuses on developing critical thinking, academic reading and writing skills, and proficiency in using e-learning tools – all essential for success at university.

In 2024, 125 students participated in the programme. The class earned 14 distinctions in mathematics and 15 in physical science, which secured these learners a place amongst the top 6% of NSC achievers. The mathematics average rose by 9.3% and physical science by 11.5%.

For more information, please visit www.sun.ac.za/english/faculty/education/suncep

TSIBA Business School NPC

TSIBA Business School is an accredited Private Higher Education Institution, registered with the South African Council for Higher Education (CHE) and the South African Department of Higher Education (DHET) as TSIBA Education NPC. The Business School forms one part of a pioneering and unique social enterprise that includes an Ignition Academy and Education Trust, working together to provide high-quality accredited business education at exceptional value. TSIBA Business School aims to provide its students with a world-class, affordable and premium business education.

Since most students at TSIBA have emerged from quintile 1 to 3 schools across the Western Cape, students are supported with generous subsidies to fees payable. The TSIBA subsidised fees model ensures that every student has access to excellent business education at relative levels of affordability – removing financial barriers to tertiary education. TSIBA celebrates 21 years of impact in 2025. In its existence, TSIBA has provided over 10 000 full or highly subsidised annual-tuition scholarships to students who otherwise would not have had access to accredited tertiary education. In the two decades of operation, students and graduates have become Mandela Rhodes Scholars, United Nations PRME Global Student Regional Leaders in Africa, Kofi Annan and Allan Gray Orbis Foundation Fellows. The organisation remains proud that over 90% of the Bachelor of Business Administration in entrepreneurial leadership graduates are current active economic citizens who will earn over R300 million as tax-paying economic citizens throughout their careers.

At TSIBA, it is understood that building the future for youth is not always possible, but building youth for the future is possible.

Please visit www.tsiba.ac.za for more information.

Recipients of Longstanding Funding – *continued*

Environment



Peace Parks Foundation

PEACE PARKS™ FOUNDATION

In 2024, Peace Parks Foundation continued to scale a model of conservation that connects regions and empowers communities to drive sustainability.

Through long-term agreements with governments, communities, and like-minded partners, the organisation now co-manages over 5.2 million hectares across eight protected areas, intending to expand to eleven by 2030. If fully realised, these conservation areas could help restore ecological functionality across 680 000 km² in five key transboundary landscapes.

Three governance milestones defined the year. In Zambia, a 20-year co-management agreement was signed for the 24 700 km² Sioma Ngwezi Complex. In South Africa, a new partnership was initiated in Tembe Elephant Park with traditional authorities and community trusts. In Zimbabwe, co-management of the Greater Mana Pools Ecosystem began with the appointment of its first trust director.

2024 saw Peace Parks launch Partners4Nature, a catalytic fund that unlocks USD100 million for agile, long-term impact. Programmes like Herding for Health continue to scale, proving that nature-positive livelihoods are possible. Reintroduced wildlife populations have now exceeded 100 000 animals, a powerful contribution to restoring functional ecosystems, protecting biodiversity, and supporting climate resilience.

These outcomes reflect what's possible when shared goals are matched with deep, cross-sector collaboration.

For more information, please visit www.peaceparks.org

WWF South Africa

WWF

WWF South Africa is part of the world's largest and most respected independent conservation organisations, with over 5 million supporters and a global network active in more than 100 countries. With a mission to build a future in which people and nature thrive, WWF works to achieve an environmentally sustainable and socially inclusive future – for both people and nature.

In 2024, over 77 000 hectares of conservation-worthy land received protection through the efforts of WWF and its various partners. Of this, over 18 500 hectares of ecologically important land were added to existing national parks. Among a number of other highlights, WWF South Africa also supported 398 smallholder farmers with resources, funding, capacity building and mentoring in order to engage in alternative livelihood activities such as clearing invasive alien vegetation, agroecological practices and producing and selling arts and crafts.

For more information, please visit www.wwf.org.za

Recipients of Longstanding Funding – *continued*

Healthcare



Organ Donor Foundation

For over 32 years, Remgro has partnered with the Organ Donor Foundation through the Flight for Life programme. The Organ Donor Foundation raises awareness of the need for, and benefits of, organ and tissue donation and transplantation. Transplants continue despite the shortage of organs available throughout the country.

Remgro assisted in six flights during the period under review. These flights are essential as they either facilitate the harvesting of organs or the transportation of patients as needed.

The flights were from Cape Town to George Provincial Hospital for the procurement of a heart, a liver and two healthy kidneys. The patients have all done very well, especially the heart recipient at Christiaan Barnard Memorial Hospital.

The Organ Donor Foundation is always grateful to everybody who plays a role, and it is a privilege to be the beneficiary of this generous sponsorship. The interest in this programme is invaluable, truly appreciated, and dearly received by patients and doctors.

For more information, please visit www.odf.org.za

Sport

Endurocad

Endurocad is a registered NPO based in South Africa, founded in 2013 with a core mission to promote education and personal development, using athletic potential as a powerful catalyst for growth. Remgro has supported Endurocad from its early years and continues to provide funding for its programmes.

While initially established to enhance athletic performance, Endurocad has evolved to place education and holistic development at the heart of its initiatives.

A flagship initiative, the Stellenbosch High School Bursary Programme, has grown into an independent entity with its own funding streams, showcasing the sustainability and impact of educational support linked to sport.

Endurocad's current focus lies in expanding and refining programmes that integrate academic support, life skills training, and career guidance alongside athletic development. These include: the Endurocad **Achieve Empowerment Programme**, which combines the Post School Pathway, the Young Women Empowerment programme, and the **Athletes Academy running club**.

At its core, Endurocad creates an environment where sport becomes more than competition – it becomes a vehicle for self-discovery, discipline, teamwork, and long-term personal growth. Participants are encouraged to develop both on and off the field, gaining life skills that extend well beyond their athletic careers.

Through the **Achieve Empowerment Programme**, Endurocad currently supports 50 athletes with access to tailored personal development opportunities, extensive academic support, and specialised coaching in areas such as strength and conditioning, participation strategies, and sports psychology. Furthermore, nearly 300 athletes benefit from a sense of community and structured development through the **Athletes Academy running club**, reinforcing the organisation's commitment to inclusive, lifelong learning and empowerment through sport.

For more information, please visit www.endurocad.co.za

Remgro Impact Investments

Remgro has several social impact investments. Two of the entities are wholly owned subsidiaries in the sport industry, namely the Stellenbosch Academy of Sport (SAS) and Stellenbosch Football Club (SFC). Although both entities are high-performance sport operations, they understand the importance of grassroots sport development, healthy sport ecosystems and building resilient and thriving communities through sport. Given their positioning and reach in and around Stellenbosch. Remgro provides funding via SAS and SFC to support and oversee activities that leverage the power of sport to build social cohesion and to make a sustainable and impactful difference in the surrounding communities.

SAS and SFC run many different community programmes weekly, including the following:

Stellenbosch Academy of Sport (SAS)

Stellenbosch Academy of Sport

SAS Sisonke

The young women's programme includes 50 high school learners from different communities and backgrounds who are on a journey to their matric year. Monthly get-togethers and special day events, like Women's Day, are celebrated. Topical themes are addressed to supplement the standard learning curriculum that these young women receive at school. The aim is to provide them with leadership and other core skills to strengthen their ability to become model learners and influential community contributors in the future.

Stellenbosch Football Club (SFC)

SFC Youth Academy

SFC's tagline is "More Than Football", which speaks to its ambition to make a difference in the local communities and the lives of its club's stakeholders. SFC's youth academy is one of the pillars of our community-inspired work. The club has more than 100 young aspiring footballers (including girls) aged 10 to 18 who benefit from its holistic development programme. The aspiring footballers not only receive high-level football coaching, but also an array of life skills aimed at developing not only good footballers, but also young men and women who can become contributing community leaders and good citizens. The club now has regular representatives at national age group level, and it has proudly produced players who are now playing professional football across the country and even abroad!



A notable story is the young local player Tylon Smith (19), who has progressed from Jamestown to London. He has been part of the SFC Academy since the age of 13, and recently won the Player of the Tournament Award at the African Under-20 African Championship won by South Africa. The club has now secured a move for him to English Football giants, Queens Park Rangers.

Friendship, Family and Celebratory Days.

SFC held over 50 events during the year, which included Friendship Games every Friday with youth and parents from different communities getting together to play and socialise in a safe area whilst learning key life skills such as discipline, effective communication and respect. Madiba Day, Women's Day, Father's Day, and many other annual celebratory days were commemorated in a special way to encourage volunteerism and good citizenship.

Futsal Tournaments: Regular futsal (small-sided football) games were held for boys and girls in Central Stellenbosch, Kayamandi, Cloetesville, Jamestown, Idas Valley and Kylemore. This was aimed at teaching them the game and associated life skill disciplines.







Open Play Foundation

Through the Open Play Foundation NPC, Remgro has contributed to the establishment of sports and recreation facilities at three of the Stellenbosch beneficiary schools: Kayamandi Primary School (unveiled November 2023), Ikaya Primary School (March 2024), and Pieter Langeveldt Primary School (November 2024).

Remgro, in collaboration with Stellenbosch Football Club, founded the Open Play Foundation in January 2023 with the conviction that safe and accessible recreational spaces designed and activated by communities for communities will enable the children of Stellenbosch to discover their full potential. Open Play's partnership-based investments in infrastructure and social development programmes are aimed at establishing platforms where community organisations, businesses, schools, and individuals can collaborate to improve social cohesion, create opportunities for spontaneous and organised play, and introduce initiatives addressing community-specific needs.

At the time of reporting, a new project in Kylemore was under construction, and another major multi-disciplinary infrastructure development was being reviewed for feasibility. Open Play supports beneficiary communities with ownership and maintenance training, coaching and organisational capacity, if needed, and remains involved following construction to ensure that communities feel and are empowered to realise the social impact envisaged when infrastructure developments were first proposed.

Remgro supports the Open Play Foundation in various ways: financial, partial project funding, and on a governance level. Its board consists of Faffa Knoetze (Chairman), Mariza Lubbe, Stefan Crouse (all Remgro), Hanli Brink (independent non-executive director), and Marco Botha (CEO).



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