

THEBE FOUNDATION TRUST

Trust No. IT1062/2011

TRUST PROFILE



THEBE
FOUNDATION

Building communities. Our bottom line

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I. ABOUT US

Building Communities. Our bottom line

No matter how far the river flows, it never forgets its source. These words uttered by Mr Vusi Khanyile, Founding Executive Chairman of Thebe Investment Corporation underpin the essence and spirit upon which the Thebe Foundation Trust was conceptualized, to remain true to our reason for being.

The Thebe Foundation Trust (TFT) was founded in 2011 by Thebe Investment Corporation (TIC) as an Independent Trust with a sole purpose to enhance TFT's community programmes and drive its mandate of building communities. The Foundation is a fully registered NPO and PBO with a governing structure comprising of a Board of Trustees and an Executive team.

The strategy of the Thebe Foundation is to forge partnerships and leverage the resources from Thebe Investment Corporation and its Subsidiaries to ensure a seamless implementation of community projects and thus drive meaningful impact. Our drive is to implement programmes that are sustainable and empowering to communities

While Thebe Foundation supports the Thebe Group to contribute to socio-economic transformation agenda, the strategic focus of the Thebe Foundation Trust is to partner with other strategic funders and partners to ensure more developmental impact flows into the communities.

THEBE FOUNDATION VISION & MISSION STATEMENT

VISION

Becoming a **catalytic force** for the socio-economic development, empowerment, and transformation of communities

MISSION

We implement and support **sustainable programmes** that are **community-focused**, empowering and geared towards **nation-building** in nature.

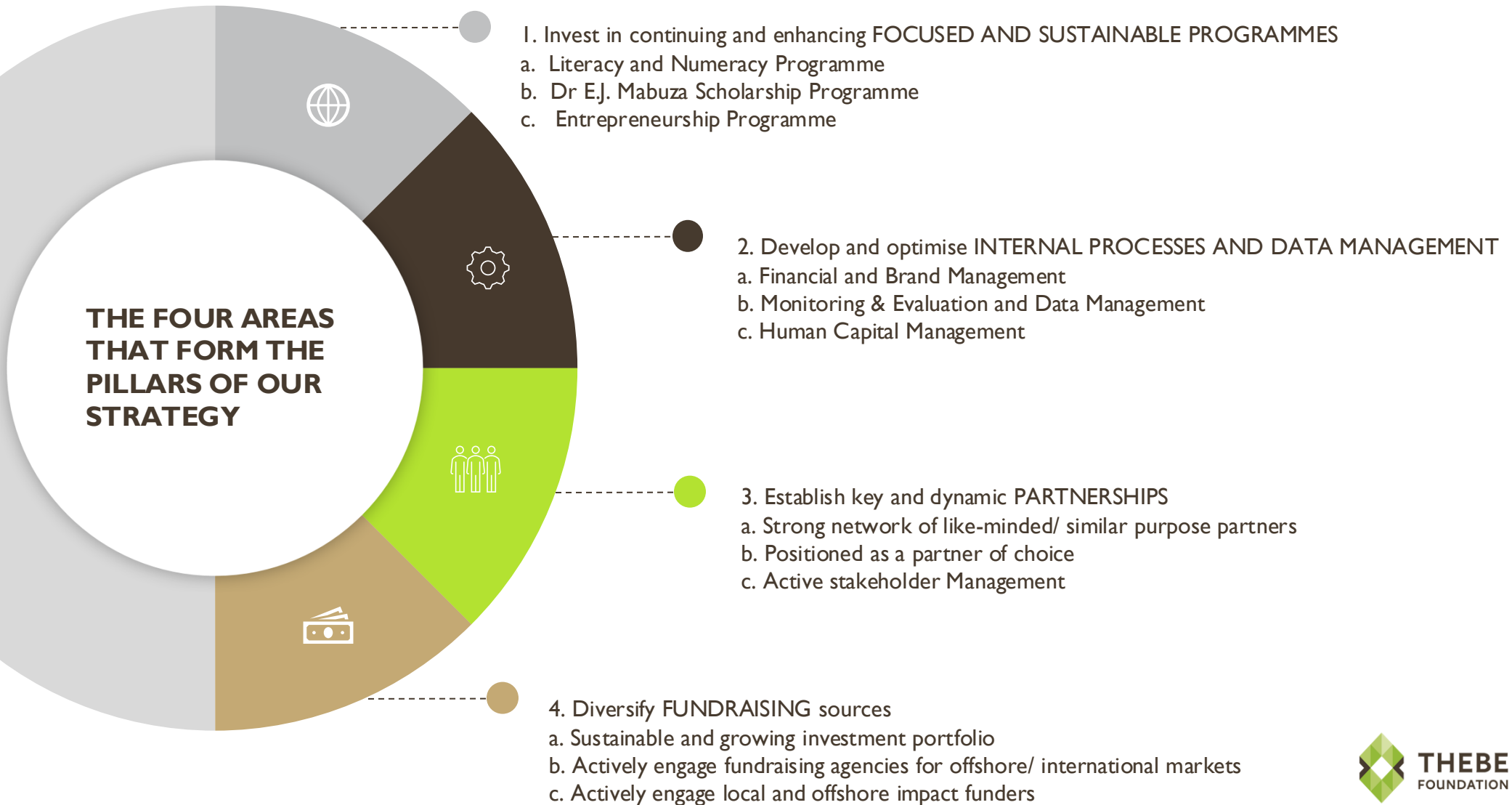
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We will aim to always hold previously disadvantaged communities as our primary beneficiaries

→ We believe in long term and continuous programmes that support social and economic community upliftment

→ Ultimate objective is to transform society – one community at a time to ensure their economic freedom

2.TFT STRATEGY MAP AT A GLANCE

The following strategic themes have been identified as integral to the success of the foundation over the next 5 years



MEET OUR LEADERSHIP



MS LINDA VILAKAZI
INDEPENDENT TRUSTEE
(CHAIRPERSON)

Linda is an alumnus of the University of Witwatersrand, a qualified teacher, a gender activist, and development champion. Her work experience covers various institutions including the private sector, state-owned entities, development sector, local government, and academia.

Most recently, Linda worked with the Zanele Mbeki Trust as Managing Director to coordinate local and continental feminist programmes that supports the upliftment of women across all levels. She is a UN Development Fund for Women Youth Award winner, a Fellow of the Africa Leadership Initiative and Aspen Global Leadership Network (ALN), and sits on various boards, including the Telkom Foundation.



DR YVONNE DLADLA
INDEPENDENT TRUSTEE

Dr Yvonne holds a PhD, specialising in Organisational Behaviour and Social Policy. She has pioneered the transformation of South African National Parks as the Director of Social Ecology and the Chairperson of the Transformation Task Group.

Passionate about enhancing the productivity of people, enterprises, economic sectors and the empowerment of people, Dr Yvonne Dladla brings unique sets of competences that are an outcome of executive management, consulting management experience and non-executive board memberships.



MR JACQUES DE WET
TRUSTEE

Jacques de Wet is interim CEO Timrite, formerly Head of the Business Development and Strategy Unit (BDS), whose primary responsibility was transaction origination and execution, capital raising, establishment and development of new businesses and strategic guidance to companies within the Thebe group.

Before he was appointed, de Wet was interim CEO of the Thebe Mining Resources (TMR), which houses Thebe's mining and mining services interests. de Wet is a Chartered Accountant with more than 20 years' experience in the general finance, corporate finance, and project finance areas.



MS NELISWA BOOI
CHIEF EXECUTIVE OFFICER

MBA and postgraduate diploma in General Management from the Gordon Institute of Business Science (GIBS), BSc Honors degree in Statistics and a BSc degree in Applied Mathematics & Statistics from the Nelson Mandela University (formerly University of Port Elizabeth).

Neliswa has over 17 years of working experience in people management, brand management, transformation management, sustainability management, investment management, corporate finance and pension fund advisory. She serves as a non-executive director of Batsumi Airport Ventures (Pty) Ltd, and has previously served as a non-executive director on a number of boards.



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MEET OUR TEAM



DINAH MAROPENG MASHAMAITE (EDUCATION PROGRAMME MANAGER)

Dinah has a Primary School Teachers Diploma, BA, BED as well as an MBA. She joined the Thebe Foundation Trust in June 2024 as the Senior Education Specialist. Prior to this, she was working at JET Education Services, managing the Gr R Maths and Language Improvement Program. Her expertise lies in planning, organizing, communication, presentation and facilitation, research, policy development, report writing, computer literacy, problem solving and ability to establish sustainable relationships with stakeholders. She worked in the education and development sector as a Teacher, Lecturer, Project Coordinator, Program Manager, Specialist Manager and currently as the Education Program Manager leading all education programs.



MAMIKI MASILO (MONITORING & EVALUATION SPECIALIST)

Mamiki holds an MA in Public Management and Governance from the University of Johannesburg, with a focus on Tech-integrated Policy and research in Monitoring and Evaluation of Non-Profit Organizations (NPOs).

Her diverse educational background also includes a certificate in Lowcode App Development, technical writing, writing for the web, and a certificate in Data Analysis. She is an alumna of the Young African Leaders Initiative (YALI-RLC) and the Activate Change Drivers Programme. With over three years of experience as a Recruitment Administrator and youth facilitator at Afrika Tikkun NPC, Mamiki has demonstrated her commitment to youth development.



DIVINE NDLOVU (ACCOUNTANT)

Divine Ndlovu holds an Advanced Diploma in Financial Markets and a Diploma in Financial Service Operations from the University of Johannesburg.

Divine brings a wealth of experience in finance and accounting, having held roles ranging from Junior Bookkeeper to Financial Wellness Consultant. She embarked on her journey with Thebe Foundation on Trust as a Finance Intern in 2021, notable success story of the Dr. EJ Mabuza Scholarship Fund recipient.



PHINDI MPILA (PROJECT COORDINATOR)

Phindi Mpila holds extensive experience as a Marketing Assistant and Administrative Assistant. She holds qualifications in Sales and Marketing from Boston City Campus and Brand and Marketing Management from Vega School. Phindi is currently completing her BCom in Project Management at MANCOSA.

She is a Programme Coordinator who has served at the Thebe Group. Previously, she served as a Personal Assistant to the Thebe Services Division and working closely with the Thebe Foundation Team.



Building communities. Our bottom line

3. CORE PROJECT : I

3.1 BASIC EDUCATION

3.1.1 Literacy and Numeracy Programme (LitNum)

One of the greatest challenges facing education in South Africa, are learners leaving school without the proper ability to read, write, and perform arithmetic. Added to this is the state of our teachers, many of whom lack the basic pedagogic and content knowledge competencies required to impart the skills needed by our learners.

In response, Thebe Foundation's Literacy and Numeracy Programme targets the hard issues at the heart of foundation and intermediate phase education, with a particular focus on geographically remote areas that possess high-impact potential.

STRATEGY:

The program comprises a language and literacy campaign, alongside a numeracy initiative targeting Foundation Phase learners (Grades R to 3) to Intermediate Phase (Grades 4). The primary aim of the programme also lies in supporting teachers in the reading, writing and mathematical spheres, as this forms the basis of all educational outcomes for these foundational phases.

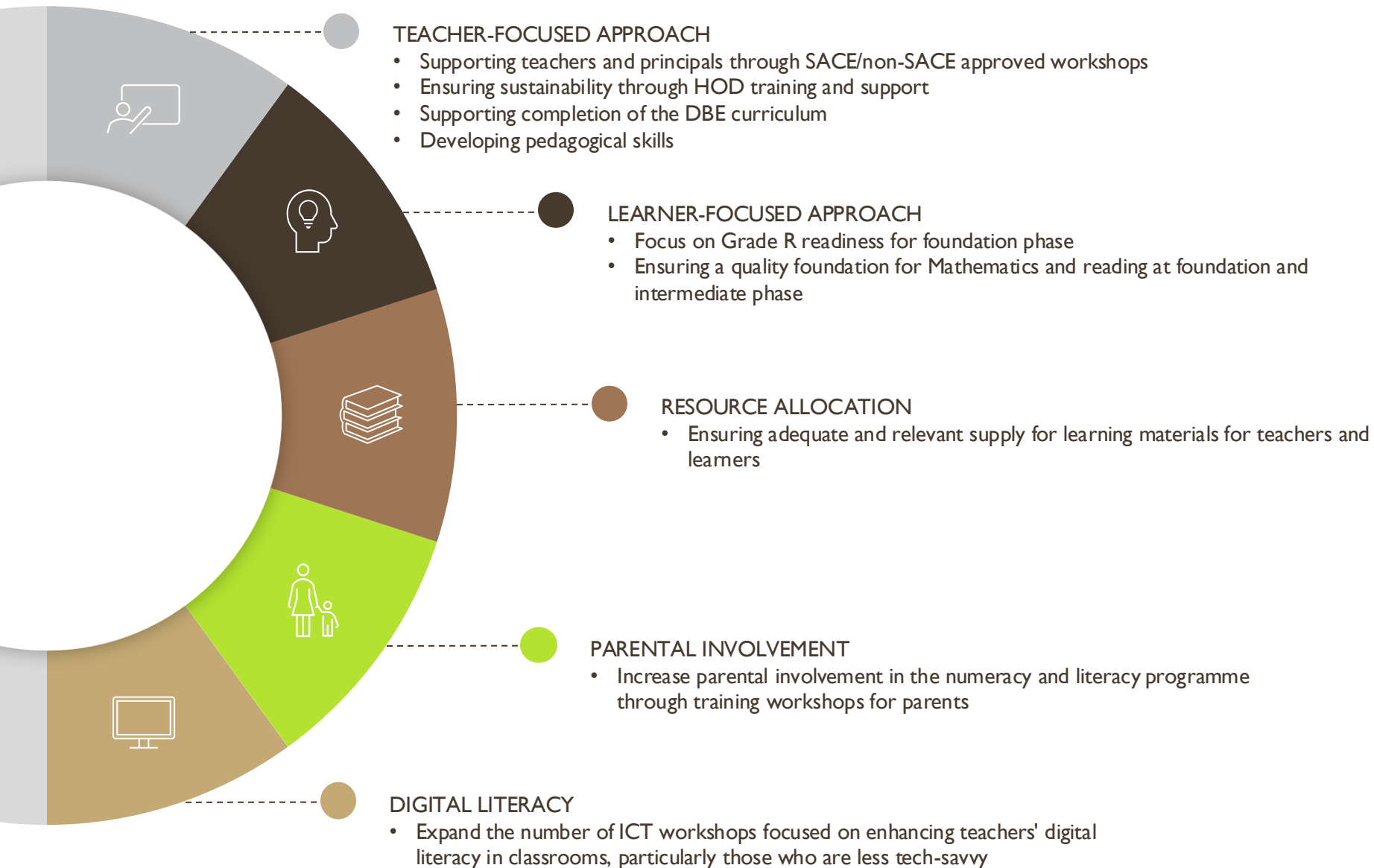
Support for teachers and learners:

The two-pronged approach ensures that a continuum of support is offered to both learners and teachers alike.

This includes:

- Group training, classroom monitoring, workshops, professional learning groups
- Books for classrooms, books for libraries and resource files for teachers
- Teacher motivation and morale, improved confidence in using language and improved presentation skills

OUR APPROACH TO PROGRAMME IMPLEMENTATION



3.1.2 LITERACY AND NUMERACY PROGRAMME: IMPACT

SUCCESS STORY

Improved learner performance was observed post-implementation. According to evaluation respondents, reading fluency improved due to the various reading activities implemented at the school level. Concerning literacy, learners were able to self-regulate in the classroom and read with meaning.

There was an improvement in learner performance among Grade 3 students since the program started. Three years later, there was noticeable progress in the results of Grade 6 learners, particularly in isiZulu and Mathematics, compared to before. - School Principal

Learners can now read and have been winning trophies and certificates during school competitions. The school has won two trophies so far.

Meet Nomsa, a national champion teacher supported by the Thebe Foundation

How Thebe Foundation helped this champion teacher

"The Thebe Foundation has significantly helped me develop as an educator. Through their programs, I learned how to create engaging spaces in my classroom, such as reading corners.

This initiative has greatly enhanced my students' interest in books and reading. I have also mastered various reading strategies, including shared reading, independent reading, and group-guided reading, all presented in a fun and engaging way.

Additionally, I've learned how to effectively use resources to enrich my lessons. Thanks to the new teaching strategies I acquired from Thebe, I participated in the National Teachers Awards.

Since then, I've won three first-place awards at district levels in 2019, 2021, and 2022, as well as one award at the Provincial National Teachers Awards in 2022."

- Nomsa, Educator at Shapheve Primary School (Secunda)



3.2 HIGHER EDUCATION

3.2.L DR EJ MABUZA SCHOLARSHIP FUND

The DR EJ Mabuza Scholarship Fund was established in 2016 in honour of Dr Enos Mabuza for the critical role he played in the inception of the Founders Legacy Programme alongside Nelson Mandela, Walter Sisulu and Beyers Naude

The initiative supports financially deserving students at universities thereby contributing to the development of higher education graduates who are confident and proud of their African identity and heritage, academically and socially adept, and equipped with the skills and competencies enabling them to become professionals in their fields.

The ultimate objective of the scholarship is to ensure that beneficiaries become ambassadors of the programme, remain solidly connected to their communities and contribute to the further advancement of a wider society. The Bursary is offered to students based on performance, financial need and availability of resources.

SUPPORT FOR STUDENTS INCLUDES

- Tuition fees
- Study material
- Accommodation
- Meal allowance
- Transport (travelling scholars)
- Wellbeing

OUR APPROACH TO PROGRAMME IMPLEMENTATION



ANNUAL CAREER SUMMIT

The career summit is held annually to provide opportunity for the scholarship beneficiaries to network with each other, share their experiences and challenges, learn from successful alumni and mentors.

In addition, beneficiaries get to meet and network with Thebe Investment Corporation executives and HR teams for potential work placements.

The summit day includes motivational speakers, panel discussions, workshops, and cultural activities.



WORK READINESS SUPPORT

The Work Readiness support aims to offers young graduates from universities and TVET colleges an opportunity to:

- improve their entrepreneurial knowledge and skills to turn ideas into real initiatives and lead to the successful establishment of business ventures.
- enhance the graduates' opportunities to be absorbed into formal employment.



ACADEMIC AND PSYCHO-SOCIAL SUPPORT

The aim is to ensure a wholistic support system to all our students including their individual well-being.

We remain cognizant of the complex relationship between academic success and the socio-economic challenges faced by the students we select, thus the focus on overall well-being.

For their benefit, our students are further encouraged to use wellness services provided by various institutions.

3.2.2 DR EJ MABUZA SCHOLARSHIP FUND: IMPACT



GERALD WILLIAMS

The Dr EJ Mabuza Scholarship helped me to obtain my Bachelor of Commerce degree majoring in Accounting and Finance as I found myself at a critical point in my academic journey where financial support was not just beneficial, but necessary for me to continue my education. The Scholarship presented me a chance to pursue my academic goals without the heavy burden of financial constraints.

I am currently employed as a Graduate Intern at Mthucebi (Pty)Ltd through the Thebe Investments Internship programme as from 15th April 2024 to 31 March 2025.



SIMPHIWE NYATHIKAZI

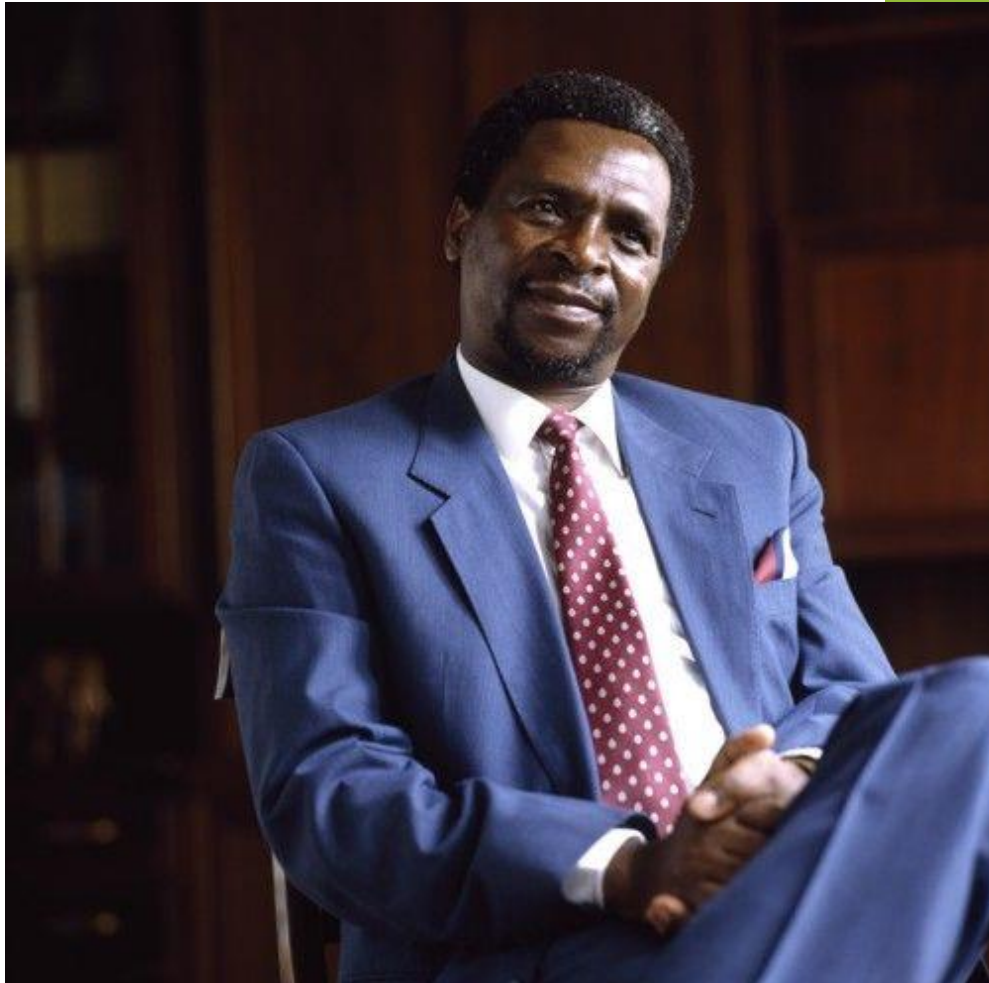
"I would like to express my heartfelt gratitude to Thebe for the inspirational summit held at the University of Mpumalanga over the past two years. The event has been profoundly impactful, particularly in showcasing the achievements of people of colour in the business world.

As a beneficiary of Thebe's support, I have witnessed firsthand the significant contributions to my education, personal development, and continuous learning made by the foundation.

With five years of experience as a farm supervisor and currently serving as a section manager on a large commercial farm specializing in soft citrus in the Letsitele Valley area of Tzaneen, I have gained valuable skills and insights. Upon learning of Thebe's interest in citrus farming, I recognised and opportunity for further growth and learning."

- Simphiwe Nyathikazi, Senior Supervisor – Indigo Fruit Farming

Since its inception in 2016, over 338 students have been supported/funded by the DEMSF programme



“It is our duty to be a business role model and pioneer new routes...to stimulate broader business co-operation between people from the disadvantaged communities and those who have the expertise and the resources”

Dr EJ Mabuza

CORE PROJECT : 3

3.3 ENTREPRENEURSHIP

3.3.2 ENTREPRENEURSHIP PROGRAMME

To further support the country's initiatives of creating employment, TFT believes that small businesses play a vital role in driving economic growth and innovation our country needs. It is against this backdrop that TFT has ENTREPRENEURSHIP as one of its focus areas. Under this focus area, Thebe Foundation supports, empowers, and creates market access linkages for small businesses, providing them platform to grow and expand their business. As these small businesses grow, they stand a good chance of creating employment thus uplifting our communities.

The Entrepreneurship Programme, established in 2012 is a programme designed for existing business owners and offers a university accredited certificate. The programme is implemented over a 12-week period with lectures once per week. Upon completion of the programme, entrepreneurs are required to present their turnaround strategies based on the lessons learnt on the programme. The presentations are made to a panel of business executives and lecturers

As of 2022, the programme has invested over R20.2m supporting over 400 SMMEs across 13 industries. Some of these businesses started off as informal traders and are now formal businesses with promising long-term sustainability.

BUSINESS SUMMIT

The Business Summit was established as a platform that provides market access to graduates of the entrepreneurship programme. The SMEs are further developed during a week-long supplier readiness programme designed to enhance their competitiveness, with a specific focus on contracting law, general and industry-specific compliance, value proposition, SLA performance and pitch training.

These SMEs are profiled to be matched with Thebe Investment Corporation's investee companies which operate across various sectors of the economy. This pre-matching activity functions as a lobbying tool to unlock procurement and enterprise development opportunities for the recruited SMEs, creating access to market opportunities.

MENTORSHIP

Post the Summit, SMEs are linked to an advisory board which keeps them accountable to performance, governance, financial management and profitability. This structured post-linkage support is designed to increase investor confidence, ensure SMEs perform as required in their respective deals; thereby sustainably growing the SMEs from one stage of business development to the next.

3.3.2 THE ENTREPRENEURSHIP PROGRAMME

THE PROGRAMME PROCESS



The Thebe Entrepreneurship Programme is a comprehensive initiative designed to empower entrepreneurs through a strategic program life cycle. Beginning with a meticulous selection process, we identify suitable candidates and move on to thorough analysis and profiling, ensuring supplier competitiveness. Participants benefit from beneficial business opportunities, strategic lobbying, and invaluable linkages within their industries. The programme concludes in an SME pitch dry-run, allowing participants to refine their presentations. The highlight is our exclusive business summit, providing a unique platform for networking with key players from the esteemed Thebe group of companies.

3.3.3. THE ENTREPRENEURSHIP PROGRAMME: IMPACT



VERA NKATEKO KHUMALO

Vera Nkateko Khumalo is the owner of Nkabo Communication (Pty) Ltd trading as S2B Group. The company was established in 2016 and has fifteen (15) full-time employees. Nkabo Communication was established as a traditional digital marketing agency, but it evolved to become an implementing hub for Enterprise and Supplier Development programmes for individuals and corporates alike.

The passion to position her business as the prime communications agency saw Vera enrolling for the Thebe Foundation Entrepreneurship Programme at the Johannesburg Business School Centre for Entrepreneurship (JBSCE) in 2021. When asked about the benefits of attending the programme, Vera said, “My biggest benefit was to understand how to pitch my business to potential investors and customers. In short, the programme taught me business messaging and the best way to position our business”.

Although several businesses are struggling to generate profits due to COVID-19, Nkabo Communications is growing tremendously all because of the business skills Vera acquired from Thebe Foundation SBEP. To aspiring Thebe Foundation SBEP students Vera said, “At first I underestimated the programme thinking that it was going to be foundational but I was surprised that it was more detailed and I am glad that I got to benefit from it”.

4. ADHOC PROGRAMS



In general, South Africans continues to be faced with numerous challenges across board exacerbated by the high number of unemployment and high rate of poverty. These debilitating challenges threatens to devalue initiatives led by various players aimed at improving the lives of all South Africans.

Studies show that in almost 55.5 % (30.3m people) of SA population lives in poverty below R992/month, while 13.8m people experience food poverty living at R663/month. Furthermore, the official youth unemployment rate remains to be amongst the highest at 68% in the world with adverse social risks (*World Bank Group, 2020).

For Thebe Foundation this remains a great concern, urging us to further commit in various adhoc initiatives aimed at temporarily bringing relief to individuals' lives. In collaboration with our partners and TIC we occasionally support a number of initiatives that symbolise our values and principles for humanity and dignity shown through our staff's passion, and dedication towards communities.

OUR ADHOC PROGRAMMES INCLUDE BUT ARE NOT LIMITED TO:

1

Pride Milling's Poverty Alleviation Programme

Since inception, a total of 13 325 mealie meal bags and 4 088 mabele bags have been distributed to 12 484 family members in the households in various communities of Kroonstad (This information is from 2023). The rand value of these goods is cR1.1m. The support is extended to 462 households from Marabastad, Seeisoville, Dinuheng, Kagiso, Zuma Park, Constantia and Gelegwaart Townships and some households from informal settlements within the community of Maokeng benefited from the donation (month of July). The demographics of these families is as follows:

Infants and Teenagers (Ages: 0-18) = 916

Female: 52% Male: 48%

Youth (Ages: 19 to 35) = 902

Female: 58% Male: 42%

Adults (Ages: 36 to 70) = 630

Female: 52% Male: 48%

Labor force = 592

Employed: 18% Unemployed: 82%

Non-labor force = 1 126

Pensioners: 11% School Goers: 89%

The purpose of the Thebe Outreach Programme is to provide necessary support to a deserving organisation that serves the needs of the marginalised communities. Thebe is built on a foundation of building communities, and this is one of the ways Thebe seeks to support communities. We partner with the Thebe Group (subsidiaries, teams, and individuals as the needs are great, and we cannot do it alone.

2

Annual Outreach programme


HOW TO PARTNER WITH US

The Thebe Foundation Trust is eager to forge strategic partnerships based on trust, collaboration and deepening impact in communities. We have various options for our stakeholders to partner with us to empower learners, students, entrepreneurs and communities at large.

Get in touch:

 +27 (0) 11 447 7800

 info.thebefoundation@thebe.co.za

 Building 9, Inanda Greens Business Park, 54 Wierda Road, Sandton, 2196
P.O. Box 3308 | Parklands | 2121

 www.thebefoundation.org.za



THANK YOU



T: +27 (0) 11 447 7800
F: +27 (0) 11 447 5502



Inanda Greens Business Park | Building 9 | 1st Floor | Wierda Valley | Sandton | 2196 |
P.O Box 3308 | Parklands | 2121 | Johannesburg | South Africa
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