

Remgro
Limited

ESG and
Sustainability
Report

— 2024 —

Remgro's role is to **create sustainable** stakeholder value over the long term to deliver strong and sustainable financial returns for shareholders, including wider **prosperity, social progress** and a more **resilient** planet.

The companies that Remgro invests in are established businesses with independent boards. They vary significantly in their maturity in understanding and managing **Environmental, Social and Governance (ESG)** as well as sustainability matters. Remgro's approach is one of stewardship and influence, rather than control.

ESG and sustainability highlights

 <p>Held an ESG and Sustainability Conference with representatives from the Remgro investee companies representing more than 80% of INAV.</p>	 <p>Initiated a qualitative climate risk analysis which further supports TCFD reporting. Developing an ESG risk register, considering operational and long-term risks.</p>
 <p>Established a collaboration network to build and share ESG and sustainability knowledge and good practice.</p>	 <p>Carbon reporting now includes nine (2023: seven) companies in Remgro's environmental reporting boundary. This makes up more than 70% of INAV.</p>
 <p>Revised Board subcommittee structures and Terms of Reference to merge the Strategic ESG Committee with the Social and Ethics Committee effective 1 July 2024.</p>	 <p>Implemented a survey to establish the progress of ESG and climate governance processes at investee companies.</p>
 <p>Continued to improve transparency by increasing disclosure.</p>	 <p>Achieved BBBEE level 5 contributor status.</p>
 <p>Continued implementation of the ESG investment framework and policy, including a Standard Operating Procedure.</p>	 <p>Rolled out group-wide collaboration on topics such as social impact and CSI initiatives; human resources challenges; sustainable waste solutions; power solutions; and data protection and cyber security.</p>
 <p>Developed a Responsible Sourcing Policy adopting best practice principles and commenced assessment of major suppliers against these principles.</p>	 <p>Continued inclusion in the FTSE4Good Index Series.</p>
 <p>Developed a Tax Transparency Policy, published on the Remgro website. We are also delivering on the commitment to publish a Tax Transparency Report this year.</p>	 <p>Continued to use the United Nations Sustainable Development Goals (SDGs) to measure our impact across our CSI programme.</p>

Our ESG and sustainability journey

As a values-based business, Remgro has long acknowledged its ESG responsibilities and is determined to play its role in delivering on them as the associated challenges increase in urgency and importance.

The Group embraces the important link between addressing ESG and Sustainability matters, vital to the long-term future of South Africa and its people. Over 60 years ago, Remgro's founder, Dr Anton Rupert, developed a set of principles and guidelines for doing business successfully. These included the values of honesty, correctness, courtesy, service, mutual support, trust, accountability and diversity. They remain the foundation of good practice within Remgro and the basis for its engagement with its investee companies, encouraging and influencing them to demonstrate good practice in ESG.

Remgro's strategic purpose is to unlock shared value to enable a more sustainable and equitable future for all in South Africa. Our primary contribution comes from the creation of inclusive socio-economic development and growth opportunities in a manner that improves the lives of many. Operationally and through the investment portfolio we support the creation of an equitable, diverse and inclusive working environment and an ongoing focus on our local communities.

As an investment holding company, our ambition is to generate sustainable financial returns. Our approach to our investments is one of stewardship and building on our maturing understanding of the environmental and social impacts of each part of the portfolio, in a diversity of sectors. We identified nine aspects which we see as material across our portfolio, but are focusing in the short to medium-term on six of these aspects. By addressing these matters, we are building our collective response to the many ESG challenges and opportunities that confront companies and communities and ultimately our society. We align with international good practice and focus on delivering sustainable investment returns into the future, and long-term value to employees and the wider community.

Remgro commits to upholding the highest standards of ethics and corporate governance practices. Transparency and disclosure are vital aspects to achieve this and are disclosed in our suite of reports as well as on our website, which is periodically updated. Corporate governance, risk and opportunities management and technology and information governance are addressed in the Corporate Governance and Risk Management Reports on pages 74 to 87 and pages 114 to 121 of the Integrated Annual Report respectively. This ESG and Sustainability Report provides further information regarding Remgro's ESG and sustainability strategy aligned to some of South Africa's most pressing challenges to create positive ESG impact.

Our ESG and sustainability strategy

In 2021, Remgro reconfirmed its commitment to making ESG and the transition to corporate sustainability integral to its core strategy and the future success of the business. ESG and a sustainability strategy are part of Remgro's DNA, demonstrating our commitment to long-term value creation and protection.

Strategy

Collaboration conference

In October 2023, Remgro hosted a collaboration conference on ESG and Sustainability attended by key individuals from the investee companies with a combined INAV of more than 80% and all Remgro investment managers who are also nominees on the respective boards, the Operational ESG Committee executives and the chairman of the Strategic ESG Committee. This initiative had several objectives. It sought to bring investee companies on board with Remgro's ESG and sustainability ambitions and build a shared understanding of priorities and material aspects. It also introduced them to key topics on which individual and collective action would be strategic and set in motion the establishment of a collaboration network.

By connecting ESG officers from across the portfolio with each other it was hoped that shared value could be obtained through the exchange of practice, and the building of support networks. The conference featured speakers from the Presidential Climate Commission, asset managers, Remgro strategic advisers, and leading practitioners from within portfolio companies.

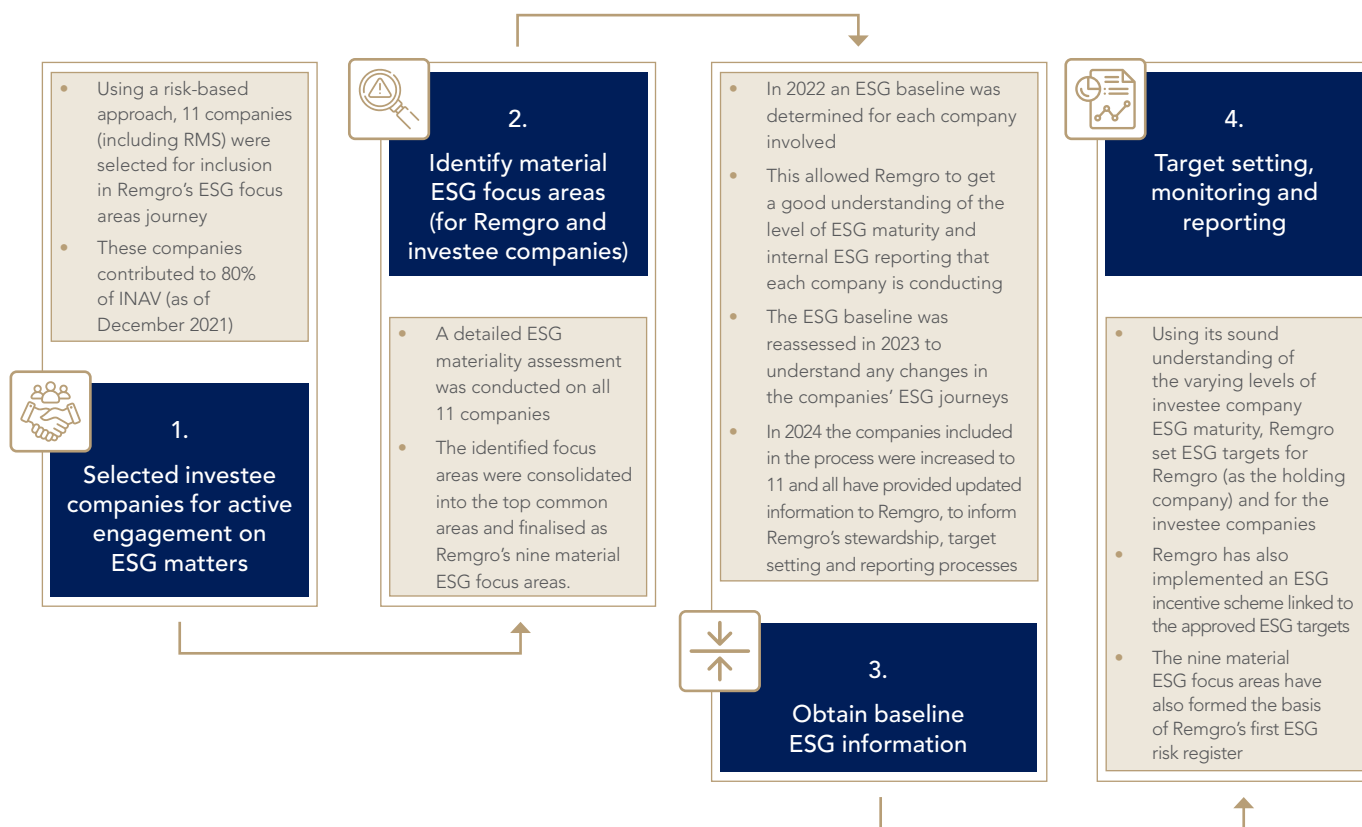
In summary, Remgro received clear support for its push for ESG leadership, with some companies already demonstrating strategic action. Those that lag indicated a clear willingness to implement ESG actions and activities but require some guidance along the way. There was strong support for Remgro to assist companies in closing gaps and improving disclosure and a desire for shared learning on critical matters was expressed.

Material focus areas journey

Remgro gave the group an overview of the nine material focus areas it has been focusing on and the short-term goals it was proposing to take forward for each of those areas. Goals received strong support from conference participants. Subsequently, some of these goals have become remuneration targets, clearly demonstrating Remgro's ability to effect change through stewardship and influence. For more information see pages 90 to 103 of the Remuneration Report in the Integrated Annual Report. Further collaboration workshops on the target areas are planned for the 2025 financial year.

Remgro's approach to ESG and sustainability is **anchored** in what we see as our **critical stewardship** role in managing our assets and the pursuit of **new investments**.

Remgro's ESG focus areas journey to date



Six of the nine focus areas were prioritised for short to medium-term action in the table below and include undertaking climate change scenario assessments and setting long-term ambitions; increasing use of greener energy sources and setting energy efficiency goals; improving operational water intensity and efficiency; undertaking analysis of wage differentials and, where appropriate, improving BBBEE scores; setting responsible procurement and sourcing policies and improving ESG and climate change disclosures, using internationally recognised frameworks. The TCFD is the framework on which Remgro has focused and has been effectively incorporated into both the JSE Limited (JSE) guidance and the IFRS's S1 and S2 sustainability disclosure standards.

ESG Goals

Focus area	Goals (short- to medium-term)
Climate change	Remgro to undertake a qualitative risk assessment in 2024 and encourage at least half of its portfolio to do so; set and publish a long-term ambition
Energy	Increase the use of green energy and set energy efficiency goals; encourage all investees to develop energy baselines within the 2024 calendar year; and to develop energy efficiency goals
Water	Improve water intensity and set water efficiency targets
Diversity, Equity and Inclusion (DEI)	Improve BBBEE scores where appropriate; undertake wage differential analyses as baselines for future action to reduce inequalities that may exist
Responsible sourcing	Develop policies that include, amongst other matters, human rights, labour conditions, and responsible sourcing
Disclosure	Improve ESG disclosure, using the JSE or other best practice standards, on the nine focus areas by the portfolio companies and strengthen reporting in Remgro; and full climate change disclosure for Remgro by 2025 and investees by 2026

Climate change

The climate is a rapidly changing global system, with all indications that this change is accelerating. It has wide-reaching impacts on people, the economy, society, nature and its ecosystem services. These impacts of climate change necessitate alignment between business, society and the environment. Remgro is committed to decarbonisation, but still needs to define specific quantitative reduction targets. Many of its portfolio companies will be subject to emissions reduction targets in line with the objectives of the new Climate Change Act and national policy and regulations to drive down emissions from key sectors. The Company's efforts are aligned to South Africa's national commitments to emissions reduction targets in support of the Paris Agreement and support for the UN 2030 Sustainable Development Goals.

Remgro's own ESG goals and ambitions are designed to address South Africa's unique sustainability challenges and help address the opportunities and risks they present. Our support of South Africa's sustainability transition depends on our ability to achieve improved social and environmental impact across our value chain and through partnerships. This is aligned to our purpose of investing in companies that will accelerate the transition to a more sustainable future, that enhances South Africa's prosperity by delivering shared value over the long term for our shareholders and other stakeholders.

As highlighted in this year's climate disclosure report, included on pages 126 and 127 of the Integrated Annual Report and in this report, Remgro continues to make strides towards better disclosure of emissions by a wider group of its investee companies. It has this year also undertaken a first, qualitative, assessment of climate-related risks. Through questionnaires and surveys, we have been a catalyst for the formal placement of climate change and ESG more generally on the board agendas of our investee companies.

A survey of the governance structures within investee companies, particularly related to ESG and climate change understanding and capability, has indicated an encouraging increase in the number of investees which have board committees with a formal ESG mandate. Eight of the nine companies surveyed have ESG governance structures. Often a Social and Ethics Committee or Risk Committee provides oversight of the ESG agenda. Climate change is increasingly a topic of discussion at investee company board and committee levels.

Water and energy transitions to lower emission technologies and waste are among the key risks facing many of the companies. Waste matters have been a topic of collaborative exchange for the ESG professionals in the investee companies. We have identified three priorities for our ESG strategy which underpin and guide our ongoing sustainability journey across Remgro: Sustainable investment stewardship; ESG action across Remgro; and unlocking shared value for South Africa.

Sustainable investment stewardship

Remgro's approach to ESG and sustainability is anchored in what we see as our critical stewardship role in managing our assets and the pursuit of new investments. Our responsible investment principles are at the cornerstone of our decision-making, enabling us to adhere to robust criteria for our investments, delivering sustainable financial returns, whilst fostering a positive, measurable ESG impact that delivers shared value for all our stakeholders.

We strive to ensure that impact is purposefully integrated throughout the investment lifecycle and where sustainable value can be generated over the long term through a continuous focus and ongoing effort to improve ESG performance. This while ensuring financial sustainability and seizing the opportunities from the transition involved. Remgro is committed to helping our investee companies shape their approach to ESG to ensure these investments respond to the opportunities and challenges that will drive sustainability and deliver better environmental, social and economic outcomes throughout our ecosystem.

As part of Remgro's focus on sustainable investment stewardship aligned with its sustainability ambitions, an integral part of its responsible investment decision-making is informed by the ESG Investment Framework which includes criteria regarding ESG risk, impact considerations, value creation opportunities and sustainability of its current and potential investments.

Implementation of the ESG Investment Framework is supported by a Standard Operating Procedure (SOP) to enable the various governance structures and investment teams to apply the ESG Investment Framework consistently and effectively with real impact, across all investee companies.

Remgro conducted a third assessment across a subset of investee companies to ascertain how they are managing and measuring the material ESG aspects. Our expanded baseline ESG footprint report included additional investee companies from the prior year to better monitor the adoption and progress of sustainable practices across the Group, increasing the assessment from 10 to 11 companies.

Remgro's principles

Remgro's sustainability ambitions are driven through investment stewardship and guided by the ESG Investment Framework, and its criteria discussed above.

Remgro's investee companies are encouraged to develop and implement such company policies, procedures; training and internal reporting structures to reflect their commitment to these principles throughout their organisations.

Our relationships with investee companies are managed principally through board representation, with Remgro directors or senior management acting as non-executive directors on the investee companies' boards. Remgro's representatives interact with the directors and senior management of investee companies at board meetings and on an ongoing basis as necessary.

Remgro exerts its influence on matters related to ESG and sustainability through ongoing engagement with the companies and through its non-executive board representation. This includes matters regarding governance, internal controls, financial management, risk management, legal compliance, social responsibility, safety, health and environmental management, internal audit, ethics management, information management, stakeholder relationships, succession planning and sustainability. Where there are associates or joint ventures involving other major shareholders, shareholder agreements are introduced to serve as a mechanism to protect Remgro's rights as a shareholder and manage any associated risks.

Accordingly, investee companies are encouraged to:

- Align with Remgro's values and purpose to create sustainable stakeholder value.
- Adopt sustainable behaviour through ESG principles that contribute to measurable positive social and/or environmental impact to enable sustainable financial returns.
- Respect and commit to their support for universal human rights and, particularly, those of their employees, the communities within which they operate, and the parties with whom they do business.
- Promote equal opportunity for their employees at all levels of the Company with due sensitivity to aspects of colour, race, gender, age, ethnicity or religious beliefs, and to avoid any conduct that could manifest in the exploitation of children, physical punishment, female abuse, involuntary servitude, or other forms of abuse.
- Respect their employees' rights to freedom of association.
- Compensate their employees fairly and equitably to enable them to meet at least their basic needs and to provide them opportunities to improve their skills and capabilities to raise their standard of living.

- Provide a safe and healthy workplace; protect human health and the environment; and promote sustainable development.
- Promote fair competition including respect for intellectual and other property rights and not offer, pay or accept bribes.
- Work with governments and communities with a focus on improving the quality of life in those communities, particularly concerning their educational, cultural, economic and social wellbeing.
- Provide affordable medical support to all employees.
- Promote the application of these principles by those with whom they do business.

ESG action across Remgro

As a holding company Remgro uses influence, stewardship and knowledge to promote improved ESG performance within the Group. The October 2023 ESG collaboration conference for all Remgro investment managers, the Operational ESG Committee executives, the chairman of the Strategic ESG Committee as well as key individuals from the investee companies was an important vehicle for communicating Remgro's ambitions and expectations. It resulted in the improved exchange of information, enabling the setting of meaningful action plans to address key matters.

Remgro is working across the Group to implement sustainable behaviour through ESG principles and the creation of consistent standards to achieve our common sustainability goals that will collectively deliver a greater and more measurable impact. Governance and climate risk mitigation practices form part of Remgro's value chain. Including its investee companies' ecosystems is important in order to drive progress in decarbonisation.

Although there is still much to do, progress is already visible in climate action. Many of Remgro's investee companies have set ESG targets regarding climate change and energy management. More than half of the eleven investee companies assessed have set decarbonisation targets, while two are in the process of considering setting targets. Energy efficiency targets have been set in six, and two are in the process of setting them. There are plans for Remgro to collaborate with the remaining companies to support their ongoing implementation actions as well as the development of future targets in this respect.

Unlocking shared value in society

Remgro has a crucial role to play in unlocking shared value that enables a more prosperous and equitable future for all South Africans. By creating inclusive socio-economic development and growth, we can help create meaningful impact across our stakeholders and positively contribute towards making a difference in society.

Remgro supports collective business action in partnership with the national government to resolve critical matters confronting South Africa. Committing time and senior executive resources to these programmes contributes to the common good and stimulates the economy in ways that support job creation, employment and the wellbeing of our people.

At Remgro, we recognise and support the importance of transformation and empowerment by creating equal opportunities for all South Africans. We are continuously striving to improve our broad-based black economic empowerment (BBBEE) rating. All our assessed investee companies are reporting their BBBEE scorecards. We remain committed to creating a more equitable working environment built on diversity and inclusion and seek to empower our employees through skills and talent development.

Our support to communities is focused on unlocking shared value to create socio-economic development in a way that improves the lives of the people of South Africa. This is aligned to the

UN Sustainable Development Goals which we use to measure impact. Our efforts include working in the communities, with NGOs, and Corporate Social Investment (CSI) projects engaging with enterprise and community development; as well as creating opportunities for young people in education and training to eradicate poverty and enable sustainable livelihoods.

During 2023, Remgro held a workshop to facilitate engagement among investee companies on their social impact initiatives and CSI plans, to share opportunities for collaboration. This dialogue is ongoing and further Remgro workshops to address other ESG focus areas to harness experience, knowledge and best practice across the Group will be held.

How we manage ESG and sustainability

Remgro's approach to managing ESG and sustainability

Governance

This financial year saw improvements in our ESG governance framework and specific ESG aspects.

When we embarked on this journey, we recognised that we needed to grow our internal understanding of ESG and sustainability and support the Board to perform the necessary oversight. Remgro's Strategic ESG Committee was established, chaired by non-executive director, Mr Murphy Morobe. It meets quarterly to provide oversight on the incorporation of the ESG strategy, policies and rationale into investment decisions.

An Operational ESG Committee meets monthly and is chaired by Mr Pieter Uys, who is a member of the Executive Management Committee and serves on the Strategic ESG Committee. The committee is further supported by our Executive Director Compliance and CSI, Mrs Mariza Lubbe and the ESG Manager, Ms Tanis Brown.

As part of our scheduled review of ESG governance and in recognition of our maturing understanding of ESG and sustainability matters, the Board has decided that with effect from 1 July 2024, the Strategic ESG Committee will merge with the Social and Ethics Committee. This new committee will have a revised charter and a quarterly meeting schedule.

The Audit and Risk Committee continues to provide oversight into ESG risk matters and the rigour of data. An ESG risk register is being developed.

The Investment Committee, a subcommittee of the Board, is responsible for authorising new investments, extension and disposal of existing investments and making recommendations to the Board regarding all other investments outside of its mandate. The Investment Committee is also tasked with ensuring ESG matters are integrated into investment and management practices through its ESG Investment Framework in conjunction with the Strategic ESG and Operational ESG Committees.

ESG matters have formed part of the Remgro remuneration and long-term incentive schemes for a substantial period. Meeting targets and progress made is evaluated by the Remuneration and Nomination Committee annually. Refer to the Remuneration Report on pages 90 to 103 of the Integrated Annual Report. The targets approved in 2023 incorporated targets for Remgro Management Services Limited (RMS), Remgro's management company, and a focus on stewardship and encouraging ESG uptake within the portfolio.

The role and function of these committees are dealt with in more detail in the Corporate Governance Report and the Social and Ethics Committee Report on pages 74 to 87 and 88 to 89 of the Integrated Annual Report respectively.

Policy changes

In addition to the changes in structure for the governance of ESG, we have reviewed and updated several policies, with others being added to the policy framework.

- The Tax Transparency Policy was revised, approved and published on the website in April 2024. This reaffirms Remgro's commitment to full compliance with the letter and spirit of tax laws in the jurisdictions in which Remgro and its subsidiary companies operate.
- Our Responsible Sourcing Policy sets out key principles for responsibility in the supply chain, in line with 2023 targets. In May 2024, it was approved and published on our website. It sets out key principles for responsibility in the supply chain. It has been circulated to key stakeholders, including investee companies which have been encouraged to incorporate the principles and use the supporting documentation, where their processes are less mature. The document has been made available to suppliers, professional services providers, sub-contractors and others who form part of the supply chain. Key aspects covered in the policy include human rights, environmental stewardship, ethics and integrity, and confidentiality of information. The Responsible Sourcing Policy is supported by a diagnostic questionnaire for suppliers and contractors, which has been made available to all investee companies to support them in their processes.
- In June 2024 a statement on the principles governing Remgro's social investments was published. This covers its focus areas, screening and selection, conditions, metrics and exceptions.
- Policies are available on our website at: www.remgro.com.

Tracking progress

Remgro aims to provide transparent and accurate disclosures on its metrics and improvements made against best practices in line with ESG performance reporting standards. Short-term goals for improving ESG disclosure and access to credible data in its ESG reporting are now in place. A set of indicators and metrics on the nine focus areas have been identified, our investee companies are encouraged to apply these measures in their disclosure. Aggregating the data for the portfolio is complicated by the fact that the financial year-end and reporting cycles for companies vary. However, progress has been made in developing a credible picture of the ESG performance across the portfolio. Following

commitments made in the 2022 Integrated Annual Report, Remgro began reporting on climate change during 2023 using the Task Force on Climate-related Financial Disclosures (TCFD) framework, this has continued in 2024, this year including a qualitative assessment of risk and impacts. Reporting using the GHG protocol for emissions calculation has continued and the footprint has been independently calculated and verified.

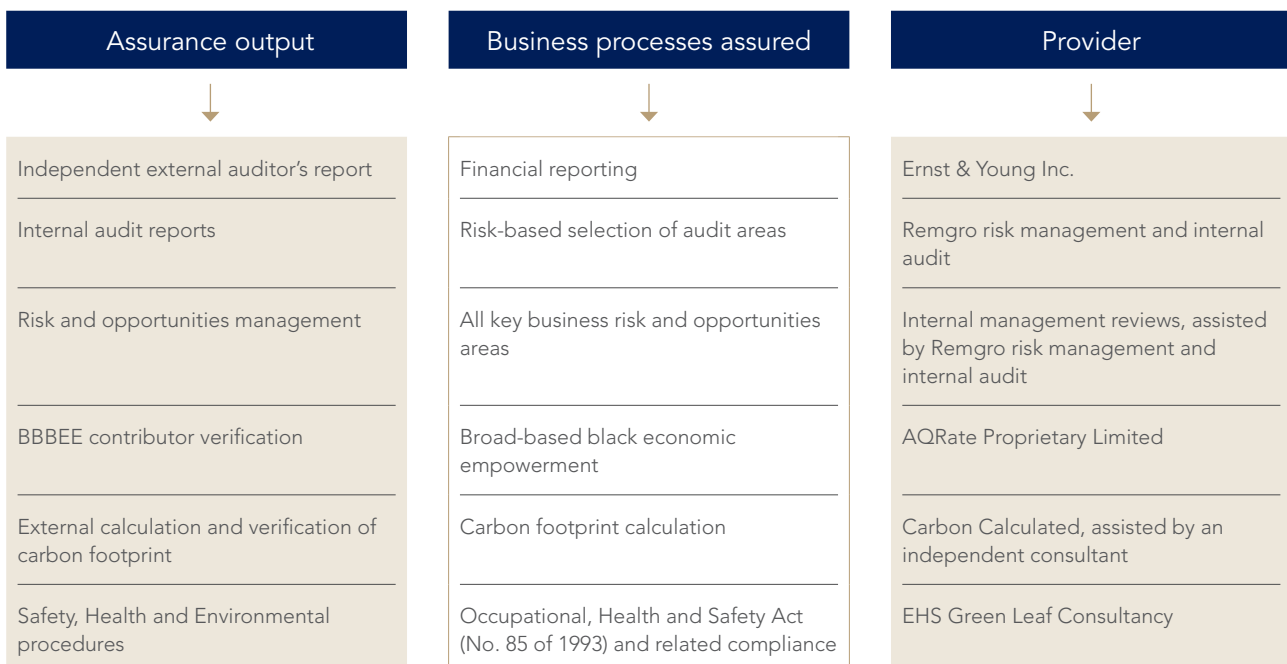
Recognising that the TCFD is incorporated into the IFRS S1 and S2 sustainability disclosure standards, Remgro has continued using the TCFD recommendations which remain internationally acknowledged as the core of any climate-related disclosures. We are monitoring further developments in reporting standards and their local relevance. As a market-driven initiative to develop recommendations for voluntary and consistent climate-related financial risk disclosures, this is helping us to address climate change effectively across the Remgro Group and the investee companies to minimise investment risk and maximise opportunities from the transition.

Remgro's priorities and metrics for performance assessment as part of its ESG strategy have been informed by the Principles for Responsible Investment (PRI), the International Finance Corporation (IFC) Environmental and Social Performance Standards, BBBEE and other appropriate South African frameworks relevant to environmental, social and community developments.

Assurance

Investors, regulators and best practice financial and sustainability disclosure standards, the King IV Report on Corporate Governance for South Africa (2016) (King IV), the integrated reporting guidelines, and the JSE Sustainability Disclosure Guidance are increasingly calling for the external assurance of selected non-financial information. We acknowledge our accountability to our stakeholders to present information that is relevant, accurate and reliable. Remgro follows a combined assurance model, incorporating management, internal audit and external verification (e.g. BBBEE scorecard verification, carbon footprint verification), as illustrated in the table below. In addition, we are bolstering our internal audit capabilities to cover aspects of ESG. Not all the information we receive from our portfolio companies has been independently assured. We are, however, working to ensure additional access to credible data on key ESG metrics.

Combined assurance



Ethics, competition and compliance

Ethics

Ethical behaviour is one of Remgro's foundational principles. The Board believes that ethical behaviour stems from appropriate value systems inherent in the people in the Company's employ. It is emphasised and supported by visible ethical leadership and a value-driven corporate culture, as ethics cannot be regulated, but stems from personal conviction. Leadership based on ethical foundations results in a culture of ethical and moral behaviour and compliance with laws, rules, codes, and standards. The Board holds the responsibility to establish and maintain a culture of honesty, integrity, competence, transparency, fairness, responsibility and accountability. It does so to position the Company as an investment partner of choice that strives to create sustainable stakeholder value over the long-term.

The Company has adopted a Code of Ethics (the code) that provides a framework of ethical practices and business conduct that apply to all directors and employees. The code is available to all employees on Remgro's in-house intranet and a copy is provided to all new employees. The code as well as a formal Gifts Policy also provide strict policies regarding gifts, invitations or favours received from suppliers or any other parties. The offering of favours and/or gifts to gain unfair commercial advantages is strictly prohibited.

Remgro furthermore requires ethical behaviour from its suppliers and business partners and ensures that terms of trade and related agreements enforce ethical behaviour, responsible environmental consumption and compliance with legislation enshrining human rights. This is covered in our Responsible Sourcing Policy.

The Audit and Risk Committee monitors compliance with the code and addresses, among other things, any instances of fraud or irregularities that may arise. The Company has an effective fraud prevention and detection process and ensures compliance and risk mitigation. No material investigations involving Remgro, its employees or officers were conducted during the reporting period.

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. Furthermore, all calls received by Remgro relating to alleged irregularities at investee companies, are directed to the appropriate governance structures at the respective investee companies via the Remgro representatives serving on the boards of these companies.

During the year under review, a tip-off allegation of impropriety pertaining to an investee company was received. This allegation was comprehensively investigated by an independent law firm who found that the allegation had no substance.

Several incidents were reported where Remgro's details and those of some of its officers were illegally extracted from the website and used in SPAM attempts. Remgro is supporting the investigations of the SAPS into these matters along with numerous risk mitigation and awareness initiatives.

Competition

The Company is committed to complying with all relevant competition and anti-trust laws applicable in the various jurisdictions in which Remgro operates. During the year under review no enquiries regarding anti-competitive, anti-trust or similar conduct were received which resulted in fines being levied.

Compliance

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 management services.

ESG risks and opportunities

The Board is ultimately accountable for Remgro's risk and opportunities management process and system of internal control. The Board has reviewed the comprehensive Risk and Opportunities Management Policy and plan, which has been implemented by management. This plan incorporates continuous risk and opportunity scanning, identification and assessment, and embedding internal control as well as risk reduction and insurance strategies.

During the financial year, work has progressed on a Remgro ESG risk register. The departure point for this work at an operational risk level is the nine identified material aspects. In addition, a deep analysis of three key aspects was conducted to test the thinking and methodologies for long-term risk evaluation. The three aspects, all of critical importance in South Africa, are water, energy and health. Work continues in developing the methodologies for these processes to ensure that ultimately the ESG risk register can work seamlessly with Remgro's overall risk management framework, which is periodically reviewed and annually interrogated by the Audit and Risk Committee.

Remgro's ESG Investment Framework which guides responsible investment is also relevant for this purpose as it ensures that the consideration of ESG risks and opportunities, as well as impact and sustainability considerations, are integrated and embedded into the risk and opportunities management practices. Its focus is on the realisation of suitable opportunities and the consideration of salient risk aspects in setting sustainable value-generating strategies.

The Audit and Risk Committee is mandated to monitor the effectiveness of the risk and opportunities management process and systems of internal control and is supported in this regard by its subcommittee, the Risk, Opportunities, Technology and Information Governance Operational Subcommittee (ROTIG). The Strategic ESG Committee has played an important role together with the Audit and Risk Committee in overseeing and monitoring Remgro's ESG performance and stewardship through policies, frameworks, standards and guidelines. From the 2025 financial year, the Strategic ESG Committee will be merged with the Remgro Social and Ethics Committee to enhance organisational effectiveness. The Group's internal and external auditors, along with management and certain external consultants, are tasked to render combined assurance reports to the Audit and Risk Committee.

The incorporation of an ESG Investment Framework that intentionally provides for ESG considerations has embedded Remgro's sustainability ambitions as an integral part of its investment decision-making. Principles and evaluation criteria include ESG risks, impact considerations, value creation opportunities and sustainability for its current and potential investments. To support implementation of this ESG Investment Framework, Remgro has developed an SOP to enable the various governance structures and investment teams to apply the framework consistently and efficiently.

Strategic risk assessment includes the consideration of probable future scenarios taking cognisance of, *inter alia*, political, environmental, social, technological, economic and legislative developments (the PESTLE framework) in the Remgro environment and the global environment and market sectors that it invests in. Given the ongoing escalation in ESG challenges faced locally and globally, the Group is responding with commensurate escalation of ESG structures and initiatives in addition to the sound processes adopted in prior years. The Operational ESG Committee will also oversee the continuous enhancement of the ESG risk and opportunities register which is being developed to underpin purpose-driven decision-making.

Our progress over the last year

In 2021, Remgro increased its attention on the management of ESG matters. Since then the focus has been on building its strategic approaches and capacity and developing a shared understanding of what is material to its own stakeholders and investee companies.

In the 2024 financial year, the major focus was on collaboration and engagement. Remgro, through its investment managers and initiatives led by the Operational ESG Committee, engaged the companies in its portfolio. Following two training sessions held for the investment managers to build their ESG understanding, investee companies participated through a conference, several surveys and follow-up meetings on the material ESG focus areas.

The nine material ESG aspects below identified in 2022 were refined in 2023, following an extensive benchmarking exercise:

- Climate change and energy
- Water management
- Waste management
- Diversity and inclusion
- Social impact
- Employee relations
- Health and safety
- Supply chain and procurement
- Governance

During the October 2023 ESG collaboration conference, Remgro introduced its short- to medium-term goals and investee companies were encouraged to initiate actions within their own companies and report progress on those goals. Six of the nine aspects above were prioritised for short- to medium-term action.

Progress reports and follow-up data on key metrics are requested periodically. For those companies, which are not yet mature in their ESG journeys these surveys and requests provide important insight into what key investors expect of companies. For others, who are mature in their ESG practice, these provide an opportunity to showcase their practice and share insights.

Feedback received continues to reassure us that satisfactory progress is being made regarding the amount of ESG information that the investee companies are measuring and tracking. In addition, Remgro and its investee companies have implemented numerous ESG processes since the baseline ESG footprint report was issued in June 2022 and improvements were noted in many areas.

For example, several companies reported reduced Scope 1 and 2 emissions and improved BBBEE ratings. Work to enhance their ESG governance structures has continued over the last year, including reviewing and updating the sustainability strategy, approving a climate change strategy and roadmap, launching

a new Responsible Sourcing Policy and/or starting to roll out a climate responsibility questionnaire to all suppliers to develop a strategy for emission reduction across the supply chain.

Remgro’s ESG and sustainability journey is ongoing, but we are committed to providing transparent and accurate disclosures on our metrics and the progress we make against best practice standards – and underlining where we have more work to do, with regards goals and targets, but also in the delivery of those commitments already set. Our goals for performance will drive ongoing investment and innovation that reflect our sustainability ambitions across Remgro.

Our people

Diversity and inclusion

One of the nine focus areas for Remgro’s ESG and Sustainability approach has been that of Diversity, Equity and Inclusion (DEI). As a company proud of its South African roots, Remgro recognises that transformation and empowerment are key to the future of the country. The Group is aware of the importance of addressing these challenges and the need for Remgro to play its part.

During the year Remgro added targets to conduct a baseline wage analysis for gender and also encouraged investee companies to do the same. Remgro is committed to the creation of an equitable working environment built on diversity and inclusion. To achieve this commitment, we will continue to offer growth opportunities for our employees, particularly through skills and talent development and purposeful succession planning.

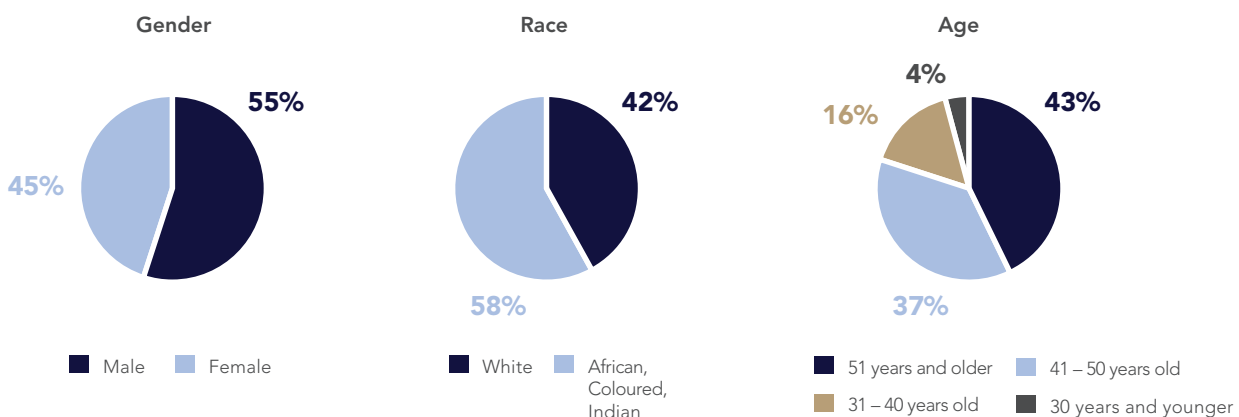
During the past year, we commenced a DEI programme of awareness and training and engaged our entire workforce through a survey to uncover concerns. We are very committed to putting our efforts behind this process to prepare Remgro for the future and to drive a culture of belonging and inclusivity based 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.

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 163 people being employed as of 30 June 2024 (2023: 160 permanent employees). Refer to Figure 1 below where more details regarding the composition of our employees by gender, race and age are illustrated.

For the year under review, Remgro’s employee turnover rate was 6.1%, compared to 6.3% for the comparative year to 30 June 2023. The turnover rates were calculated by using the total number of employees at year-end. When considering resignations only (thus voluntary employee turnover), the above numbers reduce to 3.1% for 2024 and 5.0% for 2023.

Figure 1

Composition of employees (as at 30 June 2024)



It is imperative to **attract, select and retain employees** of the highest calibre.

Recruitment and selection policy

Remgro recognises the need for a diverse and inclusive employee base. To ensure that Remgro remains an investment partner of choice it is imperative to attract, select and retain employees of the highest calibre through access to equal opportunities that enhance their potential.

Employment equity

Remgro endorses the principles of the Employment Equity (EE) Act (No. 55 of 1998) and in this regard, its Employment Equity Policy strives to offer equal opportunities to all employees. For the year under review, Remgro’s diversity composition increased. ACI to White employee composition rate was 58:42, compared to 56:44 for the previous year to 30 June 2023.

The current EE Plan was developed and duly approved following robust engagement through well-established consultative EE Forum and Steering Committee structures. Remgro is well positioned to continue with the implementation of the qualitative and quantitative objectives of the plan. Annually, progress against the plan is reported to the Department of Employment and Labour and the Social and Ethics Committee.

The previous five-year EE Plan ended in the 2024 financial year. A new five-year EE Plan was developed through employee consultative forums, endorsed by the Social and Ethics Committee and reported to the Department of Labour. Annual reporting against the approved plan will commence in the 2025 financial year.

Employee remuneration

Our objective is to reward our employees fairly, equitably and competitively, according to their capabilities, skills, responsibilities, experience and performance levels. To this end, we will be conducting an analysis of wage differentials to include factors such as gender and complete the development of a Fair Pay Policy. The level of salaries we pay is one of

several elements in our strategy to retain, motivate and, where necessary, recruit high-quality people. Remgro staff enjoy a stimulating working environment. We have a formal Remuneration Policy that sets out the remuneration principles for the organisation as a whole. Refer to the Remuneration Report on pages 90 to 103 of the Integrated Annual Report where Remgro’s remuneration principles are set out in detail.

Remgro offers retirement benefits to its employees in the form of a defined-benefit (closed fund) and a defined-contribution fund that are administered independently of the finances of the Company. In addition, employees are also offered medical insurance, access to group life and disability cover, study assistance and other benefits typically offered by a responsible employer. Qualitative ESG measures have been incorporated into long-term incentive structures to incentivise and motivate executives to drive Remgro’s ESG strategy.

Training and skills development

The main purpose of training is to equip employees in such a way that they 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, building capacity to stay future-fit and our leadership development. Individuals are encouraged to attend training programmes as identified through our **My Contribution** performance and career development process.

Over the past year, Remgro has endeavoured to upskill employees on the topic of ESG and sustainability. All Investment Portfolio Managers across the Group attended an ESG training workshop, designed to provide a broad background on ESG as well as specific training on Remgro’s Investment Framework. The Operational ESG Committee members receive regular education and informal training during the committee meetings. In addition, ongoing ESG training is planned for relevant executives and employees.

Description	2024	2023
Total training spend	R885 482	R1 020 152
Percentage training on ACI (African, Coloured, Indian)	51.49%	53.18%
Percentage training on women	51.39%	46.08%
Average hours of training per employee per annum	approximately 7.4 hours	approximately 11.9 hours
Average training and development expenditure per full-time employee	R5 270.72	R5 397.63

Health and safety

The Company has a duly constituted Safety, Health and Environmental Committee, as required by the Occupational Health and Safety Act (No. 85 of 1993). The committee reports directly to the Social and Ethics Committee and is also a subcommittee of the ROTIG Operational Subcommittee. The committee ensures that the Company provides and maintains a safe and healthy risk-free environment for staff and visitors by identifying risks and ensuring that controls designed to mitigate these risks are effective and complied with. Remgro prepared an emergency response plan (ERP) and induction video to educate and prepare employees and contractors for potential emergency scenarios.

There were no reported injuries or fatalities over the past financial year.

HIV/Aids and tuberculosis

Historically in South Africa, HIV/Aids has been the dominant concern. However, in our country tuberculosis (TB) is closely linked with it. Both present significant public health challenges though HIV/Aids is the most prevalent. From an investment holding company perspective, the risk of HIV/Aids comprises two elements:

Group risk

Given the potential impact of HIV/Aids on the markets, human capital, cost of employment and the operational processes of the various businesses invested in, this risk is managed within the governance structures of the various investee companies. The progress of these relevant policies and strategies is monitored against best practice standards.

Company risk

Remgro has a formal HIV/Aids Policy and is committed to actively managing the pandemic, and the business risks associated with it. The policy makes provision, *inter alia*, for the following:

- Compliance with all legal requirements as far as HIV/Aids is concerned.

- No discrimination against employees or potential employees based on their HIV status.
- Strict confidentiality of information on the HIV status of employees.
- General measures to prevent accidental infection.

Remedi Medical Aid Scheme, of which most of Remgro's staff are members, has managed care plans for HIV/Aids and TB in which employees may choose to participate. Both HIV/Aids and TB require integrated healthcare strategies focused on prevention, treatment and education offered through these managed care plans. Cover for access to treatment of TB for employees is also available through Remedi.

Broad-Based Black Economic Empowerment (BBBEE)

Introduction

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 2024, Remgro obtained a score of 78.37 (2023: 68.8), thereby obtaining a Level 5 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 Limited (RCL Foods), Siqalo Foods Proprietary Limited (Siqalo Foods) and Wispeco Holdings Proprietary Limited (Wispeco).

Figure 2

BBBEE scorecard

Element	Indicator	Weighting	Score
Equity ownership	Percentage share of economic benefits	25	21.55
Management control	Percentage of black persons in executive management and/or executive board committees	19	8.98
Skills development	Skills development expenditure as a proportion of total payroll	20	10.36
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	32.48
Socio-economic development	Corporate social investment for the benefit of black persons	5	5.00
Total score		109	78.37

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 159 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 2024	30 June 2023
Voting rights black people	4.00	4.00	3.70
Voting rights black women	2.00	2.00	2.00
Economic interest black people	4.00	3.94	3.75
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	6.61	6.33
	25.00	21.55	20.78

Figure 3

Summarised employment equity report (as at 30 June 2024)

Occupational levels	Male				Female				FN		Total
	A	C	I	W	A	C	I	W	M	F	
Top management	-	1	-	4	-	-	-	1	-	-	6
Senior management	-	2	-	13	1	-	2	3	-	-	21
Professionally qualified and experienced specialists and mid-management	2	2	2	10	4	7	-	10	-	-	37
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	4	8	-	6	1	12	-	21	-	-	52
Semi-skilled and discretionary decision-making	19	16	-	-	3	9	-	-	-	-	47
Grand total	25	29	2	33	9	28	2	35	-	-	163

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

Although Remgro's BBBEE score includes the initiatives of RCL Foods, Siqalo Foods and Wispeco, the discussion below regarding the other elements of the generic scorecard criteria only relates to the activities at Remgro's head office in Stellenbosch.

Management control

The Board transformed over time, with six of the 11 non-executive directors (55%) being black persons. On Management Board level, one of the six members is a black person.

Employment equity

Employment equity represents Remgro's most significant transformation challenge. A five-year Employment Equity Plan is submitted to the Department of Employment and Labour where Remgro's transformation objectives are set out in detail. Progress against this five-year plan is reported on annually to the Department of Employment and Labour. Although efforts are focused on improving the Company's black representation at management level, low staff turnover and limited organic growth remain limiting factors. More details regarding employment equity are presented on page 8.

Remgro's summarised employment equity as at 30 June 2024 is presented in Figure 3 above and sets out the distribution by race of permanent employees per occupation level.

Skills development

Remgro complies with the requirements of the Skills Development Act (No. 97 of 1998) in terms of which a fixed percentage of its payroll is paid as a training levy to the South African Revenue Service. An annual report concerning all the training which has taken place in the Company is also submitted to the relevant SETA.

Preferential procurement

As Remgro is not an operating company, it has a small procurement function, and its procurement profile is characterised by a high service component as opposed to materials purchased. Although the procurement function is small, Remgro strives to make use of BBBEE-accredited vendors (Level 3 and better) as far as possible.

Enterprise and socio-economic development

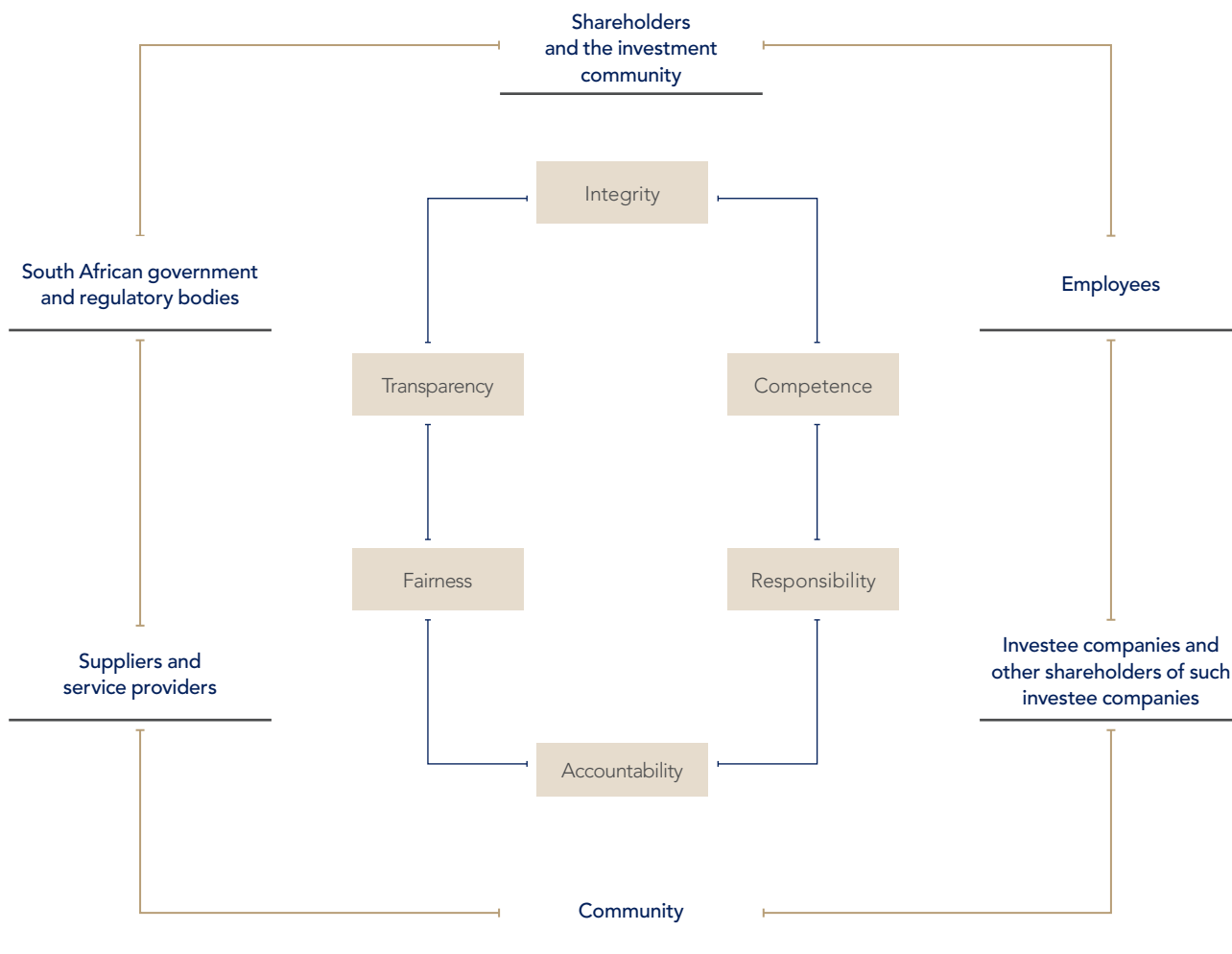
A considerable amount of internal time and resources are allocated to business development and CSI initiatives. Further details regarding the Company's CSI initiatives are provided on page 21.

BBBEE at investee companies

Remgro monitors and contributes to its investee companies' BBBEE performance and improvement through its Board representation and participation, and facilitation of corporate actions in these investee companies. The BBBEE status of Remgro's investee companies is presented in the "Investment reviews" section on pages 42 to 66 of the Integrated Annual Report.

Stakeholder engagement

Stakeholders and values



Stakeholder relations

Our relationship with all our stakeholders is based on the following values that are entrenched and supported by Remgro’s Code of Ethics, and which assist the effective leadership of the Remgro Board in achieving strategic objectives and positive outcomes over time:

- **Integrity** – acting ethically beyond mere compliance
- **Competence** – ensuring due care, skill and diligence are exercised
- **Responsibility** – for the assets and actions of the Company
- **Accountability** – for justifying its decisions and actions to shareholders and other stakeholders
- **Fairness** – in considering the legitimate interest of stakeholders
- **Transparency** – disclosing information in a manner that enables stakeholders to make informed decisions about the Company’s performance, monitoring, improvements and ESG and sustainability

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. Stakeholders are continuously engaged in matters relevant to them, as reported in the Integrated Annual Report.

Shareholders and the investment community

In pursuing its primary objective to maximise value creation and sustainable growth, Remgro takes particular care to ensure that all shareholders, or classes of shareholders, are treated equitably. Particular care is taken to protect minority shareholders from actions by or in the interest of the principal shareholder that may be to their detriment. In this regard, the Lead Independent Director acts as chair during meetings in situations where the independence of the existing chair may be potentially conflicted.

Communication with investors is based on timely, balanced, clear, and transparent information. In this regard, the investment community has access to the same information as Remgro shareholders. Firm protocols are in place to control the nature, extent, and frequency of communication with investors. Shareholders and the investment community are encouraged to attend Remgro's Annual General Meetings where topical matters are discussed openly. Further interactions with institutional investors take place at least twice a year at the dial-in interim and final results presentations, where questions can be directed to the Chief Executive Officer (CEO) and Chief Financial Officer (CFO). Outside of these, the management team occasionally participates in our investor platforms where focused engagements are held to ensure alignment with our investor community and that the Remgro equity story is widely understood and reflected in prevailing capital markets valuations. We aim to continually improve our communication, messaging and disclosure as a catalyst to enable our shareholders to understand management's view on value. We believe transparent communication also better positions us to enlist wider institutional coverage and in turn provide us increased visibility to international capital markets for greater investment. However, we remain disciplined to balance our need to communicate with the investor community with the need to avoid information asymmetry and to ensure compliance with relevant disclosure requirements and regulations in terms of the Listings Requirements of the JSE. To this end, our shareholders and the investment community at large are encouraged to contact our Remgro Investor Relations manager directly for any investor-related queries. The Investor Relations contact details are available on the investor segment of the Company's website.

The most recent and historic financial and other information is published on the Company's website at www.remgro.com.

Employees

For Remgro to be able to achieve its main objectives, it is essential to attract and retain employees of the highest calibre. Remgro's focus on diversity, equality and inclusion is designed to attract, develop, and retain the best talent through access to equal opportunities, whilst creating an equitable working environment.

Our employees are treated fairly and remunerated competitively, and Remgro strives to allow all staff to realise their full potential. During corporate actions, special care is taken to ensure that employees belonging to the Remgro Equity Settled Share Appreciation Right Scheme, Share Appreciation Rights (SAR) Plan and Conditional Share Plan (CSP) are not treated more favourably than ordinary shareholders.

Since Remgro is an investment holding company with a small staff complement at head office level, in general, communication with employees is kept informal and is conducted through various channels, including email updates, the in-house intranet, the Remgro website, information sessions, digital conferences and notice boards. Remgro ensures that all communication with shareholders is also communicated to employees.

The Company follows a "Staying Future Fit" (SFF) change management programme focusing on several specific initiatives identified through employee focus groups. These initiatives, *inter alia*, include the following:

- Workshops on diversity, inclusivity, trust and teamwork (for example DEI workshops)
- Targeted functional and leadership development
- Formalised and efficient communication channels
- Robust personal development and performance management process

In addition to the initiatives highlighted above, the SFF focus for the year under review was aimed at team optimisation sessions where teams were challenged to enhance their performance attributes through improved capabilities and capacity through building a stronger sense of community and commitment in the team. Team leaders were challenged to provide greater clarity and commitment to team objectives with a clear line of

sight to the Company's strategic objectives. Strong teams and clarity about what are required to achieve, act as a performance multiplier through the Company.

Investee companies and other shareholders of such investee companies

Remgro's performance is directly linked to that of its underlying investee companies and, accordingly, as part of its stewardship role, communication with these entities and co-shareholders is regarded as very important. Relationships with investee companies are managed principally through board representation, with Remgro directors or senior management acting as non-executive directors on the investee companies' boards. These representatives interact with the directors and senior management of investee companies at investee companies' board meetings and on an ongoing basis throughout the year as necessary. Representatives of investee companies are encouraged to arrange to meet with Remgro senior management to discuss their business. All dealings with co-shareholders in the investee companies are performed fairly in terms of the underlying shareholders' agreements and Remgro strives to add value to these investments.

Community

Corporate citizenship, the commitment of a business to contribute to sustainable economic development, endorses the principle that no business exists in isolation, but undeniably forms an integral part of the environment in which it operates and to which it owes certain responsibilities.

In its relationship with the community, Remgro strives to be a valued partner and, in this regard, its involvement in the community focuses on eradicating the effects of poverty and investing in the youth from disadvantaged communities in the belief that such an investment will provide sound dividends far into the future. Remgro's corporate social investment initiatives and donations are discussed in more detail on pages 21 to 59.

Suppliers and service providers

Remgro believes in building long-term partnerships with service providers through establishing a relationship of mutual trust and respect. Various criteria play a role in selecting suitable service providers, such as compliance with quality standards, the stability and proven track record of the organisation, BBBEE status and available support network.

As part of ensuring alignment of its service providers with Remgro Company values, Remgro has developed and published a Responsible Sourcing Policy. It includes a set of principles to which we aspire to conduct business and encourage our partners and suppliers to do the same. We have commenced a process with our major suppliers by sharing this policy, so that they understand our expectations and have started a process to assess key suppliers against these principles which include a range of aspects such as environmental responsibility, compliance with human rights and anti-corruption policies, fair labour practices, and business ethics.

Since Remgro is an investment holding company, it has been determined that its cost structure be constantly measured against that of unit trusts to ensure that its shareholders are not prejudiced. As part of managing corporate costs, good relationships are maintained with suppliers and service providers.

South African government and regulatory bodies

An open and honest relationship is maintained with the government and relevant regulatory bodies. In this regard, engagements are on an ad hoc basis as and when the need arises and are usually in the form of formal meetings or filings. Regulatory bodies such as the National Treasury, the South African Reserve Bank (SARB), the Competition Commission, the Transaction Review Panel and the JSE are kept up to date regarding corporate actions in accordance with all applicable laws and regulations. Annual meetings are held with the SARB to keep them up to date regarding Remgro's offshore activities.

Environment

Environmental management at Remgro

Investment holding companies that are publicly listed, such as Remgro, have a responsibility to investors for the responsible environmental practices of their investees, as well as to perform a stewardship role to ensure such investees are strategically responding to the environmental realities in which they operate. As a result, increased emphasis is being placed on investment holding companies to report and account for investee environmental impact, particularly in the case of “financed” greenhouse gas (GHG) emissions. Financed emissions are associated with the financial activities of an organisation, especially those related to its investments. For an investment holding company these include the emissions of its investee companies.

At the same time, the concept of “double materiality” is being driven through global reporting practices where companies are required to report on their own environmental footprint such as GHG emissions, energy consumption, water consumption and waste generation, while also accounting for the 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 a company’s value and is driving the trend towards an analysis of different climate change scenarios and reporting through frameworks such as the TCFD, which has been adopted by the new International Financial Reporting System sustainability reporting standard for climate change (IFRS S2).

Increased focus on environmental governance, strategy, risk management and metrics and targets underpin best reporting practices.

Environmental accountability

The Remgro Board has overall responsibility for environmental practices implemented and maintained by its head office operations (“Remgro’s head office” or “Remgro Management Services Limited (RMS) and the subsidiaries managed and administered by it”) and these are overseen by the Social and Ethics Committee and the Risk, Opportunities, Technology and Information Governance Operational Subcommittee (ROTIG) (a subcommittee of the Audit and Risk Committee). This is in line with the Remgro Safety, Health and Environment Management (SHE) Policy, which commits Remgro’s head office to full regulatory compliance; minimisation of environmental impact; participation in relevant reporting outputs; responsible investment; and, transparency in environmental reporting procedures.

While Remgro does not exercise operational control over its investee companies, it does maintain oversight of their environmental performance and expects its investees to adhere to prevailing environmental legislation, relevant reporting procedures and environmental best practice in the sectors in which they operate. Each company is encouraged and influenced to set their own environmental targets and disclosures, in alignment with their sector expectations and with autonomous decision-making powers on how to achieve the targets for these activities.

Remgro plans to work with its investees via its investee collaboration network to address the impact of climate change, reducing exposure to climate-related risk and leveraging the market opportunities that present themselves.

A Strategic ESG Committee of the Remgro Board, as well as an Operational ESG Committee (a subcommittee of the Strategic ESG Committee) formally address the ESG environment through a documented mandate for the committees’ activities. From 1 July 2024 the Strategic ESG Committee was incorporated into the Social and Ethics Committee, to become the Social and Ethics and Sustainability Committee.

Environmental reporting approach

Remgro closely monitors global developments in environmental reporting protocols for financial services industries, investment management companies and the sectors in which its investees operate. This includes trends in GHG reporting and the setting of various environmental targets.

Remgro applies the principles of the Partnership for Carbon Accounting Financials (PCAF), as recommended by both the GHG Protocol (the most widely used carbon accounting methodology). Under PCAF guidance, investment companies should account for their investees’ direct operational GHG emissions (including emissions from electricity consumption), attributable to the percentage share (either equity or debt) that the company holds in the investee. These emissions are collected under a specific investment category (Greenhouse Gas Protocol: Scope 3 Category 15) and are separate from the direct emissions of the investment company itself. The PCAF approach allows investors to account for their investees’ emissions, while eliminating any possibility of “double accounting” for the same emissions between two or more entities.

For the 30 June 2024 carbon footprint, Remgro is including Remgro’s head office; Air Products of South Africa Proprietary Limited (Air Products); Mediclinic Group Limited (Mediclinic); OUTsurance Holdings Limited (OUTsurance Group); RCL Foods Limited (RCL Foods); Siqalo Foods Proprietary Limited (Siqalo Foods); Wispeco Holdings Proprietary Limited (Wispeco); Maziv Proprietary Limited (Maziv) and PGSI Limited (PGSI).

As a diversified investor, Remgro has investee companies in different sectors, of different sizes and with differing impacts on the environment. Remgro’s ultimate aim is to account for the majority of its portfolio, especially those with the largest environmental footprints. This is a strategic process of expanded inclusion of investee companies over the next number of years.

This will be the first time that Remgro includes Maziv and PGSI in its environmental reporting boundary, and this report reflects the environmental performance of these nine entities including important aspects of their various operations.

The consolidated Remgro PCAF carbon footprint report is currently being assured by an independent third-party verifier.

2024 highlights

- Awarding of A- score for Remgro in 2023 CDP climate, and A- for Mediclinic CDP climate and water disclosures
- Addition of Maziv and PGSI in Remgro environmental reporting boundary. Now reporting on nine (2023: seven) investee companies.
- Since 2017, Remgro has facilitated the installation of 35 solar PV systems at various investee companies, Remgro’s head office, and also Old Mutual and Momentum (Eris Properties). These projects have resulted in an aggregated renewable power capacity of 22.3MW with an associated cumulative CO₂ equivalent emissions reduction of 103.5 kilotons.
- ESG-linked KPIs are agreed annually for senior managers. Please refer to the Remuneration Report on pages 90 to 103 in the Integrated Annual Report.

GHG emissions and climate change Company CDP performance 2023

- Remgro CDP climate 2023 – A-
- Mediclinic climate CDP 2023 – A-
- Mediclinic water CDP 2023 – A-
- RCL Foods CDP climate 2023 – C
- RCL Foods CDP water 2023 – C
- RCL Foods CDP forests 2023 – C-

Note: Only Remgro, as an investment holding company; RCL Foods and Mediclinic are requested to submit CDP climate and/or water security and forestry reports.

As an investor-led initiative to understand the Company's climate, water and forestry-related risks, opportunities, management and measurement, the CDP continues to be the largest global portal of company environmental information. Remgro is justly proud of receiving an A- score for its disclosure in 2023 for financial services institutions. Mediclinic maintained their historical high performance in CDP, receiving an A- score for their climate and water disclosures.

In response to stakeholder expectations, especially from the investor community, Remgro has prepared disclosures aligned to the TCFD recommendations and is in the process of preparing its second TCFD report in this regard.

As part of its response to climate change, Remgro expects its investee businesses to demonstrate an understanding of the potential climate-related impacts on their businesses and to build appropriate resilience within their operations. Likewise, Remgro expects its investee businesses to identify climate-related opportunities where they can contribute towards solutions, either by reducing their own GHG emissions or by developing products, technologies and services that help address global warming and facilitate the transition to a low carbon global economy. Many businesses have responded by implementing carbon neutral or Net Zero GHG emission targets and implementing initiatives to reduce their emissions accordingly. RCL Foods, Air Products and OUTsurance Group have each set a Net Zero goal, while Mediclinic

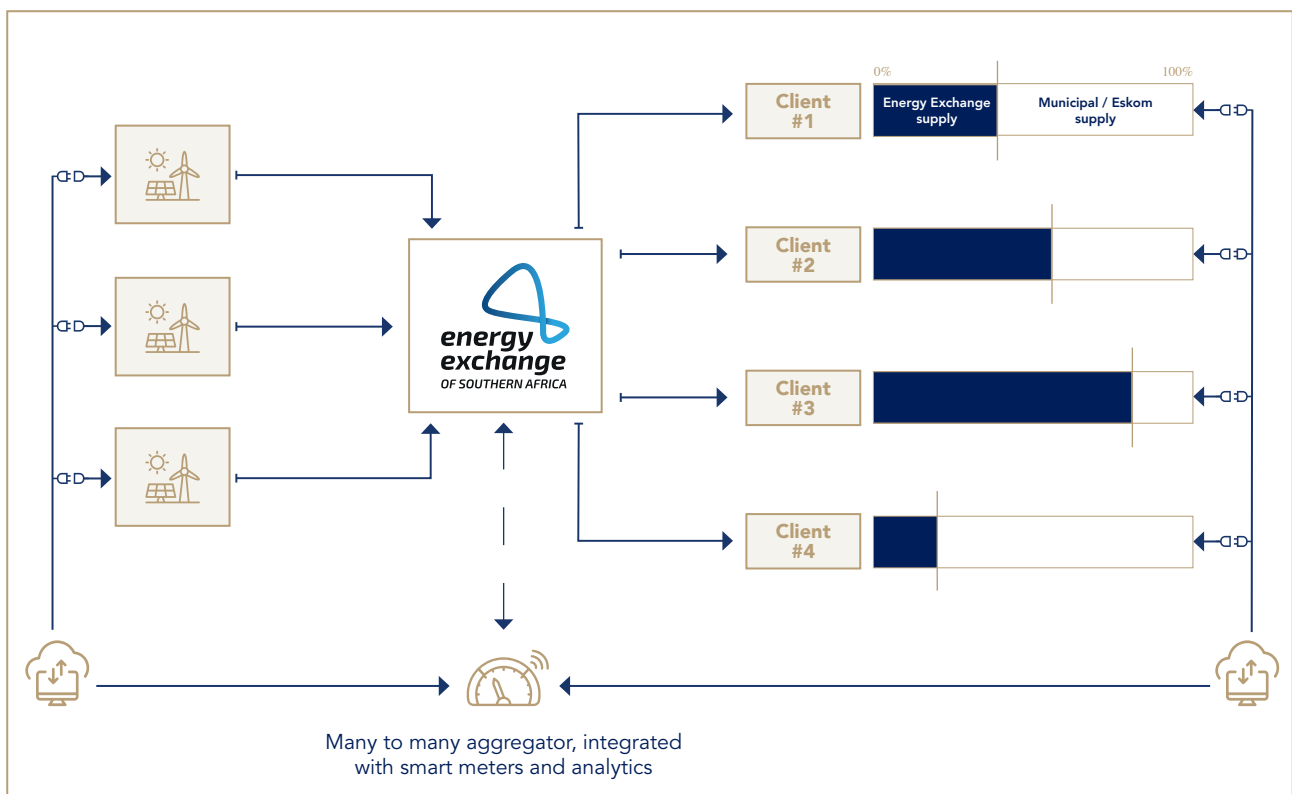
and Maziv have a goal to be carbon neutral.

Remgro continues to keep abreast of the impact of South Africa's carbon tax regime across all its investee businesses. The tax, which came into effect in June 2019, saw a carbon levy imposed on diesel and petrol and, additionally, a tax rate of R120 per tonne of carbon dioxide equivalent (CO₂e) above a 60% tax-free threshold on emissions from stationary equipment. The first phase of the regime has been extended to 31 December 2025, when the tax regime is expected to become increasingly punitive, including the possible inclusion of the tax on companies' usage of fossil fuel generated electricity.

Remgro as a clean Energy Solutions Provider

Remgro is a strategic shareholder in Energy Exchange of Southern Africa Proprietary Limited (Energy Exchange), which is a market-leading supplier of grid-connected renewable energy to South African corporates, industrials and SMEs. Its trading licence, through the National Energy Regulator of South Africa (NERSA) allows Energy Exchange to deliver renewable energy and its associated green credits to customers under bespoke and flexible contracting terms. Its solution not only assists customers to meet carbon-related targets, including those striving for Net Zero emissions, but does so at a lower price with greater price certainty than energy currently being delivered from fossil fuel sources. Energy Exchange aggregates and blends renewable energy from various sources, allowing its customers to receive a less risky, more tailored energy profile than if they contracted directly with a single generating supplier.

The Energy Exchange business model is based on wheeling electricity from the site of generation to remote customers via the transmission grid. Wheeling is the transportation of electric energy (megawatt-hours) from within an electrical grid to an electrical load outside the grid boundaries. Power Purchase Agreements (PPAs) are concluded with the generators and customers, with Energy Exchange handling the allocation and reconciliation functions, using metered data, enabling efficient tracking and managing of energy costs. The benefits for the client in this model include no capital expenditure and shorter PPA terms than traditional bilateral agreements, savings in terms of energy costs as well as carbon tax payments, where applicable. Energy Exchange undertakes the management of the transactions and clients receive Renewable Energy Certificates.



In the last three financial years, the Group Power Initiative facilitated the installation of eight solar photovoltaic (PV) systems for Remgro investee companies, namely Siqalo Foods, Wispeco, Distell Group Holdings Limited (Distell) (now Heineken Beverages Holdings Limited (Heineken Beverages)) and Momentum Group Limited's (Momentum) Eris Properties. These renewable energy systems resulted in an aggregated power capacity of 4.6MW, with an associated cumulative CO₂ equivalent emissions reduction of 10.6 kilotons.

As part of this initiative, Kigeni Ventures, a Section 12J Venture Capital Company was created to house the investments and assist with project feasibility studies for solar PV. Government implemented a tax incentive for investors in section 12J enterprises through a venture capital company regime.

Since 2017, Remgro has facilitated the installation of 35 solar PV systems at Wispeco, Distell (now Heineken Beverages), Mediclinic, RCL Foods, Siqalo Foods, Remgro's head office, and also Old Mutual and Momentum (Eris Properties). These projects have resulted in an aggregated renewable power capacity of 22.3MW with an associated cumulative CO₂ equivalent emissions reduction of 103.5 kilotons.



Siqalo Foods solar PV system on roof

Green Star building benefits



Remgro's reconstructed head office complex, Millennia Park, achieved a 5-Star As-Built Green Office rating in 2014. Key factors include reusing 96% of the existing major structure, thereby significantly reducing construction waste and contributing to the sustainability of the building.



Millennia Park PV system

Overall ecological value of the site was increased by more than an estimated 400%. Water efficient fixtures, storm water filtering and rehabilitation of rivers beyond the site were all features of the project. The building achieves energy savings in excess of 30% over a typical building of similar size through passive design, efficient lighting and air conditioning.

A rooftop solar PV system was installed in 2020. The building management system tracks performance with cumulative performance to end of June 2024 as:

- R688 450 financial return
- 479MWh energy production
- 465 tonnes of CO₂e reduction
- 80% energy yield performance

GHG emissions (tonnes CO₂e)

GHG Protocol carbon footprint: Remgro investee companies (reported at 100%)

Investee company	Scope 1		Scope 2 (market based)		Scope 3 ⁽¹⁾		Outside of scopes ⁽²⁾		Remgro EVIC share of Scope 1 and 2 (as per PCAF)	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Remgro head office	1 723	1 838	2 048	1 904	2 450	1 728	–	–	3 771	3 741
Air Products ⁽³⁾	60 315	43 597	1 166 908	1 245 037	nr	nr	nr	nr	612 362	643 071
Maziv ⁽⁴⁾	6 099	5 257	11 066	10 868	nr	nr	nr	nr	5 556	nr
Mediclinic ⁽⁵⁾	42 549	44 562	140 348	160 719	117 128	72 865	2 790	2 711	59 986	69 819
OUTsurance Group	814	987	9 085	7 493	6 087	6 135	5	36	2 976	2 527
PGSI ⁽⁶⁾	179 579	186 143	140 648	136 849	nr	nr	nr	nr	69 555	nr
RCL Foods	526 170	518 158	474 482	504 779	nr	349 255	nr	86 530	649 704	621 273
Siqalo Foods	12 829	12 084	17 755	18 809	1 607	2 249	16 889	13 502	29 613	30 893
Wispeco	14 576	12 985	34 719	38 686	17 068	17 509	–	–	48 932	51 096

nr not reported

⁽¹⁾ Scope 3 emissions are voluntarily reported and include different emissions located within a company's upstream and downstream value chain. These value chain emissions are not necessarily completely reported by Remgro's investee companies and are largely dependent on available data from third-party suppliers and customers.

⁽²⁾ Outside of scopes include emissions accounted for by the direct CO₂ impact of burning biomass and biofuels where the Scope 1 impact of these fuels has been determined to be net zero. It also includes non-Kyoto Protocol fugitive emissions outside of the GHG Protocol such as R22 Freon air-conditioning gas refills.

⁽³⁾ Air Products has a September year-end. The 2024 numbers represent the 12 months to 30 September 2023 (2023: 12 months to 30 September 2022).

⁽⁴⁾ Maziv has a March year-end. The 2024 numbers represent the 12 months to 31 March 2024 (2023: 12 months to 31 March 2023).

⁽⁵⁾ Mediclinic reports on a calendar year. The 2024 numbers represent the 12 months to 31 December 2023 (2023: 12 months to 31 December 2022).

⁽⁶⁾ PGSI has a December year-end. The 2024 numbers represent the 12 months to 25 December 2023 (2023: 12 months to 25 December 2022).

GHG reduction targets

Mediclinic – carbon neutral by 2030 in direct operations (Scope 1 and 2)

OUTsurance Group – net zero emissions by 2050 throughout the value chain (Scope 1, 2 and 3)

Air Products – reduce total GHG emissions by 33% by 2030 (baseline year 2021)

RCL Foods – reduce GHG emission intensity by 25% 2020-2025.

Maziv – carbon neutral target by 2050

Energy

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 (CPI) figures. The response required to this 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.

During 2023, Mediclinic committed R2.4 billion to on-site renewable energy generation and storage in Southern Africa and installed eight new photovoltaic (PV) systems at hospitals in Southern Africa. Healthcare facilities demand significant consumption of energy in medical equipment, air-filtration and air-conditioning units that are required to run continuously in hospitals. Mediclinic continues to focus on the operational efficiency of technical installations, the introduction of various new energy-efficient and renewable technologies and behavioural change.

Energy efficiency measures continue to be implemented within PGSI with PFG, the float glass manufacturer, reducing energy consumption by 17% since 2015; Shatterprufe windscreens reducing energy per m² of product by 6-36% across its individual facilities since 2018; its building glass company reducing energy by 15% since 2017; and, Widney sliding doors achieving energy reductions of 21% since 2021. The 2024 energy increase was as a result of expanded operations and increased export trade.

RCL Foods produced 197 GWh of electricity, of which 8 GWh was sold into the South African national electricity grid. 189 GWh was consumed internally, providing 29% of RCL Foods' total electricity requirements. Most of this self-generated electricity came from the burning of bagasse waste (residue from processed plant material) at its sugar mill operations. Lower sugar production volumes during the year resulted in a 12% lower co-generation output. The second biggest source of self-generated electricity was Rainbow's Waste-to-Value (W2V) plants at its Worcester and Rustenburg processing facilities, which provided 8 GWh of electricity, a 17% increase due to improved output at Rustenburg. A small hydro power plant on the Crocodile River in the Sugar business unit provided 1.93 GWh of electricity.

On the basis of energy vulnerability assessments conducted at key sites during the year, RCL Foods has identified and prioritised opportunities and is developing energy roadmaps to transition towards energy resilience.

A capex project of Siqalo Foods, geared at increasing the storage capacity of sunflower seed husk (biomass), resulted in significant reductions in the energy consumption of its gas boiler. However, a large increase in generator diesel consumption was experienced by the company due to increased load shedding within the City of Ekurhuleni.

Wispeco's new CUBE powder coating plant at its Alrode facility increased energy consumption materially. This new plant did, however, translate into a 48% increase in production at the facility.

Total energy consumption (gigajoule or GJ), inclusive of electricity

Investee company	Total energy	
	2024	2023
Remgro head office	32 760	32 289
Air Products ⁽¹⁾	4 581 447	4 808 951
Maziv ⁽²⁾	133 179	122 343
Mediclinic ⁽³⁾	1 319 333	1 106 052
OUTsurance Group	44 324	43 972
RCL Foods	8 617 228	8 704 904
PGSI ⁽⁴⁾	2 921 135	2 780 475
Siqalo Foods	378 098	356 565
Wispeco	387 341	373 415 ⁽⁵⁾

⁽¹⁾ Air Products has a September year-end. The 2024 numbers represent the 12 months to 30 September 2023 (2023: 12 months to 30 September 2022).

⁽²⁾ Maziv has a March year-end. The 2024 numbers represent the 12 months to 31 March 2024 (2023: 12 months to 31 March 2023).

⁽³⁾ Mediclinic reports on a calendar year. The 2024 numbers represent the 12 months to 31 December 2023 (2023: 12 months to 31 December 2022).

⁽⁴⁾ PGSI has a December year-end. The 2024 numbers represent the 12 months to 25 December 2023 (2023: 12 months to 25 December 2022).

⁽⁵⁾ Wispeco 2023 figures restated due to erroneous double counting of energy from the consumption of natural gas.

Energy-related targets

Siqalo Foods – reduce electricity consumption by 5% per year per tonne of product (2019 baseline year)

Water

Water consumption (kilolitre)

Investee company	2024				
	Total municipal water	Total borehole water	Total raw water	Total recovered/recycled water	Total water consumption
Remgro head office	11 129	–	–	–	11 129
Air Products ⁽¹⁾	89 226	–	1 471 786	144 891	1 705 903
Maziv ⁽²⁾	10 000	–	–	–	10 000
Mediclinic ⁽³⁾	1 710 767	19 754	–	–	1 730 521
OUTsurance Group	40 630	–	–	–	40 630
PGSI ⁽⁵⁾	151 985	–	1 220 ⁽⁶⁾	–	153 205
RCL Foods	6 533 631	661 033	129 111 440	–	136 306 104
Siqalo Foods	281 928	–	–	–	281 928
Wispeco	127 687	–	–	–	127 687

Investee company	2023				
	Total municipal water	Total borehole water	Total raw water	Total recovered/recycled water	Total water consumption
Remgro head office	9 796	–	–	–	9 796
Air Products ⁽¹⁾	95 760	–	1 428 961	112 722	1 640 048
Maziv ⁽²⁾	8 000	–	–	–	8 000
Mediclinic ⁽³⁾	1 699 423	21 739	–	–	1 721 162
OUTsurance Group ⁽⁴⁾	44 788	–	–	–	44 788
PGSI ⁽⁵⁾	157 464	–	7 188	–	164 652
RCL Foods	6 464 567	664 319	99 521 299	–	106 682 136
Siqalo Foods	317 542	–	–	–	317 542
Wispeco	128 163	–	–	–	128 163

⁽¹⁾ Air Products has a September year-end. The 2024 numbers represent the 12 months to 30 September 2023 (2023: 12 months to 30 September 2022).

⁽²⁾ Maziv has a March year-end. The 2024 numbers represent the 12 months to 31 March 2024 (2023: 12 months to 31 March 2023).

⁽³⁾ Mediclinic reports on a calendar year. The 2024 numbers represent the 12 months to 31 December 2023 (2023: 12 months to 31 December 2022).

⁽⁴⁾ OUTsurance Group's water consumption has been restated to include the Oak and Youl region.

⁽⁵⁾ PGSI has a December year-end. The 2024 numbers represent the 12 months to 25 December 2023 (2023: 12 months to 25 December 2022).

⁽⁶⁾ Lower total in 2024 due to fewer facilities being measured.

Water targets

RCL Foods – 30% improvement in sugar production water efficiency by 2023 (achieved)

Siqalo Foods – reduce absolute water consumption 5% per year (2019 baseline year)

Remgro recognises that for various reasons insufficient quantity and quality of potable water is a risk to businesses in South Africa. The country is “water stressed” and, as a result, the protection and sustainable consumption of water sources is critical in the operations of many of Remgro's investees.

All investees, especially the agricultural and food businesses such as RCL Foods and Siqalo Foods, depend on reliable supplies of good quality water which are drawn from municipal (third party) sources as well as directly from the natural environment – thereby indicating their dependency on critical ecosystem services.

In Remgro's manufacturing businesses, such as Wispeco, Air Products and PGSI, high-quality water is essential in the cleaning and cooling of critical equipment, while office-based companies such as Remgro's head office and OUTsurance Group rely on sufficient supplies of potable water for employee health and hygiene.

A reliable supply of good quality water volumes is also essential in the running of Mediclinic's hospitals globally, and Mediclinic's Middle East operations rely on desalinated seawater supplies from local municipal sources. While Mediclinic experienced a total increase in water consumption across its operations, its intensity consumption per full-time employee decreased. In its Southern African operations, Mediclinic hospitals achieved a 1.6% reduction in water usage despite a 2.2% increase in bed days. The

group continues to conduct annual water risk assessments and incorporate these findings into its Corporate Sustainable Water Management Strategy covering its direct operations and large parts of its supply chain.

Air Products' water usage declined over its reporting cycle, partly due to lower plant loading and capacity utilisation at its Vanderbijlpark operations.

PGSI's PFG business has achieved an absolute water consumption saving of 51% since 2016 (91kl per year), whilst its Shatterprufe division has reduced its dependency on local council water by drilling boreholes at operational sites, which have resulted in impressive decreases in municipal water consumption since 2019 and built resilience against water outage risk.

RCL Foods' surface water withdrawals (dams and rivers) increased by 29.5%, driven by higher withdrawals for cane irrigation, as a result of lower rainfall in the year compared to high levels in the prior period. All other water consumption remained stable.

Siqalo Foods achieved an 11% year-on-year water reduction driven primarily by the water use efficiency initiatives in the company's main boiler house.

Wispeco's water consumption remains constant.

Waste

Waste generation (tonnes)

Investee company	Waste to landfill		Hazardous waste		Recycled waste	
	2024	2023	2024	2023	2024	2023
Remgro head office	nr	nr	nr	nr	nr	nr
Air Products ⁽¹⁾	nr	nr	nr	nr	nr	nr
Maziv ⁽²⁾	nr	nr	nr	nr	nr	nr
Mediclinic ⁽³⁾	7 314	6 000	7 016	7 599	3 359	2 966
OUTsurance Group	134	103	35	38	59	71
PGSI ⁽⁴⁾	8 268	7 225	–	–	11 160	16 190
RCL Foods	268 580	217 208	501	375	16 336	7 860
Siqalo Foods	nr	nr	–	–	365	260
Wispeco	630	365	–	–	1 198	103

nr not reported

⁽¹⁾ Air Products has a September year-end. The 2024 numbers represent the 12 months to 30 September 2023 (2023: 12 months to 30 September 2022).

⁽²⁾ Maziv has a March year-end. The 2024 numbers represent the 12 months to 31 March 2024 (2023: 12 months to 31 March 2023).

⁽³⁾ Mediclinic reports on a calendar year. The 2024 numbers represent the 12 months to 31 December 2023 (2023: 12 months to 31 December 2022).

⁽⁴⁾ PGSI has a December year-end. The 2024 numbers represent the 12 months to 25 December 2023 (2023: 12 months to 25 December 2022).

Waste targets

RCL Foods – zero waste to landfill at all operations by 2025

Mediclinic – zero waste to landfill by 2030

PGSI – waste to landfill not more than 800 tonnes per month

For many Remgro investee companies waste management is an important aspect of their environmental operations. The reasons are numerous, ranging from producer responsibility legislation enforcing accountability for packaging; sector initiatives such as the SA Plastics Pact; consumer behaviour; reputation management; and ultimately, a greater understanding of circular economy practices that reduce, recycle and reuse waste outputs.

As a healthcare company, Mediclinic has numerous waste streams including hazardous and healthcare risk waste (HCRW). Initiatives across all Mediclinic geographies have been implemented in efforts to meet its zero waste to landfill by 2030 target. These range from refilling detergent bottles in hospitals to complex solutions for the handling of HCRW. Year-on-year, Mediclinic have reduced waste to landfill by 39% (2022-23).

As a financial services company, OUTsurance Group's waste profile is mostly apportioned to paper and building/construction. OUTsurance's electronic document ratio – being the total number of electronic policy documents as a percentage of all documents sent to clients – continues in the range of 96-99%, thereby minimising customer paper waste.

At PGSI, PFG's waste to landfill per month was below the company's internal target of 800 tonnes/month. The company is seeking commercially viable arrangements for the offtake of its vinyl and batch plant sand waste – which account for 75% of its current generation of waste to landfill. All other PGSI manufacturing sites have minimal waste as the majority is recycled cullet that is sent to PFG or third parties as input material to their respective glass-based manufacturing processes.

RCL Foods' waste consists predominantly of bagasse (72%) and chicken manure (10%), the majority of which is either converted to energy, reused, recycled or converted to fertiliser. The company complies fully with the South African Extended Producer Responsibility legislation (EPR). It aims to design its packaging for recyclability and reuse by using reusable, recyclable or biodegradable plastic packaging as far as possible. This is in line with the expectations of the SA Plastics Pact.

For the past four years, Siqalo Foods has sent less than 1% of its waste to landfill. Its largest waste stream is corrugated cardboard packaging, which is recycled, while all oil waste is reworked into product or, where not possible, sold on for animal feed. The company continues to be fully compliant with all plastic recycling regulation.

Regulatory compliance

RCL Foods received 10 fines or notices pertaining to breaches of environmental regulations, all of them in the Rainbow business. Seven were related to effluent discharge exceeding local standards at its Rustenburg processing plant, which resulted in fines of R1.7 million. A five-year action plan has been implemented to ensure effluent compliance. Two notices were related to effluent discharge at the Hammarsdale P2 processing plant and one was related to alleged illegal clearing of vegetation at the Worcester Broiler farms, both of which are being remediated.

Air Products reported one CO₂ pipe leak. Remedial actions were approved by local authorities and no fines were imposed.

RMS, Maziv, Siqalo Foods, PGSI, Mediclinic and OUTsurance Group reported no fines or breaches.

Remgro and our CSI communities 2024

“Tomorrow matters”

Direct involvement and managing the initiatives

Remgro actively invests in communities, especially in and around Stellenbosch, **the foundation of its community support** is rooted in concepts of **caring and belonging**.



The CSI initiatives fall into two categories:

1. Remgro managed and conceptualised 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 mutual respect and trust form the foundation of the relationships with partners and stakeholders. This is reflected in longstanding partnerships we have nurtured over a decade with the Remgro Schools Project and the Strengthen our Society (SOS) Project.

Guided by the United Nations’ 17 Sustainable Development Goals (SDGs), Remgro strives to end poverty and inequality,

protect the planet, address climate change and biodiversity loss, and ensure inclusivity.

The SDGs provide a comprehensive framework for assessing the impact of our CSI programmes. Aligning our CSI efforts with SDGs, enables us to measure our contributions towards these goals and targets. This alignment ensures that corporate initiatives are beneficial to local communities and contribute to global sustainability. Moreover, using SDGs as a benchmark enhances transparency, fosters accountability, and facilitates the impact of communication with stakeholders, investors, and the wider community.

Remgro follows a well-established process to identify the schools for inclusion in the Remgro Schools Project and the beneficiaries of the SOS Project. As per its Terms of Reference, the CSI committee meets regularly to deliberate on and approve grants to institutions in need. These donations are generally made per annum and for a specific purpose. No donations are made to political parties or religious institutions.

During the year under review Remgro developed a statement of principles for community giving which has been published on our website at www.remgro.com.

www.remgro.com/wp-content/uploads/CSI-Principles-for-Community-Investment-Public-Version-2024-Final.pdf

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 R35 million (2023: R36 million), as detailed in the table below:

	Year ended 30 June 2024 R million	Year ended 30 June 2023 R million	Year ended 30 June 2022 R million
Summary of CSI spend			
Community development	8	7	7
Cultural development	4	5	4
Entrepreneurship, training, and education	12	16	10
Environment	2	2	2
Healthcare	1	1	–
Sport development	8	5	3
	35	36	26

The Remgro CSI Landscape

Direct involvement and managing the 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
- Pniël 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
- Stollenzicht High

Strengthen our Society (SOS)

NGO Partners

- Bergzicht Training and Development
- Caleb Development and Training Association
- Care Career Connection
- ChangeAbility
- Good Hope Psychological Service
- Her Voice
- Imbali Western Cape
- Legacy
- Pniël Heritage and Cultural Trust
- Rock Solid
- Stellenbosch Crafts Alive
- Stellenbosch Work Centre
- Stellumthombo
- The Early Education Centre (TEEC)
- The Green Door Project
- Usiko

Training

SOS Facilitators

- ENSafrica
- Papillon Press and Consultancy
- Rudy Oosterwyk

The Remgro CSI Landscape

(continued)

Recipients of Longstanding Funding

Community Development	<ul style="list-style-type: none"> • Ikamva Labantu • Love to Give (trading as Stellenbosch Community Development Programme) • Stellemploy NPC
Cultural Development	<ul style="list-style-type: none"> • Field Band Foundation
Entrepreneurship, training and education	<ul style="list-style-type: none"> • Helpmekaar Study Fund • Pinotage Youth Development Academy • SA College for Tourism • Stellenbosch University (SUNCEP & SciMathUS) • TSIBA Education NPC
Environment	<ul style="list-style-type: none"> • Peace Parks Foundation • WWF South Africa
Healthcare	<ul style="list-style-type: none"> • Organ Donor Foundation
Sport	<ul style="list-style-type: none"> • Endurocad – SA Endurance Academy

Remgro Impact Investments

Stellenbosch Academy of Sport	<ul style="list-style-type: none"> • SAS Sisonke
Stellenbosch Football Club	<ul style="list-style-type: none"> • SFC Youth Academy • SFC First Team • SFC Women’s Football • Friendship and Celebratory days

Remgro Schools Project

Through the collective efforts of our partners, strategic direction and funding, 25 schools within the Stellenbosch area, are the beneficiaries of the Remgro Schools Project. Appreciation and thanks go to our partners for their dedication and care over the past year.

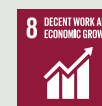
Remgro School Leadership Conference

The annual Schools Leadership Conference took place on 16 August 2023 at Hazendal Wine Estate, serving as a pivotal gathering for principals and deputies. With 32 educational leaders from the Stellenbosch area and representatives from the Western Cape Education Department (WCED) in attendance, the event was a significant opportunity for networking and professional growth.

Throughout the day, attendees were inspired and empowered by a series of impactful speakers who provided a wealth of wisdom and practical advice. The conference fostered a collaborative atmosphere where educational leaders could share insights and learn from one another, enhancing their leadership skills and strategies for their schools.

Service providers

Click Learning (Reading Eggs Programme)



“Changing **little lives** for **big impact**”

Click Learning is dedicated to improving foundational skills in literacy and numeracy in a cost-efficient and accessible manner. Research confirms that weak foundational skills in these areas have a significant impact on results in later grades. Click Learning programmes are designed to boost literacy and numeracy proficiency among primary school learners by integrating technological solutions and personal support.

In addition to enhancing learners’ literacy and digital skill, Click Learning creates job opportunities for previously unemployed local youths to manage the in-school implementation of the programme. Currently eight facilitators, two per school, are employed in schools supported by Remgro.

At the end of 2023, Click Learning concluded operations at one of the schools by mutual agreement. Compared to 2023, significant operational improvements have led to sustained increased active time and usage. In 2024, two of the Remgro schools surpassed the targets on active time. Schools experiencing poorer performance have received additional facilitator and connectivity assistance.

The April storm also impacted one of the schools, requiring closure for computer repairs. Click Learning supported the affected schools by allocating a ticket for each request for support: This year, 6 044 tickets were resolved nationally.

Click Learning’s 2023 annual testing results indicate that time spent on the programme significantly improves reading comprehension outcomes. For example, a Grade 3 learner who has been participating in Click Learning’s literacy programmes since Grade, 1 with an average of 16 – 18 hours per year, scores 24% higher on reading comprehension compared to peers with six hours or less annually. At 20 hours of learning, the difference compared to a learner with less than five hours was 8.9%, reflecting nearly a full year’s academic progress between Grade 1 and 2.

Snapshot	Schools		Hardware devices		Literacy learners		Employed youth		Numeracy learners	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Remgro	4	5	165	201	1 648	2 482	0	0	8	10
Overall	329	300	19 902	19 530	229 944	215 541	45 451	34 428	879	753

Remgro Schools Project - *continued*

Service providers (*continued*)

Community Keepers (CK)



The Community Keepers programme adopts a holistic approach to foster an environment of wellbeing within the school. Known as C.A.R.E., this programme provides:

- **Counselling and crisis intervention:** Providing support through counselling, crisis intervention, containment, and regular check-ins.
- **Life skills workshops:** Conducting workshops that empower participants to build up their own toolbox of techniques for personal development.
- **Referral pathways:** Connecting individuals with specialists and resources as needed.

Benjamin Perks of UNICEF aptly stated: “Those who feel love at home come to school to learn and those who don’t, come to school to be loved. You cannot learn if you don’t feel loved because, for a child to be unloved is to be unsafe.” We believe that, to improve the world, we must start by making people feel safer. C.A.R.E. provides a safe space and welcoming environment, where participants can express themselves openly and voice their thoughts freely.

The programme is evidence-based and collaborates closely with academics from the University of Cape Town, the University of Bath (UK) and Stellenbosch University. It addresses some topics often not discussed in homes or taught in schools, offering a platform for personal and professional development. Here difficult conversations are handled with care and insight, and information is shared without judgement. Learners, teachers, parents and guardians from partner schools attend workshops at no cost and contribute to co-creating the programme to meet the unique needs of each school.

In his book *Man’s Search for Meaning*, Viktor Frankl wrote: “Everything can be taken from a person but one thing: The last of the human freedoms is to choose one’s attitude in any given set of circumstances, to choose one’s own way.” The wellbeing that C.A.R.E. provides nurtures this freedom of choice, empowering individuals despite their circumstances and the very many variables presented in their communities.

Snapshot	Schools		Learners Prevention and early intervention programmes		Learners Enrolled in therapy		Educators Professional development sessions		Parents Positive parenting programme	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Remgro	6	6	8 670	6 175	723	572	864	730	4 016	5 606
Overall	79	35	99 956	53 978	5 993	3 597	7 994	4 609	59 421	49 707

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

Learner

“Even on the days **when I am not** writing exams, I come to school so that I can come to this **CK office.**”

Matric learner

“You are the **first people** we think of when there is a learner we are concerned about. Your **help keeps us** and the **learners** able to think clearly.”

Educator

Remgro Schools Project - *continued*

Service providers (*continued*)

Green Shoots



Green Shoots facilitates Maths education in South Africa through its innovative Integrated Maths Programme (IMP). This initiative primarily focuses on primary-aged learners and the entire educational ecosystem that supports them, including teachers, school management, and parents or guardians. By addressing foundational inequalities in the education system, Green Shoots aims to break the cycle of disparity and promote a culture where Maths serves as a tool for empowerment and opportunity. Their vision: Every child, regardless of background, should have the opportunity to excel in Maths, paving the way for future academic and professional success.

The organisation achieves this through a combination of technology and strategic educational practices. The IMP leverages the Maths Curriculum Online (MCO) platform, which provides real-time exercises, feedback, and comprehensive data analytics. This tech-enabled approach enhances the learning experience, and allows for personalised educational interventions at the student, classroom, and school levels.

As of 9 June 2024, the MCO platform has demonstrated significant outreach and engagement, with an impressive 714 983 “out of school” sessions conducted by learners using mobile devices such as cell phones. This extensive use underscores the accessibility and flexibility of MCO, enabling students to continue their Maths learning beyond the traditional classroom setting. Additionally, the platform has successfully processed over 75 million questions nationally this year – 75 833 540 to be precise – which were answered, automatically marked, and analysed in real-time. This feature provides learners with immediate feedback and equips teachers and educational department officials with crucial data for monitoring progress and tailoring instructional strategies. The impact of MCO is significant, improving educational opportunities and outcomes for many students across diverse settings.

Key impacts of Green Shoots’ work include notable improvements in student confidence, engagement, and understanding of Maths. Schools participating in the programme have shown remarkable resilience in improving or maintaining pass rates, even amid disruptions like the Covid-19 pandemic. By empowering educators with data-informed insights and actively involving families, Green Shoots is fostering a generation of learners who view Mathematics not only as a subject, but as a pathway to personal growth and societal advancement.

	Schools		Learners		Educators		District officials		Provinces	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Remgro 2024	13 WCED* schools	9	4 347	3 267	69	63	11	10	1	1
Overall Green Shoots	760 schools (753 WCED* schools)	717	401 149	357 625	7 263	7 063	301	289	3	1

* Western Cape Education Department

Remgro Schools Project - *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. The programme comprises of three support levels for schools:

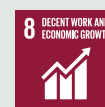
1. First level: Provides support to 24 schools, including SSBI assistance, 10 monthly circulars, participation in an annual conference and examination advice for Grade 12s.
2. Second level: Includes services of the first level, with additional support such as teachers' assistants for primary schools, administrative assistants for high schools, and extra help from service providers.
3. Third level: Offers the highest level of support to four schools, including dedicated, individual support during April and August and ongoing assistance and interaction throughout the year.

Monthly circulars are tailored to address specific issues schools face. School visits are scheduled in advance and principals are encouraged to raise topics of concern for discussion and advice. Training sessions focus on managing challenging situations and provide motivational advice.

Workshops are conducted separately for principals, subject heads, school management teams, staff members and the Student Representative Council (SRC). The annual SRC function in February, featured prominent speakers with this year's event highlighting former Springbok rugby player Schalk Brits as the keynote speaker. This function provides an opportunity for senior student leaders from all the participating schools to network and learn from there.

Jannie and Hennie also visited participating schools to assess the school climate and gather personal feedback from principals. They provide insight to improve support to schools, analyse academic performances, and establish incentives to high-performing schools. These endeavours to identify areas needing additional support and are shared with circuit managers to assist them in schools' leadership.

MiDO Foundation



MiDO is dedicated to enhancing digital literacy at under-resourced schools by equipping them with essential digital skills for active engagement as digital citizens. Through this experiential learning approach, learners and educators become active participants by practising and utilising these tools effectively.

The SWAG (skills, will-power, adaptation, growth) is at the heart of MiDO's efforts, focusing on fostering a growth mindset amongst educators. The programme encourages collaboration, nurturing positive relationships and cultivating a supportive school culture. They also believe that promoting the four Cs (critical thinking, communication, collaboration, creativity) and integrating technology can empower education to inspire learners and drive innovation in education.

Over the past year, MiDO has continued to upskill 1 100 learners with Google Suite. This program includes providing learners with email addresses and teaching them how to conduct and send emails. Additionally, students learn how to navigate Google Search and practice responsible digital citizenship.

Hub Programmes have expanded to include guidance on creating CVs, an introduction to entrepreneurship, photography, Canva design and this year included an introduction to Cybersecurity. Collaboration with the University of Stellenbosch and Lecturer Delecia Davids to launch an Escape Room Project at Lückhoff High School was a highlight this year.

The Escape Room Project is a live action game that utilises puzzles and logic to solve clues in a timed environment. When used for educational purposes, escape rooms can assess higher order skills such as collaboration, communication, creative thinking and critical competencies for success in the 21st century.

Snapshot	Learners		Teachers	
	2024	2023	2024	2023
Remgro	1 604	6 999	40	258
Overall	10 478	12 369	357	1 458

Remgro Schools Project - *continued*

Service providers (*continued*)

Ronnie Frans – mentorship

Ronnie Frans is an esteemed educationalist with 39 years of teaching experience who has made significant contributions to the field of education. His career includes four years as a high school teacher, and an impressive 35 years as Principal of Klapmuts Primary. Throughout his tenure Mr Frans dedicated himself to transforming the school into a beacon of hope for the local community, ensuring that every learner took pride in being associated with the school. His exceptional service was recognised with the NTA Lifetime Achievement Award from the Department of Education.

In addition to his past achievements, Mr Frans continues to offer invaluable support to the education sector by mentoring newly appointed principals. Over the past year, he has provided guidance and support to two new principals at Devon Valley Primary and Idas Valley primary respectively.

Reflective Learning Programme (RLP)

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

This year the programme was expanded to five high schools: Cloetesville High School, Kylemore High School, Lückhoff High School, Stellenzicht High School and Makupula High School. Reflective Learning's Maths subject was translated into Afrikaans (Wiskunde) enabling all learners in these schools to participate. During the pilot project, each school can select a number of learners from either Grade 8 or Grade 9 for this first year. If proven successful, the programme aims to include more learners in future.

The schools have embraced the programme and started implementing, but ICT challenges persist. Both the schools and Reflective Learning are working to address these issues and ensure the programme's effectiveness.

Stellenbosch Broadband Initiative (SSBI)



SSBI Trust is a partnership between Remgro, the Stellenbosch Municipality and the University of Stellenbosch. This year it celebrates its 11th year since its inception. In an era dominated by online education tools and multimedia programmes, reliable internet access is indispensable, serving as the foundation for quality education. The primary objective of SSBI is to provide schools within the Stellenbosch region, particularly those struggling with connectivity challenges, with stable, fast, and dependable internet access.

Currently, the SSBI supports 33 schools, including two special needs institutions that depend on visual e-learning methodologies. Over the past the year, the SSBI has concentrated their efforts on modernising access points, expanding existing networks to amplify Wi-Fi coverage and installing 10 new uninterruptible power supply (UPS) devices allowing a computer to keep running for at least a short time when incoming power is interrupted.

The UPS systems ensure uninterrupted Wi-Fi connectivity during load shedding, allowing teachers, service providers and students to continue their e-learning activities. The implementation of new radio equipment at high-site locations has improved internet connectivity, ensuring faster and more stable connections for schools. This year the SSBI also conducted comprehensive training sessions for the designated IT personnel at schools, aimed at enhancing their competence, IT skills and knowledge.

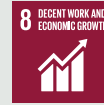
Support resources, such as best practice guidelines via YouTube videos and real-time assistance structures such as WhatsApp groups, have been instrumental in aiding schools with troubleshooting should they experience an internet problem.

Among the beneficiaries of the SSBI, Dorothea Special School remains an exceptional special needs school. As a specialised institution catering to learners with diverse needs, Dorothea School utilises digital learning programmes and tools to enrich the educational experience of its visually- and auditorily-oriented students and is subsequently the highest data consumer.

Remgro Schools Project - *continued*

Service providers (*continued*)

Stellenbosch United in Mathematics (SUM)



Development of instructional videos covering the Grade 8 to 12 Mathematics syllabi has been successfully completed. These videos are designed to support teachers in preparing for lessons and empower learners to enhance their understanding of Mathematics. Complimentary PDF notes of all videos are also shared with the teachers at the participating schools. To ensure accessibility for all, the videos are available on an open access website and on the YouTube channel. This information is also provided on a memory stick to reach learners and teachers without internet access.

As of June 2024, the YouTube channel has gained 4 700 subscribers, with 20 000 unique viewers using the channel. In the first part of 2024, two teacher workshops were presented, attended by teachers from the six participating high schools and continued one-on-one support for teachers.

Notably, in July 2023, Mbalentle Bukuqa, a Grade 9 learner from Kayamandi High, was recognised as the top performer from her school at the UCT Mathematics Competition Prize giving. In 2024 Kayamandi High, expanded its participation by entering 45 learners in both the South African Mathematics Competition, and UCT Mathematics Competition.



Left to right: Nokuphumla Flepu (mother), Mbalentle Bukuqa and Mr Dhlamini (teacher)

Remgro supports teaching and administrative assistants

Spotlight on a pillar of support and dedication:



Teacher's support, Caroldene van Rooyen is cherished by the PC Petersen Primary School community: known for her warmth, dedication and kind-hearted nature. Her role at the school is critical, particularly in managing the printing room, which is considered the operational heart of the school. Caroldene ensures that all printing at the school is completed efficiently, allowing teachers to focus on delivering the curriculum expectations without contending with time-consuming printing logistics. She is also responsible for maintaining all the printers, ordering ink, and ensuring the equipment is in optimal condition.

In addition to her printing duties, Caroldene supports teachers in classrooms by managing student absenteeism records on CEMIS. With a passion for netball, she has completed several coaching courses and is an integral part of the management team for the school's top netball team, the under-13s.

Caroldene's commitment goes beyond her assigned duties. She is always willing to lend a hand wherever needed and is eager to learn more about the various aspects of school operations. As a member of the safety committee and an active member in school functions, she exemplifies dedication and teamwork. Her dedication and teamwork make her an invaluable asset to PC Petersen Primary, and her presence is greatly appreciated by the entire school community.

Remgro Schools Project - *continued*

Participating schools

The Remgro school Project is structured according to a 3-tier support system, whereby basic support is provided to all schools at level 1. More support is provided on level 2 and 3. The participating schools share their performance and achievements during the year.

Primary Schools

AF Louw Primary

Remgro support: ① ■

The A.F. Louw Primary School team remains dedicated to improving the core Language and Mathematics skills of the learners. The gaps that developed during the Covid-19 pandemic are evident and the school is working hard to try to address these.

The reopening of the school library has been a key undertaking with Grades 1 to 7 for participating in a weekly library lesson, bringing about gradual development in language skills. Language development continues to be a significant barrier as many of the learners are instructed in a language different from their home language.

To support this foundation phase educators conducted workshops for parents offering insight into the tasks and activities learners are expected to perform at school every day. Despite these efforts, the annual systemic results again reflected, that the Mathematics results were satisfactory, but the language results fell short of expectations and desired standards.

Brückner de Villiers Primary

Remgro support: ① ■

The learners at Brückner de Villiers have been enjoying a range of enriching experiences: Selected by the local branch of Nedbank to participate in the semi-final soccer match between Stellenbosch FC and Orlando Pirates. Additionally, learners have attended a Science Expo at a high school in Stellenbosch and received a visit from the Science staff from the University of Cape Town.

Community Keepers visited the school, lending psychosocial and developmental support to learners.

In support of improvements to facilities, Spar Stellenbosch donated tiles and other building material to upgrade the schools' toilets. Moreover, a company from Port Elizabeth donated school uniforms, which will be received by learners in need.

Brückner de Villiers is an active participant in Peer Learning Community (PLC) with the neighbouring schools, facilitating the exchange of didactic strategies, methodologies and good practices. These sessions have proved to be valuable to the educators and colleagues.

Cloetesville Primary

Remgro support: ③ ■■ ■■

Over the past year, Cloetesville Primary has made notable progress in enhancing their educational infrastructure, particularly with the establishment of their second computer room. The second computer room has doubled the capacity for computer-based learning. The primary goal of the second computer room was to provide sustained access to information technology for the learners, thereby enriching the learners' educational experiences. This initiative has been primarily supported by Remgro, whose contribution has provided the necessary internet and Wi-Fi connections.

This initiative engages with Green Shoots and Cammy programmes, who present online programmes for Grades 1 to 3, focusing on language and Mathematics, creating tools for improving reading and comprehension skills.

The integration of Green Shoots has significantly improved learners' understanding of mathematical concepts through interactive and engaging methods. Cammy programmes have enhanced reading skills, with learners showing marked improvement in comprehension and fluency.

① Level 1	■ MiDO Foundation	■ Reading Eggs	■ Administrative assistant
② Level 2	■ Community Keepers	■ Jannie van der Westhuizen	■ SUM Project
③ Level 3	■ Teacher assistants	■ Dr Hennie van der Westhuizen	■ Matric result incentive
■ SSBI	■ Green Shoots	■ Systemic results incentive	■ Reflective Learning Programme

Remgro Schools Project - *continued*

Participating schools (*continued*)

Devon Valley Primary

Remgro support: ② ■■■■

Devon Valley Primary proudly hosted its inaugural Spelling Bee competition, which serves as preparation for the WOW (World of Words Competition). In partnership with PricewaterhouseCoopers Inc. (PwC) and SA Samaritan Feet the school hosted a mini-sport and fun run day. During this event the staff of PwC washed the feet of the learners and distributed footwear to both girls and boys.

Central to the school's ethos is the "Transform to Perform" initiative which embodies SMURFS values: (Sympathy, Motivation, Ubuntu, Respect, Focus and Success). These are values which are actively promoted and integrated into the learners' daily routine.

The "Be a Buddy" programme led by Community Keepers achieved notable success. Through various activities, Afrikaans and English learners connected and built relationships, leading to noticeable improvements in pupil behaviour and attitudes.

Dorothea Special School

Remgro support: ① ■■

Dorothea Special School, focusing exclusively on learners with severe intellectual disabilities and autism spectrum disorder from lower socio-economic backgrounds, was awarded the prestigious Apple Distinguished School (ADS) Certificate on 16 November 2023. This recognition is particularly noteworthy as Dorothea Special School is the first special needs school globally to receive this honour.

The award highlights the school's commitment to inclusivity and the effective use of ICT in education. Remgro's support facilitates the integration of technology into the classroom has been made possible. The provision of Wi-Fi has been essential in this process, enhancing the learning environment despite its inherent complexities.

Dorothea Special School extends its heartfelt gratitude to Remgro for its role in making this technological advancement a reality and for strengthening leadership at all levels within the school through the Remgro Leadership and Management Initiative.

Idas Valley Primary

Remgro support: ② ■■■■

Liam Poole, star athlete of Idas Valley Primary took part in the annual local interschools and Boland central championship in Paarl, where he secured 3rd place in the Boys Under 13. His impressive performance earned him a spot on the Western Province athletics team, representing the region at the SASA Primary School Championships in Limpopo.

At the national championships, Liam was a key member of the relay team that clinched the gold medal at this championship.

The schools and the broader community of Stellenbosch are extremely proud of Liam's remarkable achievements.



The principal Mr Anton Gordon, Liam Poole and coach Ashulita Hartogh

① Level 1	■ MiDO Foundation	■ Reading Eggs	■ Administrative assistant
② Level 2	■ Community Keepers	■ Jannie van der Westhuizen	■ SUM Project
③ Level 3	■ Teacher assistants	■ Dr Hennie van der Westhuizen	■ Matric result incentive
■ SSBI	■ Green Shoots	■ Systemic results incentive	■ Reflective Learning Programme

Remgro Schools Project - *continued*

Participating schools (*continued*)

Ikaya Primary

Remgro support: ① ■

Ikaya Primary School has encountered several challenges primarily due to interim appointments of the principal and deputy principal, which have impacted the school's operational stability. This instability has affected compliance and the overall smooth running of the school.

The school has also faced difficulties with learners struggling with both Mathematics and English. To address these issues, teachers are putting strategies in place to improve these results. Improvement plans are in place and are implemented. In partnership with the University of Stellenbosch an integrated Maths Curriculum Online was created. The University students assist the Grade 6 learners in English and Mathematics classes.

Other challenges that the school faced are, frequent break-ins, limited parental involvement, insufficient resources at home as well as fire or weather-related disasters.

Ikaya Primary is committed to overcoming these obstacles and enhancing educational outcomes for its learners.

JJ Rhode Primary

Remgro support: ① ■ ■

At JJ Rhode Primary, Mr Francke introduced new assessment criteria for Grade 4 learners, deploying unique password access to worksheets. These worksheets are collected by the teachers for safe keeping.

The school is creating an exam environment space. Learners who reattempt the exercise and master these Maths concepts are awarded a badge. Curriculum Online forms part of their preparation for the end of term exams. The learners' individual online reports indicate that they have a good Maths routine at the school.



For 20 learners who experienced barriers to reading in the foundation phase, the school introduced additional support through a reading assistant. These students now benefit from two weekly lab sessions: One with their teacher and another with the reading assistant. This extra support, complemented by the Reading Eggs programme funded by Remgro, is expected to significantly enhance their reading abilities.

JJ Rhode Primary extends its heartfelt gratitude to Remgro for their substantial investment in the learners' education and acknowledges the positive impact this support has made.

① Level 1	■ MiDO Foundation	■ Reading Eggs	■ Administrative assistant
② Level 2	■ Community Keepers	■ Jannie van der Westhuizen	■ SUM Project
③ Level 3	■ Teacher assistants	■ Dr Hennie van der Westhuizen	■ Matric result incentive
■ SSBI	■ Green Shoots	■ Systemic results incentive	■ Reflective Learning Programme

Remgro Schools Project - *continued*

Participating schools (*continued*)

Kayamandi Primary

Remgro support: ①  

In November 2023, the Open Play Foundation officially handed over the Green Source Sports for Water facility to Kayamandi Primary School. This facility includes several key features designed to enhance both sports and environmental sustainability:

- A 40-metre by 20-metre artificial football pitch equipped with rainwater-harvesting capabilities, which can collect up to 64 000 litres of rainwater.
- A supplementary borehole that, in conjunction with the harvested rainwater, supplies an adjacent water purification plant, ensuring a steady source of clean drinking water.
- A wastewater management system that provides irrigation for the school's vegetable garden.
- A vegetable garden is divided into two sections: One serving the school's feeding scheme, and the second consisting of about 30 elevated community garden beds. The community garden project is overseen by Love to Give. The garden has already supported 55 local families since the first seed was planted.

These developments aim to support the school's sports programmes while promoting sustainable water management practices.

The Green Source Project is a collaboration involving multiple partners:














- Open Play Foundation
- GreenSource, a consortium of Dutch companies and a university
- GreenSource NPC
- Mmapula Community Development
- Dutch Ministry of Foreign Affairs
- Local contributions have been generously provided by Vumatel and Hungry Lion, while subsequent extensions have received international support from Wärtsilä (Finland), Leafspring (The Netherlands), BRITA, Global United Football Club, and SV Wehen Wiesbaden (all Germany).
- The total investment in the Green Source Project exceeds R11 million, reflecting a substantial commitment to both sport and sustainable development.

Klapmuts Primary

Remgro support: ②       

At Klapmuts Primary, Alexander Pietersen, a Grade 5 pupil, was recognised for his outstanding performance, in the Maths Curriculum Online (MCO) Green Shoots programme. This achievement not only reflects the individual efforts, but also highlights the effectiveness of MCO in enhancing learners' mathematical abilities.

Recognising such achievements underscores the importance of encouraging learners to participate actively in the programme, helping them realise their full potential. By fostering a love for learning and enthusiasm for Mathematics, the programme benefits students throughout their academic careers.

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

Remgro Schools Project - *continued*

Participating schools (*continued*)

PC Petersen Primary

Remgro support: ② ■■■■

Every term at PC Petersen Primary School has been marked by significant achievements across various domains. The school's comprehensive approach, which integrates academic efforts, sports, values education, community engagement, and wellbeing programmes, ensures the holistic development of its learners. The school remains committed to continuing and enhancing these initiatives in the coming terms.

The school's feeding kitchen has delivered a much needed service in providing nutritious meals to students. Additionally, Holanathi food parcels have been distributed to ensure learners have access to healthy food at home, reinforcing the school's commitment to student wellbeing and health.

Collaboration with Viva Con Agua SA and Nina Manzi focused on educating learners about the importance of water as a basic human right. These sessions highlighted water conservation and the significance of sustainable water use, fostering a sense of environmental responsibility in the students.

Partnerships with SASKO's Siyasizana programme have extended support to both learners and the broader community. This collaboration has been instrumental in providing resources and raising awareness about important social issues.



Pieter Langeveldt Primary

Remgro support: ② ■■■■

Over the last year the school has built exceptional partnerships and collaborated with various stakeholders that have made a valuable impact on the learners, educators and leadership.

In August 2023, Capitec facilitated a financial literacy workshop for Grade 7 learners, providing them with the opportunity to open their own bank accounts. This initiative was designed to equip students with essential financial skills.

The annual Spelling Bee remains a highlight of the school year, offering a platform for learners to showcase their skills and for parents to witness their children's achievements. This event also serves as preparation for the WOW local competition.

Players from the Stormers visited the school, and on another occasion Neethling Fouche and his wife Janca generously painted the boys' and girls' bathrooms. The school is deeply grateful for these contributions.

① Level 1	■ MiDO Foundation	■ Reading Eggs	■ Administrative assistant
② Level 2	■ Community Keepers	■ Jannie van der Westhuizen	■ SUM Project
③ Level 3	■ Teacher assistants	■ Dr Hennie van der Westhuizen	■ Matric result incentive
■ SSBI	■ Green Shoots	■ Systemic results incentive	■ Reflective Learning Programme

Remgro Schools Project - *continued*

Participating schools (*continued*)

Pniël Primary

Remgro support: ① ■

Fifty learners from Pniël Primary participated in a Dance and Music programme in collaboration with the UWC Department of Social Wellness. The Marie Stander School of Arts generously sponsored winter school clothes for needy learners.

A Grade 3 learner won a bicycle for collecting the most Blue Ribbon bread plastic packaging within the school. Additionally, learners took part in the WOW Spel and Telfees and advanced to the second round.

A Grade 6 learner received a full scholarship at Bridge House Private School, valued at R1.4 million. This bursary aims to provide financial assistance to academically and athletically talented, disadvantaged learners. Four learners are currently in the top 35 for potential bursaries from the Geleentheid Trust and are attending work sessions during the holidays. Fifteen Grade 7 learners are participating in the ATKV-Pniël Erfenis- en Kultuurtrust school writers' workshop to enhance their writing skills.

Tyler Solomons was selected for the Western Cape under-12 athletics team and competed in the National South African Athletics Championships in Potchefstroom.

Rietenbosch Primary

Remgro support: ② ■ ■ ■ ■ ■ ■ ■

Rietenbosch Primary School teacher, Ms Crowley was a member of a South African education delegation that visited China, gaining valuable insights and fostering international educational connections.

The newly appointed Intermediate Phase Departmental Head, Ms Cyster, represented the Western Cape Education Department (WCED) at the National Teaching Awards (NTA) and won first place in the category of Excellence in Technology – Enhancing Teaching and Learning.

Three Grade 6 learners participated in the Stellenbosch "Telfees" (WOW) competition. Marco van der Merwe and Shanique Hammers were among the top 20, with Shanique achieving third place. Additionally, the school was generously provided with a portable data projector, which is now being effectively utilised.

St Idas Primary

Remgro support: ② ■ ■ ■ ■ ■ ■ ■

St Idas Primary achieved a notable 30% improvement in Grade 6 Mathematics results.

While Afrikaans results for Grades 3 and 6 have remained consistent, there is still a need for improvement in Grade 3 and 6 Mathematics.

These positive outcomes reflect the hard work and dedication of the teaching staff, as well as the high utilisation of the school's computer room, particularly the Green Shoots and Reading Eggs programmes. St Idas Primary was recognised by the Click Foundation with a certificate for having the highest usage of these programmes.

Areas for further development in Grade 3 Mathematics have been identified, and intervention strategies are being discussed. The Usiko Reading Programme has been reintroduced, with Yearboneers (students who have completed their matric year) providing extra reading support to learners struggling with reading.



① Level 1	■ MiDO Foundation	■ Reading Eggs	■ Administrative assistant
② Level 2	■ Community Keepers	■ Jannie van der Westhuizen	■ SUM Project
③ Level 3	■ Teacher assistants	■ Dr Hennie van der Westhuizen	■ Matric result incentive
■ SSBI	■ Green Shoots	■ Systemic results incentive	■ Reflective Learning Programme

Remgro Schools Project - *continued*

Participating schools (*continued*)

St Vincent Primary

Remgro support: ② 

At St Vincent Primary, teachers are motivated through incentives that boost morale and encourage hard work. These incentives foster a sense of purpose and pride, enhancing teachers' commitment and effort.

Green Shoots is gaining momentum at the school, benefiting both teachers and learners by improving visual-spatial development. It has become a valuable classroom tool. The school remains grateful to Remgro for its long-term support, particularly in leadership development and its ongoing commitment to providing quality education. Leadership skills are imparted to prefects through training programmes, which recently featured a former head boy of the school as a guest speaker.

The involvement of Community Keepers has been immensely beneficial in addressing the emotional and social needs of learners. St Vincent Primary deeply appreciates and commends Remgro for the significant positive impact, values, and strengths it brings to the school.

Vlottenburg Primary

Remgro support: ② 

Vlottenburg Primary School arranged a team-building weekend for their prefects, in collaboration with Rock Solid. The event, which included a hiking excursion, left participants excited and optimistic about the year ahead.

In the Telfeast Olympiad last year, the school achieved notable success. Learners secured top positions in several categories: Two winners in Brain Teasers, second place in Telfeast 2, first and second place in Telfeast 3, and second place in the Top 3 category. Their accomplishment earned the school a projector.

The school has been selected by the WCED to launch a special class designed to support learners who struggle in mainstream education. These learners are thriving, learning at their own pace, and are enthusiastic about the opportunities offered to help them succeed in the future.

Additionally, the Cape Winelands Municipality donated Mathematics stationery bags to the Grade 7 students. Each bag includes a scientific calculator, which will be useful for their continued studies in high school.

Weber Gedenk Primary














Remgro support: ② 

Weber Gedenk Primary School has made notable progress with most teacher positions either filled or nearing finalisation under the guidance of Mr Wayne Anthony. The principal and the School Management Team (SMT) benefit from the mentorship of Dr Hennie van der Westhuizen.

Thanks to funding from Remgro, a high-quality inverter has been installed, ensuring uninterrupted Wi-Fi access during load shedding. The Grade 3 systemic results continue to surpass the provincial average in both Mathematics and Home Language.

The school has also expanded psychosocial support for learners, facilitated by the additional staff from the Community Keepers office.

The annual Remgro conference remains a highlight, offering valuable experiences and insights shared by various presenters.

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

Remgro Schools Project - *continued*

Participating schools (*continued*)

High Schools

Calling Academy

Remgro support: ① 

After five remarkable years at Calling Academy, 53 Grade 12 students received their 2023 results. This cohort marks the Academy's second group to complete their schooling. For many of these students, their achievements will pave the way for a future filled with opportunities.

Cloetesville High

Remgro support: ③       

The school year of 2023 has been an exhilarating and progressive time for Cloetesville High guided by the school motto, "Be positive, be disciplined, be successful." This guiding principle has been the cornerstone of their activities, fostering an environment where positivity, discipline, and success are not just encouraged but embodied by their students and staff. The reading programme, conducted every Wednesday, has been particularly successful this year; significantly improving literacy rates and fostering a love for reading among students of all ages. This initiative is an integral part of the curriculum, reflecting commitment to academic excellence alongside extracurricular achievements.

The school boasts a balanced array of cultural and sports activities, ensuring students develop holistically. Cultural activities such as cooking, dance, and drama are held every Monday and Tuesday, providing a creative outlet for their students.

The summer sports programmes include athletics and cricket, while winter sports feature rugby, soccer, hockey, cross country, netball, and chess. These sports not only promote physical health but also teach teamwork and discipline. The annual derby with Lückhoff High School has been a major highlight, drawing significant interest from the community and fostering a spirit of friendly competition.

To support and enhance their educational framework, staff development has been a focal point this year. Collaborations with the MiDO Foundation and Google Training have been immensely successful, equipping teachers with advanced skills and methodologies to improve classroom instruction. Furthermore, the academic classes have diligently worked to identify and address problem areas in the curriculum, ensuring they provide their students with the best possible education.

The year 2023 has been a testament to the school's dedication to nurturing well-rounded individuals. Through a blend of academic rigour, extracurricular diversity, and a supportive community: Upholding their motto and thereby guiding their students towards a bright and promising future.

Kayamandi High














Remgro support: ③      

At Kayamandi High School the Grade 12 class of 2023 demonstrated significant improvement in their Mathematics and Science results. Mathematics scores rose from 36% to 63%, while Physics results increased from 64% to 77.6%.

The school maintained a strong performance with over 90% enrolment in Grade 10 Mathematics and Science. Agricultural Management Practice and Agricultural Technology, both achieved a 100% pass rate. These subjects were introduced in Grade 10 in 2021, and this cohort was the first to complete them at Grade 12 level.

Additional highlights include the debate team securing first place in the Heritage Competition. Students also represented the school in the IsiXhosa Spelling Competition at the district level. The under-19 netball team qualified for the Provincial Championship and travelled to Johannesburg to represent the Western Cape at the national level.

Mbalentle Bukuqa, a Grade 9 learner, received a certificate for outstanding performance in the Mathematics Olympiad, marking the school's first participation in this event. (See more details on page 29.)

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

Remgro Schools Project - *continued*

Participating schools (*continued*)

Makupula High

Remgro support: ③ 

The Grade 12 class of 2023 had an 85.9% pass rate, an improvement of 1.9% on the previous year. The Grade 11 pass rate increased from 74.2 to 83.5 %.

In the ABC Motsepe South African Schools Choral Eisteddfod (SASCE) Makupula Choristers came first in nine out of the 11. In the other two categories, they came second and third respectively and travelled to the national championships to represent the Western Cape. One of the educators, Ms Dyushu-Gophe won the 2023 Stella Clark Teachers Award.

Of the 62 athletes who participated in athletics at Coetzenburg stadium. In February 2023, 36 Makupula learners represented the Cape Winelands team at the regional athletics held in Paarl.

The school also participated in the South African Reserve Bank Monetary Policy Committee Schools Challenge 2023. Out of 49 competing schools, Makupula High achieved 20th place in the South African Institute for International Affairs Quiz.

Stellenzicht High

Remgro support: ③ 














The Reflective Learning Programme at Stellenzicht High for Grade 8 learners has sparked new interest in Mathematics. Using tablets has made the lessons more engaging and interactive for the learners.

The Grade 8 and 9 educators who are part of the SUM project, regularly engage as a group to share good practices to enhance their skills.

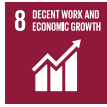
The highlight of 2023 was the school's soccer team travelling to Holland for a tournament. It was an incredible experience and has broadened learners' horizons and exposed them to new cultures. They were able to engage in cultural exchange and developed invaluable leadership skills during their experience. The MiDO Hub and the Wi-Fi facilities help create a dedicated space for homework and research and allow educators to be creative, by incorporating educational games like Kahoot into lessons. This use of technology enriches the learning environment.

The social support structure provided by Community Keepers plays a tremendous role in supporting learners. Many students face significant social challenges, and the assistance from Community Keepers has been invaluable in helping them navigate these difficulties. Their involvement ensures that learners receive the emotional and psychological support they need, contributing to overall wellbeing and academic success.

Usiko also provides valuable opportunities for learners by organising a motivational camp over a weekend for selected learners. These camps focus on teaching leadership skills, fostering personal growth, and helping learners appreciate outdoor and nature-based activities. Through these experiences, learners gain confidence and a deeper connection with their environment, introducing essential life skills that will benefit them in and out of school.

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

Strengthen our Society (SOS)



The SOS initiative has been providing coordinated assistance to Stellenbosch-based NPOs and other organisations for the last 12 years to achieve social impact in the community of Stellenbosch. SOS aims to alleviate poverty and poor living conditions, promote sound mental and physical health and to create sustainable employment opportunities to facilitate economic growth.

Our SOS partners share their highlights of the past year.

Partnering NGOs

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. Offering training to unemployed individuals in recognised skills to enable them to create sustainable income, through formal jobs or being self-employed.

With 32 years of experience upskilling unemployed people for sustainable employment through top-quality, certified training programmes, Bergzicht Training and Development has developed a sound reputation. During 2023, they trained 315 students, their strategy being to provide ongoing support to their students. The job retention rate increased from lows of 35% during 2018/2019 to an overall average employment retention rate of 75% for 2022/2023 alumni of January 2024. Bergzicht Training and Development also achieved an overall job placement rate of 83% during the year, compared to 77% during the previous year.

CALEB Development and Training Association (CALEB)



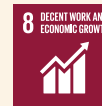
To achieve sustained social impact in communities, Caleb recognises that it will be achieved through collaboration with organisations with the same purpose and objectives. Therefore, they have established relationships with local NGOs and local government specifically with Community Development and Protection Services and SAPS. CALEB is in the process of engaging with relevant people at local businesses to support them financially. The soup kitchen is ongoing, and Caleb has now involved members of the community people to assist with the preparation and cooking of the meals. The *16 days of Activism* campaign had a notable impact on the lives of women who participated. Some of the women now play an active role in assisting victims of gender-based violence to stand up and bring about positive change. Women are taking control of their lives.

There is pride in the work done by the women. Regardless of challenges, they are growing and moving forward.

Strengthen our Society (SOS) - *continued*

Partnering NGOs (*continued*)

Care Career Connection



Care Career Connection NPC (CCC), has a vision to instil hope, foster financial independence, and cultivate career satisfaction for young adults facing intellectual challenges. A unique one-stop career solution empowers their participants to overcome challenges and create lasting change.

The target group is young adults (18 – 35) diagnosed with intellectual, neurodevelopmental, or psychiatric challenges, eager to actively participate in community life.

CCC has a multifaceted approach, covering various aspects of professional skills development, job transition, entrepreneurship, employment placement, and direct employment. Each programme serves a distinct purpose, empowering participants with the skills and opportunities needed for personal and professional growth. Evaluating the success and impact of each programme will be essential for ongoing refinement and improvement.

Raising awareness of CCC's services and intellectual disability in general is crucial for reaching potential beneficiaries and fostering understanding and support within diverse communities. CCC's broader vision is to see similar endeavours bloom in numerous cities, addressing the unique needs of each community. Even greater support will be required to sustain CCC's current efforts to start and develop similar projects nationwide.

Training Rehabilitative Supported Employment Specialists is a paramount step for the expansion of CCC. The approach involving a comprehensive and structured training programme of a one-year internship, certification from the Commonwealth University of Virginia, and affiliation with the Association of Community Rehabilitation Employment (ACRE), not only equips Employment Specialists with the necessary skills and knowledge but also strategically positions them to make a meaningful impact in their respective communities, aligning with the expansion goals of CCC.

A variety of workshops, including Remgro SOS training, were attended to promote continuous learning and development. This investment in ongoing professional growth, facilitated through regular workshops, ensures that Employment Specialists remain informed about the latest trends and practices in rehabilitative employment and the intellectual disability sector.

Care Career Connection NPC (CCC), extends heartfelt appreciation to its valued funders for their unwavering commitment to their mission. These contributions make a significant impact on the lives of their beneficiaries, alleviating challenges and fostering positive change.

ChangeAbility



ChangeAbility's mission is to pioneer programmes that transform communities by enhancing the lives of people with disabilities (PWDs). Over the past year, they have extended direct support to five communities: Cloetesville, Kayamandi, Klapmuts, and Groendal within the Stellenbosch municipal area, as well as Macassar in the adjoining Helderberg area.

Through dedicated efforts in promoting health, raising awareness, fostering community development, and advancing skills training, a total of 416 beneficiaries with disabilities were reached.

ChangeAbility invites all to explore the heart of South African communities and discover a truth held dear: with the right support, PWDs can lead their own change and emerge as essential and valued contributors to a nation's future.

Together, **we are making a difference**

Strengthen our Society (SOS) - *continued*

Partnering NGOs (*continued*)

Good Hope Psychological Service



Good Hope Psychological Service is dedicated to enhancing the dignity and emotional wellbeing of individuals and families. Their vision and mission centre around providing accessible professional mental health services through individual and group therapy.

Over the past year, Good Hope Psychological Service has delivered 1 814 professional counselling sessions. These sessions have a profound ripple effect, positively impacting the lives of those who receive support and extending to their wider circles.

Key highlights from the past year include the “A Journey to Wholeness” exhibition and awareness event. This moving event showcased art created by clients and staff, representing their journeys from trauma to healing. The opening, attended by over a 100 guests, featured a compelling message by keynote speaker Diana Ferris, who shared a vision of hope amidst adversity.

Another significant development was the establishment of a new support and training group in Kayamandi. This monthly meeting, facilitated in collaboration with Connect Network and initiated by Kuyasa Youth Empowerment, aims to support community workers dealing with trauma. This initiative exemplifies effective alliances to drive social change.

Looking ahead, Good Hope Psychological Service plans to continue their impactful work and foster collaborations with like-minded organisations. The success of the “Journey to Wholeness” event has inspired them to make it an annual highlight of their programme.

Her Voice

*Ilizwi lenkosazana.
Hierdie is haar stem.
This is HER VOICE.*



Her Voice envisions fostering a sisterhood of women empowered to transform their futures, their children’s lives, and their communities. Central to their approach are weekly sessions monitored by a point system available to all members. These sessions are designed to achieve three main objectives:

Financial support: members earn 10 points (equivalent to R100) for each weekly session attended, which can be redeemed for essentials from the Her Voice catalogue.

Educational opportunities: The content of the sessions provides valuable knowledge, empowering women to make informed choices and decisions for themselves and their families.

Fostering healthy relationships: The programme creates a safe and supportive environment where members can build meaningful relationships, positively influencing their daily lives.

Strengthen our Society (SOS) - *continued*

Partnering NGOs (*continued*)

Imbali Western Cape



In 2012 the Imbali Organic Garden was established on the dusty grounds of Kylemore High School with a long-term view to providing food security and offering healthier food options for the learners and families. Dedicated gardeners worked hard to set up the garden and gradually got the attention and interest of learners at the school.

The Organic Garden Project provided a practical hands-on organic garden where learners from Kylemore High School could learn about growing their own food and healthier food options. It provided an enriching firsthand experience that could not be replicated in the classroom where the youth could be introduced to environmental issues and begin to see the relationship between themselves and their environment.

Freshly picked crops from these gardens were used to benefit the school feeding schemes.

By 2023, exciting events unfolded - the initial collaboration with the Agricultural Teacher at Kylemore High School was absorbed into the school with the introduction of Agriscience as a school subject. This provides expansion and improvements to engage learners' interest in environmentally conscious growing practices, and healthy nutrition. The subject of Agriscience has been steadily gaining popularity with more young people showing an interest in the many career options it offers. The garden has expanded, embraced modern techniques, and being so well maintained and cared for could serve as an example of best practice. Recently a seeding company in the Netherlands invested in the garden.



Strengthen our Society (SOS) - *continued*

Partnering NGOs (*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 Afterschool 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.

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.

Pniël Heritage and Cultural Trust (PEKT)



In September 2023 the ATKV (Afrikaanse Taal- en Kultuurvereniging) in partnership with PEKT, organised workshops for new and upcoming writers in the Dwarsvalley region. The workshops were facilitated by author Anzil Kulsen who is passionate about the facilitation of introducing children to reading. Articles by her are regularly published in magazines and she has published several books for both children and adults.

The main aim of the workshops was to improve the writing skills of the learners, stimulate their creative thinking and personal writing style. Specific learners were identified by the Afrikaans educators of the participating schools. Three of the schools that took part in this exercise are part of the Remgro Schools Project, namely Kylemore High School, PC Petersen and Pniël Primary. The theme for the primary schools was "the reason behind my singing or playing an instrument" and for the high school it was "Light and darkness – what are the threats that could dim my light".

The learners who participated fully enjoyed the workshops and it was inspiring to see how they translated their own personal experiences into words. The workshops are a pre-exercise for a competition where the winners will be able to read their stories or poetry at the annual Adam Small festival. This collaboration with the ATKV is an opportunity for the learners to improve and showcase their writing talent.

Strengthen our Society (SOS) - *continued*

Partnering NGOs (*continued*)

Rock Solid



Rock Solid is a local non-profit organisation that promotes social change via sport. Dedicated to transforming the lives of children and youth in the Lynedoch and wider Stellenbosch community, it gave rise to the mentorship programme “Boys to Men”.

The vision of the organisation is to create an environment where all young people have the opportunity to thrive and succeed, regardless of their circumstances. The mission of the organisation is to empower and equip young people with the tools and to lend necessary support to overcome adversity, realise their full potential and become valuable contributors to society.

The target youth aged 12 – 35 are from disadvantaged backgrounds and the core values of the organisation are integrity, accountability, leadership and responsibility.

Programme Focus includes:

- **Holistic development:** Addressing the physical, emotional, social, and academic needs of youth.
- **Mentorship:** Providing one-on-one and group mentorship to build strong relationships and support systems.
- **Experiential learning:** Utilising outdoor activities and wilderness experiences to foster personal growth and resilience.
- **Skill building:** Equipping youth with life skills, leadership abilities, and academic support.
- **Community engagement:** Fostering a sense of belonging and responsibility through community involvement and volunteerism.

Programme outcomes:

- Increased self-esteem and confidence
- Improved academic performance
- Reduced involvement in risky behaviours
- Enhanced leadership skills
- Stronger sense of community and belonging

By emphasising holistic development, mentorship, and experiential learning, Rock Solid aims to create a lasting impact on the lives of young people.

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 Satellites Project, 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 innovation and collaboration 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 secure jobs to generate sustainable income.

Strengthen our Society (SOS) - *continued*

Partnering NGOs (*continued*)

Stellenbosch Work Centre



Stellenbosch Work Centre for people with a disability extends its heartfelt gratitude to Remgro for the invaluable support and opportunities provided throughout the year. Remgro's training sessions have been instrumental in empowering our staff and enhancing their professional skills.

One of our young staff members, Nathin found the Remgro sessions highly beneficial for his personal and professional growth. The training equipped him with essential leadership skills relevant to the NPO sector and focused on enhancing his natural strengths while addressing areas for improvement.

The sessions emphasised the development of vital leadership skills and effective communication techniques; the importance of creating an inclusive environment; using the Environmental, Social, and Governance (ESG) model in strategic planning; understanding and exploring avenues for social impact. Fostered skills in seeing the bigger picture, thinking creatively, and distinguishing between urgent and important tasks; The significance of knowing the structure of your organisation and adhering to fundamental principles for successful strategic planning.

Other sessions explored how...

- digital marketing, including social media and online advertisements, can drive organisational success;
- the importance of complying with the POPI Act;
- strategies for raising funds within an NPO; and
- insights into effective financial planning.

Mr Wilfred Daniels, Chairperson of the Stellenbosch Work Centre, said the session on good corporate governance and legal responsibilities was particularly valuable, especially the information on wills and testaments presented by the law firm ENSafrica.

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, the Masandise mentoring programme, and additional Mathematics classes.

In the past year, Stellumthombo has made significant strides:

- Successfully trained 119 ECD educators.
- Conducted over 70 individual mentoring sessions with ECD principals.
- Engaged 20 ECD teachers in ongoing weekly online training.
- Expanded their reading programme to include Cloetesville, Kylemore, and Devon Valley, with weekly support sessions for 53 Grade 1 and 85 Grade R learners, and bi-weekly sessions for 27 Grade 12 students. This initiative has resulted in a 27% improvement in marks.
- Launched a Grade 8 group starting in the third term.
- The Masandise programme is mentoring 29 first-generation students through their transition to tertiary education.

Strengthen our Society (SOS) - *continued*

Partnering NGOs (*continued*)

The Early Education Centre (TEEC)



The need to find ways of lifting people out of poverty and to transform existing patterns of inequality and inequity in South Africa are high on the country's agenda. Much hope is vested in education as an opportunity for vulnerable children from poor and disadvantaged communities to overcome the disadvantage of their backgrounds and escape poverty: The Early Education Centre (TEEC) aims to improve the quality of early learning, stimulation and increase access for vulnerable young children in the Winelands by offering a range of services that are in line with SA 2030 Strategy for the Early Childhood Development Sector.

A standout achievement for TEEC this past financial year has been its partnership with the WCED. This collaboration has provided essential mentoring and support to 359 Early Childhood Development (ECD) Partial Care Facilities.

The determination and resilience of the principals at the 28 registered ECD Partial Care Facilities are truly commendable. These leaders employ 222 women and provide 1 533 children with the crucial opportunity to prepare for formal schooling. Their commitment to navigating the complexities of municipal regulations, as outlined in Chapters 5 and 6 of the Children's Act 38 of 2005 (amended 2020), deserves high praise. Their efforts not only ensure compliance but also inspire other ECD facilities to pursue registration and apply for the per capita subsidy, fostering a broader commitment to early childhood development.

To invest in ECD's focus on children is to invest in our future. TEEC wishes to partner with businesses in order to facilitate creating job opportunities; to engage individuals who can critically evaluate to address existing shortcomings and find solutions.

The Green Door Project



The Green Door Project is doing sterling work in Jamestown, providing essential literacy, numeracy, and creative activities to girls in the community. Their successes through commitment over the past 10 years were celebrated at Protea Indoor Cricket Club. The event included a skills training workshop and a chance to watch a formal cricket game, offering both educational and recreational experiences.

The continued partnership with the Rupert Museum has been particularly impactful. The girls created their own journals, designing the covers and incorporating tie-dye techniques. This enjoyable and creative process allowed the girls to express themselves and develop new skills. The development of these journals proved to have been a meaningful and enriching activity for the projected participants.

Strengthen our Society (SOS) - *continued*

Partnering NGOs (*continued*)

Usiko



Usiko Stellenbosch provides “rites of passage” guidance to help disadvantaged young people who are at risk of expulsion from school or encountering legal troubles to recognise the value of education and work towards a hopeful future, to foster stable communities. Established in Jamestown, Stellenbosch, in 2001, Usiko emerged from community efforts to address local issues. The organisation supports at-risk children and youth with interventions designed to build resilience, self-reliance, independence, and self-esteem, aiming to keep them safe, engaged in their education, and focused on positive life goals.

What are we addressing?

South Africa faces a “lost generation” of vulnerable youth. Historically, tribes and communities ensured their young people were guided through major transitions, particularly from childhood to adulthood, through special rituals and rites of passage. These practices, which involved elder support and teachings about contributing to society, have diminished, leaving a significant gap. This gap has contributed to a lost generation facing daunting challenges in vulnerable communities.

Usiko’s core principle is to restore this lost wisdom and guidance through wilderness therapy, mentoring, and education and life skills programmes.

Usiko offers the following programmes:

- Rites of passage: schools-based prevention
- Afterschool care
- Sustainable livelihoods and winelands skills centre
- Women empowerment
- The people’s farm and nourishing spaces for healthy communities
- Post-pandemic feeding drive
- International exchanges

Training

SOS facilitators

ENSafrica (ENS)

Remgro has continued its partnership with ENS, providing five training sessions to the SOS partners. These sessions have included topics ranging from the importance of last wills and testaments, digital marketing, tax requirements for NPOs, the essentials of labour law and personal and business finance. The sessions aimed at providing vital knowledge and practical skills to the SOS partners so that they can enhance their understanding of key concepts and in turn plough the knowledge and skills imparted into the respective NPO/NGOs forming part of the project. Each session was interactive and aimed to ensure that each partner was able to engage and share during the sessions.

Strengthen our Society (SOS) - *continued*

Training (*continued*)

SOS facilitators

Papillon Press and Consultancy

Papillon Press and Consultancy offers online fundraising and marketing courses, which includes existing and bespoke in-house training. They also offer support to client organisations, mobilise resources and raise money for non-profit organisations.

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

Day 1:

- The importance of building reserves
- Working with partnerships
- Digital branding for non-profits
- Storytelling in the NPO space and how to weave into social media
- Fundraising through gaming and livestreaming content
- The role of AI in sustainable fundraising practices
- Donor engagement strategies for institutional fundraising
- iZinga Assist – an update
- Black Tax – will it restrict individual giving
- Crowdfunding, more than money

Day 2:

- Is your Annual Report a page turner
- Latest trends in fundraising
- Ordinary fundraiser – extraordinary results
- Key elements to attract (rather than chasing) support
- Maximising legacy income
- The South Africa we deserve
- Capture planning – what to do before pursuing a funding opportunity
- Masterclass – making the Ask

Rudy Oosterwyk

Rudy Oosterwyk has worked as a facilitator in the social justice sector since 1994 to create an equal and inclusive society. His work focuses on the provision of strategic consulting and advisory support at a leadership and management level. He collaborates with non-profits in the design of programmes that strengthen our fledgling democracy by reversing the structural and transgenerational impact of Apartheid. He holds an Advance Diploma in Adult Education, Training and Development from UCT and is currently completing his MPhil in Inclusive Innovation with the Graduate School of Business, UCT.

Remgro's 2022 sustainability report reflected that SOS partners required focused training on the operational approaches to strategic planning and the application of monitoring, evaluation, assessments and learning (MEAL) methodologies to improve the quality of their programme designs. The training took place over three sessions during October and November 2023 and the following topics were presented as full-day workshops:

Session 1: Strategy for NPOs in the context of Environment, Sustainability and Governance (ESG) principles

Session 2: Building operational strategic planning – our work as strategy case studies – how it was done, what are the successes and failures?

Session 3: Building an M&E and reflexivity plan as part of our strategy development work.

The positive feedback from the SOS partners confirmed the relevance and necessity of the programmes. Importantly, it again illustrated the strategic continuity of Remgro's work in responding to the needs identified by our partners in building a robust and sustainable NPO sector.

Recipients of Longstanding Funding

Community Development



Ikamva Labantu



For six decades, *Ikamva Labantu* has been a beacon of hope, resilience, and empowerment in the township communities of Cape Town, South Africa. Originating from grassroots activism during apartheid, *Ikamva Labantu* has evolved into a community-based organisation led mainly by the women of the community – dedicated to protecting human rights and achieving social justice. Through a holistic approach, *Ikamva Labantu* addresses the multifaceted challenges faced by township residents, focusing on Early Childhood Development (ECD), Child, Youth, and Parenting support, and services for Older Persons.

Key Programmes

- Early Childhood Development (ECD):** *Ikamva Labantu's* ECD programme is a cornerstone of its community impact. By training preschool practitioners and principals, *Ikamva Labantu* ensures **quality early childhood education for over 20 000 children aged 0 to 5** in 400 preschools across Khayelitsha, the second-largest township in South Africa. This not only provides children with a strong educational foundation but also supports and empowers women in childcare roles and enables preschools to meet minimum norms and standards for government subsidies.
- Child, Youth, and Parenting Support:** Through 28 afterschool clubs, enriching activities, and **parenting workshops**, *Ikamva Labantu* reaches over 1 600 school-aged children and youth, providing a safe and nurturing environment during unsupervised hours. This community-driven initiative, originally started by the "Afternoon Angels," fills a critical gap in extracurricular and afterschool programmes in township schools. The programme offers diverse activities, including **meals, street soccer, netball, games, special school holiday activities, and literacy support** – all contributing to empower young participants. By continually adapting to participants' needs, *Ikamva Labantu* ensures that children receive essential support, including safety, nutrition support, school supplies, **forums for dialogue and discussion**, and a platform for personal growth and development.
- Older Persons Support:** Older Persons Programme is a lifeline for over 1 000 vulnerable older adults in Cape Town's townships each day. Through **17 vibrant seniors' clubs** and a **unique home-based support service** (the Umelwane project), the programme provides a comprehensive approach to care, addressing socio-economic and health needs. Seniors' clubs offer a space for social connection, nutritious meals, health services, and income-generating opportunities, while the Umelwane Project brings **essential care directly to the homes** of those who are too frail and home-bound, unable to attend the daily clubs. By focusing on individual wellbeing and community engagement, *Ikamva Labantu* empowers older persons to age actively and with dignity, embodying the organisation's commitment to human rights, social justice and respect for all.

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

Recipients of Longstanding Funding - *continued*

Community Development (*continued*)

Love to Give trading as Stellenbosch Community Development Programme



Established in 2005, Love to Give (SCDP) operates from their centre in Kayamandi, Stellenbosch, aiming to contribute to breaking 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:

Food for an average of 1 500 children every school day with a peanut butter sandwich or nutritional porridge and fresh fruit. Love to Give distributes 1 200 monthly family food parcels annually which includes vegetables from their own gardens.

Youth:

There is a structured programme for 50 unemployed 18 - 25-year-olds from Kayamandi for a period of one school year. They work as tutors with learners with a monthly stipend through their collaboration with *YearBeyond*.

Learner Educational Support

Youth interns roll out the *YearBeyond* programmes for 750 Grade R to Grade 6 learners in school and every afternoon at the Love to Give centre. English marks of 80% of learners improved and 85% of participants improved their Maths by the end of the year.

Adults:

Sustainable Livelihoods Programme – 140 unemployed adults apply and once admitted, sign a six-month contract with us. As part of a joint initiative with the Social Employment Fund, the Citizen Connect programme offers a paid job for two days a week. This work experience includes workshops on plumbing, home-based care and ECD Book-sharing, **a small-business course with ongoing support and mentorship**, and counselling. Offering **CV writing service** and print copies free of charge. The garden manager does practical training in their organic **vegetable gardens** and creates awareness about climate change and the loss of biodiversity in the community. They collaborate with other institutions and refer their beneficiaries for training and work experiences.

Greenlight Poverty Survey and Empowerment Tool – engaging families to self-assess and map their own choices, helping them to progress out of poverty.

Each day the team deals with large numbers of children on the *Year Beyond* education and feeding programmes, as well as unemployed men and women, constantly working to interview, record case histories, admit people to the programmes and then to empower each person to uplift their individual lives.

Love to Give is so grateful to Remgro for the important and valuable support received from them over the last 18 years.

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

Stellemploy NPC



Stellemploy NPC is a community development project providing internationally accredited cooking skills to young unemployed people from the greater Stellenbosch. All the cooking skills trainees were able to find employment with their training in skills or diploma level.

On 15 March 2024, 14 students completed a CETA-accredited painting skills programme. As part of the practical component of their training they painted a pensioner's house in Ida's Valley under the supervision of their lecturer. The house offered the ideal learning opportunity since it was the first time in 26 years that the house had been painted. These trainees are now well-equipped to take on private jobs or work for a painting company.

Their attendance during the training period was nearly 100%, with only one student being absent for one day.

For more information, please visit www.stellemploy.org

Recipients of Longstanding Funding - *continued*

Cultural Development



Field Band Foundation



The Field Band Foundation bring innovative ideas, supplementary learning, and ongoing support to young people to explore their creative and personal development. It aims to develop young members into local leaders, capable of leading themselves and contributing positively to society.

Field Band Foundation is inspired by the support they receive from funders and the spirit, determination and involvement of Cape Whalers as they work to support their communities.

The Cape Whalers is the Western Cape contingent of the Field Band and have 286 members: In 2023 they staged 13 joyful performances, unpinned by 142 rehearsals and received 81 days of training from Field Band staff, parents or band members.

Performances by Cape Whalers were in demand. They welcomed the Norwegian historic sailing ship, Statsraad Lehmkuhl, at the Victoria and Alfred Waterfront; performed at the Cape Carnival; the Two Oceans Marathon; celebratory public holiday community performances; and the Resilience Evidence Forum, hosted by the Global Resilience Partnership in partnership with USAID.

Two of their members Peter Wonci and Lucky Marapo represented Cape Whalers Field Band at Chords of Community in Oslo from 24 – 28 April 2023. All band members received new school shoes and stationery.

Several initiatives have been implemented to support the development of the Cape Whalers' staff, including Leadership training, Social Officer programmes, Tutor-in-Training sessions, Move Beyond Dance, parent workshops, and educational band visits. Notable outcomes from these initiatives include SETA-accredited Recognition of Prior Learning certifications in First Aid, Facilitation, and Choreography for four Cape Whaler tutors, as well as International Music grading from ABRSM in Music Theory and Practical performance for five tutors.

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

Recipients of Longstanding Funding - *continued*

Entrepreneurship, training and education

Helpmekaar Study Fund



Loans and interest bursaries are granted to students of all races, most bursaries are awarded to previously disadvantaged students. In addition, the Helpmekaar Study Fund NPO, makes significant contributions to the HSF Trust to finance these bursary projects.

Due to limited funds the HSF presently grants a limited number of new loans per year (\pm 230 new applications). Prudent fund management ensures the maximum number of loans can be made available annually to address the need for loans. Unfortunately, many applicants must be turned away. Maximum loans are currently R95 000 per year and the aim is to support as many students as possible with at least their tuition fees and books. The point of departure is to make a smaller amount available to more students.

The goal will be to grant at least 400 new loans per year by 2029. As a result, the need for interest bursaries will also increase significantly over the next five years. It was therefore decided at the end of 2023 to launch a new marketing campaign amongst their alumni to raise more funds. The objective is to expand the assets of the HSF NGO to address the growing need for loans. The HSF NGO currently administers approximately 1 400 loans of which approximately 800 are students who are still studying and approximately 600 are graduates who have already started to repay their loans. Loan holders pay an interest rate of 1% minus prime, while studying and at prime rate when they graduate. The HSF NGO also decided to focus more on the awarding of interest bursaries. Interest bursaries are awarded to students (\pm 250 students) whose parents cannot pay 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 the students' parents to support their children.

For more information, please visit www.helpmekaarfonds.org

Pinotage Youth Development Academy (PYDA)



PYDA, now in its 12th year, marked another milestone during the past financial year, from 1 June 2023 to 31 May 2024. On 1 June 2023, Roger Domingo assumed the role of Executive Director. During his first six months, the focus was on organisational development to manage the leadership change. The second half of the year centred on a strategic review, culminating in a new three-year strategy. The new strategy focuses on three interrelated programmes:

Vocational Pathways: Includes the well-established Wine Practitioner Course and the newly introduced Tourism Practitioner Course, integrating industry-specific skills with PYDA's core offering of comprehensive personal development.

Alumni Connected: Strengthens ongoing engagement and support for graduates to ensure sustained career and personal development.

Research and Innovation: Fosters continuous improvement, innovation, and thought leadership to enhance PYDA's model and influence.

Despite challenges, PYDA still delivered on its mission. In the past year, 75 students were enrolled: 50 in the Wine Practitioner Course and 25 in the Occupational Health and Safety Career Ladder Programme. A total of 70 students graduated, with 83% securing employment to date. PYDA's total number of graduates now stands at 600. In February 2024, 50 new students enrolled in the Wine Practitioner Course, set to graduate in November 2024.

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

Recipients of Longstanding Funding - *continued*

Entrepreneurship, training and education (*continued*)

SA College for Tourism



The SA College for Tourism (SACT) is a registered non-profit organisation founded in 2001 by Dr Anton Rupert with the mission to provide capacity building and economic empowerment for marginalised, unemployed, rural youth. Their programmes are linked to the nature-based tourism industry and are established under the auspices of the Peace Parks Foundation (PPF) in partnership with international agencies and public donors.

SACT's strategic objectives include youth development, skills development, women empowerment and for these young adults to obtain meaningful employment. Their primary focus is on the economic empowerment of local communities in or adjacent to the Peace Parks (trans-frontier conservation areas (TFCAs)) of Southern Africa. They believe that if communities experience economic benefits from TFCAs, they are more likely to support conservation initiatives, which in turn will further promote sustainable economic development in these communities.

SACT partnered with the Karingani Holdings Company Limited in Mozambique, extending their community development efforts through hospitality and tracker training, contributing to local workforce development and sustainable regional growth. This programme is designed to prepare them for jobs at lodges under construction within Karingani Game Reserve.

The Annual Fab Chef competition sponsored by Remgro, featured renowned chefs Charl Anhaeusser and Wicus Prinsloo from Fleur du Cap. This event highlighted a cooking demonstration and the Fab Chef Competition, where eight culinary art specialisation students showcased their culinary talents. In December 2023, SACT graduated 63 hospitality students and 30 tracker students. SACT proudly announced a 100% deployment for the Hospitality Class of 2023 in 2024.

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

Stellenbosch University's Centre for Pedagogy (SUNCEP)



Stellenbosch Hub, an innovative supplementary educational support programme for Grade 11 learners, provides academic resources and guidance to high schools in Stellenbosch – Kayamandi High School, Lückhoff High School, Kylemore High School, and Cloetesville High School.

Spearheaded by Stellenbosch University's Centre for Pedagogy (SUNCEP), it aims to empower students through in-person tuition, advanced teaching methods, and cutting-edge technology, fostering a desire for further education.

The programme is held on Saturdays and during winter school holidays, offering learners personalised instruction from academic specialists. Hosted at the Faculty of Education, it included five Saturday workshops and a week-long holiday camp covering a wide range of subjects. Some 26 students benefited from the expertise of instructors with extensive experience.

SciMathUS

The SciMathUS programme, offered by the Stellenbosch University Centre for Pedagogy (SUNCEP) within the Faculty of Education, is designed to prepare students for university studies. This initiative targets students who have achieved a bachelor's pass in the National Senior Certificate (NSC) but may not yet meet the entry requirements for science-related courses due to their performance in key subjects. The programme provides an opportunity for these students to enhance their marks in Mathematics and Physical Science, improving their chances of being admitted to science-related fields of study.

In addition to Mathematics and Physical Science, the programme offers complementary subjects to further prepare students for university. These include Academic Literacy, which equips students with critical thinking skills and e-learning tools essential for success in higher education.

In 2023, 132 students participated in the programme. The class earned 19 distinctions in Mathematics, 19 in Physical Science, and eight in accounting, which secured these learners a place amongst the top 6% of NSC achievers. The Mathematics average rose from 53% to 68%, Physical Science from 57% to 70%, and Accounting from 61% to 75%.

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

Recipients of Longstanding Funding - *continued*

Entrepreneurship, training and education (*continued*)

TSIBA Education 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 excellent business education at exceptional value. TSIBA Business School aims to provide its students with a world-class, affordable and premium business education.

Students at TSIBA benefit from generous fee subsidies that support their studies. 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 20 years of impact in 2024. During this time TSIBA has provided over 9 500 annual-tuition scholarships to students who otherwise would not have had access to accredited tertiary education. In the two decades of operation, their students and graduates have become Mandela Rhodes Scholars, United Nations PRME Global Student Regional Leaders in Africa, Kofi Annan and Alan Gray Orbis Foundation Fellows. They are proud that over 90% of the Bachelor of Business Administration in Entrepreneurial Leadership graduates are currently active economic citizens who will earn over R300 million as tax-paying economic citizens throughout their careers.

TSIBA, understands that one cannot always build the future for our youth, but we can build our youth for the future.

For more information, please visit www.tsiba.ac.za

Recipients of Longstanding Funding - *continued*

Environment



Peace Parks Foundation



In 2023, the Peace Parks Foundation excelled in bringing partners on board. Looking back, Peace Parks celebrates groundbreaking new and innovative partnership models. Most notable among these was the first integrated co-management agreement signed with the Government of Malawi to manage and jointly develop the Nyika Vwaza landscape. For the first time, local community associations have been recognised as co-decision makers in developing this globally significant landscape. In neighbouring Zambia, the Government has formally approved a similar model for conserving the vast 2.6-million-hectare Sioma Ngwezi landscape in Western Zambia in partnership with the traditional authority, the Barotse Royal Establishment, together with Peace Parks and World Wildlife Fund. Furthermore, the Government of Zimbabwe also signed an innovative long-term co-management agreement with Peace Parks to develop and manage jointly the one-million-hectare iconic Greater Mana Pools landscape, recognised as a World Heritage Site due to its ecological significance, geological processes and outstanding biodiversity.

For more information, please visit www.peaceparks.org

WWF South Africa



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. WWF South Africa's mission is to build a future in which people and nature thrive. As a science-based civil society organisation, WWF works to achieve an environmentally sustainable and socially inclusive future – for both people and nature.

In 2023, WWF South Africa celebrated significant milestones across its various conservation programmes. The South African Sustainable Seafood Initiative (SASSI) marked its 20th anniversary, continuing to promote responsible fishing practices and sustainable seafood consumption. The Conservation Champions programme also celebrated two decades, recognising 60 wine farms for their commitment to protecting over 48 000 hectares of the Cape Floral Kingdom. Additionally, the organisation expanded its Freshwater project, securing clean water for over 35 000 people in rural areas. The Black Rhino Range Expansion Programme (BRREP) reached a milestone of 230 rhinos translocated, contributing to a growing black rhino population in South Africa. These efforts underscore WWF South Africa's enduring commitment to safeguarding the country's rich biodiversity for future generations. Watch WWF South Africa's 2023 highlights video here: [video](#)

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

Recipients of Longstanding Funding - *continued*

Healthcare



Organ Donor Foundation



The Organ Donor Foundation raises awareness of the need for, and benefit of organ and tissue donation and transplantation. For over 31 years Remgro has partnered with the Organ Donor Foundation through the Flight for Life programme. Transplants continue despite the shortage of organs available throughout the country.

Remgro assisted in two flights during the period under review. The first flight was to and from Bloemfontein for the procurement of a heart that was transplanted by both teams from Rooi Kruis and Groote Schuur hospitals respectively.

The second flight was to Gqeberha for the multi-organ procurement of a heart, liver and kidneys. The organs were transplanted at Groote Schuur, and Netcare Christiaan Barnard Memorial Hospital. The flight and ground crews at Falconair are always available to go the "extra mile" to care for the transplant teams and the grateful recipients of the transplants who depend on them.

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

Sport



Endurocad – SA Endurance Academy



Endurocad is a registered non-profit organisation based in South Africa. It was established in 2013 to advance athletic performance and education through various projects.

The expansion and evolution of the four main programmes are integral to the strategy to promote athlete development, personal development, education, and career development in an integrated manner. The programmes include the Stellenbosch High School Bursary Programme, Achieve Young Women Empowerment Programme, Achieve Post School Pathway Programme, and the Athletes Academy running club.

Endurocad creates a special environment where all participants not only develop their sporting ability, but also develop themselves within a team environment. Athletic participation is used as a catalyst for holistic development and personal growth. Endurocad currently has 50 athletes in the school's bursary programme, over 120 young women in the empowerment programme, 15 athletes in the Pathway Programme providing coaching and training focusing on strength and conditioning, participation and sport psychology, with over 200 athletes forming part of the running club.

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

Remgro Impact Investments

SAS and SFC | Corporate Social Responsibility Summary

Stellenbosch Academy of Sport (SAS)



Stellenbosch Academy of Sport (SAS) and Stellenbosch Football Club (SFC) are Remgro impact investments and have for many years been focused on leveraging the power of sport to build social cohesion and to make a sustainable and impactful difference in the surrounding communities. There are many different community programmes taking place weekly, these include:

SAS Sisonke

The young women’s programme includes 20 high school learners from different communities and backgrounds who are on a journey all the way to their Matric year. Monthly get-togethers where topical themes are addressed to supplement the standard learning curriculum 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)



“More Than Football” is Remgro’s impact investment drawing on football as a powerful catalyst to build social cohesion and make a sustainable and impactful difference to the surrounding communities where the Remgro Headquarters operate.

Programme highlights

The club drives a number of community-based initiatives. Some of our established and ongoing programmes collaborating with both Remgro and SFC to invest in and grow the communities, include:

SFC Youth Academy: The community-inspired club has 100 young aspiring footballers ages 10 to 18 that benefit from our holistic development programme. The young aspiring footballers receive high-level football coaching and other life skills aimed at developing good footballers, young men who can become contributing community leaders and upstanding citizens. We now have regular representatives at national age group level and the club was proudly crowned Engen national U18 champions in October 2023!

SFC Women’s Team: A new exciting venture during 2024 is the establishment of the SFC Ladies division within the Club. Our first team competes in the second tier of football in SA, whilst we are in the process of establishing more structured junior teams in our region. With only UWC currently representing the entire Western Cape in the Women’s 18-team professional national league, we provide a much-needed pathway for local girls and women wishing to play professional football or embark on a dual-career of studying and playing at the highest level possible.

SFC First and Reserve Teams: The professional teams provide the high-performance, aspirational element to our development pathway for aspiring male footballers. The first team won their first-ever major trophy in December 2023 qualified for African continental competitions by ending third in the Premiership. This year, additional Bafana players were developed, and our U21 Reserve team clinched the national Diski League title once again. They went on to defeat three renowned English Premier League teams in the UK, earning the title of NextGen champions in July 2024. The Club’s strategy and achievements continue to provide inspiration to so many young aspiring footballers not only in the Winelands but across the country.

Friendship, Family and Celebratory Days: We held over 60 events during the year which included Friendship Games every Friday where youth and parents from different communities get together to play and socialise in a safe area while learning key life skills such as discipline, effective communication and respect. Madiba Day, Women’s Day and many other annual celebratory days were commemorated in a special way to encourage volunteerism and good citizenship.

Remgro Impact Investments - *continued*

SAS and SFC | Corporate Social Responsibility Summary (*continued*)

Stellenbosch Football Club (SFC) (*continued*)



Two former learners of Stellenzicht High School: Tylon Smith and Keanen Johannessen are performing well in their soccer career at Stellenbosch Football Club. They were part of the winning team participating in the DSTV Diski Challenge Premier League Gen Cup, in England.



————— www.remgro.com —————