

Celebrating 20 Years of the

Cyril Ramaphosa
FOUNDATION

2026

A Legacy of Transformation
ANNUAL REPORT

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This Annual Report for the period ended 28 February 2024 represents a significant milestone in the journey of the Cyril Ramaphosa Foundation: our 20th anniversary. This report details the achievements of our four partner entities and one project, Adopt-a-School Foundation, KST, Thari Programme, Cyril Ramaphosa Education Trust (CRET), and Black Umbrellas, showcasing how our collective effort continues to drive systemic change and empowerment of our beneficiaries and the broader society.

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01

Leading with strategy and
delivering systematic impact

Executive Leadership and Overview

About the Cyril Ramaphosa Foundation



The Cyril Ramaphosa Foundation is an independent, non-profit organisation approved as a Public Benefit Organisation (PBO). Founded in 2004 as the Shanduka Foundation, the Cyril Ramaphosa Foundation was established with an initial commitment of R100 million over 10 years. By 2015, it transitioned into an independent foundation, continuing under the name Cyril Ramaphosa Foundation following the founder's divestment from the Shanduka Group.

Since its inception in 2004, it has been fostering an inclusive and empowered society. Our original mandate was clear, to improve education and grow small Black-owned businesses—a vision that has since expanded to include youth development, women's empowerment, and the care of vulnerable children. Over two decades, we have invested nearly R500 million and reached over 1.5 million beneficiaries. In the 2023/2024 financial year, the Foundation concluded the sixth year of implementing Strategy 2030, our long-term vision to transform education and enterprise development in South Africa.

The Foundation comprises four partner entities and one project outlined below:

Adopt-a-School Foundation - dedicated to improving the quality of education in disadvantaged schools across South Africa. Established in 2002, the Foundation employs a holistic Whole School Development model to address academic, infrastructural, social, and security needs.

Thari Programme - implemented by Adopt-a-School, is a targeted social intervention initiative focused on supporting vulnerable women and children within school communities. The programme's objective is to create a safe, inclusive, and gender-sensitive environment that is academically effective and promotes overall health and well-being.

KST - is an innovative education partnership between the Cyril Ramaphosa Foundation and the Kagiso Trust, committed to transforming education at district level. KST focuses on developing school management, providing curriculum support, improving infrastructure and promoting social welfare.

Cyril Ramaphosa Education Trust (CRET) - provides comprehensive support to talented young South Africans pursuing higher education. Originating from bursaries first sponsored by Cyril Ramaphosa in the mid-1990s, CRET offers a unique holistic development programme that goes beyond financial aid.

Black Umbrellas - is a leading Enterprise and Supplier Development (ESD) incubation organisation established to support the growth and sustainability of 100% Black-owned businesses. Partnering with the Foundation since 2009, its mission is to drive an inclusive economic future by enabling the success of emerging Small, Medium, and Micro Enterprises (SMMEs).

Our Impact Since Inception:



R500

million invested



1.5 million

learners, students, and entrepreneurs reached



12,000

jobs created or preserved



234

graduates supported through CRET



3000

Over 3,000 Black-owned businesses incubated

Our work is catalytic, innovative, and systemic. We not only deliver programmes, but we also create models that can be replicated and scaled across South Africa.

Executive Summary

Over two decades, the Foundation has been dedicated to fostering an inclusive and empowered society. This report details the achievements of our four partner entities and one project, showcasing how our collective effort continues to drive systemic change. In the 2023/2024 financial year, we concluded the sixth year of implementing Strategy 2030, positioning education and small business development as the twin engines of social and economic transformation.

Driving systemic impact and strategic pillars

The Foundation's work is catalytic, innovative, and systemic, focusing on creating models that can be replicated and scaled across South Africa. Our vision is realised through targeted interventions across five core strategic pillars:

Strategic Pillar	Education	Youth Development	Entrepreneurship	Women & Children
Key Outcomes (2023/2024)	85%	234	3.4billion	1,324
	Achieved an 85% matric pass rate across all the supported schools and reached over 850,000 learners. KST's District Whole School Development model helped the Free State lead the country with an 89.01% pass rate.	83 students were supported through CRET's holistic programme, contributing to a growing alumni network of 234 graduates.	215 Black-owned businesses were in incubation, contributing to a total of R3.4 billion turnover generated since inception. The programme has created 12,249 jobs.	The Thari Programme extended critical psychosocial support, registering 1,324 children and engaging 15,659 participants in awareness campaigns.

Stewardship for sustainability and excellence

Under the theme of stewardship for sustainability and excellence, the Foundation ensures every resource delivers lasting value:

Financial Stewardship:

In the reporting period, the financial strategy focused on stringent controls and diversifying funding streams to ensure programmatic resilience and guarantee the continuity of multi-year interventions.

Governance:

The Board of Trustees rigorously executes its fiduciary duties, ensuring strategic oversight and adherence to the highest standards of regulatory compliance. The Executive Committee focuses on translating this vision into impactful operations, driving innovation, replication, and scale across all partner entities.

Our People:

Our commitment to impact is driven by our dedicated staff: 70% are women, and 76% are under the age of 45. We also expanded our internship programme, hosting five interns in partnership with Novia One and ABSA with a stipend investment of R864,000, addressing youth unemployment and building critical skills. The Foundation's work is systematically aligned with the United Nations Sustainable Development Goals (SDGs), contributing directly to quality education, decent work and economic growth, gender equality and the promotion of partnership with our stakeholders.

Looking Ahead

As we conclude 20 years of transformative work, the Foundation remains steadfast in building an inclusive and empowered South Africa. Our strategic roadmap is focused on scaling proven models, from expanding the Whole School Development model and SME incubation to growing CRET's alumni network to 500 graduates and strengthening psychosocial support through Thari.

Moving forward, the Cyril Ramaphosa Foundation is committed to leveraging this strategic roadmap to transform every investment into sustained social return. Through collaborative effort and continued pursuit of excellence, we will ensure that our work acts as a powerful catalyst for building an inclusive, empowered, and resilient South Africa.

Message from the Chairperson

This year marks a profound milestone in the journey of the Cyril Ramaphosa Foundation. For 20 years, the Foundation has stood as a beacon of hope, progress, and empowerment in South Africa.



We began with a simple yet powerful commitment: to improve education and grow Black-owned businesses as a pathway to an inclusive society. Two decades later, we have invested nearly R500 million, reached more than 1.5 million beneficiaries, and proven that systemic change is possible when vision, innovation, and partnerships align. Our programmes have touched lives in classrooms, in communities, and in enterprises across the country, leaving behind not only a measurable impact but also a legacy of possibility.

The journey has not been without challenges. South Africa continues to face deep socio-economic inequalities, exacerbated by unemployment, poverty, and the lingering effects of the COVID-19 pandemic. Yet the resilience of our communities, the passion of our staff, and the unwavering support of our partners have ensured that the Foundation continues to rise to the challenge. In many ways, the obstacles have strengthened our resolve and sharpened our focus on delivering meaningful change.

Over the past 20 years, we have learned that collaboration is the cornerstone of transformation. Our work with schools, communities, small businesses, and government demonstrates the power of partnerships to unlock potential and accelerate progress. From building whole school development models that strengthen education, to supporting young people with holistic bursary programmes, to incubating Black-owned enterprises and empowering women and vulnerable families, the Foundation has consistently pursued inclusive growth and empowerment.

As we celebrate this milestone, we do so with gratitude to our founder, President Cyril Ramaphosa, whose vision for a more just and equitable South Africa continues to guide our path. We pay tribute to our trustees, staff, and implementing partners whose dedication has carried the Foundation forward. Most importantly, we honour the learners, entrepreneurs, families, and communities who remind us daily why this work matters.

This 20th anniversary is not just an occasion to reflect on the past, it is also an opportunity to recommit to the future. The need remains urgent. Many more learners still require access to quality education, many more young people deserve the opportunity to pursue higher education, and many more entrepreneurs need the support to succeed and create jobs. The Foundation's work is far from over, in fact, it is only beginning a new chapter.

The Foundation remains steadfast in building an inclusive and empowered South Africa, one learner, entrepreneur, and community at a time. Together, with the continued support of partners and stakeholders, we will scale up our impact, confront inequality, and advance the vision of a society where all can live with dignity, opportunity and belonging.

Dr Tshepo Motsepe.

Chairperson

Message from the

Chief Executive Officer

The 2023/2024 financial year has been one of both consolidation and innovation for the Cyril Ramaphosa Foundation. We concluded the sixth year of implementing Strategy 2030, our long-term vision to transform education and enterprise development in South Africa, while launching a new three-year cycle (2023–2025) that strengthens alignment across our programmes. This cycle ensures that the Foundation remains the driver of vision and accountability, underpinned by enhanced monitoring systems, sharper impact measurements, and deeper collaboration with government, the private sector, and civil society.

Despite the economic pressures felt by so many South Africans, our programmes reached thousands of learners, students, youth, and entrepreneurs. Through Adopt-a-School, we continued to scale Whole School Development. The Cyril Ramaphosa Education Trust (CRET) sustained its holistic bursary support. Black Umbrellas incubated and supported Black-owned businesses, and the Thari Programme extended vital psychosocial support to vulnerable children and families. These achievements reflect our conviction that true impact is possible only through collective effort. I extend my heartfelt gratitude to our staff, trustees, partners, and our founder, President of the Republic of South Africa, Mr Cyril Ramaphosa, for their dedication and steadfast support.

The schooling system itself has shown resilience and recovery following the disruptions of COVID-19. The Matric Class of 2023 achieved an impressive 85.0%, which is a 3% improvement from the 82.0% achieved by the Matric Class of 2022, with notable increases in both Bachelor Passes and retention levels. The Free State province again led the country with an 89.0% pass rate, its fifth consecutive year as top-performing province.

In enterprise development, Black Umbrellas continues to see rising demand from emerging entrepreneurs, many of them young and determined to succeed. This points to the growing need not only for financial backing but also for mentorship, capacity building, and systemic support to ensure that small businesses can thrive as engines of economic inclusion.

These efforts are aligned with the United Nations Sustainable Development Goals (SDGs), to which our programmes directly contribute. We are aligned with the following SDGs:

Goal 4

Inclusive and equitable quality education

Goal 5

Gender equality and empowerment of women and girls

Goal 8

Sustained, inclusive economic growth and decent work for all

Goal 10

Reduced inequalities

Goal 17

Partnerships for development



Yet, with only 15% of the SDG targets currently on track globally, the urgency for accelerated action is clear. In South Africa, the challenges of poverty, inequality, and unemployment demand that we strengthen and expand collaborative solutions.

At the Cyril Ramaphosa Foundation, our social justice commitment drives us to reach more learners, students, entrepreneurs, and vulnerable families. Through our proven programme models, implemented in partnership with our entities: Adopt-a-School, KST, CRET, Black Umbrellas, and the Thari Programme, we are demonstrating that systemic change is possible. But we cannot do it alone.

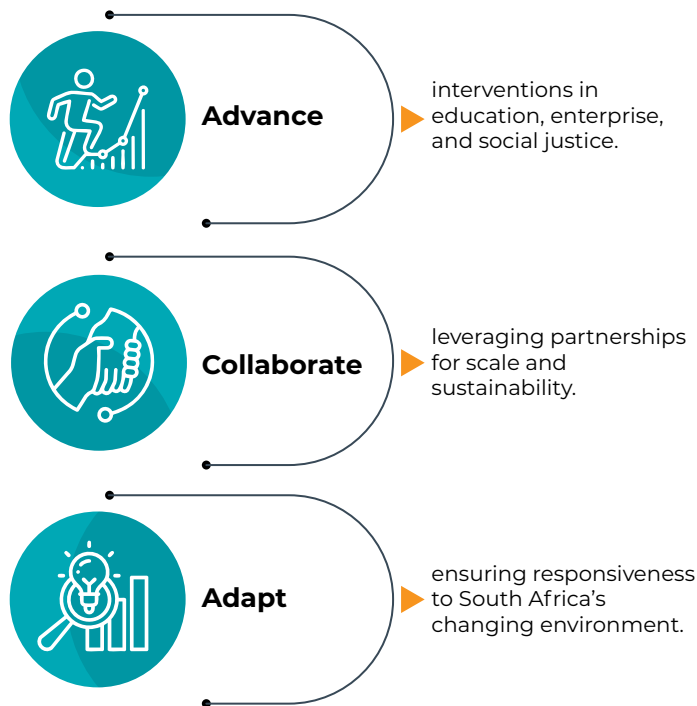
I therefore call on partners, donors, and supporters, current and future, to join us in replicating and scaling these initiatives. Together, we can build a South Africa that is fair, inclusive, prosperous, and sustainable, where dignity and opportunity are shared by all.

Mmabatho Maboya

Mmabatho Maboya
Chief Executive Officer

Our Strategy & Vision

The Cyril Ramaphosa Foundation's Strategy 2030 positions education and small business development as the twin engines of social and economic transformation. In 2023/2024, we began implementing our new three-year strategic cycle (2023–2025), focusing on:



Vision

To be an innovative and effective agent of social and economic change.

Purpose

To foster the development of an inclusive and empowered society.

Values

- **Inspiring** – believing in the potential of South Africans.
- **Integrity** – acting truthfully and responsibly.
- **Innovation** – designing creative solutions.
- **Passion** – driven by excellence.
- **Performance** – delivering measurable impact.

Impact Overview: Driving catalytic change

The Foundation delivers systemic change across South Africa, transforming lives in classrooms and enterprises. By the close of the reporting period, it has achieved this incredible impact:

Education transformation	Reached over 850,000 learners in education programmes.
Enterprise development	Incubated over 3,000 Black-owned businesses, generating a monumental R3.4 billion in turnover since inception.
Youth success	Supported 82 students during the year, contributing to CRET's growing the alumni network of 234 graduates.
Community wellness	Extended critical psychosocial support to over 1,300 vulnerable children.
Infrastructural investment	Delivered 21 new school infrastructure projects with proceeds from the Presidential Golf Challenge.

These achievements are not mere statistics, they are proof points of our strategic vision and unwavering conviction. They demonstrate the tangible results of the Cyril Ramaphosa Foundation's leadership, innovative programme models, and the powerful collaboration of its partner entities, laying the groundwork for a more just, inclusive, and empowered South Africa.

02

Driving Impact and
Deepening Social Value

Strategic Pillars for Impact

The Foundation's long-term vision is realised through targeted interventions across five core strategic pillars that serve as the engines of social and economic transformation. These pillars, Education, Youth Development, Entrepreneurship, Women & Children, and Social Cohesion & Nation Building, represent our commitment to addressing South Africa's deepest inequalities at a systemic level. The following section details the specific

models and key outcomes achieved in the reporting period through the collaborative excellence of our partner entities. It concludes by connecting the pillars to our beneficiary reach, demonstrating the collective scale of our impact and the vital role played by our proven programme models in building an inclusive and empowered society.



Education

Remains the cornerstone of transformation. Adopt-a-School Foundation and KST pioneered the Whole School Development model and District Whole School Development, creating centres of excellence in disadvantaged schools.

85%

matric pass rate across the supported schools.

234

schools actively supported.

6,700

Over 6,700 educators trained.



Youth development

Through the Cyril Ramaphosa Education Trust (CRET), the Foundation provides holistic bursary support and life skills development.

83

students supported.

19

graduates added to the alumni network with a total of 234 members.

Financial literacy, mental health, and career readiness programmes delivered.



Entrepreneurship

Through Black Umbrellas, the Foundation incubates 100% Black-owned SMEs.

215

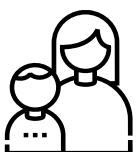
businesses in incubation.

12,249

jobs created.

R3.4billion

turnover since inception.



Women & children

The Thari Programme addresses vulnerabilities facing women and children through psychosocial support, Safe Parks, and multi-sectoral forums.

1,324

children registered.

15,659

participants in awareness campaigns.

Significant reductions in teenage pregnancies in participating schools.

KEY OUTCOMES



EXAMPLES

The Foundation invests in programmes that foster unity and social justice.

Heritage and dialogue programmes.

Plans for the Cyril Ramaphosa Library and Archives Centre.

Continued partnerships with communities to strengthen nation-building.

Connecting the Pillars – our beneficiary Reach

The Foundation serves a wide range of constituencies, primarily segmented by their stage in life, race, and gender, in direct response to our core mandate to reduce persistent socio-economic inequalities.

The consolidated table below provides a powerful, unified view of the Foundation's impact across the entire ecosystem, from early education and youth development to supporting Black-owned enterprises. This intentional consolidation is key to strategically demonstrating the deep interconnectedness and full-cycle nature of our work, affirming the fulfilment of our vision to build a truly inclusive and empowered society.

Partner entities			Beneficiary category	Focus area	Reach
 Driving Quality Education, One School at a Time	 Partnering for Excellence in Education	850,000	Learners and educators in disadvantaged schools.	Improving the quality of education and the school environment.	Over 850,000 learners reached by education programmes. 76 schools actively supported.
 EDUCATION TRUST		234	Talented youth and students pursuing tertiary qualifications.	Providing comprehensive support to talented young South Africans pursuing higher education.	83 students supported in 2023. The alumni network totals 234 graduates.
		R3.4bn	Entrepreneurs and 100% Black-owned Small to Medium Enterprises (SMEs).	Supporting the growth and sustainability of 100% black-owned businesses.	215 businesses in incubation. Has generated R3.4 billion turnover since inception.
 PROGRAMME Supporting Women and Children		1,324	Vulnerable children and their families within school communities.	Providing psychosocial support, care, and protection within school communities.	1,324 children registered in 2023. 15,659 participants in awareness campaigns.



The Foundation's long-term vision is realised through targeted interventions across five core strategic pillars that serve as the engines of social and economic transformation.

03

Delivering the Mandate
Through Partner Excellence

Partner Entities in Action

This section details the powerful, replicable models and operational successes of the Cyril Ramaphosa Foundation's implementing partners, providing the essential evidence of its mission. The partner entities cover the full spectrum of social and economic development, from early education and school infrastructure to tertiary student support, women's empowerment, and enterprise incubation. Their strategic interventions are designed not just for immediate relief, but for systemic, long-term transformation that addresses the root causes of inequality in South Africa.



The Adopt-a-School Foundation is dedicated to improving the quality of education in disadvantaged schools, employing a holistic Whole School Development model that addresses academic, infrastructural, social, and security needs. This comprehensive approach ensures systemic improvement across the school environment. The implemented interventions have demonstrated strong academic results. Notably, schools like Inhlakanipho Secondary School improved by 25.4% to achieve a 100.0% pass rate in 2023.

The Adopt-a-School Foundation continues to drive quality infrastructure and innovation. At Modilati Secondary School in Hammanskraal, with the support of Sandvik Mining and Rock Solutions, it handed over multiple projects. These included ICT projects to resource and aid educator training, as well as new and renovated ablution blocks. Furthermore, in partnership with African Bank, constructed energy-efficient dining and nutrition facilities at Fukama Primary School in Sebokeng. This achievement is highly inspirational within the context of the country's school infrastructure programmes and climate change challenges.

The subsequent section will detail key initiatives implemented during the reporting period, including the successful Social Welfare interventions and the expansion of the Coding and Robotics component of the ICT Programme.

Below are some of the highlights achieved and implemented initiatives:

Matric Class
of 2023

85.0%
pass rate

Matric Class of 2023

The Adopt-a-School Foundation Matric Class of 2023 excelled and achieved a pass rate of 85.0%, which is a 3% improvement from the 82.0% achieved by the Matric Class of 2022. Some of the supported schools demonstrated significant improvement.

100%

Inhlakanipho Secondary School in KwaZulu-Natal improved by 25.4% from 74.6% in 2022 to 100.0% in 2023.

94.1%

Phagamang Secondary School in Limpopo also improved by 16.1% from 78.0% in 2022 to 94.1% in 2023.

92.4%

In Mpumalanga, Makhosana Manzini Secondary School also made a significant improvement, increasing by 15.0% from 77.2% in 2022 to 92.4% in 2023.

Despite facing various challenges, including the complexities associated with subject selection during the COVID-19 pandemic and disruptions caused by regular load shedding, these learners exhibited resilience and determination. Their unwavering commitment to their educational goals, coupled with the support and interventions provided by the Adopt-a-School Foundation, enabled them to overcome adversities and achieve remarkable success in their academic pursuits.

Overall Performance

Adopt-a-School has seen steady progress over the past 14 years. It continuously works with the schools and steadily increases the pass rate. Over the past two years, Adopt-a-School has maintained a pass rate above 80% and will continue with this momentum through the implementation of the Whole School Development programme quality results.

Back to School for Mandela Day initiatives: 2023 flagship campaign

The Adopt-a-School Foundation hosted its 11th Back to School for Mandela Day initiative at Tsakani Primary School in Krugersdorp. The day is celebrated annually in honour of Nelson Mandela's legacy, encouraging active citizenship and corporate volunteerism. This year, Adopt-a-School championed another school shoe drive that collected 400 pairs of school shoes along with a range of Whole School Development activities.

The Back to School for Mandela Day initiative is a flagship event that encourages corporates and their employees to visit an identified school and make a personal impact on the lives of young learners and their learning environment. It is inspired by the notion that anyone can make a difference by donating their time, skills, and resources.

The day was a great success with over 110 volunteers from corporate partners and supporters. Five corporate partners donated towards school shoes for learners in need across adopted schools and renovations at Tsakani Primary School. Adopt-a-School corporate partners included BP Southern Africa, Phoenix Contact, Royal Haskoning DHV, and Merafe Resources. The campaign further received the following sponsorships:

- A2Z Technologies donated a digital board for the ICT laboratory.
- Cashbuild supplied some utensils to renovate the Grade R play area.
- ChairClub donated school chairs.
- Premier Optical screened all the learners and will be donating 19 spectacles to learners in need.

Additionally, Adopt-a-School also received donations from Broadway Sweets, Future Life, Jumbo Brands, and Krispy Kreme, which went towards learner snack packs.

400
pairs of
school shoes



Over
R6.1
million

Adopt-a-School 2023 fundraising dinner

On 11 November 2023, the Chairperson of the Adopt-a-School Foundation, President Cyril Ramaphosa, hosted a successful Fundraising Gala Dinner at the Sandton Convention Centre. The event was sponsored by OPTASIA, a fintech company, and the Cyril Ramaphosa Foundation. The dinner hosted 540 guests with a programme that included entertainment acts from adopted schools, a comedian, a band, pledges, and an auction. The event raised over R6.1 million through table sales, auction items, and pledges.

The evening was filled with reflections on the joint journey undertaken by the Foundation and those who have worked tirelessly, contributing financially and through their time to make Whole School Development a success in marginalised communities. A former learner and former CRET beneficiary, Shaun Maunatlala, from the adopted school Olifantsvlei Primary, shared how the Foundation changed his life, taking him from the streets of Eikenhoff to joining an apprenticeship programme at FlySafair as a Mechanical Engineer. This flagship event not only raises funds for the Foundation but also provides it with an opportunity to showcase its work.

Social Welfare initiatives: Promoting health, dignity, and responsible choices

As part of the Adopt-a-School Foundation's commitment to Whole School Development, the Social Welfare pillar continues to address the holistic needs of learners through key interventions in health, hygiene, and sexuality education. These initiatives aim to empower learners, reduce barriers to education, and create a safe, supportive school environment.

Health, sanitation, and sexuality education

In June 2023, Adopt-a-School officially launched its Health, Sanitation, and Sexuality Education Project at Nageng Primary School in Vosloorus, Ekurhuleni. Funded by Siqalo Foods, the project targets over 500 Grade 4 to 7 learners with a comprehensive programme that promotes informed decision-making and seeks to reduce teenage pregnancies in schools.

Through interactive workshops on puberty, hygiene, teenage pregnancy, toxic masculinity, and sexuality education, learners are encouraged to actively engage in discussions that impact their lives. The project involves educators, parents, and community stakeholders to ensure sustainable outcomes. Actor Julius Kgoe of Skeem Saam fame facilitated the launch event, which was attended by healthcare professionals, government representatives, and members of the School Governing Body.

Sanitary pads and hygiene products distribution

Adopt-a-School continues its daily distribution of sanitary pads and deodorants as part of its broader effort to promote dignity and retain learners in school. To date, 1,970 girls have accessed sanitary pads monthly since the programme's inception. This initiative ensures consistent access to hygiene products, directly reducing school absenteeism among girls who cannot afford these basic necessities.

Recognising the needs of all learners, Adopt-a-School has extended hygiene support to boys as well. With increasing demand, 1,623 boys have received deodorants, fostering self-esteem and encouraging personal hygiene. This gender-inclusive approach reflects Adopt-a-School's dedication to gender parity and equitable support for all learners.



Addressing teenage pregnancy through peer education

In partnership with Merafe Resources, Adopt-a-School introduced a peer education programme targeting Grade 8 learners at Boitekong and Meriti Secondary Schools. Facilitated by trained peer educators, the workshops provide accurate, age-appropriate sexual education and promote abstinence, responsible behaviour, and the use of health services.

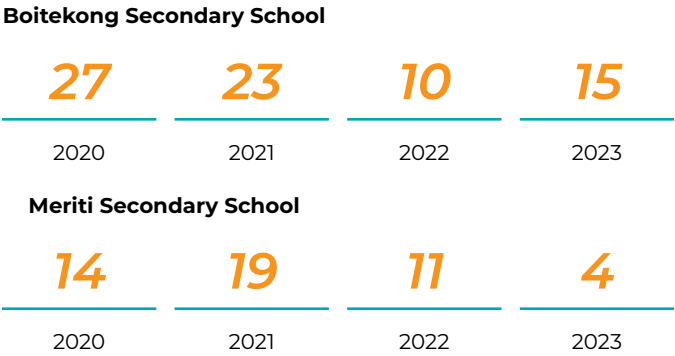
The outcomes have been encouraging:

1,357 learners participated (754 from Boitekong and 603 from Meriti).

Learners began accessing antenatal clinics and adopting contraceptive measures, contributing to a decline in teenage pregnancies.

Both schools reported zero pregnancies in the last two quarters (July–September 2023).

The long-term impact is evident in the significant decline in pregnancy rates:

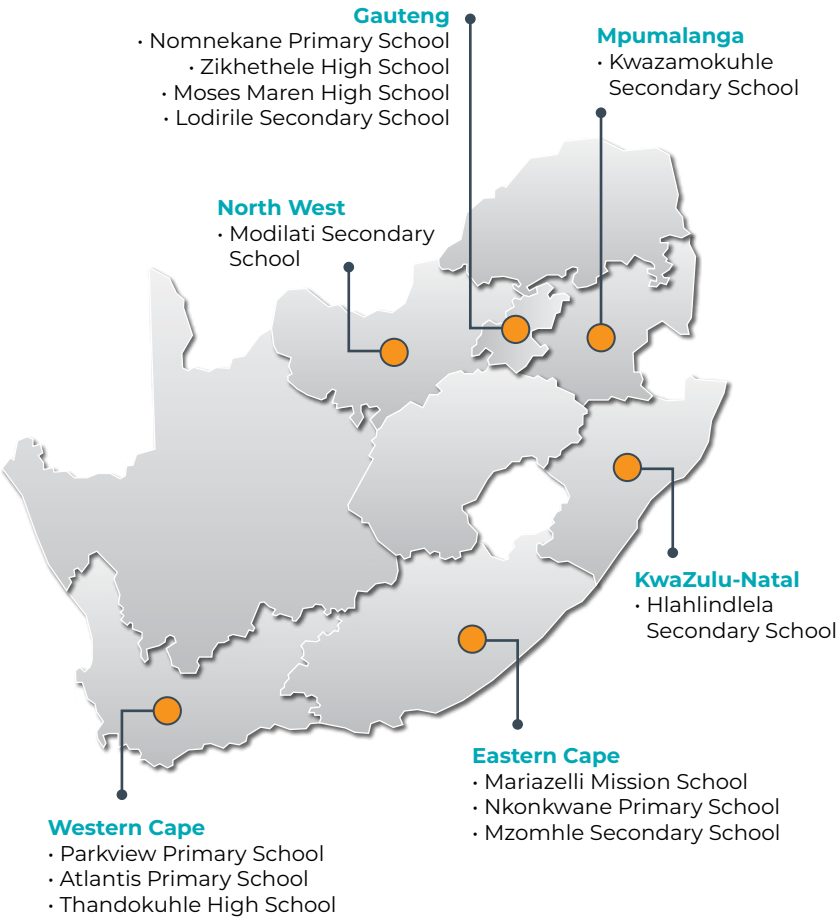


In addition, 19 pregnant learners were supported to remain in school, including three Grade 12 learners at Boitekong who returned to school after giving birth. With a total of 1,548 girls enrolled across both schools, the sustained decrease in teenage pregnancy reflects the success and long-term viability of the programme.

ICT- coding and robotics

To meet the changing world and career requirements of the future, Adopt-a-School launched a coding and robotics component of its ICT Programme in schools across the country in 2021. The coding component of the programme focuses on software, while the robotics component covers both hardware and software. The robotics component also allows students to experience their problem-solving process tangibly as they go through trial and error until the task is accomplished and the robot's motions are performed as instructed.

The coding and robotics programme was initially rolled out for the Desktop Support Technicians, who now continue to work with the schools on coding and robotics as extracurriculars for Grade 7, 8, and 9 learners. Coding clubs, consisting of 10 learners, have been formulated, and competitions are being held. Some of the schools have also been competing at their cluster level. Since 2021, to date, the programme has benefited 13 schools across the country through the support of the Industrial Development Corporation (IDC) and Adapt IT. Schools that benefited are depicted in the figure.





The KST's District Whole School Development model makes waves in the Free State province education sector

KST's District Whole School Development model, implemented in partnership with the Free State Department of Education since 2013, has had a lasting positive impact on the province's education system. The Free State led the country with an impressive 89.01% pass rate in the 2023 National Senior Certificate exams, a 0.5% increase from the previous year's 88.5% pass rate. Notably, the two districts where the Whole School Development model was piloted, Motheo and Fezile Dabi, ranked second and fifth, respectively, in national district-level performances.

Motheo district achieved a remarkable pass rate of 91.2%, up from 90.9%, and recorded a bachelor pass rate of 48.6%. Fezile Dabi followed closely with a pass rate of 89.6% and recorded a bachelor's pass rate of 44%. These achievements highlight the long-term benefits of the Whole School Development model, which was piloted for five years and extended for an additional three years, resulting in eight years of sustained curriculum interventions.

The success of the Whole School Development model in these two districts emphasises the effectiveness of targeted educational strategies and partnerships in driving academic excellence. KST remains committed to supporting educational initiatives that foster significant improvements in student outcomes.

In 2021, KST's District Whole School Development pilot closed in Fezile Dabi and Motheo with a clear proof of concept. It is now primed to be replicated and scaled to produce systemic and lasting change in many more schools across the country.

Below are some of the projects that were successfully implemented.

89%
Free State

307
educators

Empowering Education: Inaugural retreats mark new chapter with the Globeleq partnership

In August 2023, KST conducted its first series of retreats, signifying the commencement of a transformative partnership with Globeleq, a leading independent power producer in Africa. This collaboration is aimed at bringing about positive change and advancement in education, particularly in schools located within a 50km radius of the Jefferys Bay Wind Farm, in the Eastern Cape province.

Ten schools within the Jefferys Bay business unit were the initial beneficiaries of these retreats, which engaged a total of 307 educators, 9 learners, and 2 Circuit Managers. Over the course of four weekends, the retreats aimed to foster functional, independent schools and cultivate academically excellent school communities. The overarching goal of

the retreats is to institutionalise key practices that foster unity, motivation, accountability, and proactivity within the school teams.

As KST and Globeleq embark on this collaborative journey, the retreats symbolise a pivotal step in creating environments that are not only conducive to learning but also receptive to external investment and professional development interventions. This holistic approach seeks to bring about positive transformation, ensuring that education becomes a catalyst for broader community development. The first retreats under this new partnership underscore the commitment of both organisations to making a lasting impact on education and the well-being of communities surrounding the solar plants in the Eastern Cape. This marked the beginning of a promising chapter in the collaborative efforts to empower schools and uplift the educational landscape in the region.





Enhancing school functionality: Insights from the Jeffrey's Bay Windfarm Project

The Jeffrey's Bay Windfarm Project stands as a beacon of progress. During term 3 of 2023, all 10 schools involved in the project participated in Transformation Empowerment Workshops, marking a fundamental moment in their journey towards school improvement. These workshops serve as catalysts for change, fostering an environment ripe for growth and development.

Following the workshops, a KST curriculum project manager conducted thorough follow-up activities, evaluating the schools' progress and the efficacy of the implemented strategies. Notably, all participating schools completed and submitted their School Improvement Plans to the district. The project manager noted that,



"One of the most encouraging findings was the tangible progress reported by schools in implementing the 9 focus areas of School functionality. From enhancing curriculum to refining teaching methodologies, each focus area received dedicated attention."

In addition to the School Improvement Plans process, the schools took proactive steps by establishing dedicated sub-committees to monitor the implementation of the School Improvement Plans goals and action items. This decentralised approach to oversight not only fosters accountability but also empowers stakeholders at the grassroots level to actively contribute to the school's improvement journey.

As the Jeffreys Bay Windfarm Project continues to unfold, its impact resonates beyond the confines of individual schools, shaping a future where education is synonymous with empowerment and opportunity. Through collaboration, dedication, and a shared vision for excellence, participating schools are paving the way for a brighter tomorrow, one goal at a time.

Anglo American South Africa Essential School Infrastructure Projects

KST completed several Anglo-American South Africa projects, delivering tangible improvements to schools in the Limpopo province. These projects included comprehensive refurbishments of school classrooms, encompassing tasks such as painting, the replacement of old ceilings with new ones, and renovating window and door frames.





The Thari Programme is a targeted social intervention initiative focused on creating safe, inclusive and gender-sensitive environments within school communities. The core objective of the programme is to promote the overall health and well-being of vulnerable women and children. It provides critical psychosocial support through trained child and youth care workers and the establishment of Safe Parks. The programme actively addresses acute social challenges, including teenage pregnancy and mental health issues, while working with multi-sectoral partners to empower families and safeguard the future of children.

The initiatives below were implemented during the period under review.

Internal study: An overview of teenage pregnancy in South African schools

The Cyril Ramaphosa Foundation Research Department conducted a comprehensive overview of adolescent pregnancy in South Africa. It investigates national trends, causes, and consequences, with a specific focus on school-going learners. The aim was to raise awareness, inform policy and programme development as well as advocate for interventions that reduce teen pregnancy and support affected learners.

Five key points were identified:

Teenage pregnancy remains a critical issue	Over 90,000 girls aged 10–19 gave birth in South Africa between March 2021 and April 2022. The highest rates were recorded in KwaZulu-Natal, Eastern Cape, Limpopo, and Gauteng, often in poorer communities.
Health and education consequences are severe	Adolescent mothers face higher risks of complications like eclampsia, infections, and neonatal health issues. Education is disrupted, with many girls dropping out and never returning, limiting their future opportunities.
Policy response by government	In 2022, the Department of Basic Education launched the National Policy on the Prevention and Management of Learner Pregnancy, promoting comprehensive sexuality education, access to care, and protection of learners' rights to continue schooling during and after pregnancy.
Access to termination services influences outcomes	Provinces with greater access to legal abortion services, such as Limpopo and Mpumalanga, tend to have lower teenage birth rates, suggesting that safe termination options help mitigate the crisis.
Civil society plays a vital role	Organisations like The Parent Centre and the Adopt-a-School Foundation run impactful prevention and support programmes. These include sexuality education and psychosocial support, which are crucial for empowering youth and reducing stigma.



Mental health awareness campaign at Seemahale Secondary School

The Botshabelo Moral Regeneration Forum continues to support and strengthen the Thari Programme and its implementation. The forum facilitated a mental illness awareness campaign at Seemahale Secondary School in July 2023. The campaign, which was led by the Department of Health's Mental Health Unit, Thari Programme, Department of Justice and Constitutional Development, National Prosecuting Authority, and LoveLife, aimed to address issues of mental health and child protection among learners. It reached 400 Grade 8 learners from the school.



Debriefing session for child and youth care workers

Child and Youth Care Workers participated in a debriefing process in September 2023 at Kopano Nokeng Conference Centre, Bloemfontein. Due to the emotional toll of working with vulnerable children, the debriefing sessions were designed to provide child and youth care workers with support in processing the traumatic experiences they encounter in their work. The session was facilitated by a life coach, Lolo Mofolo from Banesa Tapestry. Each participant received individualised attention and was recognised for their valuable contributions to the Thari Programme. The group coaching sessions emphasised self-awareness, a crucial social learning and emotional resilience tool that empowers individuals to enhance their emotional regulation and contribute to establishing shared meaning, purpose, vision, and goals for the team.

Thari Programme steering committee

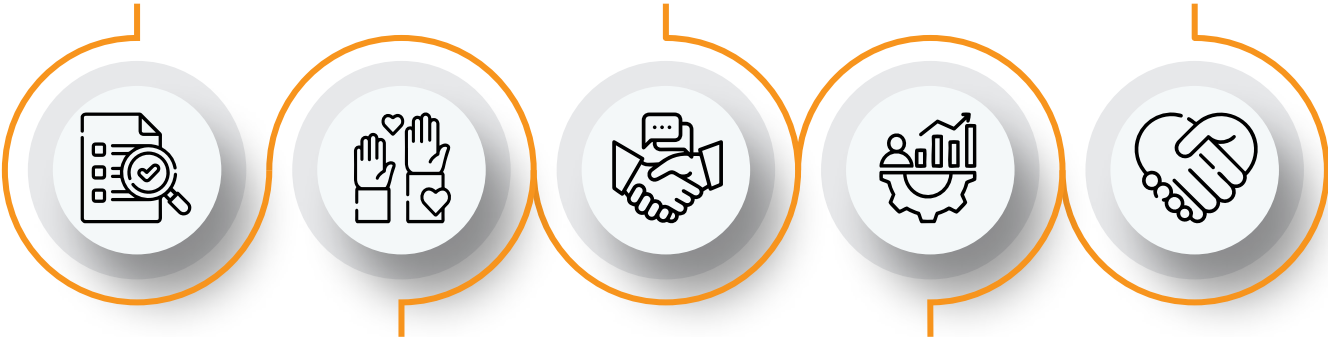
The Thari team facilitated the second quarterly programme steering committee, which consists of the School Management Team, the School-Based Support Team, and the Child and Youth Care Workers from the eight participating schools. The meeting was held on 30 August 2023 at Leratong Secondary School to discuss programme implementation. The schools' project steering committees play a major role in guiding the implementation process and supporting the child and youth care workers, therefore, it is essential to engage them continuously. The committee meets on a quarterly basis for feedback, and each of the teams meets monthly at their respective schools.

The following issues were discussed:

Continuous compliance with the referral process to avoid school dropouts.

Support of the educators and School-Based Support Team on Safe Park activities and the purchase of equipment (i.e., chess board, Scrabble, soccer balls, etc).

School support for performance for learners referred to the Thari Programme.



Constant feedback from the Child and Youth Care Workers on the intervention process.

Tracking learners referred with learning difficulties for assessment at the district office.



The meeting was attended by 32 members from the eight participating schools.

Mother and daughter dialogue

To commemorate Women's Month, the Thari Programme hosted a two-day Mother and Daughter Dialogue in August 2023 at Leratong and Popano Secondary Schools, Botshabelo. The purpose of the event was to have an open dialogue where facilitators provided parents and learners with a platform to talk openly about the challenges they face regarding issues of sexuality, health, and general well-being. These sessions are vital because the parent-child relationship is an important element in shaping a child's transition through adolescence. Research has also illustrated that the attributes of the parent-child relationship generally focus on three main domains: parental support (connectedness), control (regulation), and parent-child communication.

Parent-child sexual communication is one of the most important ways in which parents influence their children's sexual reproductive health attitudes and behaviours, using it as a means to educate while also transmitting values, beliefs, information, and expectations. Young people who have open communication with their parents on sexual reproductive health are empowered and able to initiate sexual activity later and to exhibit safer sexual behaviour through the use of birth control and condoms. A lack of parent-child sexual communication may cause youth to resort to harmful and questionable sources such as their peers, television, the internet, and social media for sexual reproductive health information.

This session is therefore essential for breaking down the barrier of communication between parents and children, especially about topics that are considered taboo, such as sexual education. Several factors contribute to the discomfort of communicating about sex-related issues. The barriers that parents face in parent-child sexual communication

include having poor and inaccurate information regarding sexual reproductive health, feeling discomfort or a lack of confidence in talking about sex and sex-related issues, and underestimating their children's readiness to discuss sexual reproductive health issues by thinking that they are too young. Youth often avoid talking with their parents about sexual reproductive health-related concerns due to embarrassment and fear of a negative reaction or punishment. This session aimed to demystify these topics and open the vital line of communication between parents and children. The Thari Programme will continue to host such events in the other schools in the programme.

This event was in collaboration with the Botshabelo Moral Regeneration Forum, and a panel of experts from the Department of Health, Child Line, Department of Social Development, Setshabelo Child and Family Services, the National Prosecuting Authority, and the South African Police Service. The event reached 60 parents and 60 girl learners at both schools.

60/60
Parents &
Girls

Third National Summit on Substance Use, Abuse, and Illicit Trafficking 2023

The Thari Programme was invited to the 3rd National Summit on 14–16 November 2023. The Summit aimed to facilitate discussions among stakeholders on harmful substance use, misuse, abuse, and illicit trafficking, as mandated by the Prevention of and Treatment for Substance Abuse Act 70 of 2008.



The seven goals of the National Drug Master Plan are as follows:



The Central Drug Authority sought to evaluate the implementation of the National Drug Master Plan and improve knowledge of substance abuse. Through the Summit, discussions were held to review the implementation of the National Drug Master Plan 2019-24, which was launched in 2020, with resolutions to improve the current plan and develop an action plan.

Thari Project Steering Committee Award Ceremony and 16 Days of Activism

To commemorate 16 Days of Activism, an award ceremony was held to acknowledge and honour the Project Steering Committee across eight schools at Botshabelo. The Steering Committee consists of the school principal and members of the School-Based Support Team. The prestigious award ceremony was to honour these educators, who have made a significant change in the empowerment of the learners within the school environment, through the provision of psychosocial services.

To ensure the programme’s long-term sustainability, the event was conducted in collaboration with the Motheo District Office, Botshabelo Moral Regeneration Forum, and the eight Thari schools. A total of 74 attendees participated in the event, representing various key stakeholders of the Thari Programme. These included representatives from the School Principals, retired School Board Support Team members, Child and Youth Care Workers, community-based organisation – Khanya, the Botshabelo Moral Regeneration Forum, Motheo District officials, and the Free State Department of Education.

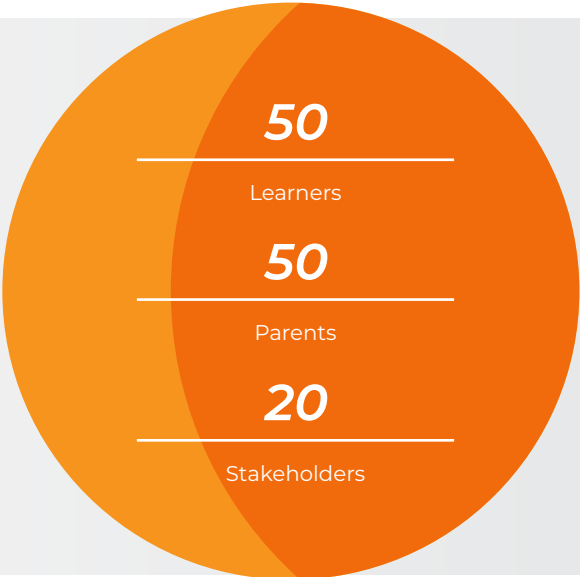


The broad participation from the various stakeholders not only underscores the programme’s trusted reputation but also exemplifies the collective commitment to its success.

Awareness campaign: Child Protection Week

To mark Child Protection Week, the Thari Programme team orchestrated a two-day awareness campaign at Rekopane and Nkgothatseng Primary Schools in Botshabelo. The event aimed to provide a platform for parents and learners to engage in discussions and address issues hindering positive parenting within the school communities. Facilitated by Ms Sarah Monakane, an Intake Social Worker from the Department of Social Development, the two dialogue sessions featured a panel of experts from the Department of Health, Child Line, Department of Social Development, Setshabelo Child and Family Services, School SGBs, and the South African Police Service. These professionals provided insights and addressed queries from the participants.

The awareness campaign engaged 50 learners, 50 parents, and 20 stakeholders. Feedback from attendees indicated a positive reception of the project. Stakeholders expressed the significance of such initiatives and advocated for their frequent occurrence. These efforts underscore the Thari Programme’s commitment to safeguarding the well-being and future of children.



The Cyril Ramaphosa Education Trust (CRET) provides comprehensive, holistic support to talented young South Africans pursuing higher education. Originating from bursaries first sponsored in the mid-1990s, CRET's unique programme goes far beyond financial aid, focusing on developing professionals equipped with essential life skills, work readiness, and emotional resilience. The Trust supports both academic and alternative pathways, achieving an overall progression rate of 83% in 2023, and actively preparing students for the digital economy and critical artisanal trades to ensure they become future leaders and contributors to the South African economy.

The interventions below were implemented during the reporting period.

Job shadowing at Bowmans Law Firm

Bowmans Law Firm hosted 17 learners at their offices in Sandton for an information session in June 2023. Job shadowing opportunities such as these offer further direction for future career pathways for youth, in addition to providing motivation. The programme included a motivation segment, a talk about how to prepare for university entrance in the field of law, and a follow-up talk about being an involved law student on campus while obtaining a stellar performance to pave their way for work opportunities at reputable law firms in the country and the continent. A Grade 12 learner from Minerva High School shared how life-changing this opportunity was for her because "only learners who are interested in science are the ones who get exposed to shadowing opportunities," she said.

Motsepe Foundation Information and Opportunities Expo

CRET hosted eight unemployed youth at the Motsepe Foundation Information and Opportunities Expo at the Sandton Convention Centre. The event offered valuable exposure to corporates, industry experts, and discussions on future jobs, workplace technology, and CV preparation. One attendee shared how he connected with a potential business partner, something he had struggled with due to limited social skills and hopes to combine their strengths to grow his venture.

17
learners

8
unemployed
youth

Women's Day CoSec

Three young ladies from CRET attended the Women's Company Secretary: Women in Governance event, which was hosted on National Women's Day. All three young ladies are pursuing legal or commercial studies at various tertiary institutions, and they joined professional females in the company secretary space for a brunch to discuss possibilities they can explore. The event was aimed at mentoring young ladies to step into the world of governance. Several successful female legal practitioners were guest speakers at the event, including the Cyril Ramaphosa Foundation's very own Company Secretary, Advocate Martha Motsatsi.



Holiday Programme

CRET hosted its mid-year Holiday Programme to engage students in various activities, including team building, mentorship, alumni interactions, leadership, financial and emotional wellness, and exam feedback.

A total of 61 students engaged in different topics such as financial and mental wellness. The mental wellness session focused on reminding students of their self-worth and inner strength. Additionally, it was aimed at creating a safe space for all students to share the issues they are navigating through in life.

One student expressed the following about the session:



“Amazing, I loved how the CRET family started opening up and being vulnerable with each other. This platform also helped us to get closer to each other and understand each other.” – Pelela Mpotulo (2nd Year BCom Economics and Information Systems at Rhodes University).



The financial wellness session was aimed at imparting to students' information and skills on how to save money. Students actively advised each other on their personal coping strategies to make “pennies count,” and shared savvy financial tips for saving and investing. Topics discussed included the importance of building a healthy credit score and getting into the habit of saving and paying yourself first.

National Credit Regulator financial literacy session

Following the Holiday Programme in July, CRET, in collaboration with the National Credit Regulator (NCR), hosted an online financial wellness session to address the financial gaps that students raised. Several issues that were discussed and highlighted during the session were addressed. These included educating students on consumer rights, good and bad debt, and how these can hinder financial well-being in the future. We also provided tips on how to save money. Furthermore, the session covered over-indebtedness, how to identify if one is over-indebted and how to deal with it. Other topics included budgeting for the stipend and overall financial well-being. Students were encouraged to put the shared advice into action in their lives to ensure they make the correct financial decisions that will allow them to have productive lives as young adults.



Alternative skillset opportunities

Eleven CRET students took part in the Southern Labs Institution of Technology programme in July 2023, where they took part in courses such as Applied Software Development and Low Code Mobile Application Development, to name a few. The programme not only upskilled the students but also offered them an opportunity to add micro-credentials to their technical skillset. Additionally, these courses allow them an opportunity to be ahead of the technology curve and be forward-thinking young professionals.

Among the eleven, five CRET beneficiaries were chosen based on their excellent performance to visit the Huawei Headquarters Exhibition Centre and Innovation Lab from 4 to 11 September, in Shenzhen, China. While in China, they were offered an opportunity to train in 5G and emerging 6G network technologies.



“Overall, my trip to Huawei Headquarters in Shenzhen was an unforgettable experience. I gained invaluable knowledge about the future of connectivity, witnessed the seamless integration of technology and culture, and learned the importance of a holistic approach to technological progress”, said Khonziwe Sibanyoni, CRET Alumni and Project Administrator for Atos, South Africa.

Diepsloot Combined Career Day

The Cyril Ramaphosa Education Trust (CRET) hosted a career day aimed at sharing information on options available to youth upon matriculating. This event took place at Diepsloot Combined School on 13 October 2023 and was attended by approximately 120 matriculants.

The speakers motivated and addressed learners on the options they can explore once accepted at universities as well as other higher education options besides university. The session highlighted several concerns raised by learners during recent career guidance sessions, namely:

Applications: Not all learners who wish to go to university have applied for funding or university.

Misinformation on career paths.

The role of technology in the future of work.



The event allowed the team to engage with the learners and provide them with comprehensive and accurate career guidance, thus enabling the learners to make informed decisions about their future education and career paths.

CRET Alumni Advisory Board fundraising event

The CRET Alumni Advisory Board hosted its first Fundraising and Networking Cocktail event at the Johannesburg Stock Exchange (JSE), Sandton. The purpose of the evening was to celebrate the accomplishments of 211 alumni, reflect on their development in the professional space, and encourage them to share their ethos of “paying it forward.”

To date, donations by the CRET alumni, through the alumni fund, have supported the studies of three students who have studied electrical engineering, chartered accountancy, and information technology. The hope is that the event will encourage more alumni to join the alumni fund.



The CRET Results Analysis Report – 2023

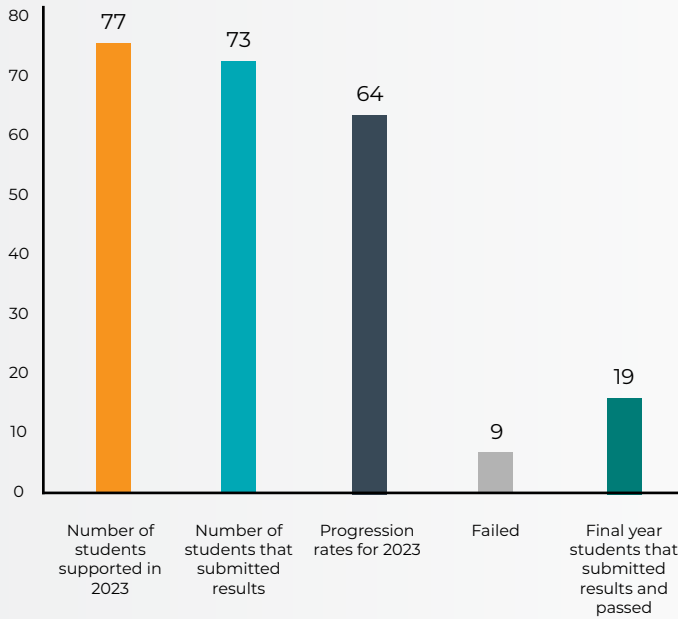
The CRET supported 77 fully funded students in 2023. The overall progression rate for 2023 attained by the bursary beneficiaries is 83%. CRET recorded that 12 students passed Cum Laude, with Vianka Gounden (3rd Year Medicine student at UKZN) leading the class of 2023 with an average pass rate of 86%.

A further 19 out of 20 final-year students submitted their results and have passed. Thus far, the 19 graduates who completed their studies will be invited to CRET’s graduation awards and will also join the 211 alumni. Of the 77 students supported in 2023, 40 were female, and they constitute 52% of the pass rate.

One student failed two of her major modules in the first semester and was on the brink of giving up, but with the support from CRET, she managed to pass all her modules and is due to graduate at Wits University’s March/April graduation ceremonies.

The results recorded by CRET are a testament to the successful provision and application of CRET’s holistic skills development support for youth in South Africa, ensuring that more young people in the country have access to education, which is widely considered to be an essential key to success.

2023 Final Examination Results



CRET supports alternative skillsets

CRET commenced a partnership with BluLever in February 2024. The partnership seeks to offer comprehensive electrical and plumbing education and training to four previously unemployed youth. The programme aims to equip participants with the necessary skills to excel in high-demand trades. Through technical training at host companies and hands-on experience, the participants are well-prepared for the workforce.

This initiative is crucial as it addresses the skills shortage in essential sectors, providing sustainable career paths for young people. Youth unemployment remains one of the biggest challenges of the South African economy, which emphasises the important role of education in combating this issue. Vocational, technical, or artisanal training is often more suitable for many students’ skills, career aspirations, and interests. In alignment with this perspective, CRET supports alternative pathways that contribute significantly to the South African economy.

This partnership not only enhances the employability of participants but also strengthens the economy by addressing crucial skills gaps in technical and vocational sectors.



Black Umbrellas is a leading Enterprise and Supplier Development incubation organisation established to support the growth and sustainability of 100% Black-owned Small, Medium, and Micro-Enterprises (SMMEs). As a key strategic pillar of the Foundation, Black Umbrellas' mission is to drive an inclusive economic future by providing systemic support, capacity building, mentorship, and financial management training. This robust incubation model is designed to facilitate the transition of emerging enterprises into stable, job-creating businesses, thereby contributing significantly to building inclusive supply chains and reducing socio-economic inequality in South Africa.

During the period under review, Black Umbrellas drove its mandate of SME incubation and building inclusive supply chains through strategic initiatives and rigorous research, focusing heavily on enabling sustainable growth and gender equity.

Overview of research on female entrepreneurs in the Black Umbrellas Programme

The Cyril Ramaphosa Foundation conducted a research study to understand the experiences, impact, and challenges of female entrepreneurs participating in the Black Umbrellas business incubation programme in May 2023. This research provides valuable insights into the contribution of women-owned businesses to economic development and highlights the vital role that targeted support plays in their growth.

Key insights and research outcomes



Growing participation amidst barriers: Despite facing significant structural challenges, including limited access to capital, gender bias, and a lack of entrepreneurial networks, South African women continue to drive entrepreneurial activity. South Africa is among only 12 countries globally where female entrepreneurial activity increased during the COVID-19 pandemic.

12
countries globally
where female
entrepreneurial
activity increased

Impact of the Black Umbrellas programme: The Black Umbrellas programme has proven instrumental in equipping female entrepreneurs with the tools and support needed to formalise and grow their businesses. Key offerings such as mentorship, financial management training, and performance monitoring have helped participants build sustainable enterprises.



Real stories of impact

The report profiles three dynamic female entrepreneurs who have thrived with BU support:

Sarina Malatji grew her multi-sector company to a turnover of R66 million and was recognised for job creation during the pandemic.

Abigail Serakoana built a petroleum business that bounced back after COVID-19 disruptions, earning the Black Umbrellas award for best recovery.

Landela Mashalaba launched a unique skincare brand rooted in traditional South African ingredients, benefiting from Black Umbrellas' training and coaching in the early stages.

Ongoing challenges

Access to start-up capital remains the biggest barrier to growth. Additionally, female entrepreneurs face societal pressures, gender stereotypes, and difficulties in balancing family and business responsibilities. These insights reinforce the importance of providing holistic and gender-responsive support.

Programme reach and education levels

As of October 2022, 39.6% of Black Umbrellas entrepreneurs were women. Most of these women had a high school education or less, underscoring the importance of Black Umbrellas' role in upskilling and empowering female entrepreneurs.

This research highlights the transformative potential of targeted entrepreneurial support for women, particularly in underserved communities. The Cyril Ramaphosa Foundation, through its partner entity Black Umbrellas, is delivering measurable impact, advancing inclusive economic growth, promoting gender equity, and fostering sustainable job creation.

Support for the Black Umbrellas Programme enables us to expand our work and ensures that more women have the opportunity to build thriving businesses and uplift their communities.

39.6%
Women

Female Beneficiaries Statistics

As of 31 October 2022



528

Current Beneficiaries in the BU Programme



209

Current Female Beneficiaries in the BU Programme

Sector with most female beneficiaries

25%

Of the female beneficiaries are in the **Service and Activities** sector.

Highest level of education of beneficiaries

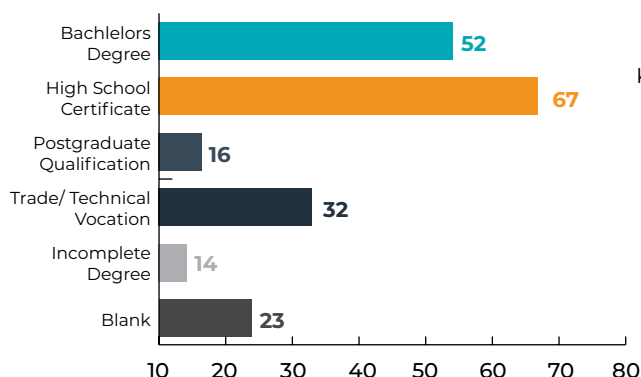
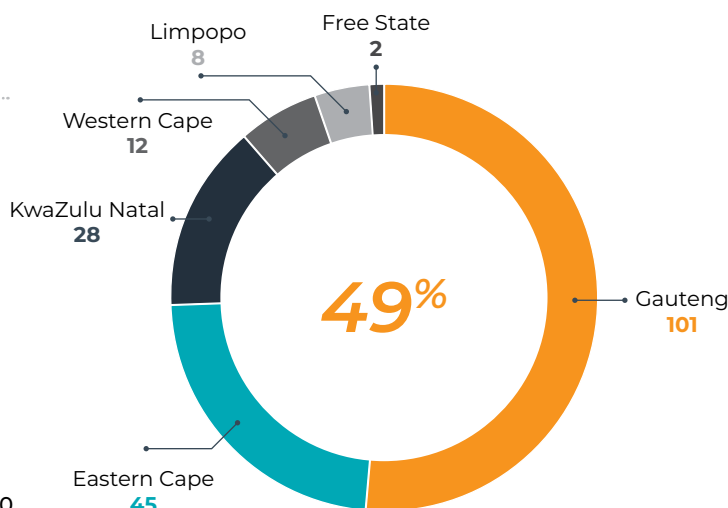
67

Female beneficiaries highest qualification is a High School Certificate



Female beneficiaries per province breakdown

A large majority of the female beneficiaries are in Gauteng 101





Empowering Change: From solar panels to sustainable success

To commemorate Women's Month, the Thari Programme hosted a two-day Mother and Hlulani Ndlovu is the founder of HLN Green Energy Solutions, a youth and 100% black-owned company based in Tzaneen, Limpopo. The company, established by the 31-year-old Hlulani Ndlovu, a certified PV Green installer by the South African Photovoltaic Industry Association, is dedicated to addressing load-shedding, reducing electricity costs, and mitigating the effects of climate change. HLN provides alternative green energy solutions, specialising in solar systems and related services.

Hlulani first learned about the Black Umbrellas small business development programme through a radio interview. At the time, he possessed only the skills required for the job, a business registration certificate, a business account, and an idea. Motivated to gain the knowledge needed for structured business planning and growth, in 2020, he joined the Black Umbrellas Siyakhula programme. Through the programme, Hlulani acquired essential business skills, including business planning, financial management, and marketing. The dedicated business coaching sessions further enabled him to develop his business plan, manage accounting records, pitch his business to funders and investors, and effectively market his business.

Since joining Black Umbrellas, HLN Green Energy Solutions has experienced significant growth. The company now employs one full-time and two part-time employees, achieving a turnover of over R420,000 between 2022 and 2023, up from zero previously. The skills Hlulani acquired have enhanced daily operations, ensuring systematic recording and management of all aspects of the business. This has resulted in smoother business operations, with all team members understanding their roles.

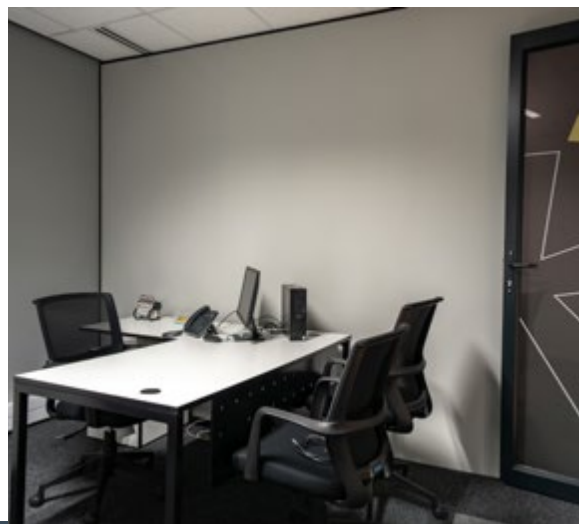
Hlulani successfully transferred these skills to his team, contributing to overall organisational development and efficiency. The programme also introduced innovative marketing strategies that have helped HLN attract new customers. Additionally, the programme equipped Hlulani to adapt to market changes and industry trends, enhancing the company's competitiveness. He measures the success of his business through cost minimisation and efficiency, customer and employee satisfaction, and building relationships with stakeholders and the community. These metrics of success have evolved to focus more on strategic relationships and community engagement.

Hlulani Ndlovu's journey from skilled technician to successful entrepreneur is a testament to the transformative power of the Black Umbrellas programme. With a clear mission, a growing team, and a solid business foundation, HLN Green Energy Solutions is poised for continued success. As a 31-year-old father with one dependent, Hlulani's story is not just one of business success but also of personal growth and resilience. His dedication to sustainable energy and his community is an inspiration to aspiring entrepreneurs everywhere.



Black Umbrellas launches Co-Working Space facility in Johannesburg

The Black Umbrellas Co-Working Space Initiative was developed as a strategic response to one of the most pressing challenges faced by emerging SMEs, access to affordable, professional workspaces. This initiative offers shared office environments designed specifically to support the needs of early-stage and growing businesses. These co-working hubs provide not only physical infrastructure, such as workstations, meeting rooms, and high-speed internet, but also a collaborative atmosphere that fosters networking, productivity, and innovation. Black Umbrellas launched its co-working facility in Illovo, Johannesburg, at the end of May 2023. Black Umbrellas is offering short-term 6-month contract options at the state-of-the-art facility, tailor-made to meet entrepreneurs' needs.



What sets the Co-Working Space initiative apart is its seamless integration into the broader Black Umbrellas incubation ecosystem. SMEs working from these spaces benefit from immediate access to business development support, coaching, and mentorship offered by Black Umbrellas. This proximity to expertise and peer entrepreneurs enhances learning opportunities, accelerates problem-solving, and builds a strong sense of community. The shared environment also enables real-time knowledge exchange, sparking partnerships and collaborations across industries. More than just a place to work, the Co-Working Space initiative represents a deliberate investment in the long-term success of South Africa's small and emerging businesses. By removing barriers to professional office space and embedding entrepreneurs in a dynamic and supportive environment, Black Umbrellas is helping to nurture confident, capable business leaders ready to contribute to economic transformation and job creation.

Driving Sustainable Change

The work of the Cyril Ramaphosa Foundation and its partner entities, as described above in this report, is a profound commitment to sustainable development, moving beyond isolated projects to foster long-term systemic change. Our integrated programmes, spanning holistic education, empowerment, and inclusive enterprise development, are strategically designed to build resilient communities and contribute to a more equitable, educated, and economically vibrant future for South Africa.



In summation, the activities of the Cyril Ramaphosa Foundation serve as concrete evidence of a commitment to transformative and sustainable development. By systematically aligning our programmes, the Foundation is effectively embedding resilience and equity into the South African landscape. This strategic, integrated approach ensures that every intervention not only addresses immediate needs but builds the systemic capacity required for communities and enterprises to thrive independently, confirming the Foundation's enduring role as a catalyst for a more just and prosperous future.

Our work is designed to respond and contribute towards the collective attainment of the SDGs as per the table below:

SDG number	SDG description	The Foundation's impact	Partner entity
SDG 1	No poverty	Helping entrepreneurs transition into viable, revenue-generating enterprises, creating jobs and income opportunities.	Black Umbrellas
SDG 4	Quality education	Implementing systemic education models focused on governance, academic, and infrastructural improvement to ensure inclusive, equitable quality education for disadvantaged learners.	Adopt-a-School Foundation, KST and CRET
SDG 5	Gender equality	Advancing gender equality by supporting women-owned enterprises and through the Thari Programme, which addresses vulnerabilities faced by girls and women in school communities and promotes safe, equitable environments.	Thari Programme, Black Umbrellas
SDG 8	Decent work and economic growth	Championing inclusive economic growth through SME development, enabling entrepreneurs to formalise operations and increase their bottom line.	Black Umbrellas
SDG 9	Industry, innovation, and infrastructure	Supporting early-stage businesses in sectors such as green energy and digital services, fostering innovation and contributing to economic diversification.	Black Umbrellas
SDG 10	Reduced inequalities	Addressing economic inequality by empowering Black-owned SMEs, particularly those led by women and youth.	Black Umbrellas and CRET
SDG 17	Partnerships for the goals	Operating through multi-sectoral partnerships with government, corporates, and civil society to mobilise resources and knowledge essential for scaling high-impact development models across the country.	All partner entities, including the Cyril Ramaphosa Foundation

OV+

Stewardship for
Sustainability and Excellence

Financial Overview, Governance and Our People

Governance & Leadership

The Board of the Cyril Ramaphosa Foundation

Governance at the Cyril Ramaphosa Foundation is founded on a commitment to transparency, ethical leadership, and accountability, ensuring that our operations fully support our strategic mission and meet the highest standards of regulatory compliance.

The Board of Trustees acts as the ultimate custodian of the Foundation's assets and mission. It rigorously executes its fiduciary duties, focusing on strategic oversight, financial integrity, and risk management. This stewardship is achieved through various committees dedicated to audit, risk, and social impact, ensuring comprehensive monitoring of both partner entities' operations and the Foundation's overall performance.

Board of Trustees



President Cyril Ramaphosa (Patron)



Dr Tshepo Motsepe (Chairperson)



Ms Phuti Mahanyele-Dabengwa (Deputy Chairperson)



Dr James Motlatsi



Ms Donn  Nicol



Mr Matshela Seshibe



Mr Rajendran Govender



Ms Yvonne Themba



Ms Mmabatho Maboya (CEO)

Executive Committee

The Executive Committee is responsible for translating the Board's strategic vision into impactful, day-to-day operations. This includes developing and refining the systemic models used by our partner entities, driving performance across all programmes and fostering a culture of operational excellence. The Executive Committee reports regularly on performance metrics, ensuring accountability for programme delivery and efficient management of financial and human capital. Their focus is on innovation, replication, and scale, ensuring that the Foundation's high-impact models are delivered consistently and effectively across all intervention sites.

Executive Committee



Ms Mmabatho Maboya - Chief Executive Officer



Mr Mark Frankel - Chief Executive Officer: Black Umbrellas



Mr Raymond Kevan - Finance Executive: Cyril Ramaphosa Foundation



Mr Steven Lebere - Chief Executive Officer: Adopt-a-School Foundation



Ms Olga Maluleke -
Human Resources
Executive: Cyril
Ramaphosa
Foundation



Mr Feizel Mamdoo
- Communications
Executive: Cyril
Ramaphosa
Foundation



Ms Banyana
Mohajane – Executive,
Programmes: Adopt-a-
School Foundation



Ms Chantelle
Oosthuizen - Executive
Director: Cyril
Ramaphosa Education
Trust



Ms Melanie
Spencer - Chief
Operating Officer:
Cyril Ramaphosa
Foundation

Financial Overview

The Cyril Ramaphosa Foundation is founded on a commitment to prudent stewardship, efficient resource allocation, and maintaining a robust financial platform to support long-term programmatic sustainability. During the period under review, the Foundation’s financial strategy was defined by stringent controls and a focus on maximising the impact of every donated Rand. We adhered strictly to budgeting protocols, ensuring that operational expenditure remained lean and direct programmatic spend was prioritised. This disciplined approach allowed us to absorb inflationary pressures while ensuring the integrity and scale of our core interventions.

The Foundation successfully diversified its funding streams, securing new partnerships that contribute to programmatic resilience and future growth. This diversified funding base is critical for insulating the Foundation against economic volatility and ensuring the continuity of our multi-year interventions. Our continued investment in replicable and scalable models reflects a commitment to generating sustained social returns on investment, ensuring that financial stability directly translates into measurable, lasting societal benefit.

Financial highlights

Driving Impact through our *People*

Our employees – the engine of impact

The heart of the Cyril Ramaphosa Foundation is its dedicated staff, whose expertise and commitment are fundamental to achieving the Foundation's mandate of creating an inclusive and empowered society. Our commitment to diversity and youth empowerment is reflected in our workforce:

70%



of employees are women.

76%



are under the age of 45.

Employee wellness and empowerment remain central to our culture. The unwavering dedication of our employees is the cornerstone of the Foundation's mission to drive systemic change across education, enterprise, and social justice. Their collective effort is vital to the successful implementation of all our high-impact programmes. This dedication ensures that our partner entities evolve vulnerable communities and emerging businesses into resilient, sustainable engines of growth.

The seamless operation of the Foundation is made possible by the collaborative efforts across all divisions. Human Resources plays a crucial role in recruiting and nurturing talent, Finance ensures the prudent management of resources, IT provides the necessary technological infrastructure, Communications amplifies the organisation's reach and impact, and the Executive team offers strategic direction and oversight across all partner entities. Without the synergy of these dedicated teams, the realisation of the Cyril Ramaphosa Foundation's overarching vision would not be possible.



Our interns – shaping their own *Future*

864,000
Rand

In 2023/2024, the Cyril Ramaphosa Foundation expanded its internship programme, hosting five interns in partnership with Novia One and ABSA, with a total stipend investment of R864,000. The Foundation continues to create opportunities for young people to gain meaningful work experience through its internship programme within the organisation. These opportunities are supported by a monthly stipend, ensuring that youth are not only exposed to a professional environment but are also able to contribute meaningfully while building critical skills for their future careers.

This initiative speaks directly to the Foundation's mission of fostering an inclusive and empowered society. By equipping young people with practical workplace exposure, mentorship, and financial support, the programme addresses one of South Africa's most pressing challenges, youth unemployment.

In doing so, the Foundation is not only investing in the immediate growth of young people but also contributing to the long-term transformation of the country. Each opportunity offered represents another step towards a more just, equitable, and sustainable South Africa, one where youth are active participants in shaping their own futures.

Introducing our *Interns*

Charleen Sithole



Charleen Sithole is the Communications Intern at Black Umbrellas, since July 2023. She has a National certificate in Banking from North-West University.

Charleen has previously worked as a marketing communication and sales intern. She says that she enjoys working at the Foundation with like-minded and inspirational people. She aspires to direct a strategic branding agency one day.

Her motto is:

“Whatever comes, let it come. Whatever goes let it go. Whatever stays let it stay.”

An interesting fact about Charleen is that she is multilingual.

Onkabetse Chaane



Onkabetse Chaane is the Finance Intern at Cyril Ramaphosa Foundation, since April 2023. He has a Bachelor of Commerce in Finance from the University of Johannesburg.

Onkabetse describes his experience as follows: “CRF has been a positive working environment that has a calm atmosphere. It has been good and exciting to work for CRF.”

Onkabetse wishes to be a Financial Manager and to further his studies up to doctoral level.

His motto is:

“Seek out knowledge and never stop learning, the only way to do a great work.”

Onkabetse loves music and says music for him is a remedy for handling pressure.

Dineo Mashaba



Dineo Mashaba is the Communications Intern at Adopt-a-School Foundation, since October 2023. She has a National certificate in Banking from the Tshwane University of Technology.

Dineo has previously worked as a Client Liaison Officer and also has experience in sales and marketing. She described her experience at the Foundation as follows: “I have been welcomed with warm arms, the environment seems challenging, but the staff have shown immense support.”

Dineo aspires to be a professional in an environment that does something meaningful and impactful in society. Dineo loves sports, she played hockey in high school and in university.

Her motto is:

“It does not matter how slowly you are going, as long as you do not stop.”

Thandeka Madi



Thandeka Madi is the Communications Intern at the Cyril Ramaphosa Foundation, since July 2023. She has a Journalism degree and a short course certificate in Digital Marketing from the University of Johannesburg. She is currently advancing her communication skills through a short learning programme offered by the Southern Labs Institute of Technology.

Thandeka has previously worked as an academic tutor, a research assistant and a call centre agent. She aspires to be a renowned communications specialist. She says that she loves the culture at the Foundation and says everyone is supportive and kind.

Thandeka loves music and is a fitness enthusiast.

Her motto is:

“Wherever life places you, bloom with grace.”



Karabo Mokobane is the IT Intern at the Cyril Ramaphosa Foundation, since July 2023. He studied Cisco: Fundamentals of networking at the University of the Free State and is currently studying Network Administration with Southern Labs Institute of Technology.

Karabo says that being at the Foundation has been a learning curve, but he thinks he is blending in well with his colleagues. He aspires to be a network engineer or systems administrator one day.

His motto is:

“Success is not final; failure is not fatal. It is the courage to continue that counts.”

Karabo enjoys playing chess and spends most of his spare time being a DJ.



Khanya Mahlasela is the Communications Intern at the Adopt-a-School Foundation, since July 2023. She has a Public Relations diploma from IIE Rosebank College and an Advanced Diploma in Communication Management from the University of Johannesburg. She is planning on pursuing Honours in Strategic Communications.

Khanya has previously worked as a Public Relations intern, assistant reservation manager and has experience in social media marketing. She says that her experience at the Foundation has been graceful and filled with a lot of learning opportunities.

Khanya aspires to be an expert in the communication field.

Her motto is:

“Make your pain a purpose and your struggle a strength.”

Khanya is a sports fanatic, she loves rugby and was also a netball player.



Thabo Mafohla is the Finance Intern at Adopt-a-School Foundation, since July 2023. He studied BCom Accounting at Richfield Graduate Institute of Technology.

Thabo has retail experience and has also worked as a call centre agent. He said being part of the Foundation has been challenging but he has had an opportunity to learn a lot in a short space of time.

Thabo aspires to be an entrepreneur.

His motto is:

Practice is the science of winning.”



Nonkululeko Magadla is the Fundraising Intern at Adopt-a-School Foundation, since March 2023. She has an Honours degree in Social Anthropology from the University of the Witwatersrand.

Nonkululeko has previously worked as an academic tutor. She is loving her experience at the Foundation and states that she is learning a lot from her manager.

Nonkululeko aspires to own a social research consulting firm and to run an NGO for women and children in the future.

Her motto is:

“Wherever you go, there you are – the person who I want to be is accessible right here and right now.”

An interesting fact about Nonkululeko is that she can play the cello.

Introducing our *Interns*



Swazi Vilakazi is the Finance Intern at Adopt-a-School Foundation, since April 2023. She has a Bachelor of Accounting degree and Bcom Honours in Taxation from the University of Johannesburg. She is also planning on pursuing a Postgraduate Diploma in Accounting.

Swazi has previously worked as an educator assistant, an examination assistant as well as a tax trainee. She says that working for the Foundation has been a great experience mostly because of the environment and her colleagues. Swazi aspires to be a Chartered Accountant (CA) specialising in taxation.

Her motto is:

“Be yourself everyone else is taken and be happy with what you have while working for what you want.”

Swazi is always seeking to learn new things; she is currently learning how to speak French and Spanish.



Musiwalo Mudzusi is the Finance Intern at the Cyril Ramaphosa Foundation, since July 2023. He has a National certificate in banking from the University of Venda.

Musiwalo describes his experience in the Foundation as follows: “It is a lovely environment; I love the fact that the Foundation is focused on changing lots of people’s lives, and I get to be part of it.”

Musiwalo can speak 5 different languages. He aspires to be an accountant or tax specialist one day.

His motto is:

“Always have a positive attitude no matter the situation.”



Rivoningo Mabasa is the Finance Intern at Black Umbrellas, since July 2023. He has an Advanced Diploma in Accountancy from the University of Johannesburg and also did a short course in Advanced Accounting (BCTA) with Milpark Education.

Rivoningo has previously worked as a treasurer and served as a Chairperson of the house committee at Twelve91 student accommodation. He describes his experience at BU as both challenging and rewarding; he has had an opportunity to work alongside experienced professionals and given a chance to contribute to important projects. He aspires to be a Chartered Accountant (CA) and to be in a senior leadership role such as Chief Financial Officer (CFO) or Chief Executive Officer (CEO) of a company.

Rivoningo has a deep passion for landscape photography.

His motto is:

“Learn, apply, excel,” this reminds him to continually seek knowledge, apply it effectively, and strive for excellence in all he does.

Looking Ahead

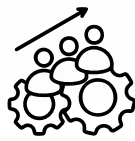
As we celebrate another year of stewardship and impact, the Foundation is more determined than ever to leverage its proven, replicable models to deepen its footprint and contribute directly to national priorities. Our strategy for the future is focused on achieving systemic and sustainable transformation across our core pillars:

Our priorities include:



01

Expanding Whole School Development across more provinces.



02

Scaling SME incubation to reach more entrepreneurs.



03

Growing CRET's alumni network to 500 graduates.



04

Strengthening psychosocial support through the Thari Programme.



05

Driving national dialogue on social cohesion.

Moving forward, the Cyril Ramaphosa Foundation is committed to leveraging this strategic roadmap to transform every investment into sustained social return. Through collaborative effort and continued pursuit of excellence, we will ensure that our work acts as a powerful catalyst for building an inclusive, empowered, and resilient South Africa.



Together, we can build an inclusive and empowered South Africa.

A Legacy of Transformation: Celebrating 20
Years of the Cyril Ramaphosa Foundation

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Cyril Ramaphosa
FOUNDATION

