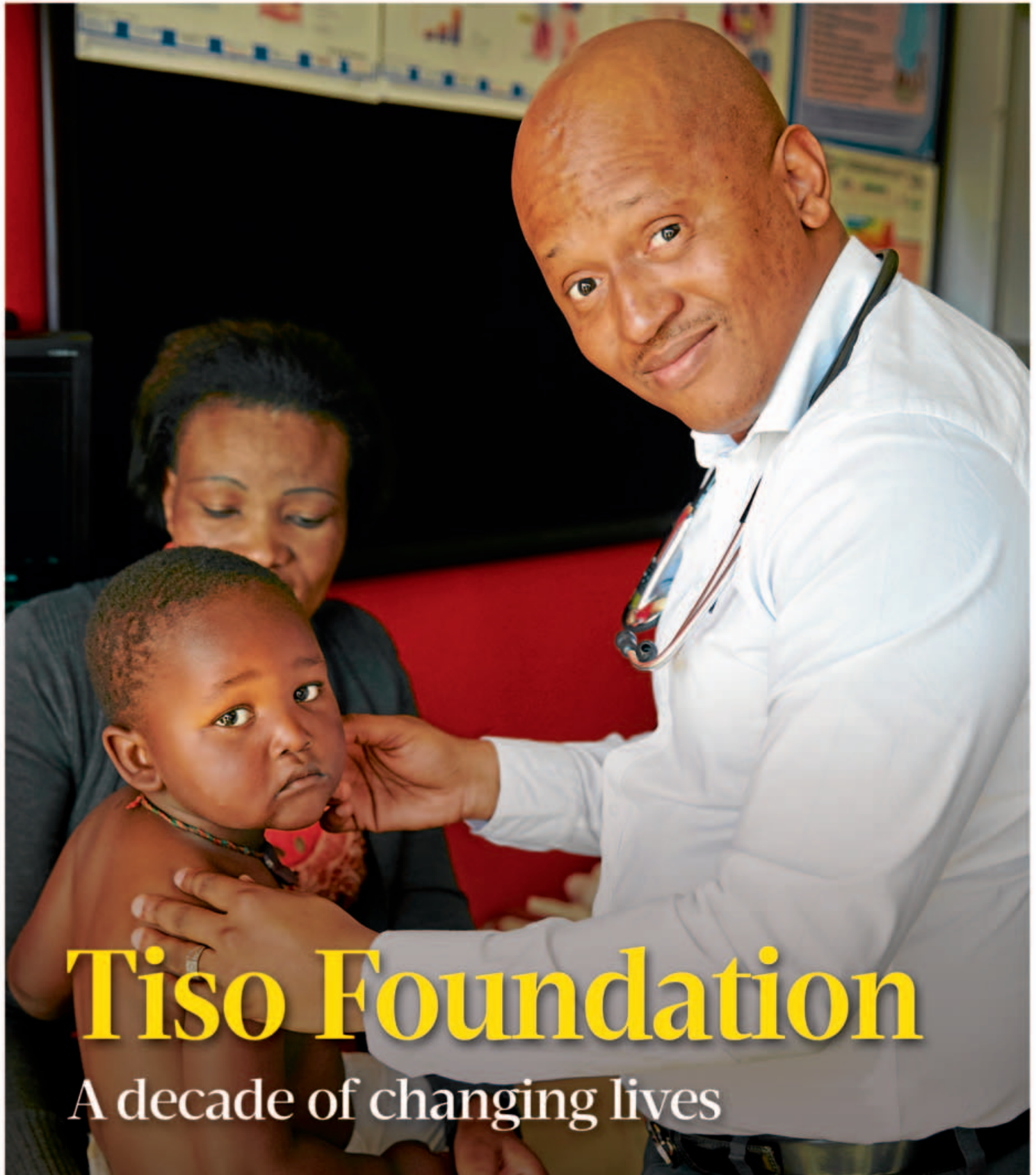


Financial Mail

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CORPORATE REPORT

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Tiso Foundation

A decade of changing lives



ENABLING FUTURE LEADERS

A DECADE OF CHANGING LIVES

Over the past 10 years we have touched over 42 000 lives. We look forward to the next 10 years of changing lives. Since its early beginnings, the Tiso Foundation has partnered with leading educational institutions to create programmes that innovatively support and enable talented young people realise their full potential.

**TISO FOUNDATION CELEBRATES 10 YEARS OF POSITIVE CHANGE, STRIVING TO BECOME
A BEACON OF EXCELLENCE IN AFRICAN SOCIAL INVESTMENT:**



WE HAVE FACILITATED
OVER **42 000 LEARNERS**
ACCESS TO EDUCATIONAL
PROGRAMMES



**INVESTED OVER
R100 MILLION**
IN EDUCATION &
SKILLS DEVELOPMENT
OF SOUTH AFRICAN
YOUTH



**GROWN R600
MILLION FINANCIAL
ENDOWMENT**
TO SUSTAIN
THE FOUNDATION
INTO THE FUTURE



**13
PROGRAMMES**
IN ACTION

OVERVIEW

Ten years of service

The Tiso Foundation has scaled new heights and instilled a sense of pride

Ten years into its journey of advancing youth development in under-resourced communities, the Tiso Foundation Charitable Trust has scaled new heights that its founders can proudly look back on.

The vision of establishing a self-sustaining developmental organisation focused on youth development, education and leadership has touched more than 42 000 students through the R100m it has invested over 10 years in education and skills development programmes.

WHAT IT MEANS

SPEARHEADING EDUCATION & LEADERSHIP

This positioning is evident in the foundation being central to the establishment of the Tiso Group as a founding shareholder.

"From the beginning we knew we wanted to do something significant that would benefit society," says David Adomakoh, one of the foundation's founders and trustees.

"That is one of the values we found in common when we started. And we didn't want something that was donor-dependent."

This vision was achieved when the founders bequeathed a substantial portion of their individual shares to the foundation. Today the value of the endowment is estimated to be worth over R660m.

As is to be expected, the progress has

been steady and measured.

It is understandable then that three years passed between its registration in 2002 as a public benefit organisation and its formal launch in 2005.

That intervening period was not wasted, but was used to formulate the foundation's plans and build partnerships while undertaking selective support initiatives.

The plans centred on developing a set of programmes that would make a dis-

cernible impact on the lives of young South Africans from underresourced backgrounds.

These efforts focused initially on supporting them through tertiary education bursaries, which have laid the groundwork for the foundation's broader skills and leadership development programmes.

Today, the foundation's programmes include:

- ❑ The Tiso Foundation Archibald Mafeje Scholarship for Advanced Study, which supports doctoral students through a partnership with Wits University;
- ❑ The Artisan Development Programme, which is run in partnership with the Artisan Training Institute and leading SA industrial companies;
- ❑ The Tertiary Bursary Programme, which helps deserving students to complete their higher education at universities throughout the country; and

- ❑ Support to post-graduate students to complete their master's degree at the University of Cambridge in the UK, in conjunction with the Canon Collins Educational & Legal Assistance Trust.

The Annual Thought Leadership Symposium is one of the more recent initiatives that have been developed in partnership with the Gordon Institute of Business Science (Gibs).

This is to expose students, leaders from government, business and civil society to insights and perspectives on key socioeconomic and political issues facing SA and the continent.

"The focus of the foundation's work has been on youth development, education and leadership of children from under-resourced backgrounds to access world-class educational opportunities," says Nkululeko Sowazi, one of the foundation's founders and trustees.

Tumelo, Blue Media Photography and Video Production



“

FROM THE BEGINNING WE KNEW WE WANTED TO DO SOMETHING SIGNIFICANT THAT WOULD BENEFIT SOCIETY

DAVID ADOMAKOH

“Not enough has been done to invest in enabling the future leaders of this country,” he says.

We will continue to work with others and refine the ways and number of youth we reach. We are but one player making a contribution in this vast spectrum of need.

“We have decided to focus on tertiary-level education and leadership development of young people who are gifted and can make a difference in their families, communities and the country. We’ve touched thou-



Nkululeko Sowazi

Jeremy Glyn

sands of young lives, but their contribution to society is what we look forward to.”

Adomakoh says there is clear alignment between the foundation’s objectives and Tiso Investment Holdings’ investment strategy.

This is essential to support the foundation’s vision of a self-sustaining philanthropic endeavour.

By actively managing its own investments, the foundation has been able to develop and implement programmes for the greater good of society, without any fund-

ing constraints.

This will not only provide greater income to the foundation to expand its sphere of influence, it is also expected to unlock value from its African investment focus.

Sowazi believes this is worth emulating, particularly at a time when the philanthropic movement is gradually growing across the continent.

“We believe this is an important part of our society’s discourse, and the contribution we are making in that debate is to also help and be part of this growing movement of African philanthropic institutions that are self-sustaining.

“The reliance on donor, corporate or government funding cannot be the only route,” he says. ■

EDUCATION

A rich legacy for all

Tiso Foundation’s first chairman, Bishop Mvume Dandala, credits the long-term success of the organisation to a clarity of purpose and meticulous planning displayed by the founders from the start.

He recalls the impressive vision of the founders with their intention to establish the foundation and structure it in such a way that it would be a significant shareholder in their new venture.

“I found that a fascinating and exciting approach,” he says.

“I was equally fascinated by their choice of beneficiary — which was education. Whether that was in helping to build technology centres in schools, helping schools in rural and underresourced areas, or helping individuals to make the best of their educational opportunities.”

Dandala says attention was initially focused on ensuring that the foundation had a solid legal and corporate governance base, which included attracting the highest possible calibre of people to sit on its advisory board.

A key consideration was to establish an advisory board with absolute integrity and individuals with outstanding credentials in the field of education. It was also important to draw expertise from outside the SA society to ensure that programmes and interventions had a certain global influence.

There is no question that the foundation has excelled in this regard and has managed to attract and retain talent.

Dandala credits the thorough planning in these initial stages as a reason for the foundation’s continued success.

“Because of the perfect planning, any problems we met were ones that we had anticipated,” he says. “Naturally, we had some difficulty in finding students who had the necessary determination. There is always a fine line between a student who is excelling and could gain access to a scholarship and those denied this because of a

lack of opportunity. And that was the impact that the foundation targeted.”

It is therefore no surprise that he ranks Matthews Phetole’s qualification as a medical doctor as one of the highlights of his tenure as chairman of the foundation. Phetole was the first recipient of a bursary from the foundation, and completed his studies in 2004.

Other early highlights include the Student Bridging Programme for medicine, engineering and science as well as economic and management sciences students at the University of Pretoria.

Dandala is equally thrilled by the non-financial support provided to the Education with Enterprise Trust’s Youth Enterprise Society that provided entrepreneurial skills to grade 9-11 students.

Education with Enterprise Trust, one of SA’s leading education NGOs, has grown from strength to strength — due largely to the solid footing it was provided with.

Looking back on these achievements and what the foundation represents today, Dandala is modest in dismissing his early work at the foundation as having created a legacy.

“I would hesitate to see something as my legacy,” he says.

“I tried to make sure the foundation was strong, with reputable members on its advisory board who have a strong track record in education. And also people on whom one could count for ethical commitment: people who value the combination of ethical solidity and educational brilliance.”

Dandala prefers to reserve his praise for the founders of Tiso Group and the foundation.

“I’ve never experienced young businessmen who from the beginning of their business careers were looking not only at what they were going to make from business, but how they could turn that business into a major tool for the development of people.” ■



Bishop Mvume Dandala

Gallo Images

Knowing where to look



pwc

We understand that in today's challenging business environment, what separates the truly great organisations from the mediocre, is the calibre and dedication of their people, as well as their willingness to support their communities.

Today we congratulate one such organisation, Tiso Foundation Charitable Trust, on its 10th anniversary. We wish you everything of the best and look forward to supporting you on your journey into the future..

SPONSORSHIP

Vital support for students

Preparing today's younger generation for the prosperous future they deserve is the driving force behind all the activities and programmes implemented by the Tiso Foundation. Chairman of the board and trustee, Chabani Manganyi, is well-suited to directing these efforts.

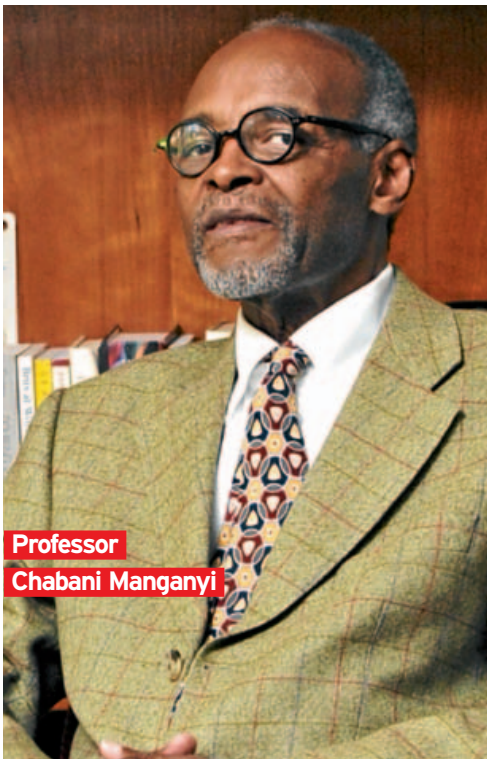
His wealth of experience in the field of higher education spans roles as vice-chancellor at the University of Limpopo, vice-principal at the University of Pretoria and founding executive director of the Joint Education Trust (Jet). Jet was formed in 1992 with the aim of restructuring SA's education system, which had been rife with inequalities of the past.

Though retired, Manganyi is currently a senior research fellow in the unit for advanced scholarship at the University of Pretoria.

"The present situation in education is not what was envisaged," he says. Having been a director-general of education in the country's first democratically elected government, he has a keen understanding of both the challenges and intent of an education system tasked with overcoming the inequalities of the past.

"People without education remain at the fringes of society with little hope of redress, leading to increasing despair, which may affect the sociopolitical stability of our country. We will not be able to solve the human resource inequality problem without the kind of active interventions in which the foundation is engaged," he says.

The foundation's work is comprehensive, since it supports deserving students through its basic and advanced tertiary education



Professor Chabani Manganyi

programmes. It also addresses the dire shortage of technical and artisanal skills through its focused Artisan Development Programme. Underlying these initiatives is a commitment to nurture future leaders.

The foundation's Annual Thought Leadership Symposium, hosted in conjunction with the Gordon Institute of Business Science, addresses the above concerns and objectives.

"The issues that we raise are of national interest and are carefully planned and discussed before they are placed in the public domain," Manganyi says.

"The hope is that government leaders will take note of the debates and insights raised at this public forum, to which they are always welcome. In this way, greater progress can be made."

This policy of drawing in experts is also reflected in the work and membership of

the foundation's advisory board. Under his leadership, Manganyi and the foundation are able to draw on the expertise of prominent local and global leaders. They include Brigalia Bam, gender activist and former chair of the Independent Electoral Commission Akilagpa Sawyerr, former vice-chancellor of the University of Ghana and secretary-general of the Association of African Universities.

Included in this list of prominent persons are Paul Boateng, former British high commissioner to SA and Reverend Samuel Kobia, former general secretary of the World Council of Churches.

The collective wisdom in this board is essential to the foundation's current and future success with its programmes, given the enormous task at hand.

The foundation's view is that challenges are to be found in both the basic education and higher education sectors.

Consequently, its overall approach has included the broadening of post-graduate training for its students, well beyond the best universities at home.

In addition to several annual doctoral and undergraduate scholarships at the University of the Witwatersrand and other universities awarded to deserving underresourced students, the foundation negotiated a master's level scholarship at one of the UK's Cambridge University colleges for the first time this year.

The foundation has entered into a partnership with the Canon Collins Educational & Legal Assistance Trust to host promising candidates to complete their master's degrees at Cambridge.

Programmes such as these are essential to bridge the gaps created by educational system and policy challenges over the past two decades.

Based on Manganyi's experience and insights, the foundation is well positioned to use its influence to make a dent in the skills development problem, while also contributing to the national debate around fixing the education system to the benefit of all. ■

where his father, Kwaju Boateng, was a lawyer and cabinet minister.

It was during his appointment as the British high commissioner to SA from 2005 to 2009 that he was first exposed to the Tiso Foundation. He was introduced as a member of the House of Lords on July 1 2010. Thereafter he was invited to serve on the foundation's advisory board.

"Tiso's approach attracted me from the start," he says. "This is a special model that builds into wealth creation from the start, a commitment to redistribution of created, added value to deserving causes identified by the founders and trustees."

A 2014 report by UBS and Trust Africa points out a close correlation between business interests and the use of company profits to finance philanthropic endeavours. The foundation's model of bequeathing shares and funding its programmes from investment income, however, is not yet widely practised.

The underlying principle of investing in people to allow them to reach their potential and make a greater contribution to society is universal. Boateng says doing so through education correctly identifies Africa's needs.

"We need a new generation of Africans

who can innovate and think creatively and educational institutions that can facilitate this. Tiso Foundation rightly focuses its energies and resources on meeting this requirement and addressing what is a real deficit on the continent," he says.

"Without this, Africa will be doomed always to exist in the shadow of others. Only the best is good enough for Africa. We mustn't tolerate the second rate but always strive for excellence. And this should characterise our approach to philanthrop-



Rt. Hon. Lord Paul Boateng PC DL

ic giving and community development." He says that individuals and companies have an important role to play in supporting these efforts by giving freely of their time and resources to good causes that go beyond narrow corporate or communal interests to embrace a wider, more holistic interest.

The UBS/Trust Africa study reports that while a definitive value of charitable donations is difficult to pin down; self-reported donations total about US\$825m. The scale of giving varies widely, with a quarter of respondents to the survey indicating donations of less than \$7 000, while another quarter had given in excess of \$3m.

Apart from financial contributions, the majority of individuals polled in the study also give freely of their time to philanthropic activities and organisations. Boateng says governments play an equally important role by establishing a fiscal and regulatory system that encourages and rewards giving.

"Levels of revenue raising in Africa through the tax system remain low, with the notable exception of SA. And incentives to give and to establish charitable foundations are generally absent. This should be part of our development agenda on the continent," he says. ■

AFRICA

Custom-made solutions

With Africa's prosperity having risen considerably over the past few decades, it is easy to associate the rise in continental philanthropic activity with this new-found wealth.

However, the fact is that philanthropy has been an integral part of the social, economic,

religious and cultural fabric of African communities for centuries.

This point is aptly illustrated by Tiso Foundation advisory board member Paul Boateng, who cites the philosophy of James Emman Kwegyir Aggrey — known as Aggrey of Africa — who spoke in the early 20th

century of the need for a uniquely African approach to education and development.

This approach, he says, should be based not only on the three Rs — Reading, wRiting and aRithmetic — but on the three Hs — Head, Hand and Heart.

"This is a good basis for a modern approach to charitable giving on the continent," Boateng says. "This needs to reflect carefully thought-out priorities, of practical value, and rooted in an African sensibility. Hence Head, Hand and Heart."

Boateng is no stranger to the continent, having spent his formative years in Ghana



The reality of empowerment is enabling future leaders.

Congratulations to Tiso Foundation on its 10 years of delivering a meaningful and lasting contribution towards the socio-economic development of South Africa.

EQUITY

Women empowerment

A recurring theme in the work of the Tiso Foundation is its commitment to gender equality. This is evident not only in the high percentage of young women beneficiaries of its programmes, but in its very structure.

Though this cannot be attributed solely to her influence, the fact that gender activist Brigalia Bam sits on the foundation's advisory board carries considerable weight.

Reflecting the country's demographics, women feature prominently within the foundation, with more than half of current staff being female, of whom two are members of the five-member board of trustees.

An equal number, 56% of the recipients of the Tiso Bursary Scheme are female, and male students enrolled in the Artisan Development Programme are outnumbered 3:2.

"It has been a great honour for me as a woman to be associated with Tiso Foundation," says Bam. "Empowering women in this diverse country has been one of the challenges for many institutions, especially for companies in SA. The executive has realised that there is a strong business case to be made for companies to encourage and



Dr Brigalia Bam
Focus on support for female professionals

uplift women, not only for themselves but for the future of their families."

This is apparent in the number of young women studying courses that include civil engineering and technical qualifications in electrical, diesel mechanics, instrumentation and welding.

The first recipient of the Archie Mafeje Scholarship for Advanced Study, Mamokete Matjomane, is an example of this. The scholarship is biased towards young women with

exceptional academic potential and supports them in pursuing their doctoral studies.

Matjomane's choice of study is "The politics of informal trading policy-making processes and practices in the City of Johannesburg as a town planner" and focuses on the plight of informal traders, policy implementation in the sector and introducing innovative management strategies.

"She is our pride because she has already committed herself to 'ploughing back' her scholarly acquisition to assist informal traders," Bam says. She also singles out Candice Jansen, the 2015 recipient, who plans to focus her research on indigenous study through photography. ■

TRANSFORMATION

All-inclusive strategy

There is little doubt that SA finds itself at a crossroads. More than 20 years into democracy the country is faltering under the burden of low growth.

This and many other factors paint a challenging picture for the country's leaders and ordinary people, requiring a renewed commitment to a common future.

This call for reframing the political and economic conversation was central to the argument put forth at the inaugural Annual Thought Leadership Symposium in partnership with Gibs in October 2014. The call was issued by Tiso Foundation advisory board member Akilagpa Sawyerr, who was speaking about this new initiative that aims to foster dialogue on key socioeconomic and political issues facing SA and the continent.

The 2014 symposium theme: Towards a Prosperous and Inclusive SA, is particularly apt at this time, which he termed SA's most uncertain period in recent history.

"The difficulty does not lie in defining the problems the country faces — South Africans know what needs to be tackled," says Sawyerr.

"What is less certain is how, in a climate of mistrust and uncertain leadership, South Africans will define the kind of future they

want and how they will achieve it.

"At this crossroads, difficult choices have to be made. Such choices will no doubt include trade-offs by all parties concerned. The overarching question is whether the necessary political will exists to do this."

One of the hallmarks of the situation that SA finds itself in is the absence of a grand strategy consisting of a comprehensive, actionable and agreed world view with which all South Africans could identify.

Sawyerr proposed a number of paths that could lead to an inclusive future free of the disharmony that is threatening to undo the

many achievements of the past 20 years.

Key among these is the need for open and honest dialogue between government, business and civil society to deliberate on the route to true transformation based on the combination of values, vision and activism. He suggested that a fresh start was needed to reframe this conversation by focusing on long-term targets removed from immediate and self-serving needs.

Any dialogue needs to take into consideration a number of hard truths. Sawyerr summarises them as:

- SA is not short of road maps. What it lacks is a strategy and capacity to implement those road maps;
- Leadership is too important to be left to leaders alone. There is a challenge for SA to reframe the concept of leadership — to adapt it to the needs of today;
- If all South Africans do not participate in positively and constructively transforming society, they will by default be playing a role in the future destabilisation of society;
- Ordinary South Africans have shown the resilience to survive, and in some instances to thrive. It is that resilience that should be the source of optimism;
- There has not been proper dialogue about what makes and defines people as South African, apart from geography, and what their role is, and should be, within Africa;
- There is little happening in SA that is not happening elsewhere in Africa. SA is not an exception on the continent, and naively believing it is will be harmful to future engagement with the rest of Africa;
- Is each person in business in SA doing enough to improve the talent and prospects of emerging businesses? and
- Outside investors are looking for high-growth markets, and SA's growth rates are



Professor
Akilagpa Sawyerr

Congratulations to the Tiso Foundation

It is with immense regard for the work of the Tiso Foundation that we congratulate its management and staff for their 10 years of leadership in corporate philanthropy.

By investing in the education of South Africa's youth, the foundation has enabled each person it has touched to become a beacon of hope and a driver of progress. The technical skills received, along with a university education, has prepared them for jobs critically needed for South Africa's growing economy.

The Foundation's contributions have helped expand opportunity and equity for those who may have lacked the chance to realize their full potential. In the process the foundation has furthered inclusive development in South Africa.

For all that, the Tiso Foundation stands tall as an inspiration for others in South Africa and far beyond.

With all our best wishes.

Jane Wales
President & CEO
Global Philanthropy Forum &
World Affairs Council
Vice President, Aspen Institute

Pearl Darko
Director African
Philanthropy Forum



Global Philanthropy Forum™



African
Philanthropy Forum

Idwala is a leading producer of Lime, Carbonates and Industrial Minerals.

Idwala is strongly committed to environmental and social responsibilities in all its activities and is proud to have been associated with Tiswala and the Tiso Foundation from 2004.



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about the same as the countries where these investors come from. SA is still on their radar, as much for offering a good environment for expanding into Africa, as for what the country itself offers to investors.

There is a whole generation growing up believing they are equal. The challenge for them begins when they enter the workplace and find how truly unequal they still are, given the historic legacies.

SA has a reasonable record of gender empowerment, but more needs to be done.

“South Africans need to reassess what they want from their leaders and identify whether any leadership on offer is real, driven by sincere values and a vision that can take the country beyond the immediate term to a longer-term future,” Sawyerr says.

“These qualities and values need to be instilled into the leaders of tomorrow who are still at the beginning of their careers and who are open to new ideas and paradigms. The underresourced and unemployed need to be viewed as a resource that can take part in building the country. Inclusivity is not charity. It is a means of ensuring the sustainability of the economy and society at large.” ■

PROGRAMMES

Grooming leaders



Russell Roberts

Bridget Shibambu

Bridget Shibambu's task at the Tiso Foundation is probably the most important of all, as it is under her management that the ideals and aims of the foundation are implemented.

Shibambu is in charge of the foundation's programmes, under the theme of “creating access and building opportunities”.

This is done through the various initiatives that include the Tertiary Bursary Programme, the Artisan Development Programme, the Tiso Foundation Archibald Mafeje Scholarship for Advanced Study, the master's studies at the University of Cambridge and the Annual Thought Leadership Symposium.

Since inception, the programmes have funded 50 tertiary students pursuing degrees

and national diplomas in accredited institutions of higher learning, and funded 234 young South Africans in various technical trades. Shibambu says the foundation aims to support 100 beneficiaries a year.

“At the moment we have 24 students in the Tertiary Bursary Programme at different institutions.”

Young people can submit an application form and a motivation why they need the help. Advertisements are available at universities and educational institutions.

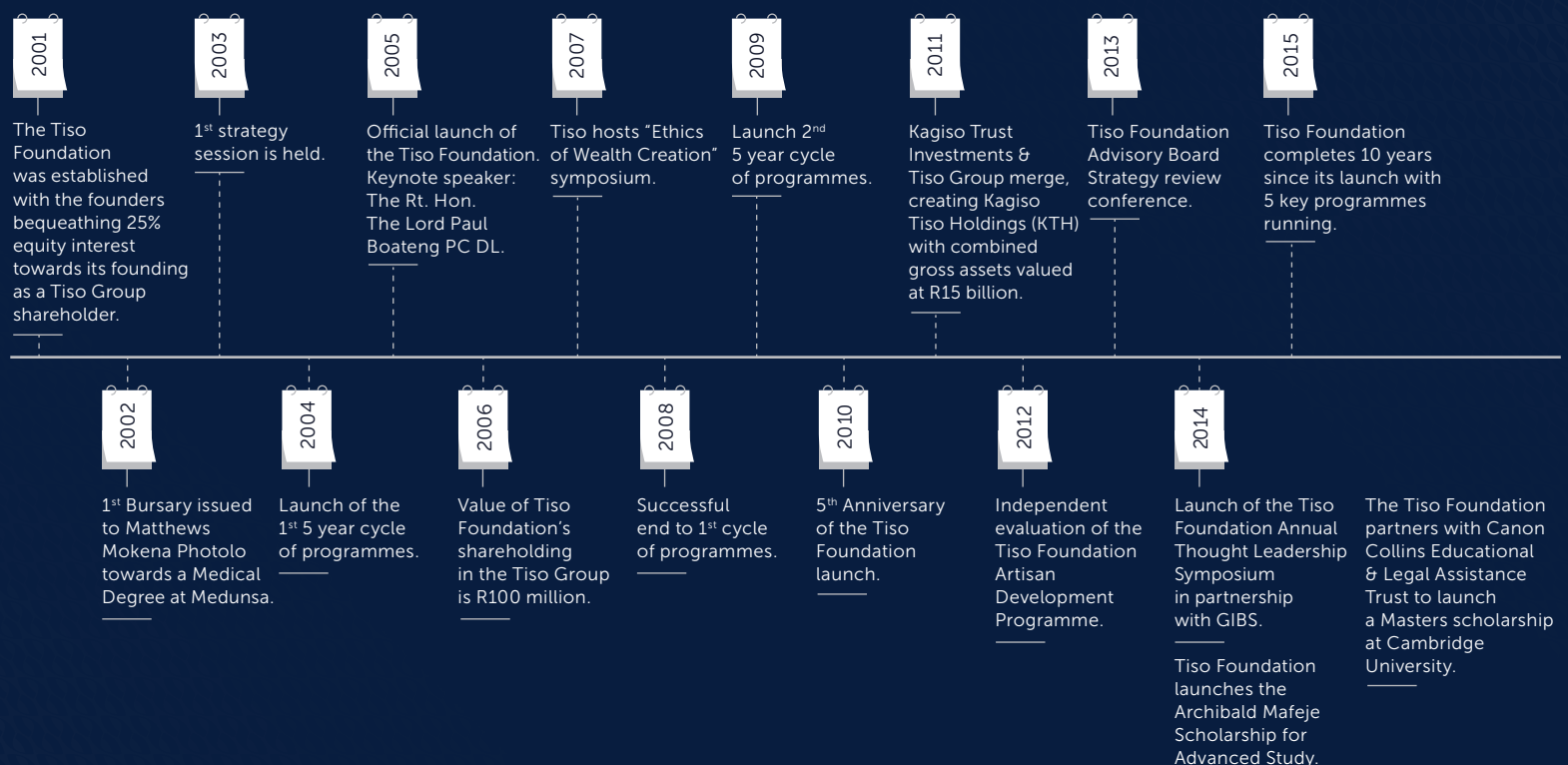
The support provided goes beyond finance, with a holistic view taken of the applicant's background and family structure so that they can be better supported and become part of the Tiso family.

“We don't expect applicants to pay back money,” Shibambu says. “But we do expect our candidates to have a spirit of giving back to the community.”

Academic reviews are constantly performed to ascertain if the candidate is struggling and if further help is needed. This even extends to the workplace.

The Artisan Development Programme

TISO FOUNDATION 10 YEARS OF CHANGING LIVES



TISO'S 10TH YEAR SUPPORTING INFRASTRUCTURE DEVELOPMENT

ACTOM congratulates **The Tiso Foundation** on its attainment of 10 years of commitment to the upliftment of youth and underprivileged communities in South Africa.

ACTOM is proud to be associated with **The Tiso Foundation**. We wholeheartedly support the work its world-class self-sustainable social investment organisation devotes towards promoting and maintaining successful socio-economic development in South Africa.

We wish the **Tiso Blackstar Group** every success in its future ventures.

ACTOM (Pty) Ltd is the largest manufacturer, solution provider, repairer and distributor of electro-mechanical equipment in Africa.

ACTOM

was established in 2009 and aims to train 500 young males and females. Through the technical training provided in partnership with the Artisan Training Institute, the programme also prepares them for jobs critically required in the economy.

The programme aims to have an 80% job placement success rate of qualified artisans.

The foundation has dedicated the Tiso Foundation Archibald Mafeje Scholarship for Advanced Study to the memory of the late Prof Archibald Mafeje, a notable social anthropologist who studied at the University of Cape Town and Cambridge University.

The scholarship provides for full-time studies for three years, with the objective being to publish the research on completion.

The master's programme provides a great opportunity for students to access a renowned institution such as Cambridge. For the next five years the foundation intends to fund 10 students to complete a master's degree of their choice at Cambridge University in the UK and other institutions.

"There is a prerequisite that the students come back to SA post-studies to make use of the knowledge gained and plough it back into the country," she says.

The foundation, in partnership with the University of Pretoria's Gibs, hosts an Annual Thought Leadership Symposium, which is attended and addressed by leaders of civil society, academics, business leaders and government officials.

"The aim is to provide a platform for thought leadership for addressing pressing social, economic and business issues in the country," Shibambu says. A full symposium is planned for next year. ■

INVESTMENTS

Built on strong partnerships

Management of the investment portfolio for the Tiso Foundation is the responsibility of general manager Michelle Kimmie.

Kimmie joined the Tiso Group in October 2002, not long after the public benefit and non-profit organisation was founded in June 2001. She joined the foundation in October 2010 but has headed the investment portfolio since April 2014.

The investment in Tiso Blackstar Group SE in June 2015 has created exciting new opportunities for partnership with the foundation and together with its close relationship and continued partnership with Kagiso Tiso Holdings (KTH) will seek to explore new avenues for generating stable annuity cash flow and to support the initiatives of the foundation.

Kimmie says the foundation experienced liquidity constraints through the years as it was dependent solely on dividend flows from its original investment in Tiso Group to fund its activities. As a result of the merger in 2010, KTH has delivered a steady dividend cashflow to the foundation of more than R6m per year.

The foundation's investment mandate seeks to ensure that its activities, which are in line with its public benefit organisation (PBO) status, remain the key focus. It has no intention to grow into a major investment group.

"We are very targeted in what we do, with the emphasis on adding value to the foundation and its programmes," she says. The aim is to enhance the foundation's financial viability and capacity.

Return on capital must be guaranteed and equity participation is conditional on raising nonrecourse funding, with limited capital being earmarked if and when required for investment.

Kimmie says the foundation will also seek opportunities with some of the non-core assets of KTH to possibly invest in.

"The foundation has contributed to education and skills development for 10 years and is gearing itself to assist companies with their skills development spend through Tiso Skills Fund Proprietary Ltd (100% held subsidiary)," she says. It is also actively involved in the management of donor funds intended for all PBO activities and can assist third party companies in this regard. ■



Michelle Kimmie

CHANGING LIVES

Our doctor in the house

As the very first Tiso Foundation bursary recipient, Matthews Photolo is living testimony to the impact that the foundation can have on the lives of its beneficiaries.

"The Tiso Foundation has played a pivotal role in assisting me to reach my goals," he says. "Their intervention has not only changed my professional career but changed my personal life holistically. This catalytic involvement has empowered and equipped me with the knowledge and vision to grow my practice."

Photolo, a qualified medical doctor, runs an established medical practice in Welkom, in the Free State. This is testament not only to the financial assistance he



Dr Matthews Photolo

received in 2002, but to the wider impact that this support is having on local communities.

He now employs six permanent staff and provides a vital service to community members who were previously deprived of critical local medical care. He also supports HIV/Aids alleviation projects in local communities.

"I got involved with people living with HIV/Aids during my last two years of study at the Medical University of SA (Medunsa) and I hope to make a difference by giving some of my time to do community work at rural clinics," he says. "I have decided to continue in this field and make it my career."

His grant at Medunsa did not cover all his academic fees. As a result, he was about to discontinue his studies when the foundation stepped in.

He says the foundation has remained in contact with him through the years, even after he completed his studies. "They want to know how I am doing and I am often invited to the foundation's conferences." ■

A SEED PLANTED

Second chances



Kemisetso Keikelame

Kemisetso Keikelame's tale of unwavering pursuit of her dream serves as a reminder that determination, even in the face of adversity, always wins the day.

Keikelame comes from a small township in Mafikeng, North West. She was inspired to pursue a career as a chartered accountant (CA) after a chance introduction by a guest speaker at her school.

"I was brought up in a single parent

VISIONEMPOWER

FROM POWERFUL PARTNERSHIPS COME POWERFUL SOLUTIONS.

In 1997, Hofmeyr van der Merwe in Johannesburg, Herbsteins in Cape Town and Gihwala Abercrombie in Athlone merged to become one of South Africa's largest full service, black-empowered national law firms. This visionary alliance was the start of our journey into the new South Africa; a South Africa where opportunity was accessible to all who sought it. Many other firms followed our lead, forming empowering alliances. In 2008, our journey took another bold step when Cliffe Dekker and Hofmeyr Herbstein & Gihwala merged to become what we are known as today: Cliffe Dekker Hofmeyr. As we celebrate 21 years of freedom in our country, we honour the ideals that inspired us back then - the same ideals that inspire us today and every day.

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Kagiso Enterprises Rural Private Equity Fund (KERPEF)

★ ★ ★

2002

Founded in 2002

3100 jobs created

R50 Million invested in businesses

Partnered with South African Franchise Warehouse (SAFW) in 2014

R10 Million made available in 2014 targeting black owned franchisees

Beyers Naudé Schools Development Programme (BNSDP)

Founded in 2004

Over R200 Million invested by Kagiso Trust into BNSDP the programme to date

428 Schools

have benefitted R400 million invested by a collaborative partnership between Kagiso Trust, Shanduka Foundation & Free State Department of Education - 428 schools in Motheo & Fezile Dabi districts in the Free State Province to benefit

Eric Molobi Scholarship Programme (EMSP)

Founded in 2006

R16.3 Million invested in students

122 students have been through the EMSP

48 students currently in the programme

33 students graduated to date

15 learners average intake of students receiving full bursary to study at a tertiary institution of their choice

Creating more impact together

KAGISO TRUST 30 YEARS | PEARLS OF WISDOM

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KAGISO TRUST

home where my mother did her best to provide for me and my sister, so I knew from a tender age that one's best survival tool in this world is education," she says. This fuelled my determination to qualify as a CA."

She was doing well enough until she failed a subject in her third year at Wits University. As a result her bursary was ter-

minated. Undaunted, she fired off a series of e-mails to a number of CEOs she said she had read about in the *Financial Mail*. One of these e-mails landed in the inbox of then executive chairman and co-founder of Tiso Group, Nkululeko Sowazi. This brazen act resonated with the work and mission of the Tiso Foundation and opened the door for Keikelame into its bursary programme.

"My life is what it is now because Tiso Foundation gave me a second chance at making my dreams a reality. There is so much truth in the saying that 'the empowered, empower'. It is because of that second chance that I am able to better the lives of my family." She is a third-year articled clerk at auditing firm KPMG in Johannesburg. She is due to qualify as a CA at the end of 2015. ■

A TRUE PATRIOT

New breed of entrepreneurs

Lunga Tlou (23) is a recipient of the Tiso Foundation's programme for tertiary students and plans to become an entrepreneur.

"I believe that our generation is a generation of industry, a generation of producers and not consumers," he says.

He is finishing his marketing management studies and is engaged in a marketing internship at cement producer Lafarge.

He intends taking his studies to the next level. "I want to apply for the foundation's Cambridge scholarship so that I can do my master's in management at the prestigious university."

Upon completion, he plans to come back to SA and plough the knowledge back into assisting the development of the continent.

Born and bred in Soweto, he was raised



Lunga Tlou

by a single mother.

He completed his high school studies at PJ Simelane secondary school in Soweto, finishing with a distinction in mathematics and was one of the top students in matric.

He later completed his BCom marketing degree at the University of Johannesburg (UJ), and is now doing an honours degree in marketing management.

Financial difficulties at UJ led him to apply for aid from the Tiso Foundation, which was provided after he was also awarded a bursary by the Primedia Foundation. "This reduced my outstanding debt considerably, and my second year of study was fully funded, enabling me to achieve nine distinctions."

Tlou describes himself as a patriot and a firm believer in the potential of the youth of SA and Africa. He plans to change the economic landscape of SA's communities.

"I foresee a bright future for myself and my fellow countrymen," he says. ■

CULTURAL DOCTOR

Fearless ambassador

With an inborn sense of community service, Candice Jansen was a natural choice to receive the Archibald Mafeje Scholarship for Advanced Study through the Tiso Foundation.

She has studied at Rhodes University in Stellenbosch and at the University of Cape Town and thereafter at Duke University in the US.

She returned to SA to pursue doctoral studies at the University of the Witwatersrand (Wits).



Candice Jansen

Russell Roberts

Artisan Training Institute wishes the TISO Foundation all the very best on the achievement of their 10th anniversary.

We commend them for their contribution to the youth of South Africa, making a fundamental difference for so many in the work they do.

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in the future.*

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good chemistry

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She started the programme in July and is looking forward to a rewarding time at Wits.

Candice says the foundation's bursary means a great deal to her as she had the opportunity to further her studies within SA. "I applied for the scholarship at the suggestion of the Wits Institute for Social &

Economic Research," she says. "I chose to study here because SA is the home of both my research and my community."

Her doctoral dissertation intends to explore the racial category of coloured people and its relationship in SA photography. Her PhD at Wits is registered with the his-

tory of arts department at the Wits School of the Arts.

She advises young people to ask themselves: "What would you do if you were not afraid?" She believes that it is ok to be afraid at times as fear actually lets you know what matters to you most. ■

ENGINEERING

Breaking barriers

Kealeboga Jawe's story closely mirrors that of the Tiso Foundation itself in that she is not afraid to challenge convention.

Originally from Zeerust in the North West province, Jawe has excelled in an industry that has traditionally been the preserve of

males: electrical engineering.

Upon completing her matric at Ramotshere High School in 2007, she enrolled to study electrical engineering at the Taletso FET College in Mafikeng. She was motivated by her father to pursue a career in engineering.

Jawe has taken to engineering like a duck to water and says she is intrigued by a profession that has always been dominated by men.

She was named the top student in electrical engineering on completing her initial training at Taletso and went on to



Russell Roberts

Kealeboga Jawe

complete her N2, N3 and N4 qualifications at Westcol Technical & Vocational Education & Training College.

She was introduced to the Tiso Foundation when she enrolled with its Artisan Development Programme, which is run in partnership with the Artisan Training Institute (ATI).

Jawe says her ultimate goal is to become an engineer. She has been giving back to her community by providing free electrical services,

including the not-insubstantial job of rewiring houses. ■

MASTER'S PROGRAMME

At the top of her game

Possibly the most prestigious programme run by the Tiso Foundation is its master's programme. This status stems not only from the opportunity to study at Cambridge, but also because the programme supports only two candidates to complete their master's degree.

The first student to enjoy this privilege is Taahirah Ghoor, who will commence her

MPhil in Industrial Systems, manufacturing and management in October 2015.

"I am looking forward to studying at Cambridge as I believe the MPhil in Industrial Systems encompasses all elements of industrial engineering and its related fields with projects relating to actual

company issues," she says.

Ghoor views the field of industrial engineering as critical to addressing SA's debilitating lack of service delivery — particularly in the public sector.

Since she completed her industrial engi-



Russell Roberts

Taahirah Ghoor

OPENING DOORS

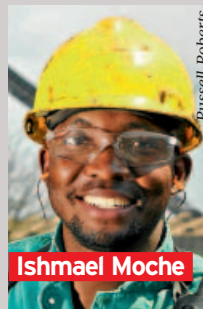
A brighter future

Ishmael Moche, fitter and turner at Hernic Ferrochrome near Brits, and one of the beneficiaries of the Tiso Foundation's artisan development programme, wants to become an engineer.

The foundation identifies and supports pupils who qualify in the assessment exam and demonstrate determination and ability.

"I focus on the preventative maintenance of machinery at the plant to prevent any future damage to equipment," he says.

He completed his matric at Ntswane High School near Hammanskraal in Mpumalanga, and has been furthering his



Russell Roberts

Ishmael Moche

studies ever since. In the past three years he has completed his N6 fitter and turner qualification at the Tshwane South College, and is now hoping to complete the electrical and mechanical qualification.

"As I am a qualified artisan, it makes sense for me to further my education in an electrical direction.

"I was financially constrained at the time and heard that the Tiso Foundation was prepared to help employees," he says.

He then applied through the company. After a selection process he was accepted. For him the issue is not only about money. "I enjoy my job but want to achieve more."

Moche's ultimate aim is to start his own business, not necessarily

confined to engineering. Already he is active in the development of residential accommodation for the residents of the local Madibeng area.

He will always be thankful for the foundation's help and will remain supportive of its activities in future. ■

neering degree in 2011 she has gained experience in both the public sector, at the SA Police Service and Eskom as well as in the private sector. She says this experience has shown her the impact that poor service delivery has on the everyday lives of ordinary South Africans.

The opportunity she sees is for her to apply her expertise to addressing the health-care supply chain.

"As an industrial engineer witnessing critical medication shortages such as lack of antiretroviral drugs, vaccinations and TB treatment in rural areas, I believe I can make a difference," she says.

"On my return to SA I would like to expand my knowledge in that area." ■

Corporate Report by Johann Barnard
Advertising executive: Jacki Bunting



MMI FOUNDATION

Committed to the lifetime financial wellness of South Africans

At the heart of what MMI does as a business, is its commitment to the lifetime financial wellness of South Africans, a commitment echoed by its CSI arm, the MMI Foundation. For the Foundation to realise its purpose of improving the lifetime social and financial wellness of people, communities and businesses, it dedicates itself to investing in partnerships with government, non-profit organisations and communities in need. Through MMI brands Guardrisk, Metropolitan and Momentum, it oversees, guides and supports projects in the field of sports development, disability and education (including consumer financial education). Common to all these projects is their alignment to national priorities and the Millennium Development Goals, interlinked with the specific needs of local communities.

Education has been and will remain an undisputed national priority. And, rightly so. When the 2014 results of the annual South African Household Financial Wellness Index – a partnership between Momentum (one of MMI's brands) and Unisa – was released earlier this year, it too emphasised the importance of education to build the resilience of households. The data showed a direct correlation between the collective level of education within a household, and its ability to face off economic challenges and remain financially well. It also pointed to the necessity of financial education to grow financial capability and safeguard households.

Grassroots partnerships to large scale initiatives

Poor education has left a wave of young people largely unemployable and economically destitute. The Foundation has committed itself to staving off this wave by supporting education initiatives, including consumer financial education, across the country.

Annually it devotes more than 60% of its allocated funds to education. Some are large-scale collaborative projects, which unite the leading experts, resources, and relevant stakeholders to come up with best practice models and influence policy like its support of the National Education Collaboration Trust (NECT). Others materialise in on the ground curriculum and teacher support in rural areas like Mpumalanga through the Momentum brand, where the dedication of teachers and ambition of students meet. And, because it is never too early to start investing in the future, some initiatives, specifically that of the Metropolitan brand, focus on strengthening Early Childhood Development (ECD) centres.

Removing Barriers

Where potential barriers to quality education exist, greater effort is made towards eliminating them. The logistical complexities of

reaching rural schools in the Eastern Cape with medical trucks might require hours of planning, but once there, addressing academic underperformance resulting from poor eyesight, takes but a few minutes. Through its partnership with Mercy Ships SA, Momentum is providing eye tests to rural schools.

To ensure students are focused on learning, and not distracted by the challenges in their environment or the lack of basic necessities like food and clothing, Guardrisk has partnered with various schools and organisations for destitute children to support their schooling careers. Over the years initiatives have included construction projects to build secure learning environments, food gardens and staff raising money for textbooks and school shoes. Recently, they've invested in specialised learning equipment for schools for the disabled.

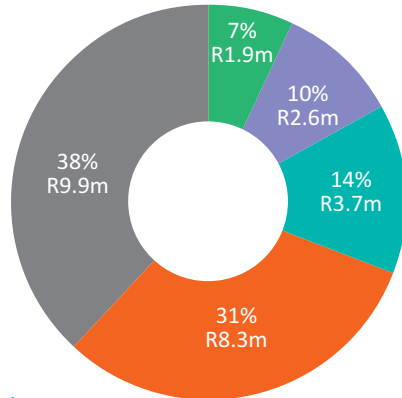
Poor education has left a wave of young people largely unemployable and economically destitute. The Foundation has committed itself to staving off this wave by supporting education initiatives, including consumer financial education, across the country.

In terms of financial education, Metropolitan hosted its regular Invest in Your Future workshops across the country to promote financial education and wellness within local communities. Momentum's Making Money Matter financial literacy board game aimed at high school learners, offered youngsters the opportunity to make financial mistakes which would otherwise be very costly, within the confines of a game, while its Motheo Financial Dialogues unpacked various topics associated with group insurance and retirement funds. Motheo consisted of radio broadcasts aired over ten vernacular community radio stations in Gauteng, and facilitated face-to-face sessions held with listener clubs.

The MMI Foundation, through its continued support of education initiatives, is supporting the MMI intention of being an active corporate citizen. The various MMI brands remain at the forefront of this and the next page contains some of their project highlights in numbers; numbers which all speak to the vision that every effort invested in education, is an investment in a better future for South Africa.

Spend per focus area

- Health
- Disability
- Sports Development
- Education
- Financial Education



Number of beneficiaries

602 531

Total spend across focus areas

R26,5m

National project footprint

- MMI Foundation
- Momentum
- Metropolitan
- Guardrisk



* Spend based on FY 2014/2015

Focus areas



Health
2 projects

Education
2 projects

"The Foundation helps us to assist children in fulfilling their potential"
Wim Els
The Actuarial Society of South Africa



Health
4 projects

Education
(including financial literacy projects)
12 projects

Sports Development
2 projects

"They have a passion for unleashing financial freedom to the underprivileged."
Bernice Rose
Unity in Africa



Education
(including financial literacy projects)
11 projects

Sports Development
5 projects

Disability
8 projects

"With their support we are raising achievement levels in Maths."
Nicky de Bruyn
Director: Uplands Maths Outreach



Health
1 project

Education
4 projects

"The school aims to give the best possible education to destitute children. Guardrisk makes it possible for us."
Riana Anderson
Principal: Pure Hope Kids

Overview of education initiatives



5 ECD centres
and 1 school
renovated



2 000 pre-schoolers
receiving quality
education



120 qualified as
ECD practitioners

100%

Matric pass
rate for UJ
Metropolitan Academy



1 000 community
members attended
financial education
workshop



775 ECD
practitioners trained
in financial literacy



Highlight:

Mitchells Plain Primary School Project – Recycle to Save and Spend.

1 200 learners: collected **4 520kg** of recyclables, raised **R1 753**, and started a **vegetable garden**



= Promoting creativity and environmental awareness

momentum



1 600 Math kits
to 1 200 learners



30 M2E
sports bursaries



8 000 eye tests
in rural schools



1 500 trained in
special needs education



29 Gr 1
educators supported



3 000 radio
minutes covering
financial matters in
African languages



59 financial
education community
workshops



5 schools playing a
financial boardgame



Highlight:

25 caddies from across South Africa graduating with a **National Diploma in Professional Golf** at eta College. Endorsed by the PGA, these women and men can now earn an income as coaches.

GUARDRISK



245 employees
raised school fees
for 300 learners



Extra classrooms
for 50 orphaned
children



Highlight:

When employees get involved, the power to change our society is truly unlocked.

That is the motto of the Lebone (Sotho word meaning 'light') CSI team at Guardrisk. Always eager to become personally invested, staff highlights include renovation and clean-up days and career days hosted at their Sandton offices.

"The irony is when we become involved as volunteers in communities, especially where children are concerned, you receive more in return. You come away changed and hopeful about the future. That is why every initiative in education has actually been a highlight," says – Thabo Qoako, Chairman Lebone Committee



165 children
supported with
food and educational
necessities



700 learners
received school shoes

CREATING ENDURING VALUE



KTH – The emerging pan-African investment champion

KTH congratulates the Tiso Foundation on celebrating their 10 year anniversary. Under the watchful guidance of Founders Nkululeko Sowazi and David Adomakoh, the Tiso Foundation has made a difference in the lives of many who have been fortunate enough to participate in their Artisan Training Programme or who have become a recipient of one of the Bursaries on offer. KTH is proud to have a meaningful influence in supporting the programmes that see young people becoming leaders in their field. We wish the Tiso Foundation every success for the future.



www.kth.co.za



TISO
FOUNDATION