



energy mobility
education trust

20
25

Building the green economy generation

Annual Report



Building the skills,
confidence and
pathways young
people need to
participate in the
green economy.

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About the Trust

The Energy Mobility Education Trust builds South Africa’s pipeline of green and digital skills. We fund postgraduate scholarships and industry-aligned skills training, and we create pathways for young people to participate meaningfully in the green economy.

What we do

Our programmes sit along an arc from access to education to employment, through the support that expands the bounds of possibility, to the skills and pathways that position them in an evolving economy.

- › The Scholarships Programme funds postgraduate study at partner universities, with wraparound academic, financial and psychosocial support.
- › The Skills Development Programme delivers industry-aligned training in green and digital fields, designed in partnership with universities and technology skills development firms and informed by energy-sector employers.
- › The Disability inclusion stream supports young people with disabilities to access education and independent living, in partnership with universities and organisations that specialise in mobility, dignity and access.

Who we serve

We work with young Black South Africans from historically marginalised and underserved communities. They arrive with ability in abundance and limited access to the resources and networks that turn potential into progress. Our model is built to close that gap, financially and otherwise.

Our vision

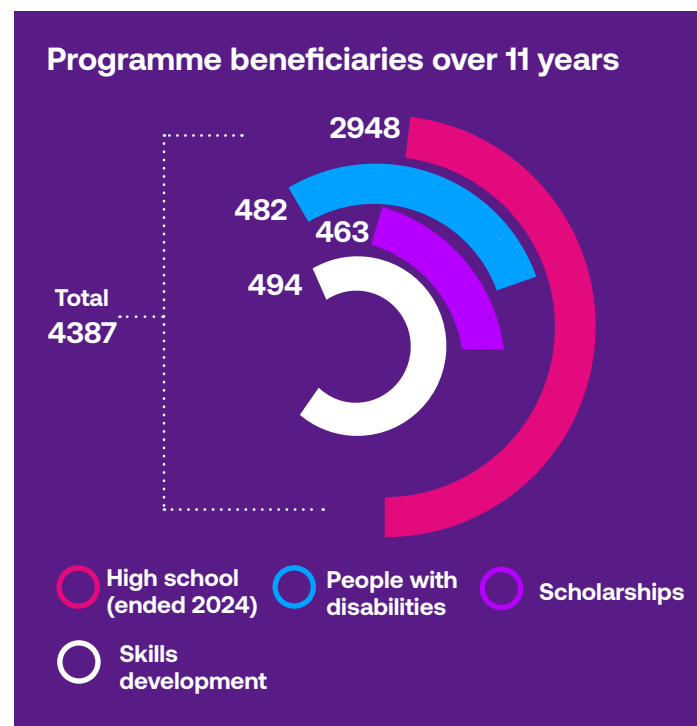
To lead an inclusive energy transition that fuels innovation, protects our planet, and promotes prosperity in communities across the continent.

Our mission

To equip young people with the education and skills to discover, create, and lead solutions in the green economy – building a prosperous, socially responsible future.

Our values

- › **Integrity** in everything we do, unquestionably and without exception
- › **Innovation** in the way we embrace change and transformation, acting as a catalyst for growth
- › **Collaboration** in achieving our goals
- › **Efficiency** in the allocation of our resources
- › **Excellence** in the use of our skills, demonstrating proactivity, respect, and self-knowledge



Why the Energy Mobility Education Trust

The Energy Mobility Education Trust works at the intersection of education, technology, the green economy, inclusion and opportunity.

A clear strategic position

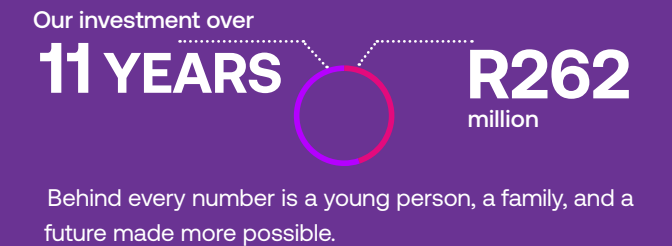
The Trust funds postgraduate education and industry-aligned skills development in the green and digital economies, with a parallel commitment to disability inclusion. The strategic shift away from a saturated school and undergraduate funding space, towards postgraduate study and demand-led skills, was made in 2022 and bedded down between 2023-2024. In 2025 the strategy has produced a strong set of outcomes, with which we are extremely pleased.

A demonstrated track record

The Trust completed its first decade in 2024 and entered its second in 2025 with a record 83 graduates from a single year’s scholarship cohort and 18 of those graduates in employment before their graduation ceremonies. Our youth skills development programmes have opened employment opportunities to the participants, with some joining companies such as Telkom and others participating in SETA-aligned learnerships.

Proven partnerships

The Trust’s programmes are delivered through implementing partners chosen for the depth and durability of the work they do. The scholarships portfolio runs through eight university partners. The digital skills portfolio runs through Deviare, and the disability-inclusion portfolio runs through the South African Mobility for the Blind Trust and The Living Link. Some of these relationships go back to the Trust’s founding in 2014.



Disciplined governance

We have maintained an unbroken record of clean audit opinions, an unbroken Level 1 B-BBEE rating, and steady year-on-year improvements in governance and risk management. The Trust is governed by an experienced board of trustees under the chairmanship of Ms Yvonne Themba, supported by an Audit and Risk Committee and a Remuneration Committee.

In 2025 the board completed an IoDSA-aligned external evaluation to establish a baseline against which to measure its own development. A risk register developed and tested through the year provides a structured view of the risks the Trust is navigating and the mitigations in place. Partner due-diligence frameworks, spot audits and partner-assessment cycles are the operational expression of the Trust’s commitment to responsible stewardship.

Alignment with national priorities

South Africa’s just energy transition will require between 400,000 and 600,000 gross jobs over the next 25 years. The Trust’s funding focus on postgraduate STEM and Commerce students, demand-led skills development and pathways into the green economy maps directly onto that workforce demand. The Trust’s work is part of the national response to the country’s most consequential economic transition.

Inclusive by design

The Trust’s deed commits us to a beneficiary pool that is at least 51% Black women and 15% young people with disabilities. In 2025 we exceeded both deed commitments by some margin. The disability-inclusion work is delivered through specialist partners conducting the independence and workplace-integration training that mainstream education and employment pathways too often taken for granted.

A sustainable model of socioeconomic empowerment, built for generational impact.



Chairperson
Yvonne Themba



When I look ahead to where the Trust should be in another ten years, I see a sustainable model of socioeconomic empowerment with generational impact – the kind of legacy that outlasts those of us privileged to build it.

A year of full implementation

A year ago, in this report, I described a Trust at an inflection point. We announced a new board taking up the mandate built by our founding trustees, a strategic shift toward postgraduate education and skilling the green economy, and a tenth anniversary providing a natural moment for reflection. Twelve months on, the foundation is firmly in place, and the work is beginning to show dividends. Our operational and programmatic performance, as detailed in this report, speaks to a Trust that knows what it is doing, knows why it is doing it, and is doing it well.

The board, a year on

My first full year as Chair has reinforced what drew me to this work in the first place: the emphasis on meaningful impact in the lives of young people, and the discipline required to keep that impact consistent at scale.

The board has used its first full year together to set the foundation for the years ahead. We commissioned an external evaluation to establish a baseline against which we will measure our development, and we have made governance excellence, and the maturing of our risk management practice, our priorities. A new risk register, developed and tested through the year, gives us a structured view of the risks the Trust is

navigating and the mitigations in place. It lets us see clearly, ask better questions, and intervene early.

I am alert to the fact that any group of professionals working closely together can come to share a single view of the world too easily. The board's commitment is to continuous self-improvement, ongoing development of our composition and capabilities, and the kind of open conversations about succession and strategic direction that good governance demands.

A validated strategic position

The decade since the Trust's founding has confirmed where it can do the most good: postgraduate education in fields that the green and digital economies will increasingly rely on, and skills development that connects directly to employer demand.

Our portfolio reflects our desire to transform this opportunity into programmatic structure and lasting impact. Postgraduate scholarships across the country, in STEM and adjacent fields, deepen the academic foundation our beneficiaries bring into the workplace. Skills programmes in areas like solar-PV installation, data science and digital transformation prepare young people for the jobs the energy transition is creating.

Our work with young people with disabilities, through partners like the South African Mobility for the Blind Trust, extends our reach to those most often left outside the formal education and employment system.

Discipline, and the work ahead

If 2025 has had a recurring theme in our board conversations, it has been revenue diversification. The Trust has been served extraordinarily well by its founding donor, and that support has been existential to what we have built. As a board, we owe it to the work and to the people we serve to develop additional, durable streams of income alongside that relationship. We have begun to build reserves that allow us to honour staff and continue programmes through periods of fluctuation in donor commitments.

Our founding partnership

The Trust's relationship with bp Southern Africa, our founding donor, is now in its second decade. It has been sustained across changes in leadership on both sides, and its character has stayed the same throughout: shared vision, shared goals, and the patience to walk a long path together. bpSA's support, beyond the financial, has represented an endorsement that has helped open doors and earn trust with partner institutions, beneficiaries, and the broader sector.

What this work is for

South Africa's just energy transition is now backed by an Integrated Resource Plan, a Just Energy Transition Implementation Plan and a Renewable Energy Masterplan that together commit the country to hundreds of thousands of new jobs in the green economy over the coming decades. Organisations that can credibly prepare young people, and especially young Black South Africans from historically excluded communities, for those jobs will be central to the country's success.

The reason this matters lies in the lives behind the numbers. A young man supported through our partnership with Wits University graduated in Aeronautical Engineering despite facing challenges that would have derailed many academic pathways.

A blind Grade 11 pupil can now use the bus by himself and move around his school on his own, and has begun developing new friendships. Each story carries with it the hopes of a family and a community, and each one reminds the board what the work is for.

When I look ahead to where the Trust should be in another ten years, I see an organisation that has helped place South Africa among the leaders of the global green economy, with thousands of professionals it helped to educate driving innovation in renewable energy, sustainable infrastructure, green finance and environmental technology. I see a sustainable model of socioeconomic empowerment with generational impact – the kind of legacy that outlasts those of us privileged to build it.

Acknowledgments

To our founding donor, bp Southern Africa: thank you for the unwavering support that has underpinned every milestone of the past decade and continues to enable everything ahead.

To our partners, thank you for the rigour, expertise and shared commitment you bring to this work.

To my fellow trustees: thank you for the seriousness and care with which you have approached your responsibilities, and for the personal support you have offered me as Chair.

To Vuyo Mwase and the management team: thank you for the intentional, deliberate, values-led way you carry the operations of this Trust. You make us proud and effective.

And to the young people who are the reason for all of it: thank you for the courage and brilliance you bring to your own journeys. We are honoured to walk part of the road with you.

Yvonne Themba | Chairperson



Talent exists everywhere.
Opportunity must be
deliberately built.

A decade of considered partnership has built an institution equal to the ambitions of the young people it serves.

03

A message from our founding donor



Vice President - bpSA
Taelo Mojapelo

“

The Trust stands as one of the most credible voices in South Africa on the question of what an education and skills pipeline for the green economy should look like.

A partnership of purpose

The Trust marked its tenth anniversary last year, and reflecting on more than a decade of partnership between bp Southern Africa and the Trust brings home what consistency of purpose can build over time.

What drew me to bp as an organisation was its approach to impact, and to transformation in particular. It has always been thoughtful and considered, designed to grapple meaningfully with the conditions facing its beneficiaries. The Trust was conceived in that spirit, and that character has enabled it to continuously evolve to meet a changing economic and developmental environment.

At the Trust’s tenth anniversary celebration last year, hearing directly from beneficiaries underscored what a decade of disciplined delivery can do for individuals, families and communities. Prior to joining bp, as a sessional lecturer at Wits, I had a chance to see at first hand the challenges young people in our universities face in completing their studies. That bp’s chosen partner is responding to that reality, with patience and rigour, matters to me personally.

How the Trust works

The Trust’s strength has always been its readiness to ask what young people actually need, and then to design accordingly. Recognising that talent

is shaped by the environment around it, including the conditions that make focused study possible, has allowed the Trust to deliver such consistent results.

Sustaining that effort has required a calibre of leadership and governance that should not be taken for granted. The board has brought financial, social-development and relational expertise to every governance meeting, and has held implementing partners to a high standard year after year. The resulting track record speaks for itself.



Where the work goes next

From bp's vantage point, the Trust stands as one of the most credible voices in South Africa on the question of what an education and skills pipeline for the green economy should look like. As the world of work continues to change, and the energy transition reshapes

who is needed, where, and with what skills, there is significant value in an organisation that can convene impactful conversations across industry, academia and government.

Young people from privileged backgrounds tend to see themselves as part of a global village, equipped to solve problems

that have yet to be defined. Young people from underserved communities deserve that same expansive sense of possibility. Helping them look beyond the immediate job market, towards the problems the world needs solved, is among the most consequential contributions the Trust makes.

Acknowledgments

Vuyo Mwase leads the organisation firmly and with grace, and she has built a committed and effective team. Yvonne Themba and the board of trustees have taken their stewardship seriously and have a deep understanding of what a symbiotic relationship between bp and the Trust can achieve.

The team at bp, notably including Hamlet Morule, our Executive Head of Communications and Corporate Affairs, has kept bp accountable to a relationship we value deeply.

A decade of considered work has built an institution equal to the ambitions of the young people it serves. bp Southern Africa is honoured to walk this road alongside you.

Taelo Mojapelo | Vice President - bpSA



Building capability where
South Africa's future
economy needs it most.



04

The external operating environment

The energy transition will only succeed if the skills transition succeeds with it.

The external operating environment

A transition well underway

South Africa's energy system is evolving rapidly. The Integrated Resource Plan and the Just Energy Transition Implementation Plan together set the country on a path to add 120 to 150 GW of renewable energy capacity by 2050, while more than 20 GW of coal-fired generation

is scheduled for decommissioning by 2040. Around 5 to 6 GW of renewables have come online over the past decade, and the next decade will see that figure multiplied many times over.

This is the largest structural shift in the country's power sector since the build-out of coal. The South African Renewable Energy Masterplan (SAREM), launched in 2025, frames

it as an industrialisation opportunity, representing a chance to localise manufacturing, build value chains, and create durable employment along the way.

A deepening skills requirement

The transition will only happen if the human capital is there to support it. Powering Futures puts the workforce requirement to execute the energy transition at between 400,000 and 600,000 jobs over the next 25 years. Of those, between 120,000 and 200,000 are expected to be created by 2030, based on the current project pipeline.

Roughly half of the jobs to 2030 sit in the solar value chain, with utility-scale projects driving the majority of demand. Construction roles dominate the short term and are largely temporary. Manufacturing and assembly remain modest at current levels of localisation, and scale sharply if SAREM's industrialisation ambitions are realised. The largest single category of demand will be for around 72,000 low- to semi-skilled labourers, mostly in construction phases. Alongside this, the sector needs in the region of 21,000 artisans, 25,000 engineers and 25,000 technicians – the band of skilled professionals on which sustained operation, manufacturing and innovation depend.

A just transition

The transition will create opportunities at scale, and it will also test whether the country can extend those opportunities to the people who have most often been excluded.

Skilling has to reach marginalised and vulnerable communities, particularly young people and women. It has to equip people to access sustainable jobs and to navigate the workplace and the economy once they are in it. And it has to position small businesses and entrepreneurs to participate in the new value chains through technical training and enterprise development.

Where the Trust fits

The Trust's work is designed with this environment firmly in mind. We fund postgraduate study in fields that map onto the demand the transition is generating, including engineering, data science, renewable energy and adjacent disciplines.

We run skills-development programmes that are designed with industry partners so that what young people learn is what employers and project sponsors are looking for. We focus the work on young Black South Africans from historically disadvantaged communities, and we extend it to young people with disabilities through dedicated inclusion programming.

A note on sources:

This section draws on two recent industry analyses of South Africa's energy transition and the workforce it will demand: Powering Futures: The Green Skilling Opportunity, produced by the National Business Initiative with Boston Consulting Group and the REAL Centre at the University of the Witwatersrand under the Just Energy Transition Skilling for Employment Programme (JET SEP); and BDO South Africa's South Africa Renewable Energy Sector 2025 report. The figures and framings below are drawn from these two reports.

The Trust's work is designed with this environment firmly in mind.

South Africa is mid-transition

The country is scaling renewable capacity, decommissioning coal and navigating a structural economic shift that will define the next generation. That transition will only be just if the young people most often excluded from economic opportunity are equipped to lead it.

Total workforce demand

400 000–
600 000

jobs required over
25 years

The Trust is building a pipeline of young people with relevant education, skills and support.

IRP Target

120–150 GW

renewable capacity to be
added to the grid by 2050

We fund fields that map to renewable-energy and green-economy demand.



±71 000
artisans, engineers
and technicians
needed

We are investing in postgraduate and skills-development pathways that deepen technical capability.

Sector focus

50% of 2030 jobs

Sit in the solar value chain
— utility-scale projects
driving demand



Our goal is to strengthen STEM, technical and digital capabilities linked to emerging sectors.

The strategy is embedded. The model is working. The Trust is ready to grow.

05

CEO's report



CEO
Vuyo Mwase



We have the audit track record, the operational discipline and the institutional capacity for new partnerships and new sources of funding when the opportunity arises. We are ready to grow.

A year of embedding, and of building what comes next

2025 has been a year of delivery against a strategy we set out a year ago, now fully embedded. It has also seen us work to prepare the Trust for its next chapter, in a funding environment that has asked us to think hard about long-term sustainability. I am proud of how the team has navigated both of these endeavours. The year's outcomes show what our model can do when it is given room to work and have validated our decision to help build the green-economy generation.

I have been impressed and heartened by the depth of activity across South Africa's energy transition over the past year, including the renewable build-out under way, project pipelines moving towards financial close, and the scale of investment now being committed.

It has brought home that the Trust is in the right space, with significant room to grow. Successive Renewable Energy Independent Power Producer Procurement Programme bid windows have unlocked investment at a scale that means real demand for skilled people across wind and solar value chains, in Mpumalanga, the Northern Cape, the Western Cape and the Eastern Cape. The young people we are funding through scholarships and skills programmes will spend their careers inside that build-out.

Within the Trust, that strategic clarity has let us focus on quality of execution, on the kinds of partnerships that match our model, and on the level of precision required to make limited resources deliver an outsized impact.

The 2025 scholarships cohort

The 2025 scholarship cohort of 143 delivered 83 graduates, with a pass rate of 87%. The composition of the cohort is informative: PhDs in machine learning and mathematics, chartered accountants on the CTA route, software engineers, banking and mining professionals, some moving on into academia and research. This represents a wider range of opportunities supported than at any point in the Trust's history.

We have continued to extend the footprint of the scholarships programme, with new and recent partnerships at North-West University, the University of Limpopo and the University of the Western Cape. This is a deliberate choice to invest in historically Black universities, where funding scarcity creates a difficult cycle: limited resources constrain the ability to attract development funding, which constrains academic capacity, which in turn constrains funding inflows. We can help break that cycle in a small but meaningful way.



Lona Gquka
BSc Hons Computer Science and
Information Systems

Postgraduate funding has also brought us face to face with realities our undergraduate work never had to confront. Historical student debt at partner institutions is one of these. We are committed to supporting students meaningfully so they can complete their studies and move into the economy, which means being thoughtful about how we structure funding without overcommitting to individual cases at the expense of others in the cohort. The wraparound model has had to evolve too. Senior students have different needs from undergraduates, and we are adapting the model to respond to those nuances.

Skills development

The clearest single vindication of our skills-development model came through the digital-skills programme we delivered in partnership with Deviare. The 2025 cohort, in partnership with Deviare and Mangaung Local Municipality, achieved 100% placement at the municipality, with one individual in a business-incubation stream with Deviare. The interns were placed in roles in the data-science stream, participating in the rollout of Microsoft enterprise systems – a real-world, complex digital transformation programme in which they were able to contribute from day one. This exemplifies our thesis: if you target young people from the right environments, give them the right training, and place them where the work is, their lives can change.

Deviare's two-year programme reaches its conclusion this year, and the relationship has been one of the most generative. We have conceptualised an innovative internship aimed at final year and honours students from outside the metro tier-one universities, with stipends to enable relocation and secured employers providing the workplace experience. It is the kind of intervention the Trust is uniquely placed to fund and shape.

Our partnership with the National Research Foundation continues to flourish; we are entering a new three-year cycle of joint funding, and the quality of the students who come through the NRF route remains exceptional.

Disability inclusion

Our work with the South African Mobility for the Blind Trust supported 89 young people in 2025, exceeding our target of 80. SAMBT teaches independence and mobility – using public transport, navigating ATMs, the basic skills that the rest of us take for granted but that can be transformative for someone for whom they have always been out of reach. Several of our beneficiaries have moved into learnerships, generating their own income; some are studying alongside their cohort at university for the first time.

The Living Link, our partner for young people with intellectual disabilities, has continued its blended programme of classroom learning and workplace exposure. We will not always be able to grow these programmes as quickly as the need warrants, but we are determined to mainstream disability inclusion across the Trust's work, so that every future programme carries with it a meaningful requirement to include young people with disabilities.

100%

placement at the municipality

89 young people in 2025, exceeding our target of 80

83 Graduates produced in 2025

The operational backbone

The work the Trust has done over recent years to strengthen its internal systems, contracting and governance practice has paid back this year in operational stability. We have invested in IT infrastructure that gives us a secure platform on which to manage student data and programme administration. The student portal, designed and built to automate routine recruitment and admin processes, has been through its testing year and is now performing as intended.

The point of all this work, beyond the day-to-day, is that the Trust now has a solid foundation in systems, governance and reporting. We have the audit track record, the operational discipline and the institutional capacity to absorb new partnerships and new sources of funding when the opportunity arises. We are ready to grow.

Revenue diversification

The most important change in our focus this year has been our shift in how we diversify our revenue sources. Long in the making, we have begun in the most practical way possible, with a donation platform on the website.

Beyond this sits a fuller strategy in development: social-enterprise models tested against the constraints of our public-benefit-organisation status and partnership and joint-funding conversations with other players in the education, digital skills and green-economy space. We have set ourselves a clear ambition to find our feet quickly.

What comes next

The opportunities in this sector that lie before South Africa's young people will only grow. So will the responsibilities that come with helping them seize those opportunities.

The year ahead is about programme evolution, building on what 2025 has taught us about senior-student needs, partner ecosystems, and the shape of skills demand; and the continued deepening of our role in the green-economy skills conversation, building on the convening work we have started and the credibility the Trust has earned over a decade of delivery.



The Trust enters its next chapter with a strategy that is clear, a model that is delivering, and a mandate that is becoming more important as South Africa's green economy takes shape.

Acknowledgements

To name just a few to whom thanks are so deeply owed: bp Southern Africa, for the partnership that has anchored everything the Trust has built since 2014, and for the trust that continues to make this work possible.

Our implementing partners – our universities, the National Research Foundation, Deviare, the South African Mobility for the Blind Trust, The Living Link, the UI PEETS team, and the others named in this report – for the rigour, expertise and commitment you bring.

Our board of trustees, under the leadership of Ms Yvonne Themba, for the strategic stewardship that gives management room to lead.

My team, of course, knows what these thanks really mean. Five years of building this organisation together, the discretionary effort you bring, the care, the belief – none of what I have described above happens without you.

And then there are the young adults the Trust exists to serve. We see you. We are proud of how you show up for yourselves, making the most of the resources made available to support you, and of the futures you are building. Your hard work and ambition are the reason for this report and everything behind it.

Vuyo Mwase | Chief Executive Officer



“
We are intentionally
building the green
economy generation.”

Creating the conditions
for young people to move
from potential to meaningful
participation in the green
economy.



“

The numbers tell
a story of reach,
inclusion and
disciplined delivery.

Thabo Moshe Samuel Tsebe
BSc Hons Applied Mathematics

2025 at a glance

Reach and inclusion



267

Total beneficiary pool

100%

Black
beneficiaries

37%
People with
disabilities

9

Provinces
reached

52%
Female
beneficiaries

Trust deed commitments (Black women $\geq 51\%$;
people with disabilities $\geq 15\%$) met

Scholarships performance

Cohort size



143

Students funded
in 2025

83

Graduates

87%
Overall pass rate

73%

Students in STEM & Commerce fields

8
Partner channels
(Universities & NRF)

52%
Female Students

3

New partner institutions
(UL, UWC, & NWU)

Skills development and inclusion

25

Deviare Map My
Future digital
skills trainees

Cohort placement into Mangaung Local Municipality



100%

Placement
(24 placed & 1 in
entrepreneurship
incubation)

89
visually impaired
youths



10

The Living Link
Intellectual
disability in youths

Financial and operational performance



Unqualified
Audit outcome

B-BBEE
Level

1



262

Million Rands
investment over 11 years

Strong systems make sustained impact possible.

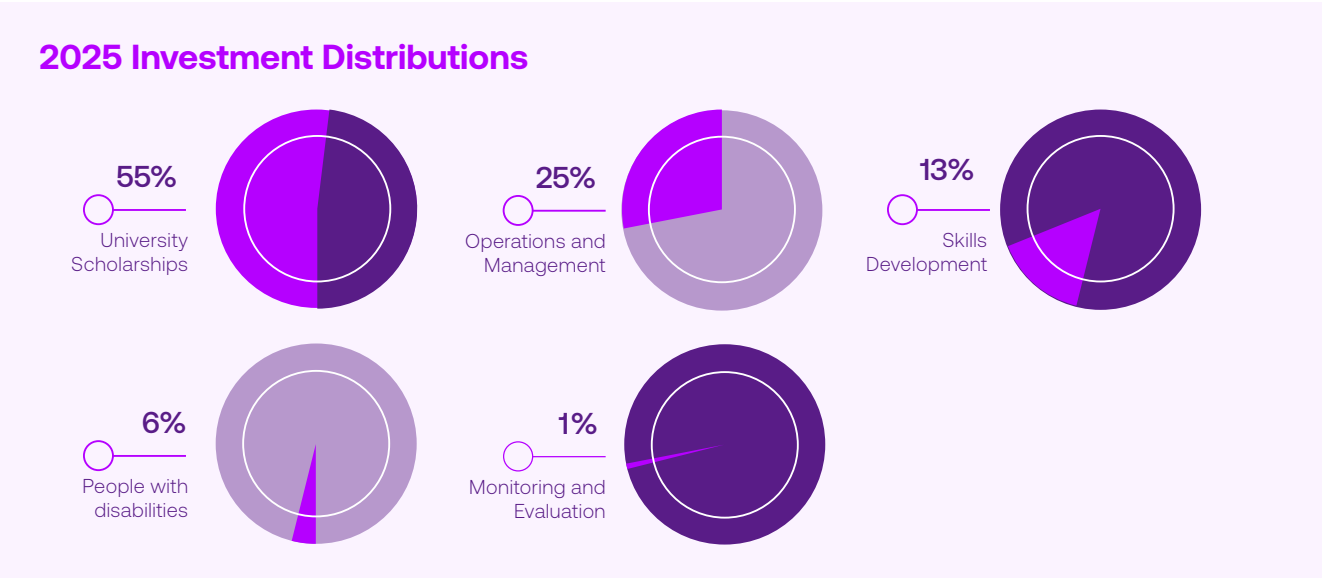


Strong operations are the quiet infrastructure behind every programme outcome. Our focus is to ensure that the Trust can deliver with discipline today, while building the capacity to grow tomorrow.

Operations Manager
Nolubabalo Mokoena

Steady delivery, building for growth

In 2025, the operational focus was on keeping the Trust’s delivery steady, responsive and well aligned to its strategic priorities. This required a balance between disciplined day-to-day execution and the continued strengthening of the institutional platform that supports future growth. It also meant ensuring that resources, partners and internal processes remained connected to the Trust’s core purpose: enabling meaningful education, skills development and inclusion outcomes.



A solid financial position held with discipline

For the 2025 financial year, the Trust again secured an unqualified audit opinion. This continues an unbroken track record of clean audits and reflects the disciplined financial management and effective internal controls that have characterised the Trust through every year of its operation.

The Trust’s financial performance improved compared with 2024, reflecting prudent financial management and a deeper understanding of the distinct cost dynamics within the undergraduate and postgraduate funding environments.

Consequently, we concluded the year with funding allocations closely aligned to programme delivery, demonstrating strong financial discipline.

The Trust maintained its Level 1 B-BBEE rating during the year, underscoring the consistency of our commitment to transformation across every dimension of our work.

Strengthening how we manage risk

The Trust delivers its programmes through implementing partners. That model is what allows a three-person operations and programmes team to reach the scale we do, and it carries inherent operational and financial risk that has to be actively managed.

We continued with our standard practice of structured partner oversight, conducting focused programme, operations and financial reviews. This oversight provides management and the trustees the assurance on programme health and beneficiary satisfaction. They also surface opportunities for improvement that we address and refine.

Beyond programme oversight, these reviews reinforce a culture of continuous improvement across the partner management lifecycle, ensuring that donor resources are managed responsibly, transparently, and effectively. This reflects the Trust's ongoing commitment to accountability, good governance, and achieving sustainable outcomes for the communities we serve.

Systems and digital infrastructure

Our investment in secure IT infrastructure, contracted systems and digital tooling has continued through 2025. The most consequential delivery this year has been the new student portal, which automates the routine of scholarship recruitment and administration, enhancing the overall student experience.

Looking ahead



07

Programme
performance

Creating pathways
between potential
and participation.



Programmes Manager
Ntandokazi Nodada

“Our programmes are designed to provide access while helping young people stay the course, build capability and move closer to meaningful participation in the economy. The 2025 results show what becomes possible when funding, support, partnerships and clear pathways work together.

Creating pathways

The Trust’s programmes exist to open, and hold open, the pathway between a young person’s potential and their meaningful participation in South Africa’s economy. The strategic focus on postgraduate study and green-economy skills is now fully embedded, and the model is producing the outcomes aligned to the strategic intent.

The 2025 scholarship cohort of 143 students delivered 83 graduates, the highest single-year total in the Trust’s history and a substantial step up from 57 in 2024. Eighteen of those graduates secured employment before their graduation ceremonies, across the automotive, financial, ICT, mining and academic sectors.

Our digital skills programme cohort of 25 unemployed young people from Bloemfontein completed their training with Deviare with 24 moving into internships at Mangaung Metropolitan Municipality, while one advanced her entrepreneurial journey through the business incubation track .

We trained 89 visually impaired young people in independence skills across all nine provinces, exceeding our target of 80, while ten young people with intellectual disabilities completed accredited Hygiene and Cleaning training through The Living Link and moved into work-readiness learning.

A continued focus on inclusion

The Trust’s deed commits us to programmes that serve at least 51% Black women and 15% people with disabilities. Our 2025 beneficiary pool of 267 young people was 100% Black, 52% female, and 37% with disabilities. Female students often face greater pressure to quickly join the labour force than their male peers and find it consequently more difficult to continue with postgraduate study. Our support reflects a sustained effort to ensure they have the security to make confident choices.



A shared commitment

Everything that follows in the three programmatic sub-sections is delivered through our implementing partners. Seven university partners (University of the Witwatersrand, the University of Johannesburg, the University of Pretoria, the University of Fort Hare, the University of Limpopo, North-West University, and the University of the Western Cape) and National Research Foundation carry the scholarships work. Deviare delivers digital skills development training and facilitates internship placements in partnership with the Mangaung Metropolitan Municipality. The South African Mobility for the Blind Trust and The Living Link carry the disability-inclusion work.

What makes these partnerships work is a shared commitment to the young people we serve, structured contractual and reporting frameworks that protect

that commitment, and a willingness on every side to learn as we go. Three new scholarship partnerships came into delivery this year (the University of Limpopo, the University of the Western Cape and North-West University), each at a different stage of relationship maturity. NWU students achieved a 100% pass rate in their first full year, a remarkable start. UWC’s cohort of two students performed well, with both progressing. Although UL’s cohort presented challenges, we aim to learn and grow as we approach 2026.

Demand-led skilling

In 2025 we deepened our conviction that training must be in service of a credible employment pathway. The Deviare Map My Future story is the clearest demonstration of the results of this conviction. Twenty-five unemployed graduates from Bloemfontein were trained in digital skills, with 24 placed

at the local municipality as part of a significant IT modernisation programme. The learners were assigned to projects in Document management, Governance and Compliance, the Microsoft Power Platform and SharePoint rollouts.

This thinking shapes how we are conceiving the next phase of skills development. The Trust is exploring the development of an internship programme to expand access to meaningful work-based learning and employment opportunities for our youth.

Looking ahead

The Trust’s scholarship programme has grown over the years, and we expect this trend to continue, given the dearth of postgraduate funding in the country. The work to mainstream disability inclusion across every programme the Trust runs will continue, and we will invest further in the design and implementation of demand-driven renewable energy skills and digital skills programmes.

Detail on each programme stream follows in the next three sections.



A record year of scholarship progress

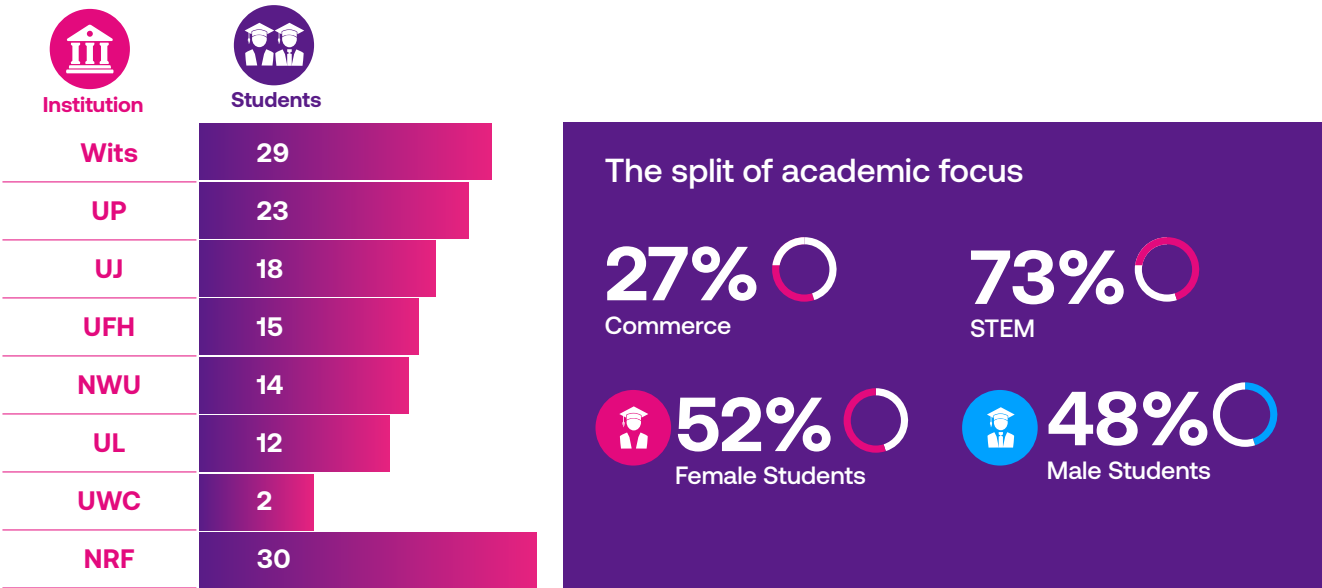
The 2025 scholarship cohort comprised 143 students across eight partner institutions. During the year, 83 students graduated—the highest number of graduates achieved in a single year in the Trust’s history. The cohort recorded an overall pass rate of 87%, reflecting sustained strong academic performance.

Graduate outcomes continued to demonstrate the programme’s impact, with 18 graduates securing employment prior to their graduation ceremonies. These graduates joined organisations across the automotive, financial services, ICT, mining and higher education sectors. Notably, three graduates from the University of Pretoria (UP), the University of the Witwatersrand (Wits) and North-West University (NWU) have accepted academic appointments at North-West University, reinforcing the Trust’s contribution to developing future academic talent.

The composition of the cohort remained closely aligned with the Trust’s founding mandate, comprising 100% Black students, with women representing 52% of the cohort. The Trust continued to prioritise qualifications in science, technology, engineering and mathematics (STEM) and commerce, with 73% of students enrolled in STEM fields of study and 27% pursuing commerce qualifications.

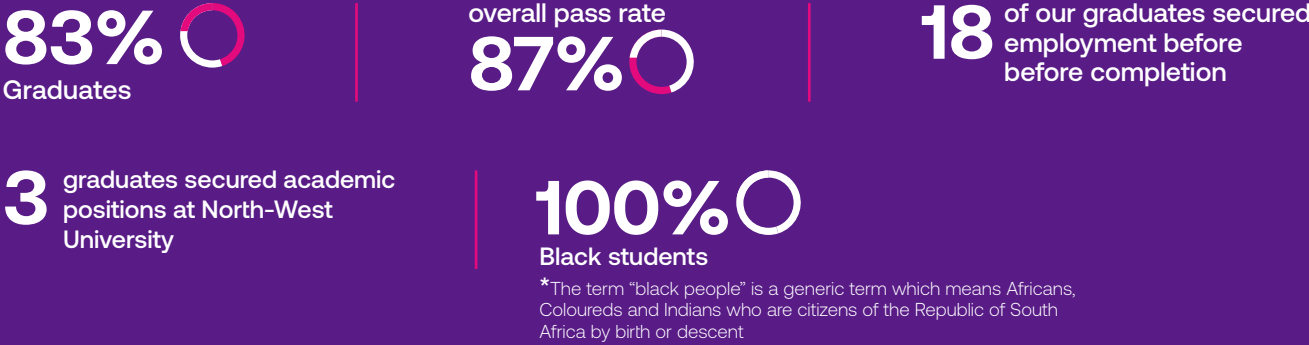
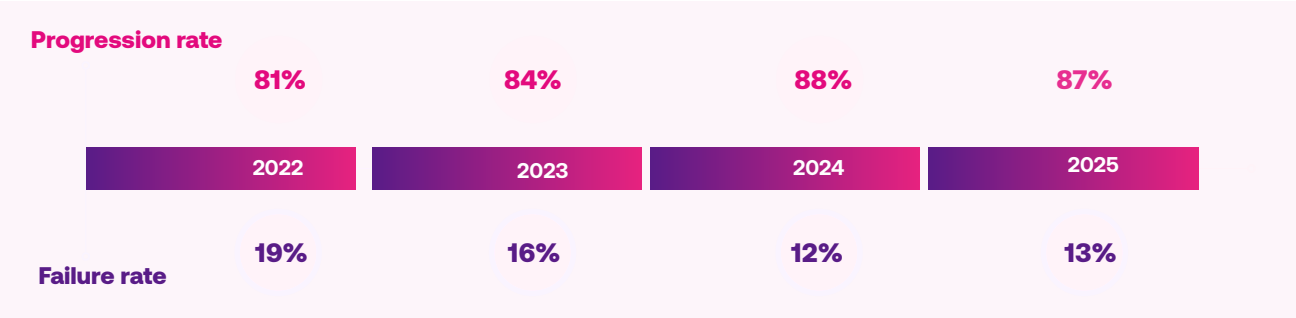
Strong outcomes from a growing scholarship model

The 2025 scholarship cohort was distributed across a wider partner-university network, reflecting the Trust’s intention to broaden access while continuing to support students in institutions aligned to its priority fields.



Academic performance

The academic results show sustained progression, supported by a model that recognises both academic ambition and the realities students must navigate.





Lona Gquka

 BSc Hons
Computer
Science and
Information
Systems

 University
of Fort Hare
(National
Research
Foundation)



I would like to sincerely express my heartfelt gratitude for the support I received through the bursary during my Honours year.

The financial support was consistent, reliable, and always provided on time, which made a significant difference in my academic journey. Because of this support, I was able to pursue my postgraduate studies without the stress and anxiety of financial burden or debt. It gave me peace of mind and allowed me to focus fully on my academics, which greatly contributed to my performance and overall experience. What stood out for me was not only the financial assistance, but also the care and consistent communication from the team. The regular check-ins made me feel seen, supported, and valued beyond just being a beneficiary.



Zethu Mhlongo

 Advanced
Diploma in
Accounting

 University of
Johannesburg



I am deeply grateful for the support I received through the Energy Mobility Education Trust Bursary, which played a pivotal role in enabling me to complete my Advanced Diploma in Accounting.

At a time when I had lost hope of securing funding for my studies, the bursary came through for me when I needed it the most. This support did not only ease my financial challenges but also restored my confidence and motivation to pursue my academic goals. Knowing that there were organisations willing to invest in my future encouraged me to work harder and remain committed to my studies. Today, I am proud to say that I have successfully graduated. I sincerely appreciate the opportunity I was given, and I am committed to making the most of it as I continue to grow in my career. I hope to one day give back and support others in the same way I was supported.



Nozipho Victoria Sidambe

 BIS Honours
Information
Science

 University
of Pretoria



I am beyond grateful for the impact the EM Education Trust scholarship had on my life.

The financial support was a huge weight off my shoulders, allowing me to focus on my studies and pursue my passion for AI and data by allowing me to complete my Honours in Information Science.

But what meant even more was the support system that came with it – the trainings and extra resources and at large the community gave me the tools and confidence to excel. It wasn't just about funding; it was about investing in me as a person.

I am excited to share that I graduated and started my career as a Business Analyst at First National Bank and I owe a big part of that to your belief in me. Your support went far beyond finances – it was a reminder that I'm not alone and that has made all the difference. Thank you for seeing potential in me and helping me unlock it.

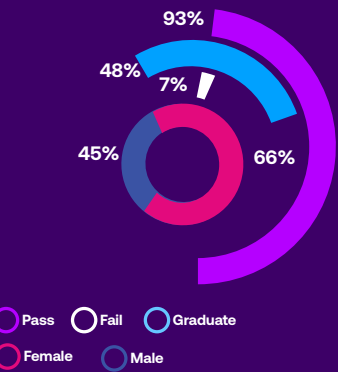
The future feels different when young people are given the chance to step into it with confidence.

Academic performance of the partner institutions

The academic outcomes reflect consistent progress, underpinned by a support model that balances academic excellence with the evolving needs of students.

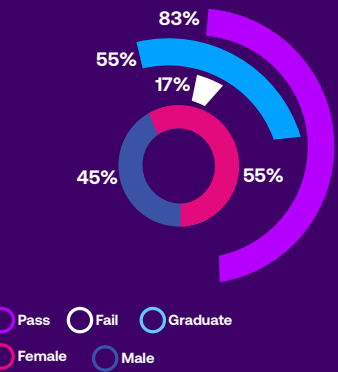
University of the Witwatersrand

Our 2025 Wits cohort of 29 students achieved a 93% pass rate, with 14 graduates – the largest single-institution graduating group of the year. Eleven of those graduates will continue into Master’s studies and one PhD graduate has secured a lectureship at Wits.



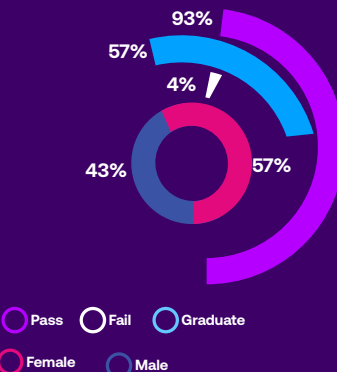
University of Johannesburg

Our 18-student UJ cohort delivered a substantially improved pass rate of 83%, a notable step up from 67% in 2024. Ten students graduated.



University of Pretoria

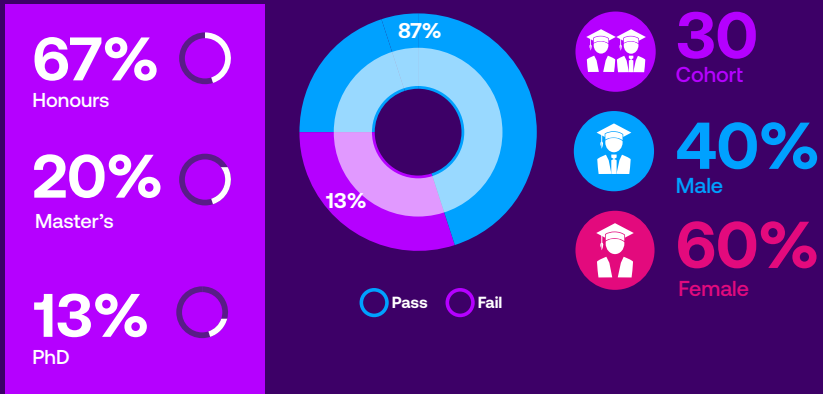
UP again achieved one of the strongest results across the portfolio: a 96% pass rate across the 23-student cohort, with 13 graduates. The consistency of UP’s outcomes reflects both the robustness of the Trust’s selection criteria and the responsiveness of UP’s institutional support, which begins at the point of conditional scholarship approval and continues through to graduation.



National Research Foundation

The 30-student NRF cohort delivered an 87% pass rate. The NRF partnership has been one of the most consequential of the Trust’s scholarship relationships, and we are entering its next phase with confidence.

Institution	Students
UFH	7
Wits	9
UJ	3
UP	7
UL	3
UWC	1

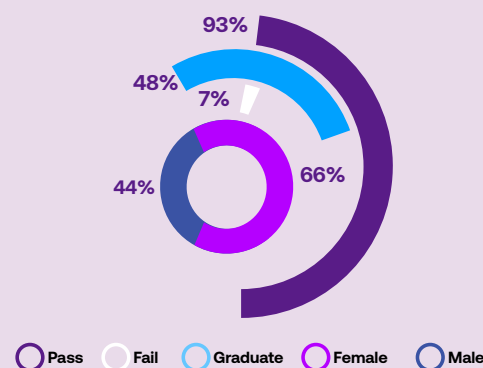


“Because someone believed in what was possible, a future that once felt distant now feels within reach

Thabo Nkahlle
Bachelor of Accounting

University of Fort Hare

The University of Fort Hare Honours cohort achieved an 80% graduation rate, with 12 successfully completing their qualifications. UFH remains a strategic partner in advancing the Trust's commitment to strengthening historically Black universities. Despite disruption caused by student protests during the final quarter, the Trust worked closely with the University and provided targeted support to enable students to continue their studies remotely.

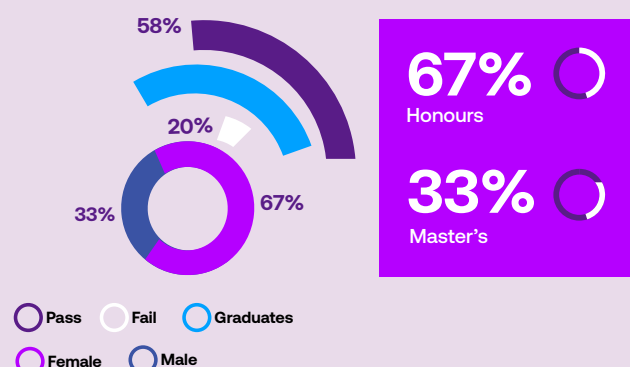


Area of study and number of students



University of Limpopo

The University of Limpopo (UL) cohort comprised 12 students, of whom 58% successfully completed their academic year. In response, the Trust worked closely with the University's Heads of Department to implement immediate interventions aimed at strengthening student performance and success.



67%
Honours

33%
Master's

North-West University

North-West University (NWU) delivered an exceptional first full year as a partner institution, with the cohort achieving a 100% pass rate. The cohort comprised 14 students, including 12 pursuing commerce qualifications, with women representing 64% of the intake.



100%
Pass rate

University of the Western Cape

UWC joined the Trust's scholarship partnership in June 2025 with a small first cohort of two students: an Honours student who is graduating and a Master's student who is continuing her research.



100%
Pass rate

Holistic support

The Trust's wraparound model is built on the understanding that academic success for a young person from a historically disadvantaged community is more than a matter of funding. Counselling services delivered online have removed some of the stigma that prevented students from accessing psychosocial support. Career development, leadership training, work-readiness preparation, CV and interviewing skills have become a more deliberate part of the senior-student offering. We have funded conferences, technical equipment and the kinds of research-stage support that postgraduate students require. The model is being redesigned to match the actual needs of senior students, and the work continues into 2026.

A note on female postgraduate study

Female applicants to postgraduate STEM programmes are present in good numbers at application stage, but the conversion to placement and completion is lower than it ought to be. Many of our female postgraduate beneficiaries are the first in their families to study at university, and many carry the expectation of providing for their families straight out of undergraduate. That pressure makes postgraduate study harder to commit to. In response we have begun running our recruitment earlier in the year, which gives prospective students the security of knowing funding is in place before they have to decide between further study and entering the workforce.

Amogelang Ghona
BSc Hons Mathematical Science

Alumni

The Trust's alumni are active in paying their opportunity forward; recent graduates participate readily in current-cohort programming and many return to teach at their former high schools, embodying the spirit of lifting as you rise. We continue to work on formal structures that accommodate and amplify this instinct. Our alumni programme will be a platform for graduates to share stories, mentor current scholarship holders, surface career opportunities for one another and contribute their voices to the design of the Trust's offering.





Designing programmes for the long term

The Trust's skills development work is built with the employment opportunity in mind. The Map My Future programme is the clearest demonstration of the model in delivery. The 2025 cohort comprised of 25 unemployed graduates from Bloemfontein who received industry-relevant training in digital skills, including data science, the Microsoft Power Platform and software development. Following the training, 24 graduates were placed within the Office of the Chief Technology Officer at Mangaung Metropolitan Municipality, where they are contributing to key IT modernisation initiatives across the Municipality.

Bonolo Mokotla – entrepreneurial flair

In 2024 Bonolo joined the Map My Future digital skills programme alongside 24 other unemployed graduates from Bloemfontein.

Where most of her cohort moved into internships at Mangaung Local Municipality, Bonolo chose the programme's entrepreneurship stream and entered pre-incubation to develop Smart Spaza – an on-demand digital platform connecting spaza shops and vendors directly with suppliers, designed to remove inefficient intermediaries, prevent costly stock-outs and give the country's informal traders better access to negotiated pricing.



Zandile Nhlapo – career advancement

I was part of the two-year Map My Future Programme in Bloemfontein. The first phase focused on virtual learning, where we completed technical training, practical projects and assessments that equipped us with industry-relevant digital skills.

In the second phase I gained work experience as an IT intern at Mangaung Metropolitan Municipality focusing on digital transformation under the Paperless initiative. I was assigned to the Blue Team and deployed to the Human Settlement Department Hostel 1 where we supported the digitisation of data and record. The role required planning, building systems and optimisation.

The officials from Hostel 1 warmly welcomed us. For this placement I learned to collaborate with colleagues and the community, follow data-security regulations, take initiative in system designs, improve service delivery and reduce client waiting time. I also developed skills in analysing, recording, and managing physical data, which broadened my understanding of how Data Science applies both physically and electronically.

Looking forward, I plan to merge my knowledge and skills from Software Development, Data Science and Project Management, which I am currently working towards, to advance my career in IT. I believe in continuous growth and learning, to build myself and to also be an inspiration to the youth of today and tomorrow.

Particularly, it has been a fulfilling experience for me and my career. Without this programme I would not have the certifications and work experience I have acquired, which have allowed me to sharpen my knowledge and develop a career vision that I can work towards. It has truly been a stepping stone in my journey.

I wish the programme can reach as many youths as it can and that also one day I can also invest in someone as Deviare and the Trust have invested in me.

UJ PEETS Solar PV: a partnership concluded with care

The University of Johannesburg's PEETS Solar PV programme has delivered its final cohort under the current funding cycle.

The programme emerged in 2024 from direct industry demand, with Independent Power Producers approaching the University of Johannesburg's Process, Energy and Environmental Technology Station looking for work-ready solar-PV installation technicians. The Trust funded three intensive six-week cohorts, training unemployed TVET Electrical Engineering graduates with a 100% completion.

The decision not to recommit to a further cycle has been taken under current funding constraints rather than as any judgement on

the programme itself. The model proved effective, supported by a collaborative partnership, and the demand for the skills continues to grow as South Africa's solar build-out accelerates. We will learn from the insights gleaned from the initial intake as we prepare to expand our interventions in this area.

What the year teaches us

Skills development at the Trust's scale is only as effective as the partners we deliver through. Deviare's responsiveness through the placement complexity at Mangaung, and UJ PEETS' ability to design curriculum in real conversation with ecosystem players, are what made the outcomes possible.

There is no shortage of training programmes in South Africa. There is a shortage of training programmes whose graduates have a credible employment pathways. The Trust's role in this space, modest as it is by funding standards, is to commission and back the work that closes that loop.



“ This is the work in its most human form: young people learning, connecting, growing in confidence and moving closer to the futures they are building.



South African Mobility for the Blind Trust (SAMBT)

The South African Mobility for the Blind Trust delivers Independence Training to adults and children who are blind or partially sighted, with a focus on underserved areas. The programme combines Orientation and Mobility training, Daily Living Skills and the provision of assistive devices appropriate to each individual’s needs.

In 2025, SAMBT trained 89 young people aged between 15 and 35, distributed across all nine provinces. 54 of them live in rural areas. The cohort exceeded the year’s target of 80. SAMBT’s practitioners delivered training in beneficiaries’ homes, schools, workplaces and community centres, with an average of four to five assistive devices supplied per person.



Alongside the technical training in mobility and daily living, SAMBT’s practitioners work to address the emotional and circumstantial barriers that often surround visual impairment. Several beneficiaries shared what the training had made possible: travelling independently to government and financial services, accessing further training, accepting opportunities that had previously felt out of reach.



“Access, dignity and independence are foundations for meaningful economic participation.”

Disability inclusion

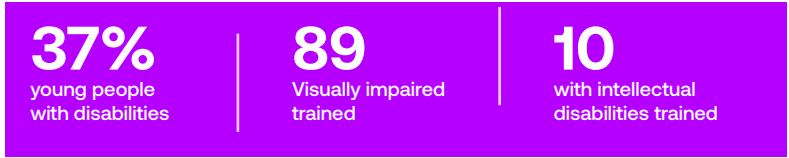
“

Access, dignity and independence are foundations for meaningful participation.

Making inclusion practical, purposeful and visible

Twenty-seven per cent of South Africa’s working-age population lives with some form of disability, and almost all of them are outside the formal economy. Our Trust Deed commits at least 15% of our beneficiary pool to young people with disabilities. In 2025, 37% of the 267 beneficiaries were young people with disabilities.

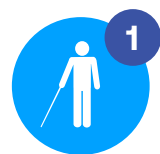
For a young Black person with a disability in a rural community, the obstacles preventing meaningful economic participation go beyond the labour market. They start with basic mobility, daily living, and the simple acts of independence that are easy to take for granted: navigating an ATM, taking public transport, managing household chores independently or moving through a school or workplace without a guide. Until those obstacles are addressed, the question of training and employment cannot meaningfully arise. The Trust delivers on its disability inclusion commitment through two specialist partners (South African Mobility for The Blind Trust and The Living Link.)





Independence is the foundation for opportunity.

The journey towards training and employment begins with the ability to move safely, manage daily life and participate confidently in the world. Each stage strengthens the next, creating a pathway towards economic inclusion.



Mobility
Navigating a road, a taxi rank, a school corridor, or a workplace without a guide.



Daily living
Independence in the ordinary acts of a day, using an ATM, cooking, self-care routines.



Independence
Confidence to move through the world unaccompanied, and to be counted on by family and community.



Training & employment
Only once independence is established can skills training and economic participation follow.

Two journeys to independence

Independence is the foundation on which a young person with a visual impairment can begin to imagine a working life, and two stories from the year illustrate this. Kenaleone Pico (34), a young woman from Taung in the North West Province, whose mother had become her primary caregiver out of love but in ways that had begun to constrain her, learned to walk to the local tuck shops through SAMBT's incremental training, and now independently uses e-hailing services to church. Soweto-born Nomsa Mbatha (33), who works at the Johannesburg Roads Agency, completed workplace mobility training with the active partnership of JRA's facilities team, who arranged dedicated parking, removed obstructions and worked alongside SAMBT to help her navigate her entire work environment with confidence.



The programme helped me see that disability does not take away my ability to learn, grow and participate.

Sifundo Mthethwa – training that ushers in a working life

Sifundo Mthethwa, 28, is from Empangeni in KwaZulu-Natal. He lost most of his vision and left school before completing matric, and had long assumed that many of the things he had hoped to do with his life would no longer be possible.

However, after receiving personalised visual skills training, he began regaining both capability and confidence. Recognising his remaining vision and strong motivation, SAMBT developed targeted exercises to help him maximise his limited peripheral sight. Alongside independence training, Sifundo was also assisted with an application to study at the Magaye Centre, where he hopes to begin in January.

Sifundo is now able to read printed text in a clear, larger font, eliminating the need to learn Braille and enabling him to pursue his studies using digital devices. This development marks a significant step toward his independence and future opportunities.



The Living Link

The Living Link works with young adults with intellectual disabilities, delivering accredited Hygiene and Cleaning training to NQF Level 1 and supporting placement into open-labour-market employment. In 2025, the Trust funded 10 young people through the programme.

These young people completed targeted training and were placed with host organisations to gain practical workplace experience such as: EY, Eventide Home for the Aged, the Johannesburg Zoo and Impala Fruit & Veg.

Mainstreaming inclusion

Two specialist disability partnerships will only ever reach a limited number of young people in absolute terms. The Trust's longer-term commitment is to mainstream inclusion across all our programmes, so that future scholarship and skills development cohorts carry with them a meaningful requirement to include young people with disabilities.

Responsible stewardship is how purpose earns trust.

08
Governance

How the Trust holds itself accountable

The Trust is governed by a board of trustees that bears ultimate responsibility for the Trust’s strategic direction, the stewardship of donor resources, and the delivery of its mandate to expand education and skills development for young Black South Africans. The board is supported by two formal sub-committees, an executive management team that reports through a structured governance cycle, and the external oversight provided by the Trust’s auditors and regulators.

The board of trustees

The 2025 financial year marked the first full year of the reconstituted board, following the successful transition from the founding trustees in 2024 and signalling the next phase of the Trust’s governance evolution.

During the year the board commissioned an external evaluation, aligned to the Institute of Directors in South Africa (IoDSA) framework, to establish a baseline against which to measure its development over time.

The board is aware of its strengths as well as areas of additional focus that it is committed to over the coming years. Among the strengths are the board’s collective discipline, the diversity of professional experience its members bring, and their close working relationship with management. Among the developmental priorities are the continued maturing of risk management practice, succession planning, and ongoing attention to the composition of the board over time.



Our chairman, Ms Yvonne Themba

Ms. Yvonne Themba is an accomplished human resources and talent management professional with over 15 years of executive experience. She has previously served as a trustee for several esteemed organisations, including the Mabindu Business Development Trust, the Cyril Ramaphosa Foundation, and the Adopt-A-School Foundation.

Yvonne became Executive Head: People at Capital Legacy in January 2025 and was previously Chief People Officer at McDonald’s South Africa. With deep insight into fiduciary responsibility and governance, Yvonne brings a wealth of experience and unwavering commitment to the Trust’s vision.

Yvonne holds a BA (Social Science) in Economics & Accounting from the University of Botswana and an MBA from Wits Business School. She joined the Energy Mobility Education Trust in 2021 and succeeded Prof. Nongxa as Chair in September 2024.



Dr Bev Damonse

Bev is a passionate advocate for science, education, and opportunity. She works in the Office of the Dean of Science at Wits University, helping shape ideas and partnerships that bring science closer to people. Before that, she led national efforts to make science more accessible and meaningful through her work at the National Research Foundation.

With over 20 years of experience in leadership roles, including as the first head of SAASTA, Bev has dedicated her career to creating spaces where science inspires and is inclusive. She holds degrees in microbiology, education, and a PhD in education policy. Today, she focuses on building collaborations that expand access to learning and empower young people, especially in the energy sector, to build brighter futures through knowledge.



Ms Lindi Dlamini

Lindi is a dynamic leader who brings heart, clarity, and purpose to everything she does. She is currently the Executive Director of Roedean School, a 120-year-old institution dedicated to empowering young women. Before stepping into education, she led major teams in business and HR, including as CEO of Safrican Insurance and Group Executive at PPS.

With degrees in law from the University of Swaziland and Wits, and a Master's in Tax Law, Lindi also brings global perspective through her fellowships with the Africa Leadership Initiative and Aspen Global Network. Her strength lies in connecting people and ideas, helping build more inclusive and innovative programmes that shape real change.



Ms Anne Emmett

Experienced in independent, corporate, family, and community foundations, as well as state-related funding and non-profit organisations in human rights, environmental, and social development sectors across southern Africa. Holds an MPhil in Monitoring and Evaluation (cum laude, Stellenbosch University), History Honours (UCT), and BA (UCT). Chartered Director (SA) and member of the Institute of Directors in South Africa.

Anne brings deep expertise in philanthropy, governance, and strategic development. Her background in donor strategy evaluation, monitoring, and organisational development ensures that funded programmes achieve meaningful outcomes. She enables transparency and efficiency in the Trust's operations.



Ms Rekha Ramcharan

Rekha is a seasoned banker and lawyer with a sharp mind for complex finance and a passion for responsible leadership. With a career spanning executive roles in leading banks, she brings deep expertise in structured, project, infrastructure, and export finance. She serves as a non-executive director on the boards of TymeBank Limited and TymeBank Holdings, chairing their Risk, Capital Management, and Credit Committee, and is a former board member of Grindrod Bank.

Rekha blends financial expertise and legal acumen to ensure the Trust's financial sustainability and strategic direction. A passionate advocate for education as a pathway to opportunity, she also champions sustainability, children's rights, and environmental causes — values that deeply inform the Trust's education strategies.



Ms Thandi Thankge

Non-executive director and seasoned business leader with close to 30 years of experience driving change across various sectors. Expertise in strategy, leadership, learning and development, coaching, and corporate governance. Former Vice-Chairperson of the SA Board of People Practices (SABPP), serving on numerous boards and governance committees. Holds an MCom in Business Management (University of Johannesburg) and a BA Honours in Industrial Psychology (UNISA).

Thandi contributes invaluable leadership, strategic insight, and governance expertise. She champions financial oversight, ethical leadership, and policy development. Her background in learning and development positions her to advocate for skills development aligned with industry needs.

Sub-committees

The board operates through two formal sub-committees, each with its own terms of reference and a structured reporting cycle into the full board.

The Audit and Risk Committee (ARC)

oversees the Trust's financial reporting, internal control environment, statutory compliance and risk management framework. The ARC has been the primary point of board engagement for the development and ongoing monitoring of the Trust's risk register through 2025, ensuring the operational expression of the Trust's risk-management approach.

The Remuneration Committee (REMCO)

oversees the Trust's people and remuneration policies, the executive performance review cycle, and succession planning. REMCO's work has taken on particular importance during a year in which the management team has been navigating a complex external environment, and in which the board has begun the conversation about succession planning that good governance requires.

Oversight practice

The board operates within a structured governance framework that enables effective oversight of the Trust's strategy, performance, financial sustainability and risk. Formal Board meetings are supported by comprehensive reporting across key operational, financial and governance matters, while ongoing engagement between the Board, executive management and the Audit and Risk Committee ensures timely oversight and informed decision-making throughout the year.

Governance outcomes for 2025

Governance discipline continued to underpin operational performance this year, with the risk register embedded in the standing risk-monitoring cycle, supported by robust partner due-diligence and continuous-improvement practices. Together, these measures contributed to another year of sound operational performance.



Risk management

The Trust’s risk universe in 2025 has had four broad categories, reviewed at every ARC meeting and at each full board meeting.

Funding and donor-concentration risk.

To strengthen long-term financial sustainability, the Trust continued to implement a diversified funding strategy, including the development of a digital donation platform scheduled for launch in 2026, complemented by prudent financial planning and informed decision-making in a changing funding environment.

Programme and partner-implementation risk.

The Trust delivers through implementing partners, making partner quality a key operational risk. Mitigation measures include a robust due diligence and selection framework, structured agreements with clear reporting and audit provisions, targeted operational and regular financial reviews and ongoing monitoring of governance and compliance practices.

Operational continuity and information-security risk.

The Trust’s investment in secure IT infrastructure, the new student application portal, and the integrity of beneficiary and partner data is managed under structured policies and operational practice. Compliance with the Protection of Personal Information Act (POPIA) is integrated across the Trust’s digital systems and processes, and is supported by appropriate information security, data management, and third-party oversight controls.

Compliance and B-BBEE Ownership risk.

We maintained a strong culture of governance and compliance throughout the year, remaining in good standing, meeting statutory obligations, and adhering to established internal controls. These practices continued to contribute to positive audit outcomes and reinforced the Trust’s commitment to accountability and responsible management.



“What began as support has become confidence, achievement and a future filled with possibility.”

Nkele Moshapudi Kadi
BEng Mining



09
Class of 2025

Class of 2025

The 2025 graduating cohort is the largest in the Trust’s history. 83 young South Africans completed their studies during the year.

To every member of the Class of 2025: we are proud of the discipline that has carried you through your studies and the determination with which you have pursued your goals. We have no doubt that your journey of excellence has only just begun, and we look forward to seeing all the wonderful things you will accomplish.

Name & Surname	Qualification	Institution
Banele Ndala	BCom Hons Financial Accountancy	NWU
Bobu Lucretia Mmokele	BCom Hons Financial Accountancy	NWU
Delila Chauke	BSc Hons Computer Science and Information Technology	NWU
Kagiso Bridget Molekoa	BCom Hons Financial Accountancy	NWU
Leemisa Moleko	BSc Hons Computer Science and Information Technology	NWU
Mlamli Dyani	BCom Hons Financial Accountancy	NWU
Mmadira Mashao	BCom Hons Financial Accountancy	NWU
Mpho Khoetsa	BCom Hons Financial Accountancy	NWU
Mthokozisi Valashiya	BCom Hons Financial Accountancy	NWU
Neo Pila	BCom Hons Financial Accountancy	NWU
Olwam Mboya	BCom Hons Financial Accountancy	NWU
Rethabile Mantso	BCom Hons Financial Accountancy	NWU
Siphiwe Magubane	BCom Hons Financial Accountancy	NWU
Thembi Innocentia Mtshali	BAcc	NWU

Name & Surname	Qualification	Institution
Annah Nivia Malatjie	BSc Hons Applied Mathematics	UL
Khensani Emily Mlangeni	BCom Hons Accounting	UL
Lehlogonolo Mitchell Khoza	BCom Hons Accounting	UL
Thabo Moshe Samuel Tsebe	BSc Hons Applied Mathematics	UL
Tshepho Chukudu	BSc Hons Applied Mathematics	UL

Name & Surname	Qualification	Institution
Andisiwe Mzenzi	BSc Hons Applied Statistics	UFH
Anelisiwe Khanyisa September	BSc Hons Computer Science	UFH
Asive Bacela	BSc Hons Information Science	UFH
Banele Madikizela	BSc Hons Applied Mathematics	UFH
Cwenga Mazitshana	BSc Hons Applied Statistics	UFH
Likho Sikhontyi	BSc Hons Applied Mathematics	UFH
Likhona Gqotile	BSc Hons Computer Science	UFH
Lona Gquka	BSc Hons Computer Science and Information Systems	UFH
Nonelwa Nondwengu	BSc Hons Computer Science	UFH
Nthabeleng Faith Mvukuzo	BSc Hons Information Science	UFH
Osaretin Johnson	BSc Hons Computer Science and Information Systems	UFH
Qhayiya Mtalana	BSc Hons Mathematical Science	UFH
Sahluko Matanzima	BSc Hons Computer Science and Information Systems	UFH
Sinelise Gcelu	BSc Hons Computer Science and Information Systems	UFH
Sinokhanyo Ronaldo Lungu	BSc Hons Computer Science	UFH
Sinoyolo Mkatshane	BSc Hons Computer Science	UFH
Siphahle Pokwana	BSc Hons Mathematical Science	UFH
Spokuhle Sipani	BSc Hons Mathematical Science	UFH

Name & Surname	Qualification	Institution
Angela Minkase	BEng Tech Physical Metallurgy	UJ
Khanyisile Mia Nkuna	GDip in Accounting Science	UJ
Lethabo Marcus Monageng	BCom Accounting	UJ
Njabulo Rafael Ngwenya	BEng Tech Industrial Engineering	UJ
Ntando Libo Mzukwa	GDip in Accounting Science	UJ
Oratile Sepheka	BSc Mathematical Sciences	UJ
Sbonelo Melusi Mtambo	BCom Accounting	UJ
Thabo Nkhahle	BAcc	UJ
Tshepang Malabela	Bridging Certificate in Accounting	UJ
Zethu Mhlongo	BCom Hons Accounting	UJ

Name & Surname	Qualification	Institution
Vuyo Mbalo	BSc Hons Mathematical Science	UWC

Name & Surname	Qualification	Institution
Alfred Tshwaane	BSc Hons Applied Mathematics	UP
Amogelang Ghona	BSc Hons Mathematical Science	UP
Lesedi Mangope	BIT Hons Information Systems	UP
Lokusa Mbali Thwala	BSc Hons Computer Science and Information Systems	UP
Malepe Levy Phasha	BSc Meteorology	UP
Matjere Matseba	BSc Hons Computer Science and Information Systems	UP
Moratiwa Malatjie	MComm Accounting Science	UP
Nkele Moshapudi Kadi	BEng Mining	UP
Nkosinathi Mathebula	BSc Hons Statistics	UP
Nomfundo Nelly Zikhali	BSc Geoinformatics	UP
Nosimilo Boitumelo Goodness Myanga	BIS Hons Information Science	UP
Nozipho Victoria Sidambe	BIS Hons Information Science	UP
Owageng Allies	BCom	UP
Oyama Ngantweni	BIT Hons Information Systems	UP
Phetolo Pilane	BCom Economics and Management Sciences	UP
Sibusiso Mnyakeni	BCom Hons Internal Auditing	UP
Thonya Sibahle Monkhe	BIS Hons Information Science	UP
Tshedza Makasela	BSc Hons Mathematical Statistics	UP

Name & Surname	Qualification	Institution
Agisanang Modise	BSc Hons Mathematical Science	Wits
Aobakwe Carlos Matola	PGDip Data Science	Wits
Bohlale Silas	PGDip in Accountancy	Wits
Bruno Makatu	BSc Aeronautical Engineering	Wits
Darelle Monga Kabongo	BSc Hons Computer Science and Information Systems	Wits
Elo Nyati	BSc Hons Computer Science	Wits
Karabo Mavis Monareng	PGDip in Accountancy	Wits
Keneilwe Raseale	BSc Hons Mathematical Science	Wits
Lebohang Vanessa Mabe	BSc Chemical Engineering	Wits
Lindani Lukhele	PGDip in Accountancy	Wits
Luyolo Maxham	BSc Mathematical Sciences	Wits
Molleth Dzunisani Ndlovu	PGDip in Data Science	Wits
Mutheo Mugabi	PGDip in Data Science	Wits
Neville Modise	MSc Mathematical Sciences	Wits
Nhlakanipho Hlatshwayo	PGDip Specialised Accountancy	Wits
Nolwazi Sekhala	PGDip in Data Science	Wits
Ntakadzeni Luvhengo	PGDip in Accountancy	Wits

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