



2025

March 2025 - February 2026



ANNUAL REPORT

CELEBRATING 15 YEARS OF IMPACT

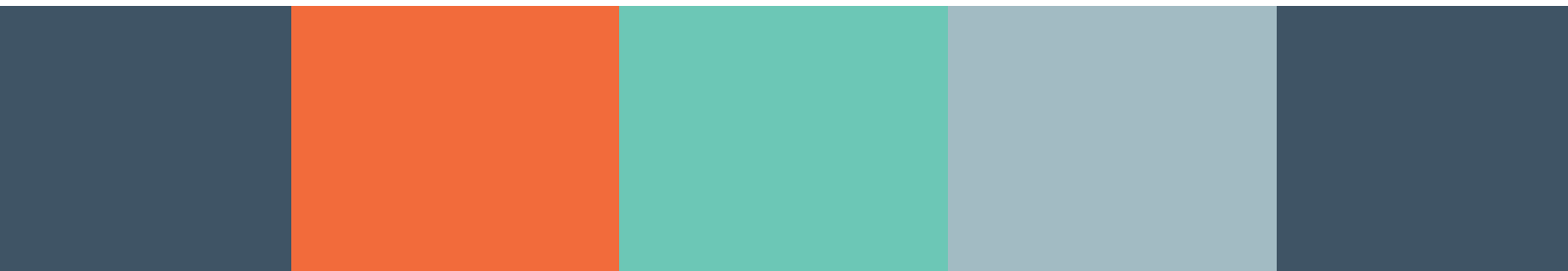




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EXECUTIVE SUMMARY

The 2025/2026 financial year marked a period of continued growth, resilience, and strategic advancement for Rhiza. Guided by our purpose to create sustainable social and economic impact, we strengthened our position as a catalyst for community development, youth empowerment, and inclusive economic participation.

Despite a dynamic and often challenging operating environment, Rhiza demonstrated strong financial discipline and operational effectiveness. Our diversified portfolio of programmes and partnerships enabled us to expand our reach while maintaining prudent cost management. This ensured that a significant proportion of our resources continued to be directed towards high-impact initiatives on the ground.

During the year under review, Rhiza scaled key programmes across enterprise and supplier development, health, and education.

Strategic partnerships remained central to our success. By collaborating with corporates, government entities, especially with health, and civil society organisations, Rhiza leveraged collective expertise and resources to amplify impact. These partnerships not only expanded

our geographic footprint but also strengthened sustainability through shared value creation.

Innovation was a key theme in 2025/2026. We invested in digital transformation and data systems to improve monitoring, evaluation, and reporting capabilities. This enabled more effective tracking of outcomes through our IMM (Impact Measurement and Management) team, better resource allocation, and enhanced decision-making. These investments position Rhiza for continued growth and improved impact measurement in future years.

Looking ahead, Rhiza remains committed to scaling its impact and deepening its contribution to South Africa and East Africa's socio-economic development. Our strategic priorities for the coming year include expanding programme reach, strengthening financial sustainability, enhancing partnership ecosystems, and driving innovation across all areas of operation.

In closing, we extend our sincere appreciation to our partners, funders, stakeholders, and the communities we serve for their continued trust and collaboration. Together, we are building a more inclusive, empowered, and sustainable future.

FOUNDER'S REPORT



ALEF MEULENBERG
Group Executive Chairperson
Rhiza Holdings

Reflecting on 2025, I am struck by how quickly the past few years have passed. It feels like an eternity ago that we were living through lockdown after lockdown during COVID-19, followed by the riots in Gauteng and KZN of July 2021. Yet the world has continued to shift at pace. Artificial intelligence, particularly in the form of large language models, has become embedded in both work and daily life, while globally we are navigating growing insecurity driven by conflict and increasing polarisation.

Closer to home, South Africa continues to face the enduring challenges of unemployment, poverty, and economic inequality. These “three horsemen” place immense strain on our social contract, often making it fragile and tense. Compounding this, the global funding landscape has undergone a significant reshuffle, with several major aid providers scaling back or withdrawing entirely.

This is the complex and demanding backdrop against which Rhiza implements its programmes in South Africa, Rwanda, Burundi, and Kenya.

Despite these headwinds, 2025 has been a year of meaningful expansion and growth for Rhiza. In East Africa, we appointed Francisca Muema as Head of the Region, followed by Susan Okioma as Programme Lead. Under their strong and values-driven leadership, we have significantly increased our impact across Kenya, Rwanda, and Burundi. We now operate five clinics in the region, run an entrepreneurship programme, and launched our Early Childhood Development (ECD) programme in Mombasa, Kenya.

In South Africa, we introduced our place-based development model, built around education, healthcare, and sustainable livelihoods, into new provinces, including the Northern Cape, North-West, and soon

the Eastern Cape. A special mention must be made of our Early Childhood Development programme, which, under the capable leadership of Shaheena Lambart, experienced remarkable growth in 2025.

From a leadership perspective, Rhiza Babuyile, our non-profit organisation, continues to be guided by Nick Henry, someone who has been part of the furniture for many years, and probably built some of it along the way. Rhiza Ventures, our social enterprise arm, is in the capable hands of Linda Dunkley. Within the Rhiza Holdings “mothership,” we invested deliberately in strengthening our Impact Measurement and Management capabilities and appointed new managers

in Finance (Stephenson Tapera), Human Resources (Simphiwe Nzima), and Marketing (Lungile Khambule). Together, these investments have enabled us to meaningfully increase our impact in deeply underserved communities.

To close, one of the developments that has excited me most in 2025 is our ETHOS initiative, through which we have codified our values into a shared organisational language. The culture that has emerged from this (how we show up and how we do things) has been deeply inspiring. It gives me hope that, even against a gloomy backdrop, we are contributing to the conditions for a more just, flourishing, and hopeful future.

GROUP CEO'S MESSAGE



GODFREY KATSANDE

Group CEO
Rhiza Holdings

Every year when I sit down to write this message, I find myself thinking less about performance metrics and more about people. The people carrying the work. The communities trusting us with their realities. The partners who continue to believe in what Rhiza is trying to build.

This past year reminded me that meaningful work is rarely linear. There were moments that demanded patience, difficult decisions, and resilience from our teams across the group. Yet despite the pressure, I saw people continue to show up with commitment and heart. That is something I do not take for granted.

Rhiza Holdings continues to grow into a more integrated organisation — one that is learning how to connect healthcare, enterprise development, education, and community impact in a way that is practical and sustainable. We are becoming more deliberate about how we build, how we partner, and how we measure success.

One of the areas that gave me the greatest sense of encouragement this year was seeing the continued progress of the Mpathy clinic network and the broader healthcare work taking shape within the group. Access to dignified healthcare remains deeply unequal in many communities, and while we know the challenge is significant, we also know that progress starts by building models that work in the environments they are meant to serve.

At the same time, our work with entrepreneurs and township-based businesses continued to reinforce something we have believed for a long time: communities do not lack potential. What is often missing is access — access to opportunity, funding, markets, infrastructure, and support systems that allow businesses to survive long enough to grow.

As an organisation, we have also spent time reflecting internally on the kind of culture we want to build as Rhiza matures. This thinking has started shaping what we refer to as our ETHOS — empathy in action, holistic thinking, operational discipline, sustainability, and a willingness to keep improving how we work. It is not a slogan for us. It is an attempt to define the character of the organisation we are building over the long-term.

I want to sincerely thank our employees, leadership teams, board members, funders, and partners.

Institutions are ultimately built by people, and I remain deeply aware that Rhiza's progress is the result of many individuals carrying responsibility with integrity and care.

The year ahead will require focus. It will require discipline. But I believe we are building stronger foundations than ever before. Not just for growth, but for lasting relevance and impact.

Thank you for continuing this journey with us.

GOVERNANCE

Strong governance remains fundamental to Rhiza's ability to deliver sustainable impact while maintaining stakeholder trust and organisational integrity. During the 2025/2026 financial year, Rhiza continued to strengthen its governance framework to ensure accountability, transparency, and effective oversight across all operations.

GOVERNANCE FRAMEWORK

Rhiza operates under a robust governance structure aligned with best-practice principles and relevant regulatory requirements. This framework ensures that all decisions are made ethically, strategically, and in the best interests of stakeholders, beneficiaries, and partners.

The organisation maintains a clear separation between governance and management, enabling the Board to provide independent oversight while executive leadership drives operational execution.

BOARD OF DIRECTORS

The Board plays a critical role in guiding Rhiza's strategic direction and ensuring long-term sustaina-

bility. Comprised of experienced professionals across various sectors, the Board provides oversight in the following key areas:

- *Strategic planning and performance monitoring*
- *Financial stewardship and risk oversight*
- *Compliance with legal and regulatory requirements*
- *Ethical leadership and organisational integrity*

COMMITTEES AND OVERSIGHT

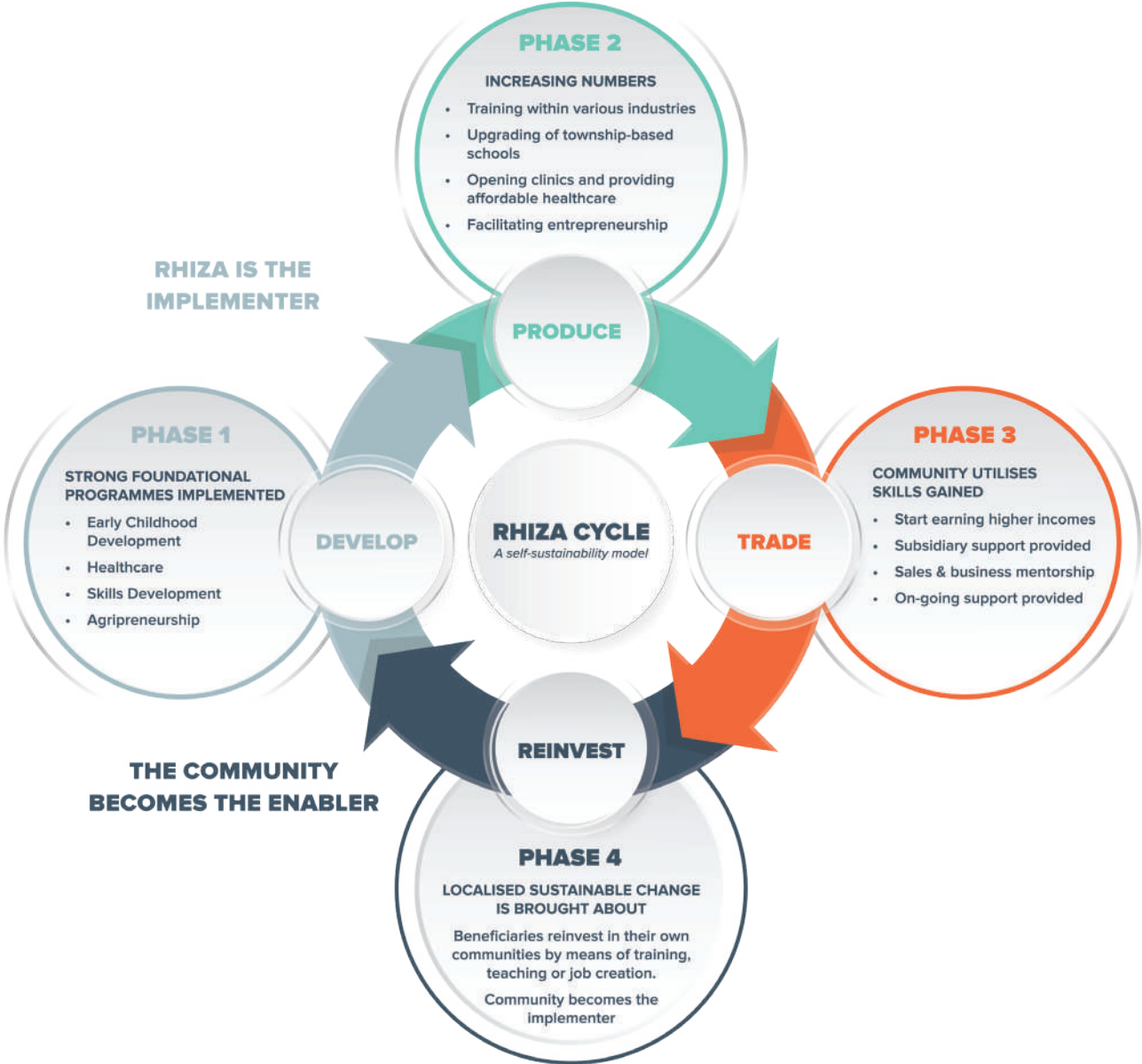
To enhance governance effectiveness, Rhiza has established specialised committees to provide focused oversight, including:

- ***Audit and Risk Committee:*** Oversees financial reporting, internal controls, and risk management
- ***Remuneration and Human Capital Committee:*** Guides fair remuneration practices and supports talent development

These committees strengthen accountability and ensure detailed attention to critical governance areas.



RHIZA CYCLE

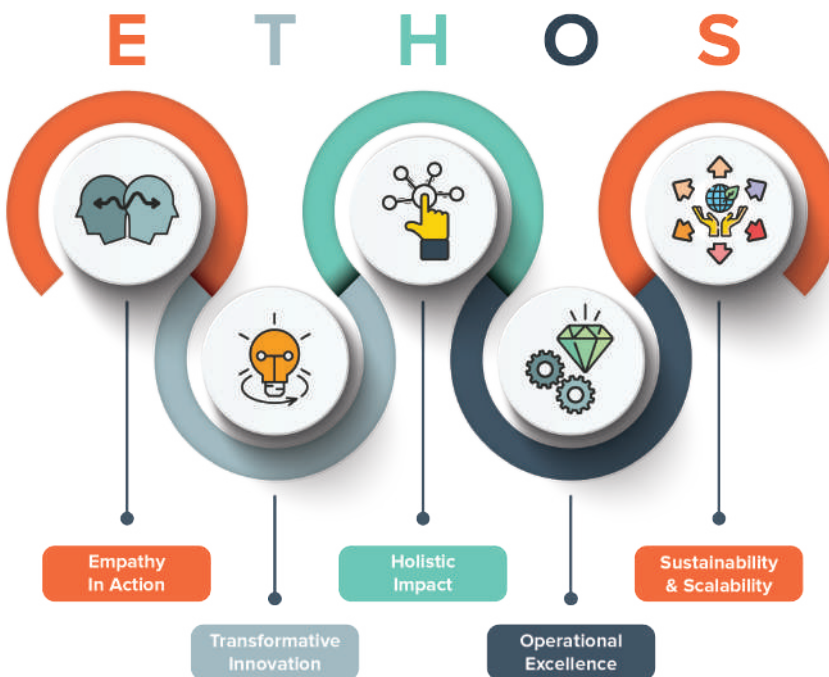


ETHOS

STRATEGIC VALUE TO RHIZA

The Ethos Blueprint:

- Creates cultural stability during growth and transition
- Aligns people behaviour with organisational mission
- Strengthens employer brand and employee value proposition
- Reinforces accountability, excellence, and compassion
- Supports long-term sustainability and impact



PURPOSE OF THE RHIZA ETHOS

The Rhiza Ethos defines how we show up, how we lead, and how we serve internally and externally. It translates Rhiza's values into observable behaviours, leadership expectations, and daily ways of working. The Ethos is a culture and performance framework, not a branding exercise.

OBJECTIVES OF THE ETHOS FRAMEWORK

The Rhiza Ethos aims to:

- *Strengthen organisational culture and shared identity across entities.*

- *Improve morale, engagement, and trust following structural transitions.*
- *Embed values into behaviour, leadership, and decision-making.*
- *Recognise and reinforce positive conduct aligned to Rhiza's purpose.*
- *Support retention, performance, and accountability.*
- *Align human capital practices (HR, leadership, people and recognition) with organisational values.*

THE RHIZA ETHOS FRAMEWORK

Rhiza's Ethos is anchored on five behavioural pillars, represented by the acronym E.T.H.O.S.

ORGANISATIONAL OVERVIEW

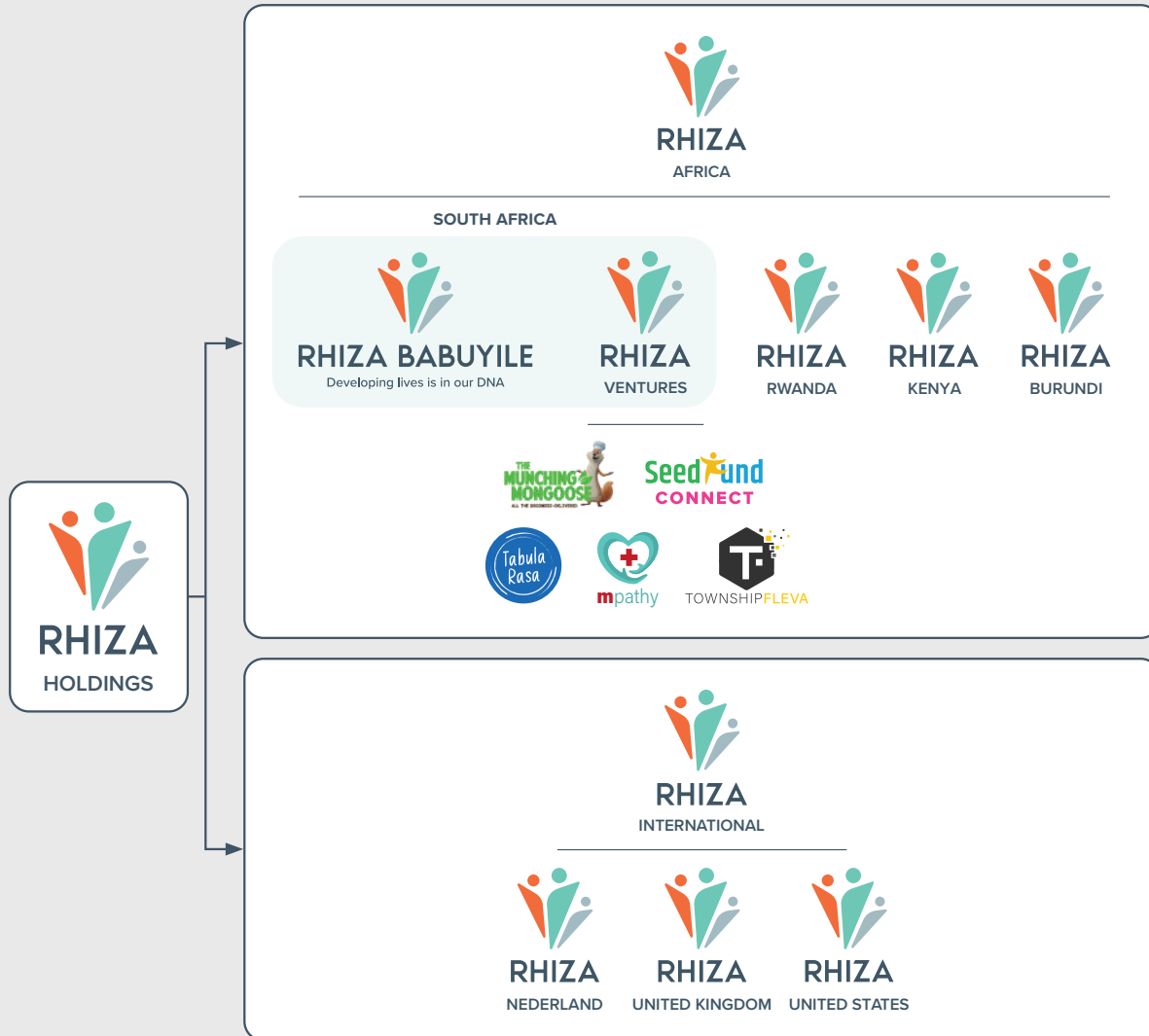
Rhiza is a purpose-driven organisation committed to creating sustainable social and economic impact across South and East Africa. Through a blended model that integrates both non-profit and for-profit initiatives, Rhiza designs and delivers innovative solutions that address some of the country's most pressing challenges, including unemployment, inequality, and limited access to opportunities.

During the 2025/2026 financial year, Rhiza continued to strengthen its position as a leading catalyst for inclusive growth by expanding its programme reach, deepening partnerships, and enhancing operational efficiency. The organisation's work is centred on

empowering individuals, supporting enterprises, and uplifting communities through scalable, impactful interventions.

GEOGRAPHIC FOOTPRINT

Rhiza operates across multiple regions in South Africa and has grown into East Africa through programmes implemented in Kenya, Burundi and Rwanda. With a growing footprint that reflects its commitment to reaching underserved communities, the goal is to expand into other regions. Its scalable delivery model enables expansion into new areas while maintaining programme quality and impact.



HUMAN RESOURCES

People and Culture

Rhiza's people are at the heart of its success. The organisation is committed to building a high-performance, values-driven culture that emphasises:

Innovation and continuous improvement

Accountability and excellence

Collaboration and inclusivity

Investment in talent development ensures that employees are equipped to deliver high-quality programmes and adapt to an evolving operating environment.

LOOKING AHEAD

As Rhiza moves forward, it remains focused on scaling its impact through innovation, partnership, and operational excellence. The organisation will continue to strengthen its integrated model, expand its geographic reach, and build sustainable solutions that empower individuals and transform communities.



A photograph of four young Black children, three girls and one boy, standing close together against a blue wall. They are wearing dark blue school uniforms with plaid collars. The child on the far right is pointing towards the right. The wall behind them has a yellow base and a blue upper section with murals of bees and a green shape. A large, stylized 'NR' logo is overlaid on the image.

RHIZA BABUYILE

STRATEGIC PILLARS

EDUCATION

ECD Programme Portfolio

In response to the challenge of delivering quality early childhood education, we continue to invest in the training and professional development of practitioners. During the reporting period, the organisation delivered an integrated portfolio of Early Childhood Development (ECD) initiatives designed to strengthen early learning foundations, elevate the quality of ECD environments, and build the capacity of practitioners and key stakeholders across the communities we support.

The programmes focused on community-based ECD delivery through practitioner development, parent and caregiver engagement, and the promotion of effective early learning practices. Complementary interventions supported the expansion of structured learning opportunities, strengthened operational systems, income diversification and encouraged innovation within the broader ECD ecosystem.

Through practitioner training, our pathways included:

- ECD Accelerator (Unaccredited): An introductory, practical programme designed to strengthen foundational ECD skills.
- NQF Level 4 (Accredited): A comprehensive qualification for ECD practitioners responsible for daily teaching and care.
- NQF Level 5 (Accredited): A leadership-focused qualification aimed at centre managers, supervisors, and emerging ECD leaders.

These programmes build professional confidence and promote consistent, high-quality early childhood practice.

Overall, the ECD portfolio demonstrated strong alignment with national early childhood priorities and reflected the organisation's continued commitment to delivering high-quality, sustainable ECD programmes that promote school readiness and positive developmental outcomes for young children.

ROBOTICS IN PARTNERSHIP WITH LEAPHY FOUNDATION

Rhiza Robotics is a comprehensive programme that provides students with hands-on experience in robotics through hardware kits, software, training, and support services. It aims to make learning engaging and interactive while promoting creativity and innovation.

By introducing robotics in schools, the programme strengthens critical thinking, problem-solving, and collaboration skills, while preparing learners for future careers in STEM fields.

The initiative supports interdisciplinary learning, enhances academic engagement, and equips students with practical skills, coding knowledge, and real-world problem-solving abilities, ultimately preparing them for opportunities in a technology-driven world.

HEALTH

This report, for March 2025 to March 2026 of our partnership with FREF, provides feedback on Rhiza Babuyile's activities related to the FREF-funded primary Healthcare project. Total patients seen for this period is 31 819.

The project's intended outcomes were to operate nine mobile clinics. Seven mobiles operate in Gauteng province, one in KZN and one in Cape Town. The plan is to expand to other provinces such as North-West, Northern Cape, Eastern Cape and Limpopo.

OUR FLEET:

Our fleet of nine mobile clinics now consists of six two-consulting room clinics, three one-consulting room mobile clinics.

Two of our clinics have a dental care room and a primary health consultation room, whilst all the other clinics can only provide primary healthcare services.

The 8th mobile clinic with a basketball hoop (sponsored by NBA) was launched on 13th of June 2025. The 9th mobile clinic with a football theme (sponsored by Bayer) will be launched soon.

SERVICES PROVIDED:

Sexual and reproductive health, infectious diseases screening, child health and vaccinations, chronic diseases screening, cancer awareness and prostate and cervical cancer screening, referrals.

PARTNERSHIPS:

NBA: we have an ongoing partnership with the NBA, where we use basketball clinics as a tool for 1) wellbeing and physical exercise and 2) to promote SRHR services.

Dis-Chem: a key partnership for us, as Dis-Chem provides us with consumables for our clinics, where the Department of Health is unable to do so.

GirEffect: we are developing media and social-media material in relation to general health and in particular SRHR, to make these services less taboo and more accessible. We have hired three Social Workers, who will be in a call centre, answering calls from young people regarding SRHR related services.

Waterloo Foundation: a partner when it comes to the increased implementation of SRHR related services, including family planning.

Bayer: the new mobile 9 branded with Bayern Leverkusen, a team that plays for Bundesliga in Germany.

Boleng Trust: with the Boleng Trust we are expanding our ECDs programme to Northern Cape, Limpopo and North-West province, where our mobile clinics will play a vital role in monitoring the health and wellbeing of the children.



LIVELIHOODS

Agriculture

In advancing our commitment to improving food security and driving economic participation, we implement programmes that empower under-resourced communities to productively utilise the land available to them. Central to this approach is our agri-preneurship model, which combines practical training, mentorship, and enterprise development to unlock sustainable livelihoods.

Our agri-preneurship programme is designed as a structured, experiential learning journey that equips participants- primarily women and youth- with the skills required to establish and manage productive vegetable and crop gardens. These gardens not only contribute to household food security but also create pathways for income generation.

Participants undergo a comprehensive development cycle as Life Learners, beginning with four months of

intensive training focused on crop planning, production cycles, and yield management. This is followed by two months of entrepreneurship training, where participants build critical business competencies, including financial planning and sales forecasting.

Thereafter, participants enter a 12-month placement phase, during which they receive ongoing mentorship and practical exposure to market systems. This phase enables them to refine their production capabilities while developing the commercial acumen necessary to operate sustainable agri-enterprises. As a result, participants are positioned to become suppliers within formal retail value chains, including leading supermarkets.

Throughout the programme, the focus remains firmly on practical knowledge, employability, and the establishment of profitable farming practices.



LIVELIHOODS

Skills Development

Rhiza's response to the unemployment crisis is grounded in a simple but powerful belief: our learners and students are multi-skilled, adaptable, and capable of thriving across diverse sectors.

Over the past financial year, our programmes have equipped numerous young people with practical, in-demand skills, preparing them for meaningful participation in the economy. We focus on unemployed youth aged 18 to 35, providing a comprehensive and grounded learning experience that combines technical training with real-world application.

Our programme offering spans a range of demand-driven industries, including:

- Agriculture
- Fashion and Design
- Entrepreneurship
- Information and Communications Technology
- Nursing and Teaching

Through this integrated approach, we aim not only to upskill participants but also to expand their opportunities for employment, enterprise development, and long-term economic inclusion.

By investing in the potential of young people, we are contributing to a more resilient, skilled, and inclusive workforce - capable of responding to South Africa's evolving socio-economic landscape.





RHIZA VENTURES

WHO WE ARE

Rhiza Ventures identifies, develops, and scales businesses that create both economic and social impact.

The organisation focuses on helping entrepreneurs and community-based enterprises become viable, sustainable businesses through funding, mentorship, skills development, and market access.

As part of the broader Rhiza Holdings group, Rhiza Ventures operates across several impact areas, including education, healthcare, skills development, enterprise

development, and the green economy throughout Southern and East Africa.

Unlike traditional venture capital firms that focus primarily on financial returns, Rhiza Ventures serves as the enterprise development and venture-building arm of the group. It builds and supports businesses that create jobs, develop skills, improve livelihoods, and stimulate inclusive economic growth, while ensuring these enterprises are scalable, sustainable, and positioned for long-term success.

MPATHY



Mpathy Clinics continue to play a critical role in expanding access to affordable, quality primary healthcare in underserved communities. Rooted in a people-centred approach, the Mpathy Network is designed to deliver dignified, accessible, and reliable healthcare services, while strengthening trust within the communities it serves.

Over the past financial year, Mpathy has made significant progress in extending its footprint through the establishment and integration of new clinics in key areas, including Zithobeni and Orange Farm. Each clinic is thoughtfully positioned to respond to local healthcare needs, contributing to improved health outcomes and reduced barriers to care.

Central to the Mpathy model is the empowerment of healthcare practitioners as leaders within their communities. Through a structured induction and support framework, clinicians are equipped not only to provide high-quality care but also to drive preventative health initiatives and foster long-term patient relationships. This approach ensures that each clinic operates as a trusted, community-anchored healthcare hub.

The network also places strong emphasis on preventative care, including programmes such as HIV prevention and Pre-Exposure Prophylaxis (PrEP) uptake, which have shown measurable impact in strengthening community health resilience.

Collaboration remains a cornerstone of the Mpathy approach. The successful roll out and operation of clinics is supported by partnerships with the Department of Health, local leadership, community organisations, and private sector stakeholders, ensuring alignment with broader public health priorities and sustainable service delivery.

Through its continued growth, Mpathy Clinics is not only increasing access to essential services, but also reinforcing a healthcare model that prioritises dignity, quality, and community connection. The network remains committed to building a future where every individual, regardless of location, can access care that is both compassionate and clinically excellent.

TOTAL NUMBER of patients seen 297 201

TOWNSHIP FLEVA



TOWNSHIP FLEVA

Rhiza Retail CMT, under Township Fleva plays a vital role in advancing local manufacturing while creating sustainable employment opportunities within underserved communities. Through its Cut, Make, Trim (CMT) operations, the initiative provides practical skills development, job creation, and enterprise participation within the textile and garment production sector.

The programme is designed to equip participants with industry-relevant technical skills, enabling them to contribute meaningfully to the retail value chain. By focusing on hands-on training and production-based learning, Rhiza Retail CMT ensures that participants gain both the technical proficiency and workplace experience required to succeed in a competitive manufacturing environment.

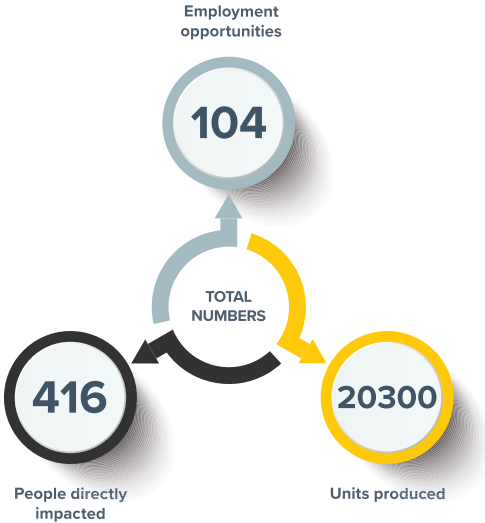
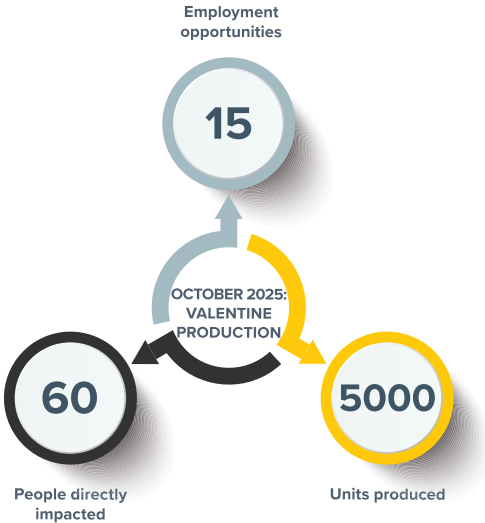
Participants are trained across key areas of garment production, including cutting, sewing, assembly, and quality control. This integrated approach prepares individuals not only for employment within established manufacturing operations but also positions them for future entrepreneurial opportunities within the clothing and textile industry.

In addition to skills development, Rhiza Retail CMT supports local economic participation by contributing to localised production capabilities. By strengthening community-based manufacturing, the programme reduces barriers to entry into the retail supply chain and promotes inclusive growth.



The initiative also prioritises the empowerment of women and youth, recognising their critical role in driving economic activity and supporting household livelihoods. Through structured training, mentorship, and production exposure, participants are enabled to transition from learners into confident contributors within the economy.

Rhiza Retail CMT continues to build partnerships within the retail and manufacturing sectors, ensuring alignment with market needs and creating pathways for sustainable placement and growth. These partnerships are instrumental in strengthening the programme’s impact and expanding opportunities for participants.



TABULA RASA



The 2025 financial year marked a significant milestone for Rhiza, with the official launch of Tabula Rasa as a dedicated business unit for skills development. This transition was accompanied by major revitalisation projects across our training hubs, creating more conducive learning environments, as well as the strategic expansion of our team to support increased programme delivery and operational capacity.

Skills development remained central to Tabula Rasa's impact strategy, with a strong focus on improving employability, digital capability, and access to economic opportunities for youth. During the year, the organisation trained close to 300 learners across various ICT programmes, reflecting a substantial contribution to addressing the technical skills gap.

Encouragingly, over 60% of participating learners were female, representing a meaningful shift towards greater gender diversity in the ICT sector. This remains a key priority as we continue to drive inclusion and equitable access within traditionally underrepresented fields.

Training delivery was primarily classroom-based, supported by structured learning pathways that incorporated both technical and essential workplace skills. Programmes were designed to prepare learners

for real-world opportunities, with a growing emphasis on aligning training outcomes with labour market needs.

A key achievement during the year was the significant expansion of Tabula Rasa's host employer network. This enabled increased placement opportunities for learners, bringing them closer to meaningful workplace exposure and smoother entry into the labour market. While work placement remains an area for continued growth, these partnerships represent an important step in strengthening the training-to-employment pipeline.

Through strategic collaborations and innovative funding approaches, including sponsored training and barter arrangements, Tabula Rasa was able to optimise programme delivery and maximise impact despite resource constraints. Where applicable, learners received certificates of completion, providing formal recognition of skills acquired and enhancing their employability.

Overall, 2025 reflects a year of strong foundational growth, expanded reach, and measurable progress in advancing skills development outcomes. Tabula Rasa is well-positioned to build on this momentum, with a continued focus on scale, quality, and sustainable pathways into employment.

ENTERPRISE AND SUPPLIER DEVELOPMENT

We believe in the purpose and potential of South Africa's emerging enterprises, and in the transformative power of creating sustainable opportunities within township economies. Our work is grounded in the conviction that when individuals have equitable access to income-generating opportunities, communities thrive and shared prosperity becomes possible.

The business unit serves as a catalyst and accelerator for township-based businesses, driving cross-sector collaboration and supporting the growth of socially impactful enterprises. Townships are rich with entrepreneurial talent- from informal traders

and service providers to innovative restaurateurs - demonstrating resilience, creativity, and an ability to respond to local market needs.

Our approach focuses on enabling entrepreneurs to not only start businesses, but to build and scale them sustainably. Through strategic partnerships with investors, industry leaders, and development stakeholders, we provide access to the resources, networks, and expertise required to unlock growth.

We invest with intention and scale with integrity, offering targeted impact funding and business support to township-based entrepreneurs.

MUNCHING MONGOOSE



Munching Mongoose is a food solutions enterprise, focused on delivering fresh, nutritious, and accessible meals while creating sustainable market opportunities for emerging agricultural producers. Rooted in a commitment to quality, health, and community impact, the brand plays a vital role in connecting local food production to consumers through an integrated and inclusive value chain.

At its core, Munching Mongoose is both a food brand and a market access platform- supplying prepared meals and fresh produce that prioritises nutritional value and consistency. The brand's offering is underpinned by a farm-to-table approach, sourcing produce from local farming initiatives.

Beyond food provision, Munching Mongoose contributes to broader socio-economic development by creating demand for locally grown produce.

This enables small-scale and emerging farmers and independent growers to participate in formal supply chains, supporting enterprise growth, income generation, and long-term sustainability within the agricultural sector.

Over the past financial year, the brand has continued to strengthen its operational capacity and expand its reach across multiple sites, delivering high-quality produce and nutrition-focused offerings to communities, partners, and corporate clients.

As it grows, Munching Mongoose remains committed to maintaining high standards of food quality, operational excellence, and social impact. By bridging the gap between local production and consumption, the brand continues to demonstrate how food enterprises can drive both health outcomes and economic inclusion.

SEED FUND CONNECT



Innovative Early Childhood
Development Fund

Seed Fund Connect is tailored to address the specific needs of community-based ECD centres. With over 10 years of experience supporting ECD initiatives, we understand the daily financial challenges these

centres face. To provide them with access to secure and risk-free financial capital, empowering their ECD centres to flourish into high-quality learning hubs within their communities.



EAST AFRICA

Kenya

HEALTH

Kenya continues to experience significant challenges in the delivery of primary health care, with one in every five individuals lacking access to essential services. The major barriers to quality primary health care include inadequate funding, poorly equipped healthcare facilities, an uneven distribution of healthcare centres, and unaffordable medical services. These gaps hinder efforts to achieve key population health outcomes and pose a risk to the realization of Sustainable Development Goals (SDGs), particularly Goal 3 on ensuring healthy lives and promoting well-being for all at all ages.

Effective primary healthcare (PHC) is central to ensuring accessible, affordable, and high-quality healthcare services. Addressing the existing challenges requires innovative models that enhance healthcare access while complementing public healthcare services. Rhiza Ventures seeks to bridge this gap by implementing the Mpathy model, a network of clinics offering high-quality, affordable healthcare. This model has been successfully implemented in South Africa and Rwanda, providing an alternative to free public healthcare with shorter waiting periods, improved patient data management, and a mix of high- and low-fee services.

BUSIA HEALTH CLINIC: PROGRAMME CONTEXT

Busia County, with a population of 893,681 (2019),

faces chronic gaps in health service delivery, particularly in rural and flood-prone regions. Key drivers of these challenges include: poor or closed public hospitals, strikes by government health workers, poor infrastructure and road conditions, understaffed healthcare facilities, inadequate supplies: medicines, reagents, vaccines, and functional equipment. The situation is especially dire in Budalangi and Teso North, which experience regular flooding, isolating entire communities. Health services are either too far, too expensive, or simply non-functional. We recognize this urgent need and aim to bridge these gaps through innovative mobile health solutions. However, even in urban centres and towns, residents are not spared.

Public hospitals often remain overstretched, poorly equipped, or at times closed, leaving many urban dwellers without reliable healthcare. Strikes by government health workers, poor infrastructure and road conditions, understaffed facilities, and inadequate medical supplies ranging from medicines and reagents to vaccines and functional equipment worsen the crisis across the county. These factors contribute to high maternal and infant mortality, low immunization coverage, and preventable disease burdens.

Rhiza in partnership with Partners for Girls Africa Foundation (PFGAF) has set up a Mobile Health (mHealth) Services Programme to respond to these

urgent needs. The initiative will deploy trained healthcare workers using customized motorcycles, bringing antenatal care, vaccinations, medical testing, treatment, and health education directly to under-served communities. Mobile service points will be equipped with basic bedding facilities and essential medicines, reducing the need for long-distance travel. This solution will significantly improve maternal and child health outcomes, enhance access to quality healthcare, and build a more inclusive and sustainable healthcare system in Busia County.

Through the partnership, we will deploy three trained nurses on customised motorcycles, following a fixed weekly rotation through remote villages.

Services offered will include:

- Antenatal and postnatal care
- Weighing babies and nutritional advice
- Vaccination and malaria medication
- Dressing wounds, basic testing
- Health education
- Referral services
- In a later stage: E-health services referrals

Mobile Health as a Cost-Effective Solution

Mobile health reduces patients' travel time and cost, while expanding reach into under-served areas, ultimately improving health outcomes of Busia's



(remote) population, strengthening the health system, translating to 10,000+ patients annually.

Current Status: Motorbikes purchased and nurses recruited awaiting deployment upon registration confirmation.

TEMBEA CLINIC: PROGRAMME CONTEXT

Rhiza in partnership with Tembea Na Rehema Foundation, a local NGO based in Mombasa that focuses on maternal health and community health programmes is setting up an outpatient facility to address the existing Primary healthcare gaps in Maweni, Mombasa County. With a target of 13 patients per day, the clinic intends to improve access to primary healthcare for 3000+ patients annually and 6000+ community members indirectly.

Current status: Lab set up, key staff engaged awaiting confirmation

Education

Mombasa ECDE Side Hustle Programme

Mombasa County is a coastal city of about 1.2 million people (2019 census). Children under age 5 make up roughly 12% of the population, and those 6–13 about 17%. According to county data, 175,777 children are under 5, and 47,867 children aged 4–5 attend ECDE (pre-primary) programmes. These learners attend 98 public and 770 private ECDE centres, but

public centres serve only ~18% of the cohort. Many communities (e.g. Nyali's Maweni area) report that Private ECD centres struggle with sustainability which is linked to poor pay, teacher attrition and ultimately affecting learning continuity.

This context underscores the urgent need for innovative funding and community engagement strategies to strengthen early learning.

To address this, Rhiza's ECDE Side Hustle initiative is piloting income-generating "side businesses" in 20 preschools located in Maweni, Kongowea Ward so that they can fund better care. Each school will leverage existing assets (kitchens, space, food project etc.) to run a small venture that supports the school financially without disrupting its core teaching.

Possible businesses include:

- Catering Service: Use school kitchen and cooks to cater local events, or school children
- Takeaway Restaurant/School canteen: Sell simple meals or snacks on-site to school community
- Uniform shop: Design and sell school uniforms at discounted rates
- Book shop: Stock approved textbooks and notebooks at affordable rates
- Water: Drill a borehole for use by both the school and sell to the community at affordable rates.

The goal is for each school to raise an additional ~KES 75,000/month (≈EUR 500) through these businesses. This extra income will directly fund teacher salaries, classroom materials, and facility upkeep, improving learning conditions (higher quality care) for about 1800 preschoolers across the 20 ECDE Centres.

The programme aligns with national ECD priorities: stakeholders at Kenya's 2019 ECD conference called for "sustainable and blended financing in the early years" to maximize long-term impact. By diversifying revenue, our project creates a practical model for sustainable, community-driven ECD funding in Mombasa.



EAST AFRICA

Rwanda

HEALTH

Ireme Low-Cost Private Health Post

Ireme Health Clinic in Rugalika Sector, Kamonyi District, stands as a pioneering example of affordable, high-quality primary healthcare in Rwanda. As the first operational site of the Kumwe Hub Health Financing Initiative, it was transformed from a basic government-run facility into a second-generation, partially 24/7 clinic through a public-private partnership in November 2024.

The partnership between the Ministry of Health, Kamonyi District, Kumwe Hub, and Rhiza Babuyile has made sure that the upgraded facility serves a catchment area of over 50,000 people. By operating 24/7 and delivering preventive care directly in the community, Ireme Health Clinic reduces patient wait times and improves access to essential services, especially for underserved populations. The nurse-led model not only improves healthcare delivery but also fosters local economic empowerment and offers a sustainable solution for the health sector in rural areas. These efforts aim to strengthen community-level healthcare and alleviate the burden on referral hospitals.

Since its inception in 2024, this model has aligned with Rwanda's universal health coverage strategy. The Ireme Health Clinic has quickly become a crucial resource for its community, receiving positive feedback from both the government and residents, and boosting the number of patients it serves. After six months of waiting for a

partnership with Community-Based Health Insurance (CBHI), well known as “Mutuelle de Santé”, the clinic primarily served private patients, averaging three (3) daily.

Following the onboarding of CBHI, patient numbers surged to a 12-fold increase in just one month. Financially, serving private patients allowed the clinic to cover 59% of its operating costs, confirming that communities are willing to pay for quick, quality healthcare.

This early success supports the belief that investments in healthcare services, infrastructure, professional development, and entrepreneurial leadership can improve access and create opportunities for nurse-led initiatives.

Rhiza and its partners see this model as highly replicable in other underserved regions across Rwanda and the region.

Some of the achievements in numbers and key learnings:

Since opening, especially after obtaining CBHI, patient visits have increased significantly, mainly for maternal health, malaria, and upper respiratory diseases. Below are some highlights in numbers:

- Served over 10,000 + patients in year 2, average daily consultations rose from 3 to 36 within a month after

CBHI onboarding, with women making up 52% and children under five accounting for 14%, highlighting support for vulnerable groups.

- Revenue from private patients continued to increase, with a monthly average of \$534 income before expenses, with the nursepreneur already repaying their loan.
- The future financial profitability of the clinic is expected to stem from revised healthcare tariffs and decentralized healthcare provision, as outlined in the National Health.
- Sector Strategic Plan 2024-2029. This plan aims to meet community health needs through empowerment and integrated services, providing better access to health and well-being.
- Implementing a continuous mentorship-supported system for efficient business development, financial management, health data management, and inventory monitoring is recommended for achieving sustainable improvements and future progress.

Key Core Learnings

Community Trust and Uptake Grow with CBHI Accreditation

The clinic's initial challenges underscore the importance of accreditation and strategic planning in establishing trust and enhancing service delivery. Here are some

lessons learned from community acceptance and local partnerships:

- The clinic's early days were marked by low patient attendance, despite having good staff, facilities, and equipment.
- Securing Community-Base Health Insurance (CBHI) accreditation led to a noticeable increase in patient visits. This insurance recognition is expected to continuously build community trust and make the health clinic more accessible and profitable.

Should negotiations for insurance be initiated during early clinic setup and construction, this strategic planning around CBHI accreditation could contribute to the clinic's success and service quality.

The Nursepreneur Model pilot

The nurse entrepreneur managing Ireme Health Clinic demonstrated that, with carefully selected locations, proper training, equipment, and ongoing mentorship, a nurse-led facility can be both functional and financially sustainable. The nurse selected for this role has extensive experience in the healthcare sector, community empathy, and a proactive approach to mobilizing the population, with collaboration from community leaders and health workers. The business development training provided to these aspiring nurses, combined with well-supported and standardized medical practices, can help

nurse entrepreneurs successfully operate private clinics at the community level. Critical daily tasks—such as detailed patient records, implementing effective triage and referral systems, and managing medicine stocks with minimal waste—are essential for the success and sustainability of this model.

Infrastructure and Setup Have a Lasting Impact on Service Quality

Investing in standard, user-friendly infrastructure from the start helps reduce future operational problems, although it may take longer to complete. The Ireme Health Clinic was built from scratch based on the Ministry of Health Rwanda's health post model. It features strong infrastructure, ample space, solar power, and a working water system, allowing it to operate smoothly.

The construction took over three months, even though we had initially hoped to find an existing building to refurbish, which would have speeded up the project. Acquiring new land and building a new facility that met the agreed-upon standards facilitated quick approval from authorities due to its quality and good layout.



While challenges remain, the project has demonstrated early success in community health delivery, business modeling, and system development for future clinics. As the model expands with three additional clinics, combined with retrospective insights, it will serve as a foundational reference to improve outcomes, ensure sustainability, and replicate success in other districts and regions.

Rwamagana, Musanze and Kirehe health posts: set up by Dec 2025 pending full operations roll out in Q2 2026.

EAST AFRICA

Burundi

HEALTH AND ENTREPRENEURSHIP

Burundi, officially the Republic of Burundi, is a small, densely populated, landlocked country in East Africa's Great Rift Valley, bordered by Rwanda, Tanzania, and the Democratic Republic of Congo. The country is characterized by its mountainous terrain and high-altitude landscape, with Lake Tanganyika forming part of its southwestern border. Gitega serves as the political capital, while Bujumbura remains the main economic and commercial hub.

It is low-income with the lowest GDP per capita of any country in the world in 2022 (US\$ 238.4 and has a population of 12.6 million (2021). The average density of this population, one of the highest in Africa, is estimated at approximately 463.04 inhabitants per square kilometre in 2020, with more than 90% of the population living in rural areas.

Context and Challenges: The Problem

As of early 2026, Burundi is consistently ranked among the top two or three poorest countries in the world based on nominal GDP per capita, with many assessments citing it as the poorest alongside South Sudan. With over 80% of its population living in poverty and a heavy reliance on low-productivity subsistence agriculture, Burundi faces deep economic challenges, including a lack of access to the sea, high population density, and significant food insecurity. The economic situation is aggravated by political instability, a high level of corruption, and

limited infrastructure, which often causes it to fall behind other low-income nations in developmental metrics. Burundi's long-term, consistent ranking at or near the very bottom indicates it remains one of the world's most impoverished nations, with roughly 90% of its population living in rural areas often lacking electricity. (World Bank, 2023; UNDP, 2022).

Burundi's health system is under significant strain, and this was evident both in our discussions with the Ministry of Health when the Rhiza team recently visited Burundi, and in what we observed on the ground, including experience sharing from diverse stakeholders. There are major gaps in primary healthcare, with many public facilities run down, under-resourced, and unable to meet the needs of the population. The national health insurance system is not functioning effectively, and there is a growing loss of trained health professionals who are leaving the country due to poor pay and challenging working conditions.

Access to care remains a critical barrier, particularly for rural and underserved communities. In the area where we are proposing to work, patients especially pregnant women, must walk for up to two hours to reach the nearest facility. This significantly delays care-seeking and increases the risk of complications for both mothers and newborns, in a context where maternal mortality remains high, with World Bank data showing a maternal mortality ratio of roughly 494 deaths per 100,000 live births.



These challenges are compounded by broader structural issues. Burundi has been experiencing a prolonged fuel crisis, which severely limits transportation for both patients and healthcare providers. Long queues for fuel, sometimes lasting weeks, make mobility unpredictable and costly, further restricting access to already limited services. Poor infrastructure in transport and communication adds to these barriers, particularly in remote areas.

At the same time, the country is facing increasing pressure from regional instability, including an influx of

refugees from eastern DRC, which is placing additional strain on already stretched health services. This is happening alongside a reduction in global donor funding, further limiting the resources available to sustain essential healthcare delivery. Altogether, these factors create a situation where healthcare is not only under-resourced, but often physically out of reach for those who need it most.

The Proposed Solution

In response to these challenges, Rhiza Ventures proposes to partner with an existing clinic located

approximately two hours from Bujumbura to expand access to quality primary healthcare services closer to underserved communities. The focus will be on strengthening maternal health and frontline outpatient services, ensuring that essential care is available within reach of the communities who need it most.

Rather than establishing a new system, this approach builds on an existing, locally rooted facility (Buta clinic) strengthening its capacity to deliver more reliable, affordable, and community-centered care. By bringing services closer to people, this approach will directly reduce the distance, time, and cost barriers that currently prevent timely access to care, particularly for pregnant women, children, and low-income.

This model will help ease pressure on overstretched public facilities by providing an additional point of care within the community, while also improving early access to services. Earlier access means earlier diagnosis, timely treatment, and better health outcomes, particularly for maternal and child health. It also reduces the need for long and often unsafe journeys to distant facilities. In a context where mobility is limited, resources are constrained, and demand for services is increasing, this approach offers a practical and locally grounded solution. By strengthening primary healthcare at the community level, Rhiza aims to contribute to a more accessible, responsive, and resilient health system, one

that brings care closer to people and addresses some of the most immediate barriers facing communities in Burundi.

To enhance income generating capacity, Rhiza in partnership with Semerera seeks to establish a Livelihood Hub that will support 300 entrepreneurs through incubation and business acceleration.

By September 2027, Rhiza targets to serve 4,000 patients, reach 1,500 women with SRHR services, and increase entrepreneurs' income by at least 50%.

Project Goal and Objectives

Goal: To enhance community health and livelihoods through integrated service delivery and social enterprise models.

Specific Objectives

1. Establish a low-fee community clinic in Bujumbura by June 2026.
2. Provide healthcare services to 4,000 patients and SRHR support to 1,500 women.
3. Construct and operationalize one Livelihood Hub in Bujumbura by May 2026.
4. Train and support 300 entrepreneurs through incubation and acceleration programmes.
5. Achieve an average income increase of at least 50% among participating entrepreneurs.

IMPACT STATS

Health

2

Number of new clinics
opened under the
Mpathy model
Orange Farm (June 2025)
Zithobeni (August 2025)

Patients Seen
35 279

18 135

Number of patients
treated and cared for
in our clinics



15 157

Number of consultations
performed by our nurses

Number of Community
Health Workers employed

24

Screenings & Tests
(HB, TB, HTS, STI)

50 020

70 120

Vitals & Tests
(BMI, BP etc)

Other Services
(Lab, ART Rx)

11 951

19 055

Health Education
(Breast, testicular,
Papsmear counselling,
pregnancy testing)

286 524

CHW outreaches



IMPACT STATS

Education

13 ECDs partaking in side-hustle programmes

57

Young people trained within ECD ecosystem

Total ECDs

350

School finances improved by

25%

Indirect beneficiaries impacted

33 259

Practitioners and principles trained

421





IMPACT STATS

Livelihoods

12

Small-scale farmers
MM sources from

Entrepreneurs
in programs
736

332

Number of new
Munching Mongoose
sign ups/subscriptions



85

Students enrolled in the
agriculture programme

Trainees who received
entrepreneurship training

69

Number of
deliveries completed

3 052

78

Trainees placed
on a farm for
practical training

Average monthly
income of SMEs
R20,195.82

198

Entrepreneurs
frequenting the hubs

419

Learners trained in IT



GROUP FINANCES

Rhiza Holdings
Group Comprehensive Operating Statement
For the year ended 28 February 2026

RHIZA HOLDINGS (PTY) LTD							
	Total	Rhiza Babuyile NPC	Rhiza Ventures (Pty) Ltd	Tabula Rasa Placements (Pty) Ltd	Rhiza Holdings (Pty) Ltd (Shared Services)	Munching Mongoose (Pty) Ltd	Babuyile Community Development Trust
		Health - Mobile Clinics Education - ECD Agriculture Skills Development SALT	Health - Mpathy Clinics Retail - Township Fleva SeedFund Connect Enterprise Development	Skills Development Learnerships and Placements	Executive Management Finance Fundraising & Marketing Human Capital Impact Measurement & Management	Retail - Food Distribution	B-BBEE Equity Investments
	<u>2026</u> <u>R</u>	<u>2026</u> <u>R</u>	<u>2026</u> <u>R</u>	<u>2026</u> <u>R</u>	<u>2026</u> <u>R</u>	<u>2026</u> <u>R</u>	<u>2026</u> <u>R</u>
Trading Income							
Total Trading Income	163 735 075	88 422 705	33 333 891	3 538 088	33 801 741	2 701 148	1 937 502
Direct Project Costs / COS							
Total Direct Costs	116 798 103	80 959 140	31 335 866	2 451 285	-	2 051 812	-
Gross Surplus	<u>46 936 972</u>	<u>7 463 565</u>	<u>1 998 025</u>	<u>1 086 803</u>	<u>33 801 741</u>	<u>649 336</u>	<u>1 937 502</u>
Other Income							
Total Other Income	446 768	131 490	210 042	-	40 274	64 962	-
Operating Expenses							
Total Operating Expenses	44 950 872	6 855 419	2 595 431	404 104	33 680 665	1 028 013	387 241
Net Surplus / (deficit)	2 432 868	739 636	(387 364)	682 699	161 350	(313 715)	1 550 262

As at 28 February 2026	
SA	21 861 719
UK	142 800
US	4 479 300
NL	9 702 004
Total cash on hand	36 185 823

PARTNER WITH US

Together, We Can Drive Lasting Impact

At Rhiza, we believe meaningful change is built through strong partnerships. Across healthcare, education, food security, and livelihoods - our work is designed to create sustainable opportunities and empower communities. As we continue to expand our reach, we invite you to partner with us in building a more inclusive, resilient future.

DONATE

Support programmes that deliver real impact on the ground- from expanding access to quality healthcare through our mobile and Mpathy Clinics, to enabling youth employment, enterprise growth, and food security initiatives. Your contribution helps us scale solutions that transform lives.

RAISE FUNDS

Collaborate with us on fundraising initiatives that mobilise resources and amplify impact. Whether through campaigns, events, or partnerships, your involvement can help extend our reach and deepen our impact.

PARTNER

We work alongside corporates, foundations, and public sector partners to deliver integrated, community-focused solutions. From programme implementation to enterprise and skills development, we create shared value through collaboration.

WHY RHIZA?

- Proven, community-based impact
- Integrated approach across key development sectors
- Strong governance and accountability
- Scalable programmes with measurable outcomes

GET INVOLVED

Be part of a growing network committed to creating opportunity and driving sustainable change.

THANK YOU

To Our Funders & Partners



SUCCESS STORY - AGRIPRENEURSHIP

Shalama Agricultural Primary Cooperative

Specialising in growing spinach, chilies, garlic, okra, and moringa, their products are distinguished by a unique approach that combines sustainable farming practices with rigorous quality control throughout the production process. By using locally sourced inputs, environmentally friendly methods, and modern agro-processing techniques, they ensure their produce is fresh, nutritious, and of consistently high-quality.

Township Fleva has played a significant role in supporting and strengthening business operations. It has provided the business with essential inputs such as chicken feed, borehole equipment, seeds, and organic fertilizers. This support has improved productivity, reduced operational costs, and enhanced the capacity to expand horticulture and agro-processing activities.



SUCCESS STORY - ROBOTICS

Matlosana Robotics Programme

Phase 1 of the STEM Robotics Programme at Matlosana Learning Centre, featuring the Leaphy Flitz Robot, successfully concluded in October 2025. Since its launch in April '25, the programme immersed learners in foundational robotics, problem-solving, and engineering concepts.

A total of 101 learners completed the programme, with participation across five partner schools remaining strong throughout the year. Each institution met or exceeded expectations, reflecting the commitment of both learners and educators.

The journey culminated in a vibrant graduation ceremony which celebrated not only academic achievement but the empowerment of young minds ready to innovate and lead in the world of technology.



SUCCESS STORY - HEALTH

Expanding Access to Community Healthcare

Rhiza continued to grow its healthcare footprint across South Africa, strengthening partnerships that brought quality care closer to the communities that needed it most.

Through a strong collaboration with the Western Cape Department of Health, and following the signing of a Memorandum of Agreement (MOA) with the City of Cape Town Health in December 2025, the Rhiza Mobile Clinic was successfully deployed in partnership with DOH. This milestone marked a significant step in extending healthcare access to underserved communities.

In February 2026, Rhiza, together with the DOH, officially launched the Rhiza Babuyile Mobile Clinic within the Khayelitsha East Substructure. The clinic was introduced to support the delivery of essential primary healthcare services to the local community, reinforcing the organisation's commitment to reaching populations with limited or no access to vital care.

Supported by the FirstRand Empowerment Fund (FREF), the initiative formed part of Rhiza's broader mission to stand alongside communities and improve health outcomes. During the same period, a series of site visits were conducted across Khayelitsha to identify key locations for the deployment of the free Mobile Clinic.

Staffed by professional nurses, the Mobile Clinic began delivering a range of critical services, including:



- Maternal and child health services
- HIV/AIDS and TB testing
- Chronic disease management
- General primary healthcare

This initiative ensures that essential healthcare services are brought closer to where people lived, improving accessibility and supporting the wellbeing of families.

Together with our partners, we successfully advanced our vision of bringing healthcare closer to communities and making quality care more accessible to those who need it most.

SUCCESS STORY - SALT

Unlocking the Future

In 2023, Axole's journey with Rhiza Babuyile began as an IT learner, at a time when the path to higher education felt uncertain. Coming from a background where fees to a higher education were out of reach and Matric results did not meet traditional entry requirements, pursuing a degree seemed like an unattainable dream.

Rhiza Babuyile stepped in and provided an opportunity, allowing for completion of NQF Level 4 and Level 5 IT Qualifications- creating a vital bridge toward a brighter future.

Today, that dream of studying further has become a reality. With studies fully funded by Rhiza, Axole is pursuing a Bachelor of Information Technology in Business Systems in 2026. Over and above this, the dedication and performance led to being selected as one of just four candidates- out of 20 learners- to secure a permanent role as an administrator at Mpathy (an entity under Rhiza Ventures).



SUCCESS STORY - ENTERPRISE DEVELOPMENT

Building Stronger Ecosystems

In February, Rhiza brought together a powerful network of changemakers to strengthen our shared ecosystem.

In partnership with our valued funder, the Leopold Bachmann Foundation, this engagement created a collaborative space for social enterprises, non-profit organisations, and ecosystem partners to connect, learn, and co-create solutions for sustainable development.

Our session focused on practical tools, shared learning, and collective approaches that drive:

- Entrepreneurship development
- Financial sustainability for SMMEs
- Long-term social and economic impact

Participants engaged in rich discussions around:

- Building viable and scalable township and rural SMMEs
- Leveraging digital tools for entrepreneurs
- Expanding access to markets



SUCCESS STORY - ECD

Two Journeys, One Pipeline

FROM LEARNERS TO LEADERS IN EARLY CHILDHOOD DEVELOPMENT

Zanele Rampedi and Mpho Dhlamini represent two distinct journeys within Rhiza Babuyile's Early Childhood Development (ECD) pipeline - each shaped by different starting points and cohorts, yet unified by a shared path of growth, learning, and leadership.

Both women entered the ECD sector with a deep interest in working with children and a desire to grow professionally. Through Rhiza's practical, skills-based training programmes, they built the competence, confidence, and purpose required to progress from practitioners to facilitators - strengthening not only their own careers, but the wider ECD ecosystem.

ZANELE RAMPEDI: GROWING THROUGH PRACTICE AND PURPOSE

Zanele joined Rhiza initially as a student, eager to expand her understanding of child development. Through the programme, she gained practical insight into child behaviour, developmental needs, and the importance of observation-led teaching. This learning transformed her confidence and professional identity, enabling her to see herself not only as a caregiver, but as an educator and change-maker.

Zanele's progression from learner to facilitator reflects Rhiza's commitment to nurturing talent from within. Today, she facilitates ECD training with empathy and



confidence, drawing directly on her lived experience as a former student. Beyond the training space, she applies her skills in her community, supporting young children through early literacy and phonics tutoring, extending the programme's impact far beyond the classroom.

MPHO DHLAMINI: LEARNING, LEADERSHIP, AND GROWTH ACROSS DISCIPLINES

Mpho's journey into ECD was shaped by a diverse academic and professional background, including a degree in Political Sciences and experience as a foreign English teacher and au pair. These roles deepened her passion for working with children and led her to pursue formal ECD training through Rhiza.

Completing Rhiza Accelerator training and NQF Levels 4 and 5 through the programme, Mpho describes the training as transformative - reshaping how she understands children and how she supports others to do the same. Her growth was both professional and personal, building confidence, emotional maturity, and leadership capacity.

As a facilitator, Mpho now passes knowledge forward, supporting new practitioners entering the sector. She credits Rhiza's supportive environment, mentorship, and culture of continuous learning as central to her motivation and professional development.

BUILDING THE ECD SECTOR FROM WITHIN

Although Zanele and Mpho were not part of the same cohort, their stories demonstrate the strength of Rhiza



Babuyile's ECD pipeline - one that identifies potential, builds practical skills, and creates clear pathways for advancement. Their journeys highlight how sustained investment in people can translate into stronger classrooms, more confident practitioners, and long-term sector leadership.

Together, Zanele and Mpho embody Rhiza Babuyile's commitment to **developing leaders from within the ECD sector**, ensuring that those who teach, support, and guide young children are equipped to deliver lasting impact.





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