



Level up your skills
for a smarter tomorrow

ASCENT
level up for a smarter tomorrow

ALTRON

An ICT Skills Focused Education Trust



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Empowerment

As a purpose-driven organisation, we're committed to driving meaningful change. We are committed to upholding the principles and objectives of broad-based black economic empowerment ("B-BBEE")



Skills Development

Addressing the critical and scarce ICT-related skills shortage is essential to drive sustainable growth for Altron and the South African economy



Transformation

Ascent is more than financial support; it's about transforming lives through education and creating a skilled, inclusive, and diverse workforce

The Altron Foundation's ("Trust" Or "Ascent") goals



Future-fit workforce

Ascent will prioritise the funding of education initiatives aimed at equipping individuals, with the requisite skills to thrive in the evolving landscape of ICT



Capacity building

By focusing on scarce and critical ICT skills development, Ascent aims to provide a pipeline of talent for Altron essential for meeting the demands of the future workforce



Enhanced Value Proposition

Making Altron a more attractive partner and place to work by funding education for employees' relatives and recognising the contributions of the broader Altron ecosystem

Transaction overview

Ascent will advance sustainable transformation within Altron and South Africa by providing financial support to cultivate ICT skills at a tertiary level thereby fostering a future-ready workforce



Ascent's objectives

- Facilitate and promote the B-BBEE ownership of Altron's South African subsidiaries
- Acknowledge the scarcity of ICT skills in South Africa
- Enhance the current value proposition to employees and the broader Altron Ecosystem



Features

- Altron TMT Holdings, a wholly owned subsidiary of Altron is the founder of Ascent
- Ascent will acquire a 20% indirect interest in Altron's South African operations (the **"Transaction"**)
- Ascent is a non-vesting trust and is envisaged to be a sustainable vehicle:
 - Trustee composition: at least 50% independent, at least 50% black, at least 25% black women trustees and the chairperson will be independent and will not have a casting vote
- Ascent's distributions to beneficiaries to be used for ICT related studies will be funded:
 - Initially through support received from the founder for the 2025 financial year
 - Thereafter may be funded through dividends paid to fund the operations of the Trust
- Altron may, as and when required, provide support to the Trust to enable it to annually achieve its stated objectives



Beneficiaries

- Qualifying employees' relatives and stakeholders within the Altron ecosystem
- Provided their household income is less than R600 000 per annum



Impact on BEE scorecard

- Ensures Altron maintains its current B-BBEE rating and together with other existing initiatives achieves full points on BEE ownership scorecard with black-ownership exceeding 30%

Financial impact

01

The Transaction will not impact the Altron Group's capital structure

02

Impact on Altron Group results:

- The current 5-year option value inherent in the transaction is c.R21 million and will be eliminated on consolidation
- Initially funded in FY2025 by support of R5 million provided by the founder
- Foundation Holdings and the Trust will (forthwith) proportionally share in any return on assets/growth over and above the yield on the preference share

03

The Trust may be funded via dividends from FY2026 to allow it to meet its stated objectives



Supporting the full lifecycle of secondary education and career development

Here's a closer look at our current programmes

PROTEC Partnership

For over a decade, we've supported 120+ students annually at PROTEC's Saturday schools in Gauteng and KwaZulu-Natal. Grade 10-12 learners have improved their STEM and World of Work grades, and many have secured university admissions.

Interns and Graduates

We offer work experience and potential permanent employment to young talent who've completed their tertiary studies. In FY24, 60 interns and graduates transitioned into full-time roles.



Learnerships

For 24 years, our learnership programmes have been a beacon of opportunity for matriculants, providing national certifications and often, permanent employment. In FY24, we hosted 322 students on diverse NQF certifications.

ASCENT

Our new education fund is poised to make a meaningful impact in developing tertiary-level ICT skills, particularly for the relatives of our people.

A message from our CEO



As South Africa's original technology brand, we're passionate about solving real world problems, from the everyday to the epic.

Businesses like ours can help tackle the very real problem of rising unemployment by bridging the skills gap and empowering young people for future jobs.

Building skills for a smarter tomorrow.

Today I couldn't be prouder to introduce Ascent – a new education fund. Ascent provides ICT-related education bursaries, equipping young people with critical skills for the future.



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