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- 2. **RHINO CHARGE 37TH EDITION**
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- 4. **RECOGNITIONS**
- 5. **BUSINESS DEVELOPMENT**





“Looking back on the period spanning Q4 2025 through Q2 2026, I am filled with immense pride in what we have achieved together as a business. These past four quarters have been defined by resilience, innovation, collaboration, and a relentless commitment to delivering value to our clients. Despite evolving market dynamics and increasing customer expectations, Tsebo Facilities Solutions Kenya has continued to strengthen its position as a trusted partner in integrated facilities management.

Over the last year, we have deliberately shifted our focus from simply providing services to creating meaningful partnerships. This approach has enabled us to engage clients more strategically, understand their unique challenges, and deliver innovative solutions across facilities management, catering, cleaning, pest control, landscaping, waste management, and workforce solutions. Through these engagements, we have demonstrated that Tsebo is more than a service provider, we are a partner in our clients' success.

As we progress into the future, our ambition remains clear: to drive sustainable growth while continuously improving the quality, efficiency, and impact of our services. We will continue investing in our people, strengthening our client relationships, embracing innovation, and exploring emerging opportunities that align with the changing needs of the market.

The success we celebrate today is the result of collective effort. I extend my sincere appreciation to our clients for their trust, our employees for their unwavering commitment, and our partners for their continued collaboration. Together, we have built a strong foundation for future growth.

The opportunities ahead are exciting. As we continue to evolve, let us remain guided by our values, inspired by our purpose, and committed to excellence in everything we do. With the talent, passion, and determination across our organization, I am confident that Tsebo will continue to achieve new milestones and create lasting value for our clients and stakeholders.

Thank you for being part of this journey.”

“Our growth is measured not only by the businesses we win, but by the enduring partnerships we build, the value we create, and the positive impact we leave behind.”



TSEBO

Catering Services

Corporate Catering
Management
Private Functions

Make an inquiry



Adventure, Community, Conservation



Tsebo Facilities Solutions Kenya Ltd proudly participated in the 37th Rhino Charge, continuing a tradition rooted in purpose and meaningful impact. This year's theme, "Adventure, Community, Conservation," perfectly captured the spirit of the event—bringing together individuals and organizations united by a shared commitment to protecting Kenya's natural heritage.

Held in Samburu County from 29th to 31st May 2026, the 37th edition featured 65 competition vehicles, all rallying behind a critical cause: supporting environmental conservation and wildlife protection across Kenya.



At Tsebo Kenya, we firmly believe that sustainable business goes hand-in-hand with environmental stewardship. Our participation in Rhino Charge reflects our ongoing commitment to conservation, community engagement, and creating value beyond business.



We're proud to announce that Tsebo Kenya has again been certified as a Top Employer 2026, and even more exciting? We are ranked Top Three in Kenya by the Top Employer Institute!

This recognition is a powerful endorsement of our commitment to creating a workplace where our people can grow, thrive, and deliver service excellence every day.

At Tsebo, our people are at the heart of everything we do, from driving innovation to delivering world-class integrated facilities management solutions to our clients. This achievement reflects the dedication, passion, and teamwork of our incredible staff across all our sites.

A huge thank you to our teams for consistently living our values, and to the Top Employer Institute for recognizing our efforts in building an exceptional people-centric culture.

At Tsebo, we see people as the key drivers of our long-term success. By continuously strengthening our People practices, we aim to create an environment where every individual can grow, contribute, and build their own story within a shared project.





Reset. Refocus. Deliver.

Our management team led by our MD Mr. George Maina came together last week for a breakaway session to review our mid-year performance and chart the way forward.

This session that was facilitated by our Human Resource Manager, Lilian Njaya, was more than just a meeting — it was a chance to pause, reflect on our progress, and realign our strategies to ensure we continue delivering excellence across the business.

The session provided space for our Kenya Leadership team to reset priorities, refocus on what matters most, and strengthen our shared commitment to achieving results together. By stepping back and looking at the bigger picture, we are better positioned to move ahead with clarity, purpose, and renewed energy.

These moments reminded us that leadership is not only about driving performance, but also about creating alignment, building trust, and inspiring the entire organization to deliver at its best.

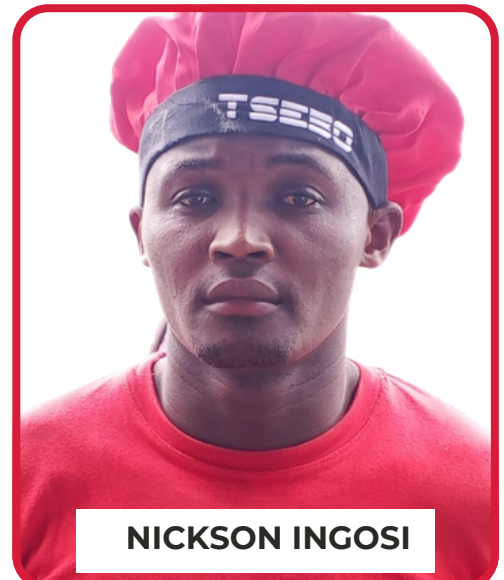




JAPHETH ADIRA

"Stepping into the role of QHSE Assistant after serving as a Gardener and QHSE Representative at Mars Wrigley is a significant milestone in my career. This promotion reflects my commitment to maintaining high standards, embracing continuous learning, and contributing beyond my primary responsibilities. I am grateful for the trust placed in me and excited for the opportunity to support quality, health, safety, and environmental excellence on a broader scale across the organization."

"My transition from Steward at Crawford to Cook at Total Mombasa marks an important step in my career growth. It is a reflection of the experience, commitment, and passion I have brought to my work every day. I am grateful for the opportunity to take on new responsibilities and further develop my skills. This achievement motivates me to continue learning, improving, and contributing to the success of my team."



NICKSON INGOSI



TERESAH WANJIRU

"Moving from Cook at Crawford to Assistant Chef at Total Mombasa has been both an exciting challenge and a rewarding step forward in my career. This opportunity reflects the skills, discipline, and passion I have developed in the kitchen over time. I am grateful for everyone who believed in my potential, and I look forward to growing further as I continue creating exceptional dining experiences."



SYLVIA MUTHUI

"My journey from Cleaner at Carrefour to Team Lead at Nova has been one of growth, learning, and determination. I am grateful for the opportunities, support, and trust I have received along the way. This promotion is a reminder that hard work and commitment do not go unnoticed, and I hope my story inspires others to believe in their potential and embrace every opportunity to grow."

"My promotion from Steward to Waiter at MAS Intimates represents a new chapter in my career. Serving behind the scenes taught me the importance of teamwork, attention to detail, and consistency: qualities that have prepared me for this role. I am excited to interact directly with guests, enhance their dining experience, and continue building my expertise in the hospitality industry."



EDITH MUSIMBI



BOWA MARITA

"Being promoted from IT Intern to IT Officer marks an important step in my professional journey. What began as an opportunity to learn and gain experience has evolved into a role where I can contribute more meaningfully to the organization. I am grateful for the mentorship, trust, and support I have received along the way. This milestone motivates me to keep growing, embracing new challenges, and delivering technology solutions that create value for the business."



Robert Nzioka

(Nova)

I just wanted to take a moment to appreciate the wonderful work being done by both the housekeeping and landscaping teams—they're doing a great job.

I'd also like to give a special shout-out to Robert for always being quick to help whenever needed and for his attention to detail, which truly stands out.

Keep up the good work. God bless.



Mwanajuma Abdalla

(CarreFour Nyali)

Mwanajuma has consistently demonstrated outstanding commitment to her work, and she is highly praised by everyone she interacts with. One of the key reasons for highlighting her is her remarkable punctuality—she reports to work one hour before her scheduled time and begins her duties immediately. In addition, she frequently works extra hours without any complaint, ensuring that operations run smoothly at all times.



Wycliffe Ongwae

(Nova)

I would like to recognize Wycliffe Ongwae for consistently demonstrating the Tsebo values through his actions, character, and natural leadership abilities.



Celestine Nelima

(Nova)

I would like to commend the quality of cleaning services within the school. From a health and safety perspective, the standards maintained are consistently high. I have particularly noted how thorough and prompt you are in addressing issues affecting your department, as well as your strong supervision of the team.

Your leadership in making sure that your teammates are accountable and consistent is highly appreciated. Thank you for your excellent work.



Emmanuel Anyika

(Scania HQ)

Emmanuel's extraordinary efforts, attention to detail, commitment, and consistently high performance truly reflect the best of Tsebo's values. His contribution has not only had a significant positive impact on our business environment but has also inspired colleagues to strive for excellence.



Dorice Adhiambo

(Auto Express Mega City Kisumu)

Dorice is highly attentive to detail and willingly works extra hours without complaint. On several occasions, she has stepped in on her off days when a reliever was unavailable, always maintaining a positive and professional attitude. She is disciplined, respectful, and humble.



Francis Oloo

(Carrefour Kisumu)

He is reliable, hardworking, and highly focused on his duties. He is disciplined and interacts excellently with customers. Francis consistently goes above and beyond; for example, he has taken the initiative to thoroughly clean the warehouse without being asked, an effort that has earned him the client's trust.



Michael Odongo

(Property House)

Michael Odongo, our HSE Representative at Oval, consistently exemplifies the value of Integrity in both his conduct and performance. He carries out his responsibilities with minimal supervision while ensuring that all health, safety, and environmental standards are upheld to the highest level.



Veronica Chelangat

(Oval)

Veronica Chelangat is a diligent and dependable leader who is currently serving as the Acting Team Lead while Florence is on maternity leave. She has stepped confidently into the role and embraced the additional responsibilities with professionalism, commitment, and a strong work ethic.



Laura See

(Ned Bank)

Laura See has consistently demonstrated exceptional integrity and a genuinely caring attitude in her work. She approaches her responsibilities with honesty, accountability, and a strong sense of duty, earning the trust and respect of both colleagues and clients.



Mary Achayo

(Dp-World)

As part of the company's initiative to recognize outstanding individuals in the first quarter, we would like to nominate Mary Achayo for recognition at the DP World site.

Mary has consistently demonstrated exceptional qualities that make her invaluable to our team: Dependability, Compliance & Integrity, Attention to Detail, Work Ethic & Commitment and Positive Influence



Johnson Irungu

(Crawford)

I am happy to share that Johnson Irungu was recently appreciated by the client during the school's sports assembly, having been nominated for the Kindness Award during Random Acts of Kindness Week.

He was recognized for his consistent positive attitude, willingness to assist, and the care he puts into maintaining a clean and welcoming environment for students, staff, and visitors.



At Tsebo, we believe that strong leadership is key to delivering exceptional service, building engaged teams, and driving business success. In line with our commitment to fostering a high-performance culture, we are pleased to introduce the Manager of the Quarter (MoQ) Framework—a structured recognition programme designed to celebrate managers and supervisors who consistently demonstrate excellence in leadership and performance.

The Manager of the Quarter initiative seeks to recognise individuals who lead by example, inspire their teams, uphold our values, and make a meaningful impact on both our people and our clients. Through this framework, we aim to reinforce a culture of accountability, continuous improvement, and recognition of outstanding contributions across the organisation.

Objectives of the Manager of the Quarter Framework

The programme is designed to:

- Recognise exceptional leadership and performance
- Encourage consistency in people and operational management
- Promote accountability, excellence, and continuous improvement
- Motivate managers through a fair, transparent, and structured recognition process

How the Framework Works

- **Eligibility:** All managers and supervisors who have served in their current role for at least one full year.
- **Assessment Period:** Evaluations will be conducted on a quarterly basis.
- **Evaluation Criteria:**
 - People management and team engagement
 - Operational excellence and service delivery
 - Client satisfaction, feedback and stakeholder management
 - Compliance, discipline, and reporting
 - Demonstration of company values

Nomination process

Managers and supervisors may be considered through:

- Peer nominations
- Self-nominations
- Client feedback submissions
- Review and validation by the Recognition Committee

Selections will be based on documented performance results and feedback from relevant stakeholders to ensure a fair and objective evaluation process.

We encourage all eligible managers and supervisors to familiarise themselves with the framework and align their goals and performance with the outlined expectations.

The detailed and approved framework has been shared separately for your reference.

Should you require any clarification, please contact the HR Department.

We look forward to recognising and celebrating the leaders who continue to make a positive difference across our business, our teams, and our clients through the Manager of the Quarter Programme.



Q1 2026 closed on a strong note for health, safety, and environmental performance across our operations. Zero fatalities and zero unsafe act violations were recorded for the full quarter — a result that reflects the daily commitment of our teams on the ground.

TRAININGS

We banked 171,304 LTI-free manhours, supported by 3,844 prestart meetings held across sites, keeping frontline teams' hazard-aware before every shift. A total of 2,818 staff members received formal QHSE training in the quarter. With close to 59,000 km of fleet movement tracked, driver safety and journey management continue to be an active focus area.



WASTE MANAGEMENT

Our circular economy approach continues to deliver. Of the 14,484 kg of waste generated across catering operations, 6,923 kg — nearly half — was recycled or repurposed, including 5,047 kg of kitchen food waste channeled through our pig farmer partnerships and 716.9 kg of used cooking oil responsibly diverted. March recorded a standout 56.7% waste diversion rate, our best single-month performance yet.

INCIDENTS

One LTI and one Medical Treatment Case were recorded in March, both under active investigation and corrective action. First aid cases rose from 1 in January to 6 in March — a trend we are monitoring closely as we plan Q2 safety themes. There were no fatalities, no unsafe acts, and zero tolerance violations recorded for the entire quarter.

MEN'S MENTAL HEALTH AWARENESS BREAKFAST

TSEBO

In recognition of Men's Mental Health Month and Father's Day, we hosted a meaningful Men's Mental Health Breakfast, creating a safe space for open, honest conversations around mental wellness.

Our male colleagues came together to reflect, share experiences, and support one another on the realities men face both in and beyond the workplace. It was a powerful reminder that wellbeing is a shared responsibility.

We were grateful to have AAR Healthcare Kenya Limited health services join us, offering health screenings and encouraging proactive wellness. Special thanks to Mr. Ibrahim Shikhule, for moderating such an insightful and impactful discussion.

This initiative was driven by our HR team's commitment to employee wellbeing, with strong support from Managing Director Mr. George Maina and the leadership team, reinforcing our belief in people-first at Tsebo.

Key message:

It's okay to not have it all together. What matters is speaking up, seeking support, and showing up for yourself and others.

- It's okay to be vulnerable
- It's okay to ask for help
- It's okay to rest
- It's okay not to be okay
- Your life matters—beyond work



MEN'S MENTAL HEALTH AWARENESS BREAKFAST

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“DRIVING GROWTH, BUILDING PARTNERSHIPS, SHAPING THE FUTURE”

Q4 2025 - Q2 2026 Highlights

As we reflect on the journey from Q4 2025 through Q2 2026, one thing stands out clearly: growth is not an event, it is a continuous process of building relationships, creating value, and challenging ourselves to think differently. Over the past four quarters, the Business Development Department has remained focused on expanding Tsebo's footprint, strengthening client partnerships, and positioning the organization as the preferred integrated facilities management partner across Kenya and the region.



In an increasingly competitive and dynamic business environment, our team embraced a forward-thinking approach centered on strategic opportunity identification, client-centric engagement, and solution-driven proposals. Through collaboration with operational teams, subject matter experts, and leadership, we successfully advanced opportunities across multiple sectors including manufacturing, education, healthcare, development organizations, financial institutions, and commercial properties.

Innovation in Action

The Business Development Department recognizes that future growth will be driven by innovation, agility, and customer-centricity. Throughout the year, we have embraced new ways of working-moving beyond transactional sales and focusing on becoming trusted advisors to our clients.

By integrating insights from market research, industry trends, and operational excellence, our team has been able to develop tailored solutions that not only address today's challenges but also prepare clients for tomorrow's opportunities.

Looking Ahead

As we enter the next phase of our growth journey, our commitment remains unwavering: to create sustainable value for our clients, strengthen strategic partnerships, and support Tsebo's vision of being the leading facilities management solutions provider in Africa.

The future presents exciting opportunities. We will continue exploring new markets, enhancing our service offerings, and leveraging innovation to unlock growth. Through dedication, teamwork, and client-focused excellence, we are confident that the best is yet to come.

A Message from the Team

"Growth is built on meaningful relationships, innovative thinking, and an unwavering commitment to delivering value. We thank our clients, colleagues, and partners for being part of this journey and look forward to achieving even greater milestones together."

— Elizabeth Nengo, Joseph Guyumba & Ivy
Business Development Department
Tsebo Facilities Solutions Kenya Limited



Growing Partnerships. Creating Value. Shaping the Future.

List of Clients:

De Heus Kenya

Catering



Decathlon Kenya

Facilities Management



ON Running

Facilities Management



HACO Industries Kenya Limited

Catering



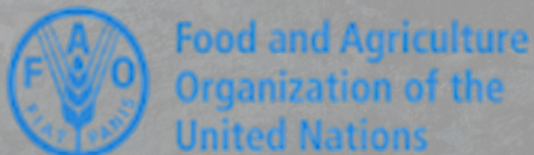
G4S Kenya

Comprehensive Cleaning



Food and Agriculture Organization (FAO)

Cleaning



Finsprint

Cleaning





Following two intensive days of training and a memorable first visit to Nairobi, team members were treated to a special outing that provided an opportunity to unwind, connect, and reflect on their experience.

The visit to the park proved to be a highlight of the trip, with enthusiasm and excitement evident throughout the day. Beyond the enjoyment, the experience offered valuable time for team bonding, relaxation, and rejuvenation after a demanding training schedule.

The gesture was warmly received by the team, serving as a meaningful reminder of the organization's commitment to employee wellbeing, engagement, and motivation. Such experiences play a vital role in fostering a positive work culture, strengthening relationships, and inspiring teams to continue delivering their best. The entire team extends its sincere appreciation for the thoughtful support and encouragement, which contributed greatly to making the trip both rewarding and memorable.



A WORK PLACE THAT WORKS FOR YOU

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