

Vivo energy
Botswana



#fuelherfight

#fuelherfight



IT'S NOT LUCK

It's preparation!!!

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Supporting The Fight Against Breast Cancer

TOGETHER, WE FIGHT



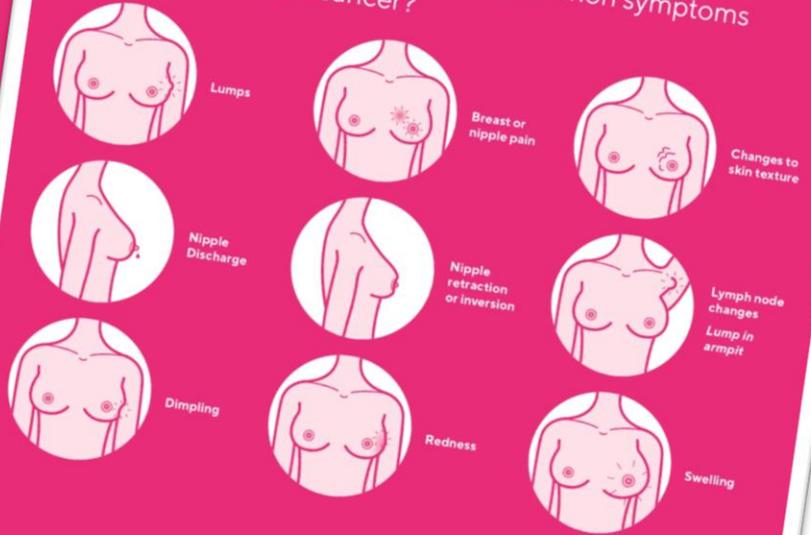
#24HrSupport
#SmartWaterSolutions
#LeeroySystems
#10yearsOfSmartmeters



"FUTURISTIC SOLUTIONS"

Be Breast Aware

Are you showing any signs of these common symptoms of suspected breast cancer?



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#SmartWaterSolutions
#LeeroySystems
#10yearsOfSmartmeters



"FUTURISTIC SOLUTIONS"



TOGETHER, WE ARE STRONGER! THIS BREAST CANCER AWARENESS MONTH, LEEROY SYSTEMS STANDS IN SOLIDARITY WITH ALL THOSE AFFECTED. EARLY DETECTION SAVES LIVES. LET'S SUPPORT, EDUCATE, AND CARE FOR ONE ANOTHER.



#24HrSupport
#SmartWaterSolutions
#LeeroySystems
#10yearsOfSmartmeters



"FUTURISTIC SOLUTIONS"



TESTING CENTRES IN BOTSWANA

- Life Gaborone Private Hospital
- Phase 4 Imaging Centre
- Sidilega Private Hospital
- Village Imaging
- Princess Marina Hospital
- Karong Clinics
- MRI Botswana Limited
- Sir Ketumile Masire Teaching Hospital



#24HrSupport
#SmartWaterSolutions
#LeeroySystems
#10yearsOfSmartmeters



"FUTURISTIC SOLUTIONS"



this month we celebrate bravery and courage



HAPPY MONTH OF NOVEMBER & SEASON'S GREETINGS FROM THE FINANCE DEPARTMENT

With Catherine Sekgwama

Wishing you all a joyful festive season filled with peace, rest, and purpose.

Warm regards,

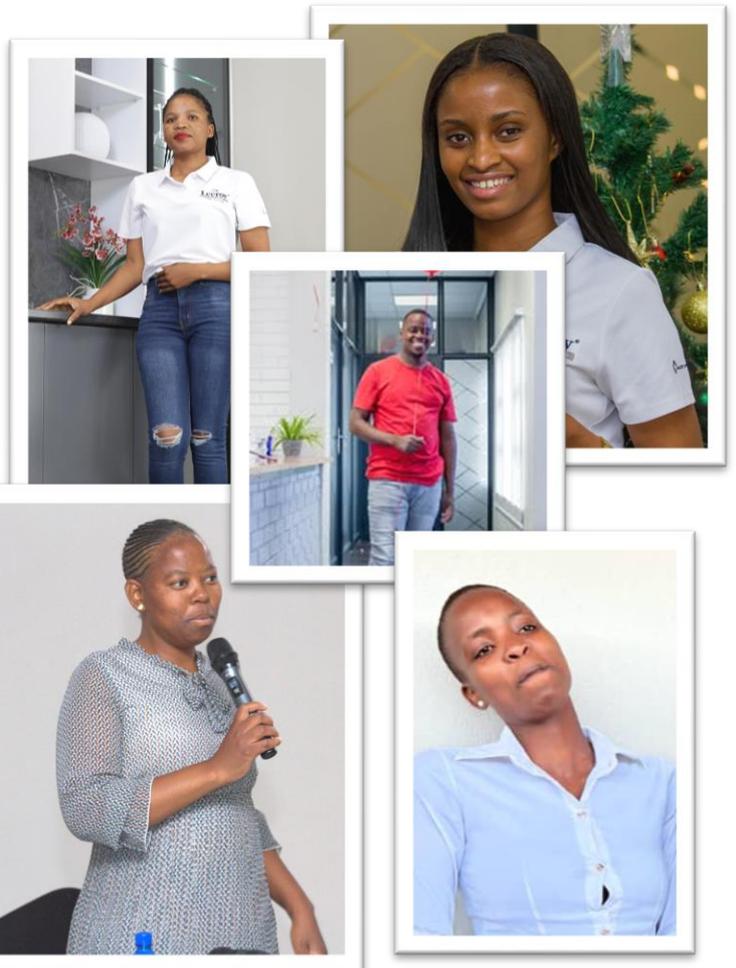
The Finance & Admin Team

TO ALL OUR VALUED COLLEAGUES, AS WE STEP INTO NOVEMBER AND APPROACH THE FESTIVE SEASON, THE FINANCE DEPARTMENT EXTENDS WARM SEASON'S GREETINGS AND HEARTFELT APPRECIATION TO EVERY MEMBER OF THE LEEROY SYSTEMS FAMILY.

This is a special time to reflect on the year's achievements: a year defined by hard work, accountability, and teamwork. Behind every transaction, every report, and every milestone is the dedication of individuals who believe in our shared purpose.

Finance may work behind the scenes, but its heartbeat is powered by every department, every colleague, and every goal achieved together.

As we close the year, may this season remind us of the importance of gratitude, balance, and renewal. Let's continue to plan wisely, work diligently, and finish the year with confidence and optimism. Together, we've not only built numbers but we've also built trust, fostered growth, and established a legacy of excellence.



— this month we celebrate bravery and courage —



Strategic Partnerships

ARE KEY FOR YOUTH DEVELOPMENT

LEEROY SYSTEMS AND RAPID SKILLS DEVELOPMENT CENTRE SIGN STRATEGIC MOU
THEME: "IMPROVING WORKFORCE EXCELLENCE THROUGH PUBLIC-PRIVATE PARTNERSHIPS" YESTERDAY, 30 OCTOBER 2025, LEEROY SYSTEMS AND THE RAPID SKILLS DEVELOPMENT CENTRE (RSDC) FORMALLY SIGNED A MEMORANDUM OF UNDERSTANDING (MOU) DURING A CEREMONY HELD IN GABORONE.

The event marked the beginning of a new era of collaboration between the two institutions, built on a shared vision of strengthening cooperation and driving operational excellence through innovation and partnership.

The agreement focuses on bridging the skills gap that has long plagued our educational system, wherein graduates often lack the competencies that industries require. Through skills transfer, comprehensive training, and collaborative solution development with local innovators, this partnership seeks to address the



This month we celebrate bravery and courage



pressing issue of skills mismatch within our Technical and Vocational Education and Training (TVET) landscape.

In attendance of the ceremonial event, our key strategic partners and few media houses were present to observe a significant milestone as Leeroy Systems, entered into a Memorandum of Understanding (MOU) with the Rapid Skills Development Centre (RSDC). This MOU aims to enhance the capacity building of learners in high-tech fields and stimulate job creation, ultimately driving innovation within local businesses.

The agreement comes amid growing concerns that graduates often lack the practical skills required by the workforce, and that infrastructural projects sometimes face delays or inefficiencies due to limited industry-ready talent. This discussion examines whether partnerships like this can address critical gaps in skills development, enhance employability, and ensure that Botswana's training programs are aligned with real-world industry needs.

It also explores the challenges of implementing such collaborations, the role of technology in bridging the skills gap, and how the initiative supports national development priorities such as Vision 2036.



Leeroy
SPWM SOLUTIONS

OUR TECHNICAL DIRECTOR WILL DISCUSS THE RECENT MOU SIGNING WITH RSDC AND HOW PUBLIC-PRIVATE PARTNERSHIPS CAN DRIVE WORKFORCE EXCELLENCE.

THEBE ROY JOHANNES
[TECHNICAL DIRECTOR]

LIVE
On Breakfast Show

Btv
0700HRS

#24hrsSupport
#SmartWaterSolutions
#LeeroySystems
#10yearsOfSmartMeters

"FUTURISTIC SOLUTIONS"

BOTSWANA

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SE TSHWARWA KE

Ntja pedi Gase Thata.

LEEROY SYSTEMS WAS INCREDIBLY PROUD TO BE PART OF THIS PRESTIGIOUS OCCASION AT SELOLWE HILL CJSS IN FRANCISTOWN.

The Prize Giving Ceremony was a momentous occasion, celebrated under the inspiring theme: “Celebrating Excellence and Fostering Growth Through Public-Private Partnerships.”

It is an honor for us to contribute to a day that recognizes the dedication, hard work, and achievements of both students and educators alike. At Leeroy Systems, we are passionate about the value of collaboration. We believe that the synergy between public and private sectors is essential to creating an environment where excellence can flourish and growth can be sustained.

Through meaningful partnerships, we have witnessed firsthand how innovation, resources, and expertise can be shared to enhance educational experiences and empower future leaders. This theme of fostering growth through partnerships is something that resonates deeply with our mission.

As a company, we have always sought to forge partnerships that go beyond just business partnerships that drive social impact, create opportunities, and inspire communities to reach their full potential.

We congratulate all the students for their remarkable achievements, and we look forward to seeing the continued success of Selolwe Hill CJSS, as it plays a pivotal role in shaping the leaders of tomorrow.

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REPUBLIC OF BOTSWANA

MINISTRY OF HIGHER EDUCATION



TVET ALUMNI SPOTLIGHT

MR. THEBE ROY JOHANNES Co-Founder and Technical Director at Leeroy Systems

Meet Thebe Roy Johannes, Co-Founder and Technical Director of Leeroy Systems, a company driving Botswana's digital transformation through smart prepaid water metering solutions. Thebe's journey is rooted in Technical Vocational Education and Training (TVET). He holds a Diploma in Mechanical Engineering from the University of Botswana and a National Craft Certificate in Maintenance Fitting from Madirelo Training and Testing Centre, where he graduated with multiple distinctions in both theoretical and practical components. He has also completed additional technical and leadership training, including Maintenance Fitting, Pneumatics, and is a certified PRINCE2 Foundation Practitioner in project management.



Growing up in Palapye in a Shona family where entrepreneurship and self-reliance were deeply rooted values, Thebe honed practical skills and business instincts from an early age. He was particularly inspired by the craftsmanship he observed at the Rural Industrial Centre (RIC), which sparked his natural curiosity for innovation and technical problem-solving. His hands-on experience at Morupule and Debswana early in his career not only deepened his love for engineering but also shaped his view of the field as a tool for problem-solving, innovation, and social impact.

In 2015, driven by a desire to tackle Botswana's infrastructure challenges, Thebe co-founded Leeroy Systems. Without any external funding, he invested his personal savings to launch the company. Under his technical leadership, Leeroy Systems developed Botswana's first 100% citizen-owned, locally driven advanced Metering-as-a-Service (MaaS) solutions, utilizing IoT-enabled smart meters to enable real-time water usage monitoring, automated billing, and data analytics. These innovations not only support water conservation but also enhance operational efficiency for utility providers and improve service delivery for consumers.

Notably, Leeroy Systems was one of the first companies engaged by the Water Utilities Corporation to pilot prepaid smart water meters in Gaborone and surrounding areas. Furthermore, the company provides a range of services, including reticulation repairs, smart meter installations, maintenance, and system integration for government, corporate, and individual clients. Leeroy Systems is also a proud member of the Smart Water Networks Forum (SWAN), the world's leading platform for smart water and wastewater systems.

Through his visionary leadership, Leeroy Systems has grown to employ over 300 people, 70% of whom are TVET graduates, making it a prime example of how technical skills can drive innovation and economic empowerment.

Beyond leading a fast-growing tech company, Thebe is deeply committed to mentoring the next generation of engineers. At Leeroy Systems, he spearheads structured internships, mentorship programs, and project-based learning opportunities. These initiatives provide engineering students with hands-on experience in smart water technology, project planning and implementation, field installations, troubleshooting, system design, data analytics, and IoT applications in water management. Many of his mentees have since secured technical roles in both the private and public sectors, contributing significantly to Botswana's growing knowledge economy.

Furthermore, Thebe actively supports youth-led businesses by offering subcontracting opportunities and entrepreneurial guidance. He is a strong advocate for practical education and views TVET as a critical pathway to both employment and self-sufficiency.

His message to the youth:

"Botswana cannot continue to import jobs to achieve a knowledge-based sustainable economy. The country has the talent, and through TVET, that talent can be harnessed to build local solutions."



Ministry of Higher Education



@Highereducationbw



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mohepro@gov.bw



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inability



BUSINESSES OF THE FUTURE

Are measured by their focus on sustainability

LIVE AT BOTSWANA SUSTAINABILITY WEEK 2025 HELD AT THE GICC UNDER THE THEME, “ ENHANCING SUSTAINABLE PRACTICE IN AFRICA, CHANGE IS HERE, LEAVING NO ONE BEHIND”. WE WERE PROUD TO HAVE OUR TECHNICAL DIRECTOR REPRESENTING LEEROY SYSTEMS AS ONE OF THE PANELISTS DISCUSSING WATER TECHNOLOGY PERSPECTIVES: PREPAID SYSTEMS.

With water security and sustainability at the heart of national development, prepaid water technology continues to play an important role in improving access, accountability, and conservation across communities.

Addressing the audience, our Technical Director shared insights on how innovation, smart metering, and digital water solutions are transforming the management of water resources in Botswana and beyond.

Together, we are driving sustainability through technology, one drop at a time.



— this month we celebrate bravery and courage —



LEEROY SYSTEMS TA SWIKA MU GHETTO

ON OCTOBER 14 THROUGH THE ENGAGEMENT OF COFC, WE WERE EXCITED TO ANNOUNCE THE KICK-OFF MEETING BETWEEN LEEROY SYSTEMS AND THE CITY OF FRANCISTOWN COUNCIL FOR THE SUPPLY, INSTALLATION, AND MONITORING OF SMART WATER METERING SYSTEMS.

This is not just about rolling out new technology it is about making every drop count;

1. Helping the Council manage and monitor water usage across its facilities
2. Supporting efforts to save water and reduce waste
3. Empowering smarter, data-driven decisions for long-term sustainability

At Leeroy Systems, we are proud to be part of this important step toward a smarter, greener future. This project marks a major milestone as we continue to expand our footprint,

deliver impactful solutions, and partner with forward-thinking cities like Francistown.

Together, we are working towards better service delivery, improved efficiency, and a more responsible use of one of our most valuable resources water.

We are ready. The future is flowing. And this is just the beginning.



— this month we celebrate bravery and courage —



A NEW ERA OF

Mining in Botswana

IT WAS AN ENERGIZING EXPERIENCE TO BE AMONG SO MANY PASSIONATE PEOPLE AND FORWARD-THINKING BUSINESSES WHO ARE SHAPING THE FUTURE OF MINING IN BOTSWANA AND BEYOND. FOR US, THIS EVENT WAS MORE THAN JUST AN EXHIBITION IT WAS A CHANCE TO SHARE WHAT WE BELIEVE IN AND THE WORK WE'RE DOING EVERY DAY.

We design and manufacture Smart Prepaid Water Meters for both domestic and bulk use. Our systems are powered by Internet of Things (IoT) technology, giving users real-time visibility and full control over their water usage.

This matters deeply in industries like mining, where responsible resource management is becoming more important than ever.

Our solutions help mining operations monitor and manage water efficiently, reduce waste, and make informed decisions. This is not just good for business it's good for the environment and for the future of the industry.

And this is not a one-time conversation. Our involvement in the mining sector is ongoing. We continue to improve, to listen, and to build smart water solutions that meet the real needs of real people on the ground.

The Expo reminded us of how much potential there is when technology meets purpose. We are proud to be part of this journey and excited for what comes next.

— this month we celebrate bravery and courage —



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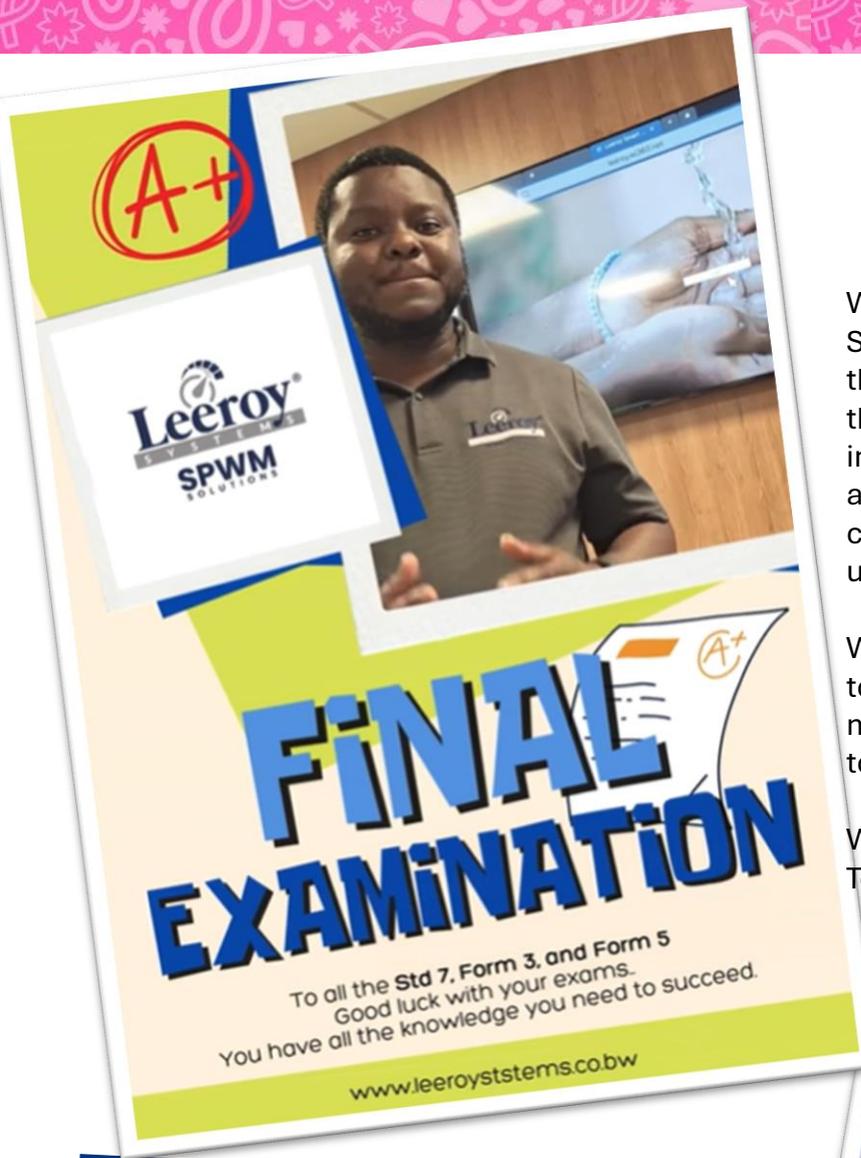
TACKLING BOTSWANA'S FUTURE *Beyond mining*

LEEROY SYSTEMS AT THE MINING AND ENERGY MINISTERIAL CONFERENCE UNDER THE THEME: "CHALLENGES FACING MINING OPERATIONS IN THE SOUTHERN AFRICAN REGION"

Leeroy Systems was proud to take part in the Mining and Energy Ministerial Conference, where leaders and innovators came together to discuss the future of mining in Southern Africa.



This month we celebrate bravery and courage



Write with clarity, come out with pride. At Leeroy Systems, we believe in innovation, purpose, and the power of education to change lives. You are the future minds, creators, and leaders we believe in. That is why we are proud to stand behind you as a smart, forward-thinking organization committed to helping learners and schools unlock their full potential.

We are rooting for you. And we know you are going to go far. Good luck in your exams. Re lo lakaletsa masego a mantle. May your hard work open doors to a bright and promising future.

Warm regards, Leeroy Systems Management and Team Smart. Committed. Future-focused.



TO ALL STANDARD 7, FORM 3 & FORM 5 STUDENTS ACROSS BOTSWANA *as you prepare for your final examinations.*

To all our exam sitting Students,
The time has come. A moment not just to write exams but to step boldly into your future. These exams mark more than just the end of a school year. They are a gateway to new possibilities, new beginnings, and new challenges that will shape the person you are becoming.

You have worked hard. You have given your best. And now, you carry with you not only knowledge, but discipline, courage, and potential. Walk in with confidence.



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CLEAR SEVENTY FITNESS PRESENTS

MOLAPO PINK RUN



18 OCTOBER 2025

LONG RUN 21KM, 10KM & HALF RUN 5KM | FITNESS CHALLENGE WA

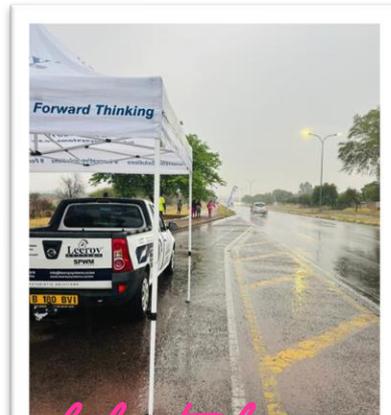
THE LEEROY SYSTEMS TEAM WAS PROUD PARTICIPANTS OF THE BREAST CANCER AWARENESS WALK

held at Molapo crossing on the 18th October.



Walking in solidarity, honoring the fighters, remembering the taken, and supporting the survivors.

Together, we raise our voices and take steps toward hope, healing, and awareness.



this month we celebrate bravery and courage



JOIN US AS WE PROUDLY TAKE STEPS AT THE MAYOR'S CHARITY WALK

Visit our stall to come learn and experience the SPWM system

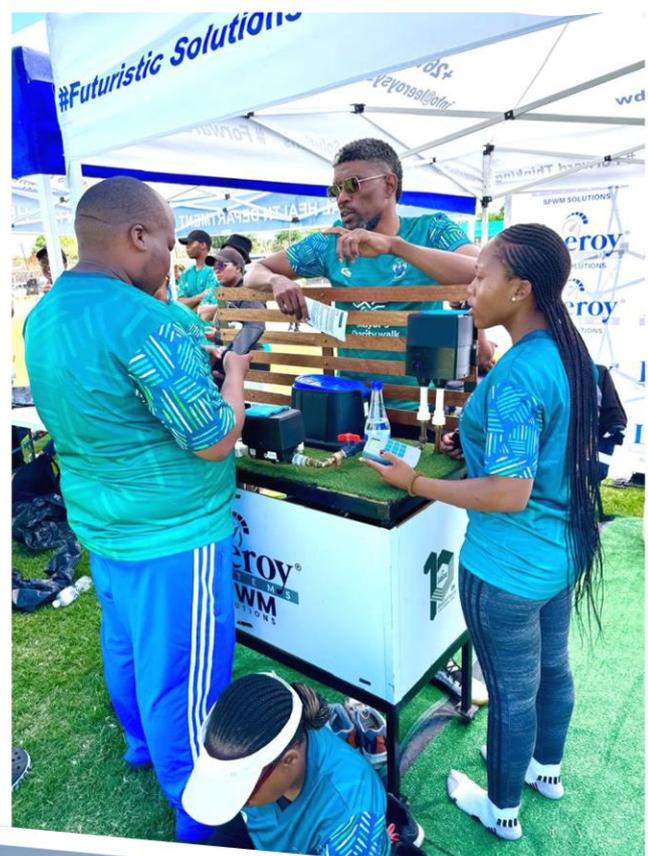
Theme: Walk for humanity, know your city

Saturday 25th 2025

Francistown Council Stadium



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#10yearsOfSmartmeters



LEEROY SYSTEMS AT THE COFC MAYOR'S WALK IN FRANCISTOWN, THE 25TH OCTOBER, UNDER THE THEME, " WALK FOR HUMANITY, KNOW YOUR CITY",

The Francistown and Gaborone Leeroy System teams were ready for the inaugural Mayor's Walk as a symbol of good gesture for our on-going installation of SPWM for the City of Francistown Council.

Leeroy Systems was there to connect, engage, and demonstrate how our Smart Prepaid Meters operate. Our primary intention was showcasing our systems, it's benefits, and the community can manage their water easier, smarter, and more convenient.

this month we celebrate bravery and courage



EDUCATION IS THE

Pinnacle of Excellence

LEEROY SYSTEMS IS COMMITTED TO THE DEVELOPMENT, INVESTMENT AND GROWING OF THE YOUTHS OF BOTSWANA PARTICULARLY THROUGH EDUCATION AND CREATING PLATFORMS THAT CAN MOTIVATE, INSPIRE AND HELP STUDENTS TO EXCELL BEYOND MEASURE.

As such we had the honour of attending the Tloga Tloga Junior Secondary School Prize Giving Ceremony a celebration of hard work, academic brilliance, and the bright future of Botswana's youth.

We were truly inspired by the learners' dedication and the school's commitment to excellence. As guests, we were reminded why supporting education is not just a responsibility, but a privilege.

Congratulations to all the award winners and a big thank you to the teachers and leadership of Tloga Tloga JSS for nurturing the minds of tomorrow.



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October photo dump



Leeroy
SPWM SOLUTIONS

ANNOUNCEMENT: 24/7 SUPPORT FOR PREPAID WATER METERS & CIU

Our Leeroy Systems Contact Centre operates 24/7 to provide uninterrupted support for your Smart Prepaid Water Meters and Customer Interface Units (CIU)

Call us anytime for assistance:

Head Office: (+267) 383 2519
Support Lines: (+267) 77 751 784
(+267) 78 237 878
(+267) 74 431 059
(+267) 72 811 817

For **immediate assistance** when logging a call: Provide your meter number, telephone number, plot number and issue at hand in detail.

#24x7support
#LeeroySystems
#LeeroySolutions

"FUTURISTIC SOLUTIONS"



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