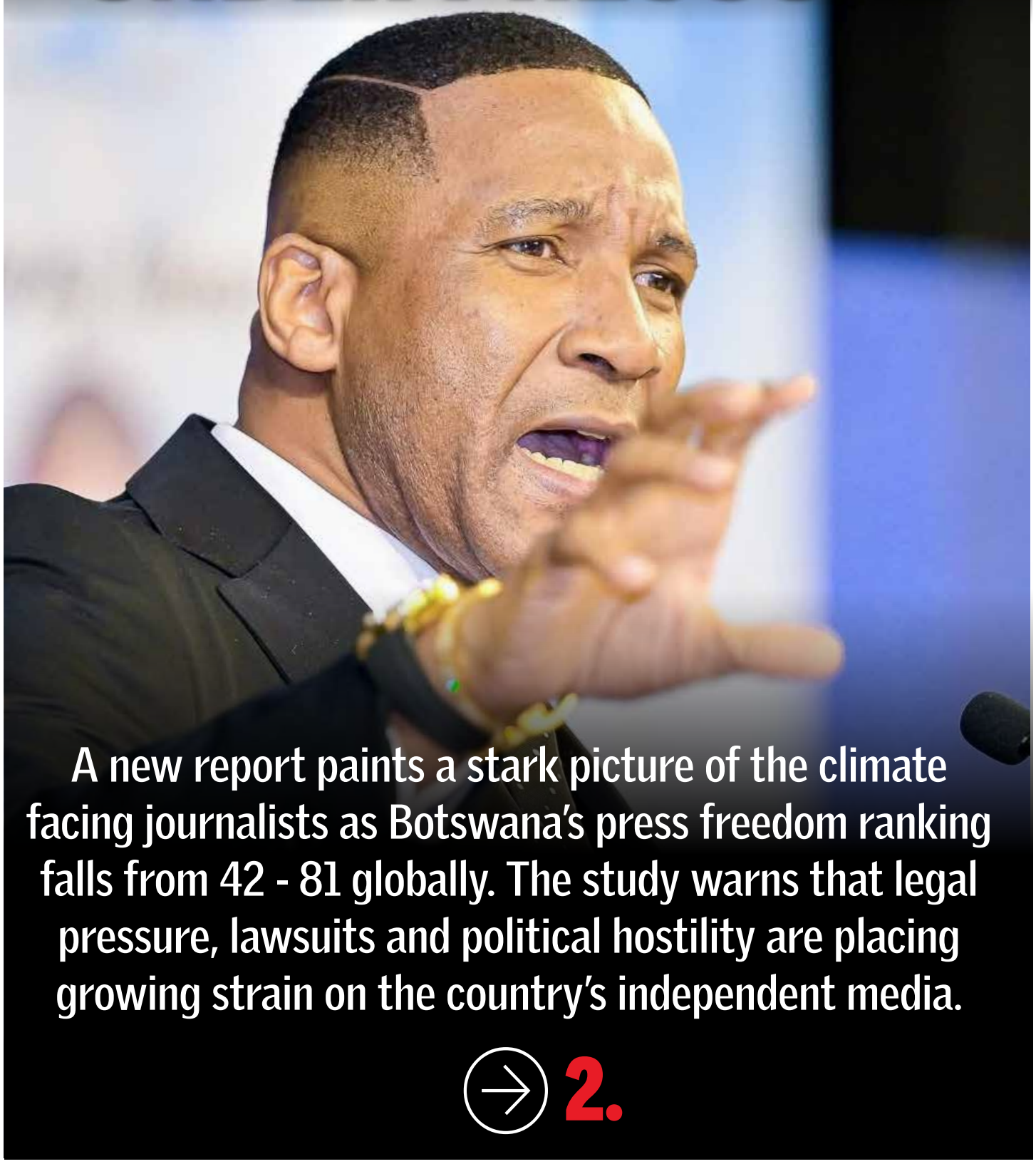
The Botswana
GAZETTE
WEDNESDAY 11 MARCH 2026 | SINCE 1984



25 Years of Shanti-Lo
28.

BOTSWANA MEDIA UNDER PRESSURE



A new report paints a stark picture of the climate facing journalists as Botswana's press freedom ranking falls from 42 - 81 globally. The study warns that legal pressure, lawsuits and political hostility are placing growing strain on the country's independent media.

2.

Why DCEC Doesn't Parade Bribe Givers

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6.



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BOTSWANA MEDIA UNDER PRESSURE

A new report paints a stark picture of the climate facing journalists as Botswana's press freedom ranking falls from 42 - 81 globally. The study warns that legal pressure, lawsuits and political hostility are placing growing strain on the country's independent media.

GAZETTE REPOTER

Botswana has slipped sharply in global press freedom rankings, with a new study warning that legal threats, costly lawsuits and political hostility are placing growing strain on the country's independent media.

For decades, Botswana has been regarded as one of Africa's most stable democracies, with a reputation for relatively open public debate and a press able to question those in power.

But a new report examining the country's media environment suggests that reputation is under increasing strain.

The study, titled *A Democracy at the Crossroads: Mapping Threats to the Media in Botswana*, says the pressures facing journalists are not isolated incidents but part of a broader pattern of legal, political and economic challenges affecting the country's media landscape.

Its most striking finding is the scale of Botswana's decline in global press freedom rankings.



Botswana ranked 42nd in the world in 2015 but had fallen to 81st place by 2025, according to the World Press Freedom Index compiled by Reporters Without Borders.

GLOBAL SLIDE

The report describes the deterioration of Botswana's media environment as the result of what it calls "a convergence of structural vulnerabilities and deliberate political strategies."

Researchers say the pressures affecting the media come from multiple directions, including restrictive legislation, costly defamation lawsuits, surveillance concerns and political rhetoric directed at journalists.

The report draws on interviews with journalists, legal experts and civil society actors, as well as legal documents, newsroom records, advocacy research and international press freedom indicators.

It is attributed to researcher Mmapula Molapong, while a second contributing author who resides in Botswana is not identified "for professional reasons."

> "Botswana ranked 42nd in the world in 2015 but had fallen to 81st place by 2025."

LEGAL PRESSURES

According to the study, several colonial-era laws remain part of Botswana's legal framework, including provisions on sedition and criminal defamation.

The report says the continued existence of such laws contributes to a climate where journalists may feel pressure to avoid certain forms of reporting.

The study also highlights the growing use of defamation lawsuits against media houses, commonly referred to as Strategic Lawsuits Against Public Participation.

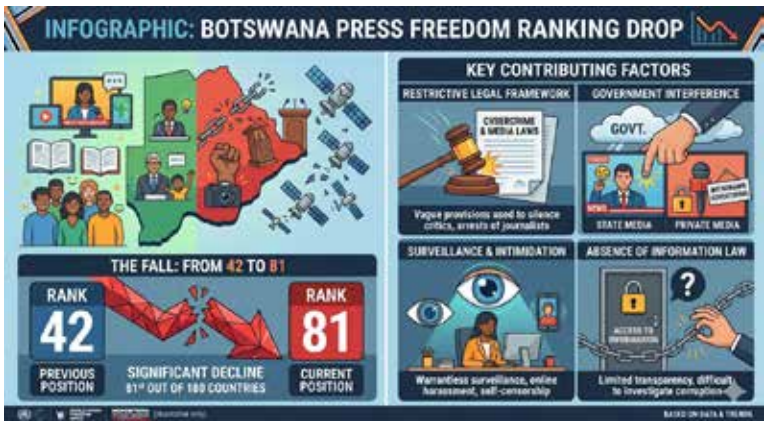
These cases, the report notes, can impose significant legal costs on media organisations and discourage investigative journalism.

HOSTILE CLIMATE

Beyond legal and financial pressures, the report also references incidents involving journalists and public officials as examples of tensions between the media and authorities.

In one example cited in the study, the Botswana Editors Forum condemned the obstruction of a Duma FM journalist during the 2026/27 Budget Speech after she was pushed by the President's press secretary while attempting to interview officials.

According to the report, developments such as these illustrate the pressures shaping Botswana's media landscape.



Study Warns Elderly Care Crisis Persists

A new study warns that despite the increase in Botswana's Old Age Pension, elderly care remains a challenge

GAZETTE REPORTER

The decision by the Umbrella for Democratic Change (UDC)-led government to increase the Old Age Pension has offered some financial relief to thousands of elderly citizens, but new research suggests the policy has done little to address the deeper crisis of who actually cares for Botswana's ageing population.

A report titled Family Caregiving Programme: Older Persons and Community Care in Botswana, produced by academics from the University of Botswana and the University of Cape Town, reveals that while the pension remains a critical lifeline, elderly care in Botswana continues to depend almost entirely on families—many of whom are already struggling with poverty, unemployment and rising living costs.

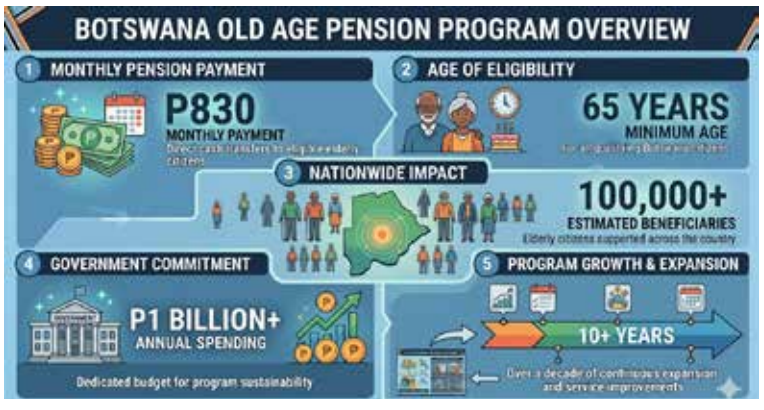
PENSION STRETCHED BEYOND ITS PURPOSE

The Old Age Pension (OAP), currently paid to citizens aged 65 and above, reaches more than 121,000 beneficiaries across the country. In 2025, the UDC government increased the monthly payment from P830 to P1,400.

However, researchers say the allowance often stretches far beyond its intended purpose.

"The pension is meant for the older adult, but often it becomes the income that supports entire families," the report notes.

In many households, elderly people use the allowance to feed grandchildren or unemployed relatives, effectively transforming the pension into a financial safety net for entire families rather than a benefit reserved for the elderly themselves.



AGEING POPULATION STEADILY RISING

Botswana's ageing population is also steadily growing. According to the report, there are now more than 189,000 people aged 60 and above, representing roughly eight percent of the national population.

Women account for about 60 percent of this group, a trend researchers describe as the "feminisation of ageing."

The study warns that the growing number of older citizens will place increasing pressure on already strained families unless stronger social support systems are introduced.

HIDDEN BURDEN OF FAMILY CAREGIVERS

The report identifies unpaid family caregiving as the backbone of elderly care in Botswana, but says the burden placed on relatives is often overlooked.

"Caregiving is stressful and requires patience," said one female caregiver from Molepolole who participated in community consultations conducted for the research.

"You have to work, put food on the table and still look after the elderly. Sometimes there is no one to help you," she said.

The caregiver explained that the responsibility frequently forces family members—especially women—to abandon employment opportunities in order to care for elderly relatives full time.

CALLS FOR CAREGIVER SUPPORT

Researchers found strong community support for the introduction of a caregiver allowance to recognise the time and labour required to support ageing relatives.

"There was unequivocal support for family caregivers to receive an allowance," the report states.

The study notes that many caregivers cannot participate in meaningful economic activities because caregiving responsibilities occupy most of their time.

HEALTH AND FOOD INSECURITY CHALLENGES

The challenge is compounded by health conditions common among older citizens.

The study found that 44 percent of older-person households reported eating fewer meals due to food shortages, while 22 percent said they had gone an entire day without eating at least once in the previous month.

NEED FOR NATIONAL STRATEGY

Researchers say the findings highlight the urgent need for a comprehensive national strategy on ageing that goes beyond pension payments.

FNB Botswana
Local & Foreign Currency and Deposit and Lending Rates
March 2026

The following standard Savings, Lending and Investment rates will apply

Local Currency Deposit Interest Rates

Type of Deposit Account	Nominal Rate per Annum (NACM)	Annual Effective Rate	Minimum Opening Balance (BWP)
Current	-	-	Nil
Call	0.00% - 0.46%	0.00% - 0.46%	1,000
Money Maximiser	0.00% - 3.35%	0.00% - 3.40%	100,000
Savings (Poloko)	0.00% - 3.40%	0.00% - 3.45%	100
FutureSave	0.00% - 0.40%	0.00% - 0.40%	100
Future Forward	0.00% - 2.50%	0.00% - 2.53%	50
Savings Pocket	0.00% - 1.60%	0.00% - 1.61%	-
FNB Motshelo Savings Account	2.25% - 3.35%	2.27% - 3.40%	500
Flexi Fixed (3 Months)	2.95% - 3.20%	2.99% - 3.25%	100
Flexi Fixed (6 Months)	4.05% - 4.35%	4.13% - 4.44%	100
Flexi Fixed (12 Months)	4.85% - 5.35%	4.96% - 5.48%	100
7 Day Notice	0.15% - 1.25%	0.15% - 1.26%	100
32 Day Notice Plus	1.25% - 2.00%	1.26% - 2.02%	1,000
1 Month Fixed Deposit	2.50% - 2.55%	2.53% - 2.58%	1,000
3 Months Fixed Deposit	3.20%	3.25%	1,000
6 Months Fixed Deposit	4.75% - 5.00%	4.85% - 5.12%	1,000
12 Months Fixed Deposit	5.55% - 6.25%	5.69% - 6.43%	1,000
24 Months Fixed Deposit	5.65% - 6.60%	5.80% - 6.80%	1,000
Over 36 Months Fixed Deposit	5.85% - 6.80%	6.01% - 7.02%	1,000
MoPR	3.50%		

***For term deposits the minimum amount is BWP 1 million to qualify for a special rate.
- Interest is calculated on the daily account closing balance and credited in to the account monthly (For all interest bearing products excluding fixed deposits).
- Fixed deposits interest is calculated based on the principal amount, agreed term and applicable interest rate. The accrued interest is credited at Maturity or termination.
- Interest rates are linked to the Monetary Policy Rate (MoPR).

Local Currency Lending Interest Rates

Lending Rates	Nominal Interest Rate Per Annum (%)	Average Effective Interest Rate
MoPR	3.50%	3.50%
Prime Lending Rate	7.01%	7.01%
Mortgage Facility	Prime +12% to 17%	Prime +14% to 20.08%
Overdraft Facility (Revolving Credit Lines)	Prime +8% to 10%	Prime +9.33% to 11.64%
Credit Card	22% to 28%	24.36% to 31.89%
Lease Loans (VAF)	Prime +15.5% to 23%	Prime +18.22% to 27.74%
Unsecured Personal Loans (Excluding Overdraft, Mortgage and Credit Card)	Prime +17% to 22%	Prime +20.08% to 26.44%
Other Term Loans		

*Scheme related lending is as per the scheme contract.

Foreign Currency Deposit Rates

ZAR – South African Rand***	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (ZAR)
Current (Global Account)	2.00%	2.00%	1,000
1 Month Fixed Deposit	1.00%	1.00%	1,000
2 Months Fixed Deposit	1.05%	1.05%	1,000
3 Months Fixed Deposit	1.25%	1.26%	1,000
6 Months Fixed Deposit	1.50%	1.51%	1,000
12 Months Fixed Deposit	2.00%	2.00%	1,000
24 Months Fixed Deposit	2.50%	2.50%	1,000

AUD – Australian Dollar	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (AUD)
Current (Global Account)	-	-	100
1 Month Fixed Deposit	These rates are quoted on request		100
2 Months Fixed Deposit			100
3 Months Fixed Deposit			100
6 Months Fixed Deposit			100
12 Months Fixed Deposit			100
24 Months Fixed Deposit			100

USD – US Dollar***	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (USD)
Current (Global Account)	-	-	100
1 Month Fixed Deposit	0.40%	0.40%	100
2 Months Fixed Deposit	0.47%	0.47%	100
3 Months Fixed Deposit	0.50%	0.50%	100
6 Months Fixed Deposit	0.55%	0.55%	100
12 Months Fixed Deposit	0.80%	0.80%	100
24 Months Fixed Deposit	1.30%	1.30%	100

EUR – Euro	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (EUR)
Current (Global Account)	-	-	100
1 Month Fixed Deposit	These rates are quoted on request		100
2 Months Fixed Deposit			100
3 Months Fixed Deposit			100
6 Months Fixed Deposit			100
12 Months Fixed Deposit			100
24 Months Fixed Deposit			100
Over 36 Months Fixed Deposit			100

GBP – British Pound Sterling***	Nominal Interest Rates/Annum (%)	Annual Effective Rates	Minimum Opening Balance (GBP)
Current (Global Account)	-	-	100
1 Month Fixed Deposit	0.07%	0.07%	100
2 Months Fixed Deposit	0.09%	0.09%	100
3 Months Fixed Deposit	0.10%	0.10%	100
6 Months Fixed Deposit	0.15%	0.15%	100
12 Months Fixed Deposit	0.20%	0.20%	100
24 Months Fixed Deposit	0.20%	0.20%	100

***Note:
- Special rates offered for amounts of ZAR 1 000 000 and more
- Special rates offered for amounts of USD 100 000 and more
- Special rates offered for amounts of GBP 100 000 and more

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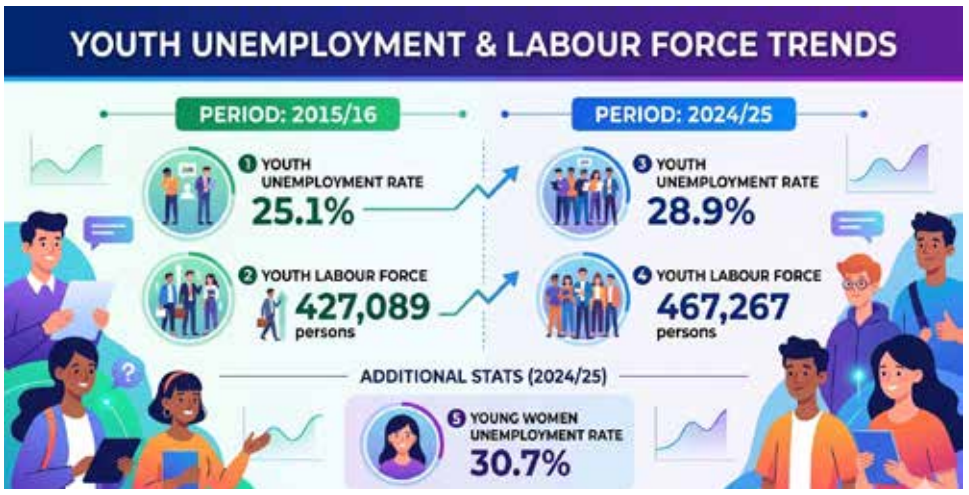
Youth Unemployment Spirals Out of Control?



Youth unemployment in Botswana has risen to nearly 30 percent over the past decade, with young women hardest hit, Statistics Botswana warns

GAZETTE REPOTER

Youth unemployment in Botswana has worsened over the past decade, with nearly three in every 10 young people unable to find work, according to new findings from the Botswana Multi-Topic Household Survey 2024/25 released by Statistics Botswana.

The survey, released this month shows that unemployment among youth aged 15 to 35 rose from 25.1 percent in 2015/16 to 28.9 percent in 2024/25. Statistics Botswana describes the trend as a growing structural crisis in the country's labour market.

Young women are the hardest hit, with 30.7 percent unemployed compared to 27.2 percent for young men, highlighting persistent gender disparities in access to economic opportunities.

LABOUR FORCE EXPANSION OUTPACES JOB CREATION



The figures come against the backdrop of a growing youth labour force. Over the same period, the number of young people either working or actively seeking work increased by 8.3 percent, rising from 427,089 in 2015/16 to 467,267 in 2024/25.

Despite this expansion, job creation has failed to keep pace. Overall unemployment among people aged 15 and above rose from 17.6 percent in 2015/16 to 21.0 percent in 2024/25, marking a 3.4 percentage point increase over the decade.

CRUCIAL SOCIO-ECONOMIC INSIGHTS

The survey, conducted between November 2024 and November 2025, provides one of the most comprehensive snapshots of Botswana's socio-economic conditions.

Commenting on the findings, Statistician General Khaufelo Lekobane said the results are essential for guiding national planning and economic reforms.

"The release of these preliminary results reflects Statistics Botswana's continued commitment to providing timely, reliable, and official statistics that support evidence-based policymaking, planning, and accountability," Lekobane said.

He added that the findings are critical for tracking progress under national development frameworks.

"At the national level, these findings are critical for monitoring progress under the National Development Plan, the Botswana Transitional Economic Programme and other sectoral policies aimed at employment creation and inclusive growth," he said.

STRUCTURAL CHALLENGES REMAIN

While youth unemployment has risen, the survey shows a modest improvement in the number of young people classified as Not in Education, Employment or Training (NEET), which declined from 39.9 percent in 2015/16 to 37.1 percent in 2024/25.

However, the report warns that Botswana still faces deep structural labour market challenges. Employment creation has not matched the pace of labour force expansion, resulting in higher overall unemployment.

"Youth unemployment remains elevated and continues to pose a structural challenge," the report states. It calls for employment-intensive growth and targeted labour market interventions to address the crisis.

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Botswana School of Business Sciences

PUBLIC NOTICE

TRANSITION OF BOTSWANA ACCOUNTANCY COLLEGE TO BOTSWANA SCHOOL OF BUSINESS SCIENCES

As Botswana Accountancy College (BAC) celebrates 30th anniversary, the institution is pleased to announce its institutional name change to **Botswana School of Business Sciences**, effective January 2026.

Botswana School of Business Sciences has been granted awarding body status, empowering it to confer its own academic qualifications. This milestone is aligned with national development priorities and reflects the institution's long term vision to advance academic excellence, drive innovation, and broaden its impact locally, regionally and beyond.

This change means that academic undergraduate awards for the academic year **2026/2027** will be issued directly by Botswana School of Business Sciences, while postgraduate offerings will continue through the collaborative model. Importantly, this change applies only to incoming students. All current students will continue their studies under their respective collaborative arrangements, with no disruption to their learning experience or qualification outcomes.

In line with the National Credit and Qualifications Framework (NCQF), all undergraduate qualifications awarded by the Botswana School of Business Sciences have been appropriately accredited and recognized at national level, ensuring consistency, portability and academic integrity. This development marks a defining moment in the institution's history, representing a significant step in its evolution as an independent awarding institution while sustaining strong partnerships and maintaining high academic standards.

The transformation forms part of the institution's ongoing commitment to providing globally competitive, industry relevant, and future focused education that supports Botswana's human capital development and economic diversification agenda.

The Institution acknowledges that this achievement has been made possible through the invaluable support, collaboration and engagement of all stakeholders supporting the delivery of its mandate. All established partnerships, agreements and engagements remain unchanged and will continue seamlessly under the Institution's new identity.

Botswana School of Business Sciences www.bac.ac.bw

Why DCEC Doesn't Parade Bribe Givers

Former DCEC director, Tymon Katlholo defends the agency's practice of naming only convicted bribe recipients and citing legal constraints, and witness protection

SESUPO RANTSIMAKO

Former Director of the Directorate on Corruption and Economic Crime (DCEC), Tymon Katlholo, has dismissed claims of malice following public concerns over recent DCEC press releases that name only convicted recipients of bribes, leaving out those who offered the illicit payments.

The practice has prompted public debate, with some questioning why only the receivers of corruption-related payments are "paraded," while the givers remain unnamed.

Speaking to The Botswana Gazette, Katlholo emphasized that there is no malicious intent behind the approach.

"Though tactically both parties are guilty of corruption in most cases, those who offer bribes often become witnesses and therefore cannot be demonized," he said.

He added that the position of the perpetrator is also taken into account, explaining that individuals in sensitive or high-ranking positions who receive bribes are more likely to be publicly identified.

LEGAL GUIDANCE GOVERNS DISCLOSURES

DCEC spokesperson, Otshepheng Otlaadisa clarified that publicizing convicted individuals is guided by law. Section 42A of the Corruption and Economic Crime Act allows the court, upon conviction for certain corruption offences, to order that the particulars of the convicted party, along with the conviction and sentence, be entered into the register maintained under the Public Procurement Act.

In cases involving corporate entities, the law permits the inclusion of directors, managers, or persons exercising control over the entity who were involved in the offence.

INVESTIGATIONS AND PROSECUTIONS

Otlaadisa explained that when allegations or suspicions of bribery arise, the DCEC conducts thorough investigations and gathers evidence. Upon completion, cases are referred to the Director of Public Prosecutions (DPP), who decides whether criminal charges should be instituted and against whom.

"The decision on who to charge rests entirely with the DPP," Otlaadisa said, clarifying why those offering bribes are not immediately publicized.



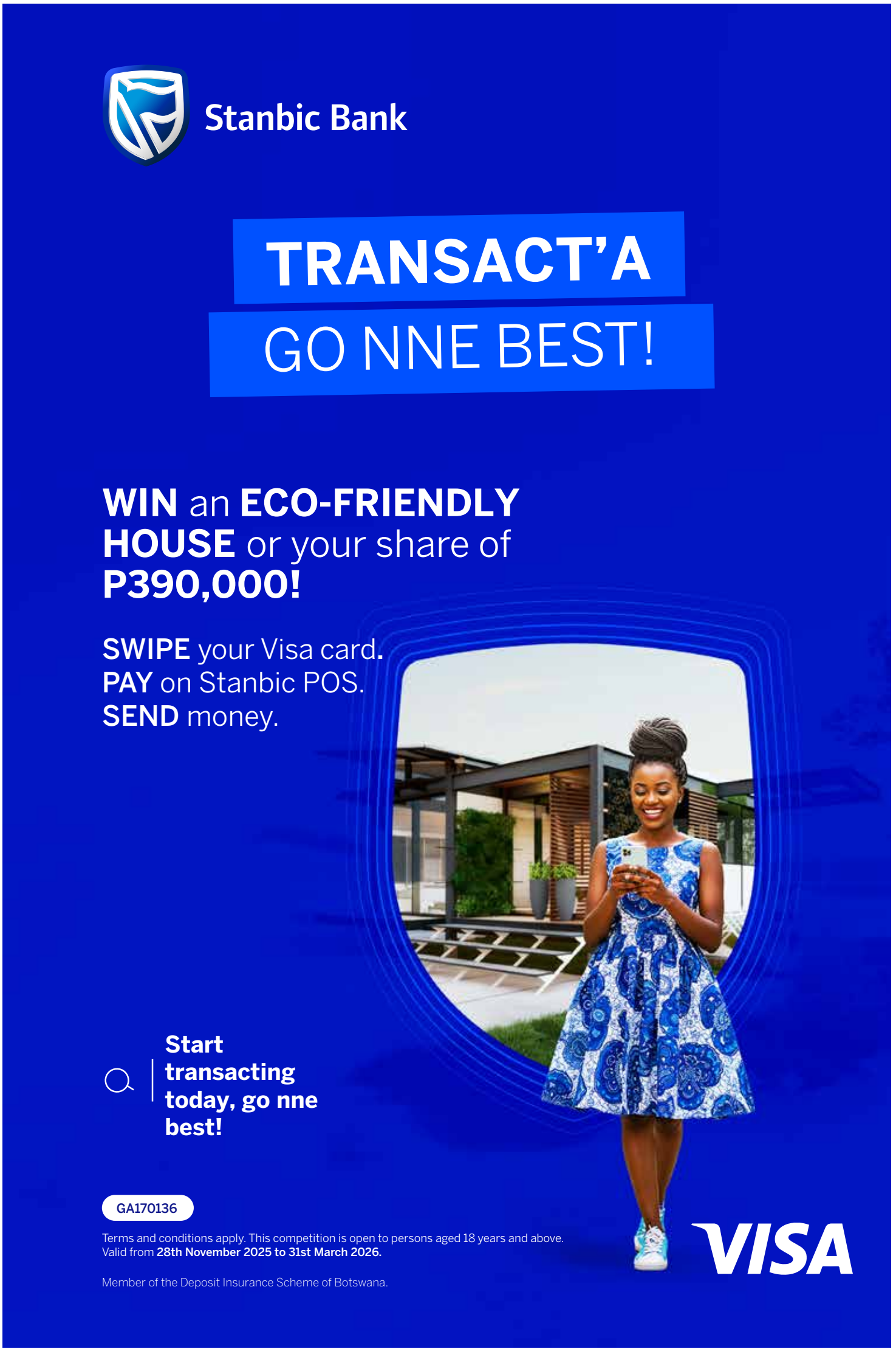
Former Director of the Directorate on Corruption and Economic Crime (DCEC), Tymon Katlholo

BALANCING TRANSPARENCY AND LEGAL INTEGRITY

The DCEC's approach seeks to balance public transparency with legal constraints, ensuring that while the guilty are held accountable, the integrity of investigations and potential witness testimony is preserved.

Katlholo emphasized that the strategy is tactical rather than punitive, aiming to safeguard ongoing investigations while fulfilling legal obligations to inform the public of convictions.

As Botswana continues to strengthen its anti-corruption framework, the debate over publicizing bribe givers versus recipients highlights the delicate balance between transparency, justice, and the effective prosecution of economic crimes.



Govt Calms Fuel Supply Shortage Fears

Assurances from Mohwasa and Kenewendo come amid President Duma Boko's '9 days' possible shortage statements

BONGANI MALUNGA

The government has moved to calm growing public anxiety over fuel availability, assuring citizens that the country is not facing a supply crisis despite remarks by President Duma Boko suggesting that Botswana has only nine days' worth of fuel remaining.

Authorities say the statement has been widely misunderstood, clarifying that the nine-day figure refers specifically to the country's strategic buffer stock rather than the total volume of fuel currently available across supply chains and commercial storage facilities.



The Minister for State President, Defence and Security, Moeti Mohwasa released a statement on Monday explaining that there is no fuel crisis in Botswana as the country maintains contingency planning and diversified procurement arrangements to ensure supply stability to withstand external shocks.

In a bid to prevent panic buying and hoarding at fuel stations, government officials emphasised that Botswana continues to receive regular fuel deliveries through its established regional supply routes and that existing commercial stocks remain stable. They warned that unnecessary panic could disrupt normal distribution patterns and create artificial shortages, urging the public and businesses to continue purchasing fuel as usual while the government closely monitors supply levels to ensure stability.

CALMING THE SITUATION

The Minister for State President, Defence and Security, Moeti Mohwasa released a statement on Monday explaining that there is no fuel crisis in Botswana as the country maintains contingency planning and diversified procurement arrangements to ensure supply stability to withstand external shocks.

In a separate public statement, the Minister of Energy and Minerals, Bogolo Kenewendo also assured the public that the fuel supply situation in the country remains stable.

"There is no fuel crisis in Botswana. March fuel stocks are fully secured in line with national consumption requirements, April and May fuel deliveries have already been ordered to ensure continuity of supply. In the event of supply chain disruptions, existing strategic stocks held by both the Government and the private sector can sustain the country for 14–19 days," Kenewendo stressed.

"The government continues to invest in strengthening the country's long-term fuel security. The objective is to build infrastructure that will support 90 days of national strategic reserves. The Francistown and Ghanzi fuel depots, expected to be commissioned in 2027, will significantly expand national storage capacity and increase Botswana's strategic reserves to approximately 60 days of cover," the Energy and Minerals minister added.

CONFIRMED COMMERCIAL SUPPLY

Meanwhile, the Botswana Energy Regulatory Authority (BERA) has also weighed in to corroborate Mohwasa and Kenewendo's statements. BERA is working in tandem with the Ministry of Energy and Minerals, Botswana Oil Limited (BOL) and local importers to monitor external market developments and manage fuel risks.

"BOL has confirmed commercial supply of volumes of approximately 68 million litres for March 2026 equating to about 22 days of natural consumption, based on Botswana's estimated daily demands of approximately 3.1 million litres," BERA stated.



DEPOSIT RATES

Type of Deposit Account	Nominal Interest Rate (Lowest -Highest)	Actual Interest Rate (Lowest -Highest)	Minimum Opening Balance (Pula)
Current	NIL	NIL	
Savings			
Sesigo	1.75% - 2.75%	1.76% - 2.78%	200.00
Ordinary	1.75% - 1.75%	1.76% - 1.76%	50.00
SAYE	1.25% - 2.00%	1.26% - 2.02%	200.00
Fixed Deposits			
3 months	0.80% - 1.00%	0.80% - 1.00%	1,000.00
6 months	1.40% - 1.75%	1.41% - 1.76%	1,000.00
12 months	1.85% - 2.20%	1.87% - 2.22%	1,000.00
24 months	2.25% - 2.55%	2.27% - 2.58%	1,000.00
Over 24 months	3.35% - 3.80%	3.40% - 3.87%	1,000.00
PRIME LENDING RATE	8.01% 8.01%	8.01% 8.01%	

LENDING RATES

Lending Rates	Nominal Interest Rate	Average Effective Interest Rate
MoPR	3.50%	3.50%
Prime Lending Rate	8.01%	8.01%
Mortgage Facility	Prime to Prime + 5.00%	Prime to Prime + 5.12%
Overdraft Facility (Revolving credit lines)	N/A	N/A
Credit card	N/A	N/A
Eezi Auto	Prime +3.50% to Prime +8.0%	Prime +3.56% to Prime +8.30%
Lease Loans	N/A	N/A
Unsecured Personal Loans (excluding overdraft, mortgage and credits cards)	Prime +12% to Prime +22%	Prime +12.68% to Prime +24.36%
Other Long - Term Loans	N/A	N/A

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Botswana's First Licensed Cannabis Producer Warned

Botswana's first licence to cultivate medical cannabis and industrial hemp has triggered a continental debate over foreign ownership, value retention and control of Africa's emerging cannabis industry



GAZETTE REPORTER

Botswana's newly licensed medical cannabis and industrial hemp producer has been drawn into a growing continental debate about ownership, value retention and control of Africa's emerging cannabis industry.

The discussion erupted after Sweden-based firm Hemp Holding AB announced on LinkedIn that its Botswana-linked project had secured the country's first-ever licence to cultivate both medical cannabis and industrial hemp.

The company said the licence, linked to Hemp Innovations Botswana, marked the beginning of a new regulated industry in the country.

"Hemp Innovations in Botswana has officially acquired the first-ever license to cultivate both medical cannabis and industrial hemp in Botswana," the company said in its announcement.

"This is more than a permit. It is the foundation of a new regulated industry, one built on compliance, science, sustainability and international standards such as GACP and EU-GMP."

INDUSTRY AMBITIONS

According to the company, the project aims to position Botswana as a trusted exporter to European and global markets while simultaneously building local capacity.

"Our mission is clear: position Botswana as a trusted exporter to the EU and global markets, build local skills, research partnerships, farmer inclusion and job creation, and develop high-value medical and industrial hemp supply chains," the company said.

CONCERNS OVER FOREIGN CONTROL

However, the development quickly drew criticism from African industry groups, who warned against replicating historical patterns in which African natural resources are controlled and monetised primarily by foreign companies.

The African Hemp Consortium said the expansion of the sector must prioritise African ownership and governance.

"As this sector expands across the continent, licence allocations must prioritise substantive local ownership, governance control and long-term value retention within African economies," the consortium said.

"Africa's emerging natural capital industries cannot afford to replicate externally controlled extraction models under the banner of compliance or first-mover positioning."

The consortium added that the credibility of cannabis regulation would ultimately depend not just on export readiness but on who controls the assets and where economic value is retained.

COMPANY RESPONSE

In response to the criticism, Hemp Holding AB defended the structure of its Botswana project, saying local partners and shareholders were involved in the venture.

"Good day, we have strong local partners and government bodies as partners and local shareholders in the company," the firm said.

"All employees will be local apart from a few external experts or consultants bringing knowledge to the nation."

CONTINENTAL DEBATE

The African Medicinal Cannabis Council later joined the discussion, cautioning that Botswana's natural resources must generate long-term benefits for citizens.

"Botswana's land and natural capital must generate durable value for the people of Botswana, not function primarily as upstream supply for externally controlled processing and capital structures," the council said.

It warned that safeguards against regulatory capture and excessive foreign influence would be essential as the industry takes shape.

"Botswana's natural resources must generate long-term benefits for citizens"

Meanwhile, UK-based Cannabis Research UK echoed similar concerns, citing research showing that projects primarily structured for export markets often fail to deliver meaningful economic benefits locally.

Hemp Holding AB later clarified that it intends to supply both international and domestic markets.

Govt Cracks Down on Second-Hand Vehicle Sector

Regulation expected to boost transparency, curb tax leakages and protect consumers from illicit financial flows



BONGANI MALUNGA

The government is stepping up efforts to formalise the second-hand vehicle industry, a sector that has for long been linked to tax leakages and illicit financial flows.

Responding to questions in Parliament, the Minister of Finance and Vice President, Ndaba Gaolathe highlighted key policy reforms designed to tighten oversight and strengthen compliance. Central to this drive is the "fit and proper" licensing requirement, currently being introduced through amendments to the Trade Act. This move is aimed at preventing criminals or their associates from operating car dealerships, thereby protecting market integrity and consumers.

The government has also bolstered customs valuation controls at import points and enhanced post-clearance audits to verify declared vehicle values. "These measures ensure that only legitimate businesses can import and sell vehicles, reducing opportunities for financial malpractice," the Minister explained.

COMBATING MONEY LAUNDERING

Gaolathe emphasized that the integration of data across key institutions forms another pillar of the reforms. According to the minister, the Botswana Unified Revenue Service (BURS), Financial Intelligence Agency (FIA), Department of Road Transport and Safety (DRTS), Botswana Police Service and other relevant agencies are set to collaborate closely to detect and combat trade-based money laundering.

"The DRTS Vehicle Registration and Licensing System is interfaced with BURS, preventing any vehicle from being registered without clearance from the revenue service," Gaolathe stated. Meanwhile, police verification will ensure stolen vehicles are barred from registration while FIA intelligence informs enforcement actions.

DIGITAL TRASPARENCY

On digital transparency, the November 2025 Value Added Tax (Amendment) Act is expected to lay the groundwork for mandatory electronic VAT invoicing. Once fully implemented, vehicle dealerships will be required to issue digital invoices in real time to tax authorities. This system is expected to drastically reduce underreporting, improve VAT compliance and provide authorities with actionable analytics to detect irregular trading patterns.

"These measures ensure that only legitimate businesses can import and sell vehicles, reducing opportunities for financial malpractice."

Education Ministries Under Fire for Snubbing BOSETU

The teacher's union believes the snub sends a worrying message about the priority placed on educational development

BONGANI MALUNGA

The Botswana Sectors of Educators Trade Union (BOSETU) has openly criticized officials from the Ministry of Higher Education and the Ministry of Child Welfare and Basic Education for failing to attend last weekend's BOSETU Research Symposium.

The union described the absence as "disappointing and concerning," arguing that it signals a lack of commitment to supporting research initiatives that are vital for shaping effective education policies and improving the country's educational systems. BOSETU emphasized that research sponsorship is not merely a formality but a critical tool for evidence-based decision making at the ministerial level.

> "I think they took our invitation lightly"

SEVERELY UNDERMINED

Speaking at the symposium, BOSETU president Winston Radikolo stated that without active engagement and support from the ministries, efforts to enhance learning outcomes and implement informed policies are severely undermined.

"They are critical stakeholders who I believe should be here. I deliberately sent both Permanent Secretaries the programme and invitation. I invited them because it's important for them to take part in these presentations and hear what people (in the education sector) are saying. A majority of these presentations were related to education. I think they took our invitation lightly," the BOSETU president remarked.

STRONGER COMMITMENT

The union also called on government officials to demonstrate a stronger commitment to collaborative efforts with educators, researchers, and institutions, insisting that policy development must be grounded in research to achieve meaningful impact.

BOSETU vowed to continue advocating for increased ministerial involvement in research initiatives, warning that persistent neglect could hamper progress in both basic and higher education sectors. The union stressed that since research is a critical component, the government has a responsibility to increase the research budget by 3% every year but the lack of political will and commitment demonstrated by the officials' no-show casts doubt on that possibility.



BOSETU president Winston Radikolo

21 Day Notice

Introduction of Nsize Loan

First National Bank of Botswana hereby notifies the public of the introduction of the FNB Nsize Loan, a convenient and unsecured short term loan that provides individuals with fast access to cash whenever urgent needs arise ahead of the next pay day. With this offering, the Bank continues to deliver simple, timely and supportive financial solutions designed to help clients navigate unexpected situations with confidence.

Benefits of the loan:

1) Designed for short-term needs.
2) Hassle-free application directly on the app.
3) Quick access to cash with a 24hr turn around time.
4) Flexible payment terms.

Loan Offer

The loan is offered to individuals who have maintained a banking relationship with FNB for six months or more and must have access to FNB digital channels.

- Clients will receive the loan offer prompt via the FNB Banking App.
- Loan amounts available from BWP 1,000 to BWP 30,000.
- Repayment period is flexible, with a maximum tenure of 3 months.
- The loan carries no insurance fees.

Loan Settlement

- Loan repayments are made through a scheduled debit order, with monthly instalments automatically deducted from the current account at a pre-determined date.
- There is flexibility to fully settle the loan before maturity, without any penalty fees.

Balance Inquiry

- Loan balance available through FNB digital platforms or enquiry at any FNB branch.

Statements

- Access loan statements via FNB digital channels or request them in person at any FNB branch free of charge.
- Monthly statements received directly via email.

Fees and Charges	
Application	Free
Processing/Arrangement/Facility/ Initiation	1.27% of the total loan amount
Early Repayment Penalty	Free

Variable interest rate linked to the Bank Prime Lending Rate. The interest rate will be determined by the bank and communicated to clients.

The tariff guide is available at all FNB Branches and the FNB Botswana website. For more information:

Visit www.fnbbotswana.co.bw

Visit nearest FNB Branch

Terms and conditions apply

First National Bank of Botswana Limited Registration Number BW00000790476.
Member of the Deposit Insurance Scheme of Botswana

Bus Operators Reject Mokgware Claims

The Botswana Bus Operators Association has rejected claims by Minister Mokgware that long-distance bus drivers are overworked



SESUPO RANTSIMAKO

The Botswana Bus Operators Association (BBOA) has dismissed claims by the Minister of Labour and Home Affairs, Pius Mokgware, that long-distance bus operators are violating labour laws by overworking drivers.

During debates on the 2026/27 budget estimates, Mokgware said some long-distance bus operators fail to comply with the Employment Act, particularly provisions regulating working hours and overtime. He warned that drivers working excessive hours without adequate rest pose serious safety risks to passengers.

Under the Employment Act, employees are expected to work no more than nine hours a day or 45 hours a week, with additional hours treated as overtime and compensated accordingly. Mokgware cited a 2022 labour assessment that identified instances where drivers traveled long distances continuously without sufficient rest or proper overtime compensation, describing such practices as worker exploitation.

BBOA CHALLENGES ALLEGATIONS

BBOA chairman, Tirafalo Mponang criticized Mokgware's remarks in an interview with The Botswana Gazette, accusing the minister of tarnishing the reputation of bus companies and challenging him to provide evidence.

"He is not telling the truth," Mponang said, insisting that operators comply with labour regulations and have systems in place to ensure driver safety. He warned that the comments could damage the image of the transport industry.

DRIVER SAFETY MEASURES IN PLACE

Long-distance buses typically operate with two drivers who alternate during journeys to prevent fatigue. "Drivers usually change after about 400 kilometers to ensure safety," Mponang explained.

Previously, relieving drivers waited along the route before taking over, but operators adjusted the system after discovering some waiting drivers consumed alcohol before driving. Now, both drivers depart together, with the second resting on overnight trips and taking over after the first has covered roughly 400 kilometers.

OVERTIME COMPENSATION EXPLAINED

Regarding overtime, Mponang said drivers are compensated for extra trips. When drivers undertake additional journeys beyond their normal schedules, they receive two-thirds of the overtime wage recommended under the Employment Act.

"As long as there is an extra trip, regardless of the nine-hour limit, we compensate them," he said.

> Mokgware said some long-distance bus operators fail to comply with the Employment Act, particularly provisions regulating working hours and overtime

MINISTER EMPHASIZES ENFORCEMENT

Mokgware said the ministry remains concerned about compliance with labour laws, noting that fatigued drivers increase the risk of road accidents. He stressed that companies found violating regulations could face enforcement action, underscoring the importance of protecting both workers and public safety.

PHAKALANE ENGLISH MEDIUM SCHOOLS

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Join our dynamic Eagles team at Phakalane English Medium Schools. We pride ourselves in moulding industry pioneers and change makers in their journey of life long Education. Make an impact in educating global citizens.

1. Applications are invited for the following; **Primary School teachers**:

- Class teachers for upper and lower Primary (x4)
- Computers (x2)
- Setswana (x2)
- English(x2)
- Music (x2)
- Science (x2)
- Physical Education(x1)
- Swimming Coach(x1)
- Art (x1)
- Teacher Librarian (x1)
- Special Education (x1)
- French (x1)

Minimum qualification:

- Diploma in Primary Education.
- Bachelor of Education (BED) degree / Masters in Education (MED) will be an added advantage

Minimum work experience: 3 years teaching experience

2. Applications are invited for the following**: Early Childhood teachers** experienced in teaching pre-school children of ages between 2½ years to 7 years.

Minimum qualification:

- Diploma in Early Childhood Education
- A degree in Early Childhood Education will be an added advantage

Minimum work experience: 2 years teaching experience

For all the above positions, kindly attach: Copies of your :
: Certificates
: Transcripts
: Curriculum Vitae (CV)
: Cover letter
: Copy of Identity document
: Reference letters

Job Summary: Prospective teachers will be required plan, prepare, and deliver engaging lessons, assessing student learning, maintaining a positive and safe classroom environment. They will be required to collaborate with parents and colleagues to foster student development.

Email all correspondence to : vacancies@phakalaneinternational.co.bw
Physical Address : Plot 21475 Magang Avenue, Phakalane, Gaborone
Postal Address : Private Bag BR 307 Gaborone
Contact number : 3907010
Closing Date : 27 April 2026

Please note: No physical applications will be accepted. All applications should be sent via the school email or postal address; referencing the position being applied for.

Due to the number of applications that we normally receive, we will ONLY REPLY to short-listed applicants

MoH Defends State of Public Health Emergency



Health Ministry says the presidential directive stabilised Botswana's medicine supply and strengthened national buffer stocks

BONGANI MALUNGA

The Ministry of Health (MoH) has defended President Duma Boko's declaration of a State of Public Health Emergency in August last year, insisting that the measure has had a tangible impact on the country's medicine supply.

Despite criticism from some quarters over the necessity and timing of the emergency, the ministry maintains that the presidential directive has yielded positive results. According to the ministry, the availability of highly critical medicines fell to 17% at the onset of the State of Public Health Emergency. Emergency procurement and improved distribution raised availability to 32% by the end of the emergency period. Deliveries made after the emergency further boosted supplies, with medicines availability now standing at 64% across health facilities.

> Deliveries made after the emergency further boosted supplies, with medicines availability now standing at 64% across health facilities.

IMPROVED SUPPLY OUTLOOK

Responding to a question about the necessity of the state of public health emergency, the Assistant Minister of Health, Lawrence Ookeditse told Parliament on Monday that the measure has improved supply outlook and enhanced preparedness for potential health crises.

"While the crisis presented significant challenges, the decisive declaration of the Emergency, combined with coordinated national and international support, has placed the country firmly on a path towards recovery. The focus is geared towards consolidating the gains, institutionalizing structural reforms and building a resilient, transparent and accountable medical supply chain system capable of preventing such recurrence," Ookeditse noted.

The deputy minister highlighted that the emergency framework facilitated better coordination with pharmaceutical suppliers, streamlined distribution channels and allowed for timely replenishment of medical inventories across hospitals and clinics nationwide.

ARVs SUPPLY SECURED

Ookeditse also revealed that the ministry has achieved its objective of ensuring uninterrupted access to ARV treatments as a matter of national importance.

"Twelve months' supply of all ARV regimens have been secured through international suppliers and multilateral partners. At the start of the Emergency period, the average availability for ARVs was 71% and due to the procurements undertaken during the emergency period, sustained deliveries of ARVs contributed to an availability of 73% by the end of February 2026. Similar arrangements have been secured for medicines to safeguard continuity of care for cancer and other chronic illnesses," he elaborated.

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1. Applications are invited from suitable and experienced **Secondary School subject teachers**. We offer IGCSE, Internationally recognised syllabus, in the following subjects:

- French (x2)
- Mathematics (x3)
- English(x2)
- Geography (x2)
- History(x2)
- Accounts(x1)
- Business Studies(x2)
- Development Studies(x1)
- Commerce(x1)
- Computers (x2)
- Science (Physics, Chemistry and Biology)(x3)
- Physical Education (x1)
- Drama(x1)
- Music(x1)
- Art (x2)
- Guidance and Counselling (x1
- Setswana (x2)

Minimum qualification:
- Diploma in Secondary Education
- Bachelor's degree / Master's Degree in Education (MED) will be an added advantage.

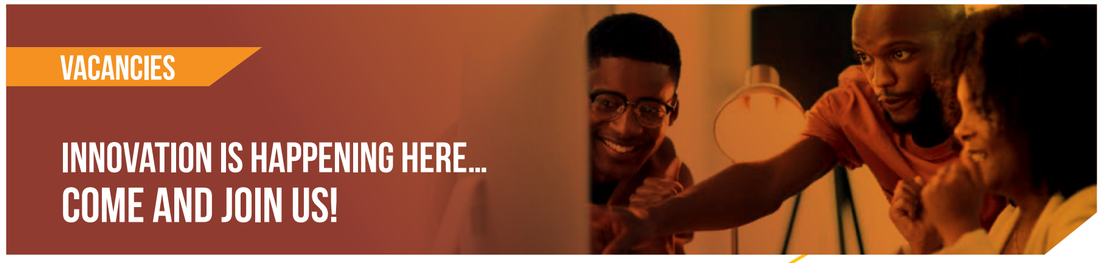
Minimum work Experience:
- Two years teaching experience required
- Experience in teaching IGCSE will be an added advantage

Job Summary: Prospective teachers will be required plan, prepare, and deliver engaging lessons, assessing student learning, maintaining a positive and safe classroom environment. They will be required to collaborate with parents and colleagues to foster student development.

Email Address : vacancies@phakalaneinternational.co.bw
Physical Address : Plot 74128 School Road, Phakalane, Gaborone
Postal Address : Private Bag BR 307 Gaborone
Contact number : 3975991
Closing Date : 27 April 2026

Please note: No physical applications will be accepted. All applications should be sent via the school email or postal address; referencing the position being applied for.

Due to the number of applications that we normally receive, we will ONLY REPLY to short-listed applicants.



Botswana Digital and Innovation Hub is incorporated as a company to develop and operate Botswana's first Science and Technology Park to create an environment that supports start-ups and existing local companies as well as attract international companies and institutions to develop and grow competitive technology driven and knowledge based businesses. When fully developed, the Science and Technology Park will consist of world class facilities including state-of-the-art telecommunications infrastructure with high capacity international connectivity and secured power, professional business services, and business development services.

THE BOTSWANA DIGITAL & INNOVATION HUB (BDIH) CURRENTLY HAS THE FOLLOWING CAREER OPPORTUNITIES AVAILABLE:

INTERNAL AUDIT MANAGER
GABORONE | 3 YEARS FIXED TERM CONTRACT

Reporting into the CEO and the Chair of the Audit and Risk Committee, this role will be responsible for providing independent and objective advisory services to the Audit and Risk committee of the Board in order to support the Hub's risk management while strengthening internal controls and compliance.

MAIN RESPONSIBILITIES
- Leads internal audit engagements to include, planning and reporting and follow-up in line with best practice.
- Develops and implements risk based internal audit framework and plan.
- Participates in governance, risk and compliance committees to provide internal audit advisory.
- Prepares reports on audit activities including findings and recommendations.
- Independent assessment of effectiveness and adequacy on internal controls.
- Lead special investigations as requested by the Board or senior management of BDIH.

QUALIFICATIONS
- Bachelor's degree in Commerce, Business Administration, Accounting, Auditing or Finance.
- A Master's degree in Commerce, Business Administration or equivalent is an added advantage.
- Certifications such as CIPP, CIPM, CIPT or CISSP are an added advantage.

EXPERIENCE
- A minimum of six (6) years in audit, three of which should have been in a supervisory or managerial capacity.
- Experience supervising and working with audit teams.
- Active membership to professional bodies such as ACCA, CIMA, CPA and other professional bodies.

COMPETENCIES
- Risk Management, legal and regulatory knowledge, compliance, planning and organising, reporting, capacity building, exceptional functional/technical skills

LEGAL SERVICES OFFICER
GABORONE | 3 YEARS FIXED TERM CONTRACT

This role will be charged with providing legal services to the Hub to ensure that the Hub's activities are consistent with the provisions of the law. Reporting to the Director Legal and Board Secretary, they will assist and support compliance to good corporate governance. The role will also assist the Board Secretary in providing secretarial services to the Hub and subsidiaries Boards as well as all sub Committees.

KEY TASKS AND RESPONSIBILITIES
- Provide quality legal advisory as required to staff, management and Boards.
- Board secretarial responsibilities.
- Develop and ensure implementation of contracts.
- Manage and coordinate the Hub's approach to litigation or other proceedings to which the Hub is potentially party.
- Source external legal services as required.
- Implement systems ensuring compliance with laws, regulations and applicable governance codes.
- Monitor developments in corporate governance and recommend policy improvements.
- Maintain statutory registers.
- Implement Board actions as assigned by Board Secretary.

QUALIFICATIONS & EXPERIENCE
- A Bachelor's degree in Law and admitted to practice in the High Court of Botswana.

EXPERIENCE
- At least five years post qualification experience practicing law with a focus on contract/commercial law and civil litigation.

KEY AREAS OF COMPETENCE
- Decisiveness
- Organisation/Planning
- Ability to work independently
- Analytical thinking
- Exceptional communication skills

CLEAN TECHNOLOGY ADVISOR
GABORONE | 3 YEARS FIXED TERM CONTRACT

Works under the Innovation and Technology Coordinator to develop and advise on clean innovations and technologies through technology readiness levels towards commercialisation. This includes building effective ecosystems of key stakeholders and expertise between government, academia and private sector to ensure that clean technologies and related initiatives contribute to climate change initiatives.

MAIN RESPONSIBILITIES
- Assist in implementing project identification and management initiatives to support the development of the clean technology and sustainable energy sector.
- Provide technical support to BDIH registered clients thereby assisting in the implementation of key clean technology projects that support the development of the clean technology cluster.
- Conduct field surveys for key clean technology projects to gather information required for efficient and effective project management.
- Develop an integrated database for clean technology companies and projects to ensure effective records management.
- Liaise (and maintain active relationships) with key stakeholders to support the identification and implementation of new projects in the cluster.
- Organise regular meeting of key stakeholders and provide secretarial support to ensure the development of strong partnerships.
- Assist in evaluating and assessing potential clean technology initiatives for innovation funding opportunities.

QUALIFICATIONS
- Degree in Mining, Engineering (electrical & electronics and/or mechanical & energy) or related fields.
- Registration with Botswana Engineers Registration Board or equivalent.
- Additional certifications in Project Management.

EXPERIENCE
- At least 5 years' proven experience in clean technologies or renewable energy environment.
- Understanding of local environmental policies and regulations.
- Knowledge of clean technologies and their applications.
- Experience in project management related to clean technology projects.

COMPETENCIES
- Business Networking skills
- Creative and Innovative
- Critical thinking and systems thinking
- Quality management
- Project Management skills

DATA PROTECTION OFFICER
GABORONE | 3 YEARS FIXED TERM CONTRACT

The role is responsible for spearheading initiatives to embed best practices in data management, privacy and compliance across the Hub. Reporting to the Chief Executive Officer, the position will drive innovative approaches to policy implementation, data stewardship, risk assessment and capacity building, ensuring that the Hub's activities align with relevant data protection standards and foster a culture of responsible data use.

Driving Data Privacy and Security Policies
- Lead the development, implementation, and continuous improvement of data privacy strategies and guidelines.
- Develop and refine privacy notices, consent forms and related documentation to ensure they are clear, transparent and aligned with best practices and fostering trust within the Hub.
- Collaborate across teams to embed compliance with data protection laws into innovative projects and workflows, ensuring data handling practices are secure and ethically sound.

Fostering Data Management Excellence
- Oversee data flow and storage processes within the Hub by ensuring that all data collection, processing and storage activities are properly documented and compliant with privacy laws and regulations.
- Maintain comprehensive records of data processing activities and ensure that data rights and freedoms of all stakeholders are protected.
- Conducting Data Risk and Impact Assessments
- Evaluate potential risks associated with data processing activities in new projects.
- Lead impact assessments to understand and mitigate privacy risks, promoting responsible data management.

Requests & Complaints Handling
- Assist teams in managing inquiries, requests, and complaints related to data processing, ensuring transparency and responsiveness in our data.
- Investigate data breaches and security incidents, document findings and implement corrective actions to prevent future occurrences.

Monitoring, Evaluation & Continuous Improvement
- Assess and oversee the data protection practices of third-party vendors and service providers with whom the Hub shares personal data to ensure compliance and safeguard information.
- Conduct regular audits of data handling practices across departments to identify gaps and opportunities for enhancement.
- Recommend and implement remedial actions to strengthen data governance.

Awareness & Capacity Building
- Deliver training programmes and awareness campaigns to foster a data-conscious culture within the Hub.
- Create educational tools to inform staff about data protection principles and their importance in innovative work.
- Staying abreast with changes in data protection laws and guiding the Hub on necessary updates.

Reporting
- Serve as the Hub's point of contact for data protection authorities.
- Prepare and submit reports on data processing activities and compliance status.
- Represent the Hub in discussions/forums on data privacy matters, advocating for responsible data management and processing.

Budget & Resource Planning
- Prepare and manage budgets related to data privacy initiatives.
- Ensure efficient use of resources and alignment with strategic project plans.

Qualifications & Experience
- Bachelor's Degree in Law/Data Science/ Information Security, Information Management, Risk Management or any other related field from a reputable institution.
- Professional Certifications Preferred: Data Protection and/or Privacy Certification (e.g. CIPP, CIPM, CIPT, CPDSE).
- Minimum 5 years of demonstrated experience in data governance, information security risk management, compliance or related roles in any sector e.g. Government, Parastatal or Private Sector.
- Regulatory Knowledge – solid knowledge on Data protection laws and regulations; Botswana Data Protection Act and General Data Protection Regulation and their application in various business contexts.
- Knowledge on data protection technologies.

COMPETENCIES
- Data Analytics & Reporting
- Technologically Savvy
- Internal Controls & Risk Management
- Innovative Thinking
- Stakeholder Engagement
- Ethical Leadership and Integrity
- Results Orientation and Execution Excellence

HUMAN RESOURCES OFFICER
GABORONE | 3 YEARS FIXED TERM CONTRACT

The role is responsible for coordinating & facilitating the implementation of human resources plans and organisational effectiveness programmes and initiatives including but not limited to recruitment and selection, performance management, training and talent retention strategies to facilitate the achievement of HR strategic objectives.

KEY TASKS AND RESPONSIBILITIES

Recruitment & Selection
- Collaborate with management to identify recruitment needs and ideal candidate profiles.
- Draft job advertisements and distribute them through effective channels.
- Screen candidates based on talent requirements and business goals.
- Conduct and coordinate interviews, analyse interview results, and recommend best-fit candidates.
- Ensure compliance with recruitment authorisation processes, including signed approvals and verification checks.
- Conduct reference checks and qualification verifications before finalising hiring decisions.
- Lead the development and maintenance of employment contracts ensuring contracts meet policy requirements.
- Deliver on boarding program to acclimatise new employees and foster positive attitude toward organisational objectives.

Performance Management Administration
- Assist in the implementation and monitoring the Performance Management Process, ensuring adherence to established timelines.
- Conduct audits to verify the quality of performance information submitted.
- Ensure performance assessment results inform career development, promotions, salary increments, and training interventions.
- Provide administrative support for performance appraisals to managers and employees ensuring performance evaluations are completed within scheduled timelines.

Training & Employee Development
- Ensure learning and development needs highlighted in the performance appraisals are aggregated into the annual learning and development.
- Conduct Training Needs Analysis (TNA) and coordinate learning interventions with departmental heads.
- Liaise with training providers to facilitate employee skill enhancement.
- Track training outcomes and submit regular reports to the Head of Human Resources and Administration.

Employee Relations
- Coordinate employee relations activities by facilitating and coordinating disciplinary and grievance hearings.
- Interpret and communicate human resources policies and processes to staff to ensure they are understood and uniformly applied.
- Research on labour laws and regulations and report of changes that have taken place and update staff accordingly.
- Facilitate the employee engagement processes and surveys as required.
- Support the HR department with culture improvement programmes and initiatives as developed.
- Provide administrative support in all employee wellness programmes.

Benefits Administration
- Prepare and maintain records of employee details with service providers for processing including new hires, release of employee from work and amendments in information.
- Carry out administrative activities related to benefits administration including ensuring accurate and complete deductions from employee salaries.
- Process service provider invoices and payments with the finance department.

Payroll Administration
- Perform thorough analysis of payroll input data to ensure accuracy, completeness, and consistency before processing. This includes reviewing overtime hours, salary adjustments, allowances, deductions and other relevant data.
- Collaborate closely with the finance and accounting departments to facilitate smooth payroll processing. Address and resolve any discrepancies or queries related to payroll data promptly to ensure timely salary payments.
- Handle employee inquiries regarding salary payments, deductions, benefits, or related issues in a professional and timely manner, providing necessary explanations or escalating as needed.

Employee Records Management
- Maintain and update employee personnel records, ensuring that all records are accurately maintained, organised and regularly updated in compliance with organisational policies and data protection regulations.
- Accurately capture and update employee details on the HR Information Management System, including new hires, terminations, salary changes, allowances and other relevant payroll information.
- Maintain proper documentation and audit trails for all human resources transactions.
- Act as a primary contact person between the HR department and HR information management systems provider and ensure prompt resolution of system issues or discrepancies.
- Maintain strict confidentiality of personal employee data, ensuring data security and privacy are upheld at all times.

Supervision & Capacity Building
- Oversee the daily operations and performance of the Driver to ensure timely and safe transportation of personnel and goods.
- Monitor driver performance and provide guidance or support as needed.

QUALIFICATIONS & EXPERIENCE
- Bachelor's degree in Human Resources, Organisational and/or Industrial Psychology or equivalent.
- Minimum five (5) years generalist human resources experience, human resources administration or a related field.
- Proven experience in recruitment and selection, employee relations, payroll administration and HR Systems (e.g. SAGE 300 People, SAP or similar), benefits administration, employee wellness, performance management, learning and development.
- Knowledge of the Employment Act, Labour Laws and Industrial Relations Code.

COMPETENCIES
- Recruitment & Selection
- Employee Relations
- Performance Management & Employee Development
- HR Policy & Compliance
- Results Orientation and Execution Excellence
- Written and Oral Communication
- Ethical Behaviour and Integrity
- Stakeholder Engagement

All applications should include a Curriculum Vitae, certified copies of qualifications, a certified Government issued identity document and three traceable references.

If you are ready for this challenge, please apply enclosing your CV & supporting documents to:

Email to: recruitment@bih.co.bw

Closing Date: 30 March 2026 at 1700hrs

ONLY SHORTLISTED CANDIDATES WILL BE RESPONDED TO.

Botswana INNOVATION HUB

Manual Workers Lists "Ten Failures" of UDC

The Manual Workers Union accuses the UDC government, led by Duma Boko, of failing to deliver on key election promises and worsening labour and governance relations



The Manual Workers Union has issued a scathing report on the Umbrella for Democratic Change (UDC) administration, accusing the ruling coalition of failing to deliver on key promises made ahead of the 2024 elections.

In a lengthy report titled "A Clarion Crying Voice: UDC Government Failures," the union outlines what it describes as ten major governance shortcomings under the administration led by Duma Boko and the Umbrella for Democratic Change (UDC).

The union says the report is intended to "inform, warn and guide" the country on what it calls growing socio-economic and governance deficiencies since the change of government.

ant and less inclusive style of leadership. The union argues that the government has failed to sufficiently engage critical stakeholders such as opposition parties, civil society and labour organisations in national dialogue.

"The country is left wondering if the leadership is open to advice," the union states in the report. It further accuses the administration of monopolising decision-making processes and limiting democratic participation.

CONCERNS OVER DELAYED CONSTITUTIONAL REFORMS

The union also accuses the government

reforms undermines efforts to strengthen accountability and deepen democratic governance.

"Failure to trigger a comprehensive national constitutional review is a serious miscarriage of trust," the union says.

ALLEGATIONS OF CORRUPTION AND FAVOURITISM

Corruption, nepotism and favouritism are also highlighted as major concerns in the report. The union claims that the awarding of direct tenders without competitive bidding risks promoting cronyism and undermining transparency in public procurement.

It cites concerns about large government contracts allegedly awarded to companies with limited track records.

STRAINED LABOUR RELATIONS

The union further claims that labour relations between government and trade unions have deteriorated significantly.

Salary negotiations, according to the report, have been unusually prolonged and confrontational. The union says it had expected the UDC, which it describes as historically aligned with workers' struggles, to adopt a more consultative approach in dealing with organised labour.

> "The union says the report is intended to "inform, warn and guide" the country on what it calls growing socio-economic and governance deficiencies since the change of government."

MINIMUM WAGE PLEDGE

A key point of contention remains the government's handling of the promised P4,000 minimum wage.

The union argues that the administration has effectively backtracked on its pledge by proposing a "living wage package" that combines basic pay with allowances instead of introducing a P4,000 basic salary.

ECONOMIC AND HEALTH CONCERNS

The report also highlights rising unemployment, an economic slowdown, and what it describes as a national health crisis linked to medicine shortages as further indicators of governance shortcomings. It further criticises what it calls reckless public spending by the administration.

Despite the criticism, the union says its intervention is meant to stimulate constructive dialogue and policy reform rather than simply attack the government.



The Botswana Gazette
BUSINESS NEWS

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Minister of Minerals and Energy Bogolo Kenewendo said rotational load shedding will be implemented when necessary to manage supply shortfalls and the high cost of imported electricity.

Botswana Electricity Supply Still Constrained

Government outlines imports, new plants and market reforms as electricity demand continues to rise

GAZETTE REPORTER

Botswana's electricity supply remains structurally constrained as the country still does not have a reserve margin, requiring continued power imports alongside new generation capacity and demand-side interventions to maintain grid stability.

Minister of Minerals and Energy Bogolo Kenewendo said rotational load shedding will be implemented when necessary to manage supply shortfalls and the high cost of imported electricity.

"Consequently, rotational load shedding will be implemented as necessary to manage supply shortfalls and the high cost of imported electricity until all new generation projects come into service," Kenewendo recently told Parliament while presenting her ministry's committee of supply speech.

The government expects some improvement in domestic generation toward the end of the 2025/26 financial year.

"However, generation performance is expected to improve towards the end of the 2025/26 financial year following the completion of remediation works on one unit at Morupule B Power Station and the commercial operation of the 100 MW Mmadinare Solar Plant as well as the operation of the 100 MW Jwaneng Solar Plant," Kenewendo said.

These developments, she said, are expected to increase the share of electricity demand met through local generation.

"These developments are expected to increase the proportion of national electricity demand met from local generation to at least 72 percent on a sustained basis," she said.

NEW GENERATION

In addition to solar projects and improvements at Morupule B, the government is also pursuing new coal-based generation capacity.

Kenewendo said construction of a 600 megawatt coal-fired Independent Power Producer power plant at Mmamabula has started.

She said the first phase of the project will deliver 300 megawatts by the first quarter of 2027, with the remaining 300 megawatts expected to be fully commissioned in 2028.

"This project will significantly strengthen baseload generation capacity, enhance security of supply, and reduce reliance on electricity imports," Kenewendo said.

Electricity demand in Botswana continues to grow steadily, driven by several economic and demographic factors.

Kenewendo said national demand is increasing at an average rate of five percent annually, supported by population growth, mining activity and expanding household electrification.

Demand is projected to reach approximately 7,000 gigawatt hours by 2040.

MARKET REFORMS

At the same time, the government is reviewing the structure of the electricity supply industry.

> "Consequently, rotational load shedding will be implemented as necessary to manage supply shortfalls and the high cost of imported electricity until all new generation projects come into service."

Kenewendo said the Ministry of Minerals and Energy, working through the Botswana Energy Regulatory Authority, is reviewing the current electricity market structure with the aim of moving away from a vertically integrated model toward a more liberalised electricity market framework.

In parallel, the government is implementing a Cabinet directive to unbundle and corporatise the generation business unit of Botswana Power Corporation while keeping transmission and distribution as regulated monopoly functions.

"The Transmission function will operate as a Transmission System Operator (TSO), responsible for maintaining grid stability, coordinating power flows, and ensuring open access to the network," Kenewendo said.

The proposed structure will allow Independent Transmission Providers to invest in and develop transmission infrastructure under regulatory oversight while system control remains centrally coordinated.

Kenewendo said the reforms are expected to result in amendments to the current legislative framework.

"These reforms are expected to culminate in amendments to the existing legislative framework, which will be presented to Parliament by the second quarter of the 2026/27 financial year," she said.



Unaudited Summarised Consolidated Financial Statements and Dividend Announcement

For the six months ended 31 December 2025

BASIS OF PRESENTATION AND ACCOUNTING POLICIES

The unaudited interim financial results contained in this analysis of the financial results have been prepared in accordance with the framework concepts and the recognition and measurement requirements of International Financial Reporting Standards ("IFRS"), including interpretations issued by the IFRS Interpretations Committee ("IFRIC") effective for annual periods commencing on or after 1 July 2025, and in compliance with the Banking Act (Cap 46:04).

The principal accounting policies and the methods of computation are consistent in all material aspects with those adopted in the previous year. The new or amended IFRS that became effective for the period under review had no impact on the Bank's reported earnings, financial position, reserves, or accounting policies. The interim financial results have not been independently reviewed or audited by the Bank's external auditors.

In the preparation of the unaudited summarised consolidated financial statements, the Bank has applied sound business principles with key assumptions concerning any inherent uncertainties in recording various assets and liabilities.

These assumptions were applied consistently to the unaudited summarised consolidated financial statements for the six months ended 31 December 2025 and have been thoroughly assessed by management to ensure the appropriateness thereof.

The critical accounting estimates and areas of significant judgements and sources of estimation uncertainties are:

Impairment of financial assets.
Computation of Expected Credit Loss (ECL)
Application and interpretation of tax regulations.

Financial Highlights

P1.0bn	44.6%	2.03%	P21.6bn	32.4%	P25.7bn	15 thebe
Profit before tax	Cost to income Ratio	Credit Loss Ratio	Gross Advances to clients	Return on Equity	Deposits from customers	Dividend per share (Interim)
↓ 0.3% Dec 24	↑ 46.3% Dec 24	↓ 0.08% Dec 24	↑ 4.9% Dec 24	↓ 37.1% Dec 24	↑ 2% Dec 24	↓ 18 thebe Dec 24

Economic Update

Global Economic Overview

A New Year with fresh volatility

The IMF's latest baseline forecasts show global growth being unchanged at 3.3% in both 2025 and 2026, a pace below the 2000-2019 (pre COVID-19) average of 3.7%, with advanced economies expanding near 1.5% and emerging and developing economies 4.3% in 2025-26. This profile reflects the fading of 2025's temporary supports (such as hastened trade ahead of tariff changes and improved financial conditions, with many central banks easing policy) and the drag from policy uncertainty and protectionism.

Regional divergences persist; the United States is expected to decelerate from 2024's strength (from 2.8% to 2.3% growth in 2025-26) but still outperform the advanced economies average growth, while emerging Asia continues to anchor global growth (5.4% in 2025 and 5.0% in 2026); Indian and China growth rates are projected around 7.3% and 5.0% in 2025, before slowing toward 6.4% and 4.5% in 2026, respectively as domestic support only partially offsets external headwinds.

The IMF expects global headline inflation to decline to 4.2% in 2025 and 3.7% in 2026, with a faster convergence to central bank targets in advanced economies compared to many emerging markets. Policy-generated frictions (tariffs and trade fragmentation), as well as sticky services inflation leave risks tilted to the downside for growth but the upside for inflation in some jurisdictions, complicating the timing and extent of further monetary policy easing in 2026. Supply shocks remain a live concern: continued and new-geopolitical tensions, commodity-price volatility and shipping disruptions have the propensity to slow disinflation, even as lower energy demand has aided the recent cooling in oil prices.

Commodity markets reflect mixed trends. Precious metals continue to benefit from safe-haven demand and a softer dollar, while oil faces downward pressure from rising supply and weaker demand, likely keeping Brent crude near US$60/bbl in 2026. Copper remains resilient, supported by electrification and technology-driven demand for AI infrastructure, with prices projected to reach above US$11,000/t in the second half of 2026 as accumulated inventory clears. These trends suggest that while exporters may gain from metals, softer energy prices could limit overall terms-of-trade benefits, reinforcing the need for structural reforms to sustain growth.

Policy signals in large economies matter for the external environment. The IMF's October 2025 World Economic Outlook (WEO) characterises the outlook as "stable but subdued," noting that the tariff shock was milder than initially feared but still dimming medium term prospects; front loaded trade and easier financial conditions helped activity in early 2025, yet these temporary impulses are fading into 2026. For the United States specifically, the Fed points to still above target inflation risks and uncertainty around trade and fiscal settings, which can affect global supply chains and sentiment. In China, lingering property-sector strains and soft external demand (because of US protectionist policies) temper the trajectory despite targeted support. Against this backdrop, the IMF emphasizes rebuilding fiscal buffers, safeguarding central bank independence, and advancing structural reforms as prerequisites to lifting medium term global potential.

Regional economy - Sub-Saharan Africa to buck the trend in 2026

Africa's economic outlook for 2026 reflects resilience amid uneven reform progress and persistent global uncertainty. We project that growth across African economies will accelerate from 3.4% in 2025 to 3.9% in 2026, while the IMF expects Sub-Saharan Africa growth to rise from 4.1% to 4.4% over the same period. This improvement is underpinned by structural reforms, infrastructure investment, and rising consumer confidence as global uncertainty fades and monetary easing cycles conclude. Additionally, improvements are expected to be aided by gradually improving financing conditions as the US dollar weakens, as well as non-fuel exporters benefiting from commodity prices remaining elevated even as oil prices soften.

We expect increased economic activity for the three largest economies on the continent to lead growth in 2026. Contingent on improving confidence, a recovery in investment spending and further progress on structural reform, we project real GDP growth in South Africa to increase from an estimate of 1.3% in 2025 to 1.5% in 2026. In Egypt, economic reforms are expected to support growth. Improved foreign exchange liquidity and sustained investor confidence given continued engagement with the IMF, and the large-scale investments secured in 2024, will see growth rising from an estimate of 4.4% in 2025 to 4.8% in 2026. For Nigeria, we have revised growth from 3.8% to 4.2%, driven by higher infrastructure spending as government revenues increase over the next 12-18 months from tax reforms, expansion of real sector lending given the recapitalization of the banking sector, and aforementioned oil production expectations, improved coverage of activities in the informal sector, alongside other industrialization focused policies, are also expected to contribute to longer-term economic growth.

Inflation is broadly moderating, with the regional median falling toward 4%, creating space for cautious rate cuts, though upside risks persist from administered price adjustments and currency volatility. Overall, Africa enters 2026 as the fastest-growing major region globally, but sustaining momentum will require deepened reforms, credible fiscal frameworks, and effective debt management to navigate lingering vulnerabilities.

Botswana Economy

A moderate growth rebound in 2026

Data covering 1H2025 shows contractions of 5.3% y/y and 0.4% y/y for the first two quarters respectively. However, the 3Q2025 broke the six-quarter long streak of economic contraction with real GDP expanding by 10.4% q/q and 8.2% y/y. This turnaround was driven by a resurgence in diamond mining production. Output surged due to a strategic move by Debswana in anticipation of an extended plant downtime for maintenance in 4Q2025. With more stable diamond prices in 2H2025, as reflected by the Antwerp Diamond Index, diamond trading activity also rebounded in 3Q2025.

Moreover, activity in the finance, insurance and pension sector continued to expand given pension funds being repatriated to Botswana in line with the 2022 changes in regulation. This dynamic looks set to keep supporting the economy until the 50% domestic asset allocation requirement is met in 2027. While the 3Q2025 bounce is not sufficient to prevent a full-year contraction, the extent of the resurgence means growth will be less negative than initially feared. Our somewhat less downbeat expectation is also supported by the continued resilience of the non-mining sector. Another key underpin is Botswana's tourism sector which has maintained a positive trajectory since 2022, also evident in associated sectors such as transport, accommodation and food services.

After two consecutive years of contraction, economic growth in 2026 will be from a low GDP base, and although diamond output will likely remain flat at depressed levels, as a sector, it would no-longer detract from GDP. While improved rainfall since 2025 points to a much better outlook from the water utilities sector, the recent heavy rains will constrain output in agricultural sector over 2026. In addition, sectors with a clear growth motive like utilities, transport and construction should see continued private sector fixed investment.

But none of this is to say the economy does not face a major structural problem in that it remains heavily dependent on diamond mining (and related downstream industries) – all of which face troubling prospects in the wake of the growing global appeal of lab-grown diamonds and the impact of US tariffs on diamond demand.

Our view of a more sustained economic upswing beyond this year's technical rebound in GDP growth hinges on several much-needed reforms. In this regard, the willingness the government has shown courage to allow the currency to depreciate at a faster rate in future, is already a good start. The National Development Plan (NDP) 12 and Botswana Economic Transformation program highlight some key reform initiatives with the potential to durably lift GDP by unlocking opportunities in sectors that have the potential to create employment – these sectors include agriculture, manufacturing, tourism, energy and digital services.

Rangebound inflation and accommodative monetary policy

Inflation was subdued for most of 2025, peaking at 3.9% y/y in October, the same rate registered in December. CPI inflation averaged 2.7% in 2025. Upward pressure is expected from utility rates, imported fuel and consumer goods prices (largely owing to the increased cost of foreign exchange), all combined possibly driving inflation to around 6% in 2H26, translating into an average of approximately 4.8% for the year – still within the central bank's 3% - 6% inflation target range.

After hiking the policy rate by 160bps in October 2025 to 3.5%, with a regulatory stance that commercial banks should not transmit the increase to the market, no further change is expected in 2026. While real policy rates will likely remain negative in 2026, real prime lending rates are expected to average around 3% to 3.5% for the year. Such necessary tightening of financial conditions also reflects in a sharp steepening of the yield curve. To help ease the liquidity pressure the market has experienced, the central bank dropped the primary reserve requirement ratio for banks to 0% and extended the tenor of Bank of Botswana Certificates (BoBCs), which they use as liquidity injection instruments, from one week to three months.

Financial Performance

Statement of Financial Position

Advances grew by 4% year on year, with positive contributions from all customer segments. Corporate lending increased by 10% supported by increased activity in the mining sector and green financing deals. Retail advances which are driven mainly by personal loans grew moderately by 2% in line with the prevailing economic conditions, while Commercial advances rose by 8%, reflecting resilience in the FMCG and Oil sectors. WesBank recorded 1% growth and contributed 14% to the Retail and Commercial lending book, driven by the successful revamp of its offering in the prior year.

Overall, deposits increased by 2% to P25,747 million, up from P25,264 million in the previous half-year, indicating strong customer confidence and the Bank's ability to attract and retain deposits. Retail deposits went up 10%, driven by growth in current and savings account balances. Commercial went up 2% whilst Corporate deposits reduced by 13%, partly reflecting the Bank's deposit mix strategic stance in the wake of market liquidity cost pressure.

The Bank continues to maintain sound credit risk management principles informed by the evolving macroeconomic realities and does so by ensuring that the credit risk appetite supports sustainable and responsible advances growth. Similarly, provisioning for expected credit losses is reflective of the current macroeconomic headwinds.

Income Statement

The Bank delivered a consistent performance for the half year under review, demonstrating resilience and agility in a dynamic operating environment. Profit before tax closed at P1,002 million, broadly in line with the prior period's P1,004 million. This stability reflects the strength of the Bank's diversified business model, reflected in a strong performance of the non-lending business, moderate balance sheet growth in advances across all customer segments amid strong economic headwinds, and continued benefits from the Bank's cost transformation initiatives. Topline Interest income (before interest expense) was up 15%, driven by a 4%

Unaudited Summarised Consolidated Financial Statements and Dividend Announcement

For the six months ended 31 December 2025

growth in gross advances and a 1% adjustment of the Bank's Prime Lending Rate in July 2025. However, liquidity pressures remained pronounced throughout the period, driving funding costs up resulting in a more than double increase in interest expense hence a 9% overall decline in pre-provision Net Interest Income. Impairment provisions for the period surged to P221 million (compared to P8 million for the same period in the prior year). This level of provisioning is driven by forward looking indicators as the economy finds its way out of a difficult cycle. However, the performance of the underlying portfolio posted acceptable matrices during the period.

Non-Interest Revenue (NIR) increased by 47% to P1,309 million, underscoring the Bank's commitment to delivering tailored, efficient solutions for clients. Performance was supported by a marked increase in activity on the foreign exchange trading book on the back of a dynamic local foreign exchange market coupled with global FX volatility predominantly driven by tariffs, geo-political tensions, and global uncertainty. Income from other lines was driven by increase in transaction volumes, including eWallet, account transaction, card transactions and CashPlus.
Operating costs increased by 13% year on year, driven by once off payouts to employees who volunteered to leave the bank. Without these, the cost growth was contained at 9%, reflecting sound progress made in the cost transformation drive. The voluntary separation drive is a critical component of the Bank's 3-year labour plan, at the center of which is addressing future skill requirements, while continuously right sizing the workforce. These once off payments pushed staff costs up by 11% (normalised staff costs grew 3%). Other operating expenses went up 15%, driven by investment in marketing and branding as well as unanticipated foreign exchange rate movements during the year.

Profit before tax remained flat year on year, with ex-impairment income-cost jaws at positive 4%. The Cost to Income Ratio improved 4 percentage points to 44.6%.

Looking Ahead

The Botswana economy remains under strain, and the results of the ongoing efforts to diversify away from diamonds will need time, yet there is no certainty as to when the natural diamond market will recover. The Botswana Economic Transformation Plan (BETP) has been put in place to spur investments into high potential sectors that include infrastructure & logistics, Energy & Mining, Healthcare, ICT, Agriculture, and once delivered, these are expected to be pivotal to the countries industrialisation goals. In the short term, cost austerity and enhanced expenditure controls across the public sector, coupled with increased tax revenues will provide a reprieve on strained government coffers.

The Bank remains optimistic as it cements its partnerships with, and support to Government, businesses, individuals and communities. We have crafted our strategy in alignment to key sectors of the economy, where we will continue to support Government directly and through State Owned Enterprises, businesses operating in key high impact sectors, whilst the FNBB Foundation continues its partnerships with communities, providing long lasting and impactful solutions to challenges faced by society, with whom we aspire to share our prosperity. The Bank places staff welfare as a top priority, and our focus remains on providing a safe workplace where colleagues build their careers and grow, supported by compelling Employee Value Propositions.

Within the context of FirstRand (our parent company) promises, FNB Botswana has launched a High-Performance Culture drive that elevates accountability and commitment to clients, ultimately driving organisational performance. Embedment of this culture journey will remain in sharp focus for the balance of the financial year, and beyond.

Client experience is also a key area, and our continued investment in technology and digitalization are a testament to this. Our product shelves are evolving, with a focus on shifting more towards convenient and cost effective end to end solutions. Improving client experience also includes our journey to simplify our Know Your Client (KYC) processes, which now enables clients to digitally load their KYC documents and update their profiles on the FNB App, unassisted. We are working on further solution we intend to deliver before the end of the financial year, for the better experience of our clients.

Sustainability and Shared Prosperity remain integral to the Bank's operations, supported by clear targets in areas including green finance and social impact. Execution against these priorities will remain outcomes-driven through the balance of the financial year and beyond.

Capital adequacy and liquidity coverage remain robust at the half-year point, comfortably above regulatory and Board-approved limits, providing a solid platform for continued growth.

Events after reporting date

There were no conditions after the reporting period that require disclosure or adjustment to the Summarised Consolidated Financial Statements. The impact of events that occur after the reporting period will be accounted for in future reporting periods.

Corporate Governance

The Board and management are responsible for ensuring that FNBB's operations are conducted in accordance with all applicable laws and regulations, including the responsibility for ensuring the following:

- Alignment with best practice for corporate governance
- Effective management of all risks, including maintenance of appropriate internal controls.
- Effective management of compliance and conduct risks
- The Bank's continued ability to operate as a going concern; and
- The Bank's consideration of the environmental and social impact of conducting business.

The Board is comprised of a majority of independent, non-executive Directors and meets regularly, reviews executive management's performance, and retains effective control over the Bank. The Board is assisted by the following sub-committees, which are responsible for various aspects of governance.

- Risk and Capital Management Committee,
- Board Credit Risk Committee
- Directors Affairs and Governance Committee
- Human Capital and Remuneration Committee.
- Board Compliance and Conduct Committee.
- Audit Committee

Shared Prosperity

Across the globe, there is a growing expectation for businesses to not only create value for their shareholders but also make a long-lasting impact for its clients and communities they serve. As a result, the Bank's strategy is anchored on its purpose of Shared Prosperity i.e. intentionally using core business activities to deliver not only financial value for shareholders but also deliver positive impact for clients, employees and communities. In its 2030 strategy the Bank has therefore defined its shared prosperity focus areas as follows:

- Sustainable finance
- Small and Medium Enterprises (SME) development
- Sustainable procurement
- Financial inclusion (including literacy efforts)
- Human and Social Development

1. Sustainable finance

During the reporting period, the Bank approved sustainable finance facilities totaling P314 million (PY:495 million).

These investments are designed to support green and socially beneficial enterprises, contributing to climate change mitigation and advancing the country's transition efforts.

Given the current macroeconomic environment, lending has been subdued, and the Bank has shifted its focus toward strengthening government capacity-building initiatives, facilitating knowledge sharing sessions for clients, and hosting information engagements with key stakeholders on climate risk and sustainable finance.

The Bank continues to engage proactively with clients to understand and manage climate related risks, while also identifying opportunities to drive meaningful environmental and social impact.

Economic development and diversification remain central to our mandate and are closely aligned with Botswana's national priorities. Our sustainable finance portfolio for the period also reflects disbursements made through the Citizen Economic Empowerment Program (CEEP), underscoring the Bank's commitment to fostering local enterprise growth. During the period under review P224 million was approved and disbursed, against P92 million in prior period. We take pride in playing an active role in advancing the country's economic progress.

2. Small and Medium Enterprises (SME) development

The Bank remains steadfast in its commitment to advancing economic growth and diversification through targeted initiatives designed to empower SMEs.

Support for small business activity is channelled through deliberate procurement spending that prioritises citizen owned enterprises, dedicated SME funding, and purchase order financing solutions. Through the FirstPreneur SME Development Programme, the Bank further seeks to address the operational challenges faced by SMEs and build the capabilities they need to scale and thrive. The Bank aims to foster job creation within SMEs to contribute to national employment and economic growth. The programme cohort consists of 142 businesses that underwent an application process to secure a spot on the programme. The cohort spans a wide sector spread, including Agriculture, Creative Arts, Manufacturing, Tourism, Logistics, Beauty to Technology and Retail. From a diversity perspective, women and youth-owned businesses are well represented, as well as persons with disabilities.

3. Sustainable procurement

The objective is to drive sustainable procurement by prioritizing citizen-owned and local SMEs, through targeted sourcing strategies and supplier development initiatives.

For this period, 82% of total expenditure (excluding staff) was through local companies. For the second half of the financial year, the Bank will focus on developing strategies to support women-owned and youth-owned businesses.

4. Financial inclusion

Financial inclusion focuses on integrating underserved individuals and communities into the formal banking system, while also equipping clients with essential financial knowledge and skills through targeted education initiatives. CashPlus is our flagship product that enables local business owners to provide basic banking services using a secure mobile banking platform connected to our network, expanding reach to underserved communities. As at the end of the reporting period, over 1,996 (PY:1,675) CashPlus agents were operating throughout the country, with a notable representation of women and youth.

The Bank also implements a financial literacy awareness campaign that reaches diverse demographic groups and is delivered through a range of media platforms as well as direct engagement with stakeholders.

5. Human and social development

Social impact is driven through a range of corporate sponsorships that includes supporting sporting initiatives as well as relevant social and business activities.

Implementation of the flagship P54 million sponsorship of Botswana Premier League and the Senior National Women's Football team is in progress. Since sponsorship inception P29.2 million has been invested into football. The Bank will be hosting the fifth edition of the Kazungula Bridge Marathon which generates local activity in Kasane. Through these activities we intentionally support local businesses and local athletes.

The FNB Botswana Foundation serves as the Bank's Corporate Social Responsibility (CSR) arm, dedicated to creating sustainable value for communities while also benefiting our clients, suppliers, and employees. During the interim period, the Foundation delivered notable impact across its focus areas. Key highlights include:

The Back-to-School National Shoe Drive launched in partnership with PEP stores. This initiative enables clients to afford school shoes for their children, by offering shoes at a subsidised price.

Sponsorship and endorsement of Mophato Dance Theatre at the 2025 Cheonan World Dance Festival to the tune of P387,370 exposing them to an international platform. We demonstrated our long-standing recognition of creative talent, supported short term employment and provided livelihood support for 30 creatives.

Investment of P782,000 into Arts and Culture development through sponsorship of 20 young people for Musical Training at Kingdom Arts Academy. The young artists from low income and vulnerable backgrounds are supported to develop their talent and make a living out of it. Social workers and community leadership from White City, New Naledi and Bontleng were engaged in the identification and enrollment of the beneficiaries, thus gaining much valued community support.

Over P1 million invested in empowering communities through various donations and projects, with some projects delivered through our Staff Volunteer Programme.

Capital management

FNBB maintains sound capital ratios to maintain confidence in the solvency and the quality of its capital during both calm and turbulent periods in the economy and in financial markets. The Bank aims to maintain capital ratios in line with its risk appetite, thereby appropriately safeguarding its operations and stakeholder interests.

Furthermore, FNBB's capital management strategy is to ensure an optimal level and composition of capital, effective allocation of financial resources including capital and risk capacity, with a view to achieving a sound return on equity and a sustainable dividend distribution to shareholders. The capital planning process is conducted on a forward-looking basis and considers, inter alia, the organic growth requirements and a safety margin for unexpected fluctuations in business plans and earnings volatility. Through this approach, compliance with both internal and regulatory capital adequacy requirements can be achieved, shareholders' returns can be safeguarded, and the Bank can ensure that it remains a sound going concern even under severe stress conditions.

The capital focus has been directed to the composition of the capital structure and efficiency of the risk-weighted assets. The Directors' review and approve macroeconomic scenarios quarterly in a year due to the rapidly changing world economic environment for regulatory and business purposes. Additionally, the Directors' review the Capital Management Framework annually, and this together with the approval of the economic scenarios forms the basis of the Internal Capital Adequacy Assessment Process (ICAAP) which provides a sound basis for managing our capital in a constantly dynamic world. For the period ended 31 December 2025, FNBB continued to operate above both the internal and regulatory minimum capital adequacy ratios.

Declaration of Dividend

Notice is hereby given that an interim dividend of 15 thebe per share has been declared for the six months ended 31 December 2025. The dividend will be paid on or about 1 April 2026 to shareholders registered at the close of business on 20 March 2026. The ex-dividend date is 18 March 2026.

In terms of the Income Tax Act (Cap 52.01) as amended, withholding tax at the rate of 10% will be deducted by the Bank from gross dividends. If a change of address or dividend instructions is to apply to this dividend, notification should reach the Transfer Secretaries by 20 March 2026.

For and on behalf of the Board.



B M Bonyongo
Chairperson
Gaborone, 05 February 2026



S L Bogatsu
Chief Executive Officer

TRANSFER SECRETARIES
Central Securities Depository
Company of Botswana,
Plot 70667, 4th Floor, Fairscape Precinct, Fairgrounds
Private Bag 00417, Gaborone

Unaudited Summarised Consolidated Financial Statements and Dividend Announcement

For the six months ended 31 December 2025

Unaudited Summarised Consolidated Income Statement (P'000)

	Six Months ended 31 December 2025	Six Months ended 31 December 2024	% Change
Interest income and similar income using the effective interest rate	1,403,853	1,225,313	15
Interest expenses and similar charges	(502,928)	(232,932)	>100
Net interest income before impairment of advances	**900,925**	**992,381**	**(9)**
Impairment of advances	(220,627)	(7,638)	>100
Net interest income after impairment of advances	**680,298**	**984,743**	**(31)**
Non-interest income and expense	1,308,599	892,124	47
Income from operations before operating expenditure	**1,988,897**	**1,876,867**	**6**
Operating expenses	(467,795)	(408,115)	(15)
Employee benefits expenses	(502,081)	(452,693)	(11)
Income before indirect taxation	**1,019,020**	**1,016,059**	**0**
Indirect tax	(16,139)	(12,212)	(32)
Profit before direct taxation	**1,002,881**	**1,003,847**	**(0)**
Direct taxation	(214,992)	(220,846)	3
Profit for the year attributable to owners of the company	**787,889**	**783,001**	**1**
Total comprehensive income for the period	**787,889**	**783,001**	**1**
Average number of shares in issue during the period (thousands)	2,543,700	2,543,700	-
Earnings per share (thebe) (based on weighted average number of shares outstanding)	**31.0**	**30.8**	**1**

Ratios and Market Information

	Six Months ended 31 December 2025	Six Months ended 31 December 2024	% Change
Dividend per share (thebe)	15	18	(17)
Dividend cover (times)	2.1	1.7	24
Cost to income ratio (percent)*	44.6	46.3	4
Return on equity (percent)	32.4	37.1	(13)
Return on average assets (percent)	4.5	4.6	(2)
Capital adequacy ratio (percent)**	20.8	18.7	11
Closing share price (thebe)	545	511	7
Price earnings ratio	8.8	8.3	6
Earnings per share (thebe)	31.0	30.8	1
Number of ordinary shares issued (thousands)	**2,543,700**	**2,543,700**	**-**

**Cost to income ratio is based on total non-interest expenditure including indirect taxation (value added tax) and excludes impairments of advances*

*** Capital adequacy ratio is Post Dividend*

Unaudited Summarised Consolidated Statement of Financial Position (P'000)

Assets	Six Months ended 31 December 2025	Six Months ended 31 December 2024	% Change	30 June 2025 Audited
Cash and short-term funds	3,881,050	5,102,353	(24)	2,095,051
Derivative financial instruments	43,397	25,207	72	19,000
Net advances to customers	20,614,302	19,741,316	4	20,618,041
Current taxation	28,524	7,110	>100	392
Due from related parties	9,784	6,177	58	19,288
Other Assets	376,317	678,495	(45)	521,393
Investment securities	9,189,253	9,131,332	1	10,876,931
Property and equipment	586,536	600,129	(2)	600,236
Goodwill	26,589	26,963	(1)	26,963
Deferred Taxation	27,885	11,150	>100	28,211
Total assets	**34,783,637**	**35,330,232**	**(2)**	**34,805,506**
Equity and Liabilities				
Deposits- other	2,192,957	-	n.m	1,738,081
Derivative financial instruments	59,230	23,281	>100	10,578
Accrued interest payable	27,171	17,122	59	31,898
Due to related parties	53,198	37,514	42	35,067
Other Liabilities	558,541	650,713	(14)	806,767
Deposits from banks	684,335	4,036,964	(83)	352,411
Deposits from customers	25,747,408	25,264,490	2	26,492,471
Employee benefits liabilities	83,768	83,541	0	139,258
Borrowings	474,329	921,906	(49)	695,971
Deferred taxation	-	865	n.m	-
Current taxation	-	-	-	6,637
Total liabilities	**29,880,936**	**31,036,396**	**(4)**	**30,309,139**
Capital and reserves attributable to ordinary equity holders				
Stated capital	51,088	51,088	-	51,088
Reserves	4,470,058	3,784,882	18	4,063,724
Dividend reserve	381,555	457,866	(17)	381,555
Total equity	**4,902,701**	**4,293,836**	**14**	**4,496,367**
Total Equity and Liabilities	**34,783,637**	**35,330,232**	**(2)**	**34,805,506**
Undrawn commitments to customers	2,487,714	2,353,700	6	2,611,048

Unaudited Condensed Consolidated Statement of Changes in Equity (P'000)

	Stated capital	Dividend reserve	Retained earnings	Total
Balance at 01 July 2024	51,088	686,799	3,459,747	4,197,634
Profit for the period	-	-	783,001	783,001
2024 Final Dividends paid	-	(686,799)	-	(686,799)
2025 Interim Dividends proposed	-	457,866	(457,866)	-
Balance at 31 December 2024	**51,088**	**457,866**	**3,784,882**	**4,293,836**
Balance at 01 July 2025	51,088	381,555	4,063,724	4,496,367
Profit for the period	-	-	787,889	787,889
2025 Final Dividends paid	-	(381,555)	-	(381,555)
2026 Interim Dividends proposed	-	381,555	(381,555)	-
Balance at 31 December 2025	**51,088**	**381,555**	**4,470,058**	**4,902,701**

Unaudited Summarised Consolidated Statement of Cashflows (P'000)

Cash flows from operating activities	Six Months ended 31 December 2025	Six Months ended 31 December 2024	% Change
Cash generated from operations before taxation and working capital changes	1,049,528	(522,478)	>100
Taxation paid	(250,300)	(198,400)	26
Cash from operating activities	**799,228**	**(720,878)**	**>(100)**
Movement in deposit other	2,192,957	-	n.m
Movement in amounts due to other banks	(3,352,629)	3,240,377	>(100)
Movement in deposits and current accounts	482,918	(210,053)	>(100)
Movement in amount due to related companies	15,684	(43,748)	>(100)
Movement in accrued interest payable	10,049	(23,575)	>(100)
Movement in creditors and accruals	(92,172)	(86,242)	7
Movement in employee benefits liabilities	227	9,565	(98)
Movement in investments - fair value through profit or loss	98,000	(865,953)	>(100)
Movement in investments - amortised cost	29,663	(747,185)	>(100)
Movement in advances to customers	(872,986)	(1,870,897)	(53)
Movement in other assets	302,178	6,006	>100
Movement in amounts due from related companies	(3,607)	12,184	>(100)
Cash flows used in operating activities	**(390,490)**	**(1,300,399)**	**(70)**
Cash flows used in investing activities			
Acquisition of property and equipment	(33 917)	(38,446)	(12)
Cash flows used in financing activities			
Borrowings raised	(447,577)	-	n.m
Finance lease interest	(4,356)	(2,058)	>100
Finance lease payments	(13,395)	(13,791)	(3)
Dividends paid	(381,555)	(686,799)	(44)
Net cash used in financing activities	**(846,883)**	**(702,648)**	**21**
Cash movement for the period	**(1,271,290)**	**(2,041,494)**	**(38)**
Cash and cash equivalents at the beginning of the period	**5,302,254**	**7,343,747**	**(28)**
Total cash and cash equivalents at end of the period	**4,030,964**	**5,302,254**	**(24)**
Cash and short-term funds	3,881,050	5,102,354	(24)
Investment in Bank of Botswana certificates	149,914	199,900	(25)
Total cash and cash equivalents at end of the period	**4,030,964**	**5,302,254**	**(24)**

Unaudited Summarised Consolidated Financial Statements and Dividend Announcement

For the six months ended 31 December 2025

Segmental Reporting

Operating segments are reported in accordance with the internal reporting provided to the Chief Executive Officer (the Chief Operating Decision-Maker), who is responsible for allocating resources to the reportable segments and assesses their performance. All operating segments used by the Bank meet the definition of a reportable segment.

The Bank has four primary business segments:

FNB Commercial segment
Comprising advances and deposits and the revenue flowing from commercial and SME customers

FNB Retail segment
omprising advances and deposits and the revenue flowing from individual customer

RMB Corporate segment
Comprising advances and deposits and the revenue flowing from corporate customers flowing from corporate customers

Treasury
Manages the Bank's liquidity and funding.

To determine the performance, profitability and efficiency of the segments, the Bank presents interest income after the cost of funding and interest expenditure after the benefit of funding.

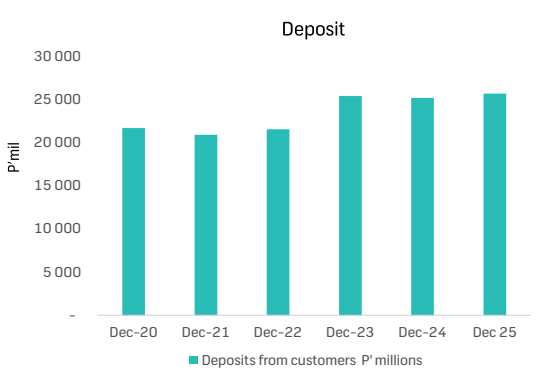
Unaudited Summarised Segmental Reporting

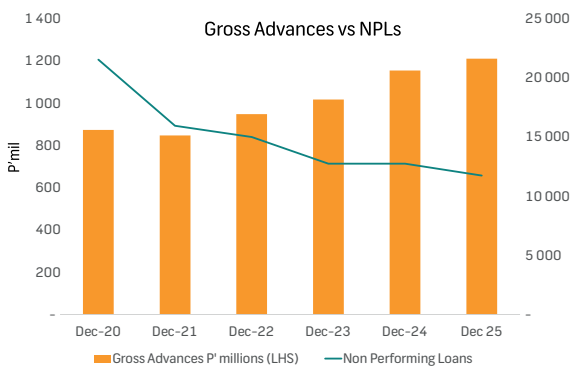
31 December 2025 (P'000)- (Six Months)	Retail	Commercial	Corporate	Treasury	Total
Interest and similar income	241,440	67,074	71,418	1,023,921	1,403,853
Non- interest income	434,958	331,705	548,272	(6,336)	1,308,599
Total segment revenue	**676,398**	**398,779**	**619,690**	**1,017,585**	**2,712,452**
Interest expense and similar expenses	173,938	174,540	98,643	(950,049)	(502,928)
Segment operating income before impairments	**850,336**	**573,318**	**718,333**	**67,536**	**2,209,524**
Impairment of advances	(162,038)	(37,031)	(21,557)	-	(220,627)
Net interest income after impairment of advances	**688,298**	**536,287**	**696,776**	**67,536**	**1,988,897**
Depreciation	(54,066)	(1,628)	(60)	(44)	(55,797)
Staff expenditure	(372,557)	(76,806)	(40,220)	(12,498)	(502,081)
Total Expenditure	**(36,438)**	**(282,726)**	**(105,133)**	**12,299**	**(411,998)**
Profit before indirect taxation	**225,238**	**175,127**	**551,363**	**67,293**	**1,019,020**
Indirect taxation	(14,182)	(761)	(852)	(344)	(16,139)
Profit before direct taxation	**211,056**	**174,365**	**550,510**	**66,949**	**1,002,881**
Direct taxation	-	-	-	-	(214,992)
Profit for the period	**-**	**-**	**-**	**-**	**787,889**
Statement of financial position					
Gross Advances to customers	**12,526,768**	**4,094,898**	**5,025,490**	**-**	**21,647,156**
Loss allowance	(636,540)	(300,228)	(96,086)	-	(1,032,854)
Net advances	**11,890,228**	**3,794,671**	**4,929,403**	**-**	**20,614,302**
Deposits from customers	**7,061,388**	**9,816,125**	**5,688,535**	**3,181,359**	**25,747,408**

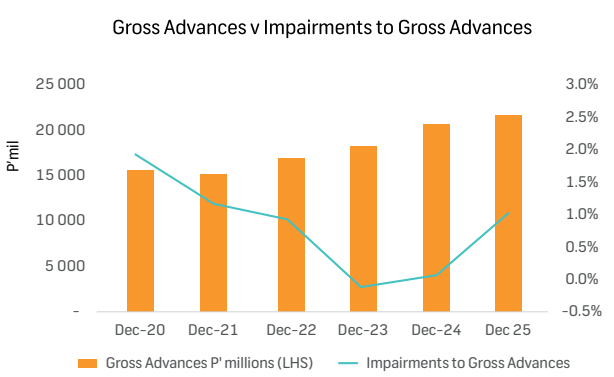
Unaudited Summarised Segmental Reporting

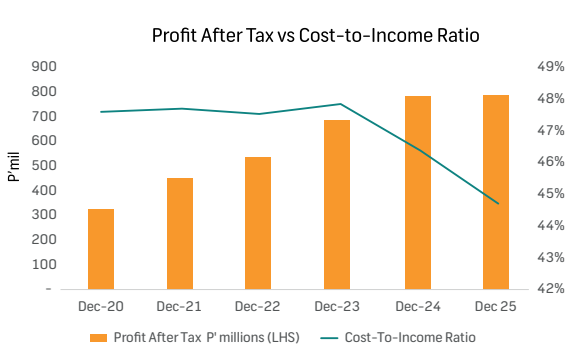
31 December 2024 (P'000)- (Six Months)	Retail	Commercial	Corporate	Treasury	Total
Interest and similar income	301,186	75,552	54,137	794,438	1,225,313
Non - interest income	378,922	320,426	196,337	(3,561)	892,124
Total segment revenue	**680,108**	**395,978**	**250,474**	**790,877**	**2,117,437**
Interest expense and similar expenses	125,973	153,369	94,624	(606,898)	(232,932)
Segment operating income before impairments	**806,081**	**549,347**	**345,098**	**183,979**	**1,884,505**
Impairment of advances	(11,645)	(1,585)	5,592	-	(7,638)
Net interest income after impairment of advances	**794,436**	**547,762**	**350,690**	**183,979**	**1,876,867**
Depreciation	(50,622)	(270)	(53)	(26)	(50,971)
Total expenditure	**(356,912)**	**(314,699)**	**(137,561)**	**(666)**	**(809,837)**
Profit before indirect taxation	**386,902**	**232,794**	**213,077**	**183,287**	**1,016,059**
Indirect taxation	(9,704)	(1,229)	(816)	(462)	(12,212)
Profit before direct taxation	**377,197**	**231,565**	**212,261**	**182,825**	**1,003,847**
Direct taxation	-	-	-	-	(220,846)
Profit for the period	**-**	**-**	**-**	**-**	**783,001**
Statement of financial position					
Gross Advances to customers	**12,272,327**	**3,794,939**	**4,565,255**	**-**	**20,632,521**
Loss allowance	(470,136)	(349,281)	(71,788)	-	(891,205)
Net advances	**11,802,191**	**3,445,658**	**4,493,467**	**-**	**19,741,316**
Deposits from customers	**6,409,567**	**9,608,301**	**6,518,871**	**2,727,751**	**25,264,490**

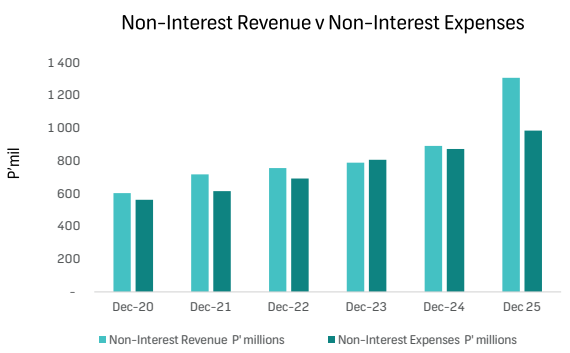
Financial Graphs

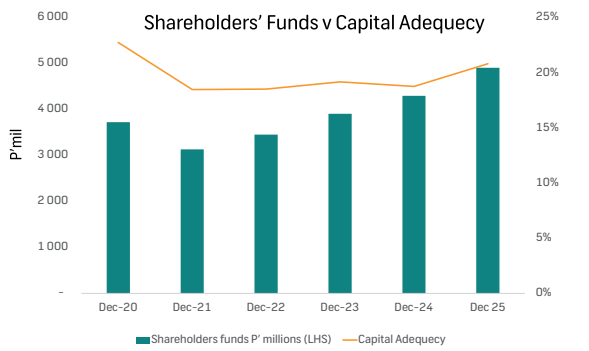












Letshego Group CEO Highlights Gender Parity

Says equal representation is achievable, but structural and cultural changes remain essential for women to advance into leadership.

GAZETTE REPORTER

Letshego Africa Holdings Limited Group Chief Executive Officer Reinette Estelle van der Merwe says the financial services group has achieved near gender parity across its workforce and leadership.

Van der Merwe said the company is in what she described as a "fortunate position," with gender equality effectively at a 50-50 balance. At the holdings level, she said, 51 percent of employees are women, while women also account for 51 percent of the executive committee.

She made the remarks during a panel discussion at the Botswana Stock Exchange Limited March Opening Bell Ceremony, held on the eve of International Women's Day. The event was themed "Rights. Justice. Action. For All Women and Girls" and featured an all-women panel.

Van der Merwe, who is in her sixth month as chief executive, said while some women have been able to reach leadership roles through opportunity and hard work, broader policy and structural changes are still necessary.



POLICY SUPPORT

She said legislation and workplace policies must evolve to better accommodate the realities women face, including motherhood and family responsibilities.

"So if it doesn't start at home and in the schools and at grassroots levels, it's not going to happen," she said. "We need to change that at the very grassroots level, and also in terms of company policies, country policies. We need to embed that so that from a policy perspective, there's no distinction; it is actually equal, and people can just pursue it."

Van der Merwe also pointed to research indicating that men often have more work-related skills exposure than women, which can discourage women even when they are equally capable.

"What needs to be done is give women that encouragement and then support them in those roles, because that's what men do," she said. "Women need to start supporting each other. Women need to start working together and also support their female colleagues, in the same way."

The discussion was moderated by Gofaone Modise, director of Inbound Media, who asked panelists to reflect on women's representation and practical ways to advance empowerment.

FINANCIAL TOOLS

Mothei Mokgedi, product development specialist at the Botswana Stock Exchange, said women should embrace their own leadership styles rather than feeling pressure to mirror traditionally male approaches.

"You don't have to be a man to succeed in those spaces," Mokgedi said. "So I think we need to unlearn that idea of presenting ourselves in a rigid and martial way."

She also highlighted the role of financial markets in advancing social goals, pointing to the concept of social bonds — financial instruments where proceeds are directed toward social initiatives.

"So here at the BSE, we want to be a force for good, and we want to produce products, solutions, in fact, that benefit the greater public," she said, adding that the exchange offers a transparent marketplace that can support such instruments.

REPRESENTATION GAP

Una Munamati, representing CFA South Africa, said Botswana's private sector already has several female chief executives and gender-balanced executive teams, though more progress is needed.

"I think more can be done in the schools to educate children, to educate their families, that it's okay for men to do some household chores like cooking," she said.

Munamati added that women's leadership should grow through merit rather than quotas, with measurable improvements in representation.

EDUCATION ROLE

Godisang Mookodi, senior lecturer at the University of Botswana, said greater representation of women in leadership and policymaking remains important.

She said fear sometimes discourages women from stepping forward, even in a relatively progressive environment.

"As with academia, we need to understand that the foundation of everything is academia," Mookodi said. "We start in schools and that's where we learn."

She added that societal challenges such as gender-based violence and leadership gaps are interconnected and require new thinking.

"The biggest challenge for people is to challenge the business-as-usual approach," she said. "We need to actually understand that the realities require for us to be more innovative."

FMD Risk Remains High In Botswana

Gov't allocates P97 million to combat Foot and Mouth Disease as officials warn the outbreak could threaten livelihoods and the national economy

GAZETTE REPORTER

The risk of a recurrence of Foot and Mouth Disease (FMD) in Botswana remains high despite early containment measures, Acting Minister of Lands and Agriculture Edwin Dikoloti has said.

Initial efforts involving vaccination and quarantine helped contain the outbreak, but persistent challenges continue to threaten progress. These include illegal cross-border movement of livestock and people, as well as poor livestock management practices such as the failure to herd and kraal animals.

Speaking to farmers during the launch of the Mmadikgaka veterinary camp recently, Dikoloti said the current outbreak comes at a particularly difficult economic moment for the country.

"The current FMD crisis happens at the worst possible time—when we face probably the worst economic hardship since independence," he said.

Government views the situation as an emergency with the potential to escalate into a national disaster if not effectively managed. Officials say the disease is spreading rapidly across parts of southern Africa and could severely affect Botswana's economy and rural livelihoods.

REGIONAL SPREAD

According to Dikoloti, the Southern African Development Community region is facing what may be the most severe FMD crisis in its history.

He said the whole of South Africa and neighbouring countries including Swaziland and Lesotho are experiencing outbreaks. Zimbabwe is also battling the disease in Matebeleland South Province, which shares a long border with Botswana.

Within Botswana, several areas are considered particularly vulnerable to new outbreaks. These include the Bobonong and Mmadinare constituencies, extending through the North East and Tutume districts.

The recent outbreak in the North East District affecting Jackalas 1, Sinyawe, Kgari, Nlapkhwane and Mlambakwena has underscored the risks facing the region.

RESPONSE MEASURES

Government has approved an FMD response plan with a budget of P97 million to implement immediate short-term measures.

> "The current FMD crisis happens at the worst possible time when we face probably the worst economic hardship since independence"

The funds will support vaccination campaigns, repairs to cordon fences and the involvement of other agencies in disease control, including the police, the Botswana Defence Force and local government authorities.

Part of the funding will also support community participation in FMD control efforts.

Dikoloti said government response capacity is currently limited because of budget constraints but communities could play a significant role in managing the disease.

"But there is latent, untapped resource in the form of communities," he said.

Authorities believe local participation could strengthen surveillance, provide intelligence on livestock movements and assist with small-scale biosecurity measures such as maintaining disease control barriers and helping manage livestock movements.



Chobe Connect Targets Regional Investment

Investor conference aims to unlock opportunities in Botswana's strategic northern district



GAZETTE REPORTER

The Special Economic Zones Authority Botswana (SEZA), in partnership with First National Bank Botswana (FNBB), will host Chobe Connect 2026, an investor conference scheduled for March 30–31 at Cresta Mowana Safari and Spa in Kasane.

Organisers say the event is intended to position Chobe District as an emerging investment hub within Botswana and the broader Southern African region.

The conference is framed around Botswana's national development priorities, including economic diversification, private sector-led growth, regional integration and the implementation of the Botswana Economic Transformation Programme (BETP).

STRATEGIC LOCATION

Chobe District occupies a strategic location where Botswana meets Zambia, Zimbabwe and Namibia, giving it cross-border connectivity to regional markets.

The area is also known for its tourism assets and agricultural activity, particularly around Pandamatenga. Approved BETP projects and the planned Pandamatenga Special Economic Zone (SEZ) are expected to support agro-industrial development, tourism regeneration and logistics-driven regional trade.

Chobe Connect 2026 aims to bring together policymakers, investors and development partners to explore these opportunities and promote potential partnerships.

INVESTMENT FOCUS

According to SEZA Acting Chief Executive Officer Tapiwa Masie, the forum was conceived as a platform to accelerate development in strategically positioned regions of the country.

"This was conceived as a strategic forum that has to bring together government, policy makers, investors, industry leaders and other stakeholders that will help us accelerate development of Botswana's most strategically positioned regions that is Chobe," Masie said during a press conference announcing the event.

Masie said the conference would highlight opportunities in agribusiness linked to the Pandamatenga Special Economic Zone, which is focused on agricultural production and value chains.

"It is meant to showcase agribusiness opportunities in the Pandamatenga special economic zone, an agricultural based special economic zone," Masie said.

CORRIDOR POTENTIAL

Masie added that the initiative was partly inspired by Chobe's geographic advantages.

She said the district sits along the Kasane–Kazungula corridor, which connects Botswana to the wider Southern African Development Community market. The area also combines agricultural potential with established tourism attractions.

"Chobe Connect seeks to bridge these ideas and investment opportunities as well as implementation to ensure that projects can move from concepts to execution," Masie said.

CONFERENCE GOALS

Organisers say the conference will showcase investment-ready projects in priority sectors, facilitate dialogue between policymakers and investors, and support collaboration around approved BETP projects in the district.

The forum is also expected to highlight opportunities in agro-industrial value chains, tourism regeneration, regional connectivity and sports tourism.

Lucara Advances Karowe Underground Project

Diamond miner reports $75.8 million spent in 2025 as it progresses toward underground production targeted for 2028

GAZETTE REPORTER

Lucara Diamond reported that $75.8 million was spent in 2025 on the Underground Project (UGP) at its Karowe Diamond Mine in Botswana, including $20.3 million during the fourth quarter, according to financial results for the year ended December 31, 2025 released recently.

The company, a leading independent producer of large, exceptional quality Type IIa diamonds from its 100 percent owned Karowe mine, said the expenditure was largely directed toward advancing key underground construction works.

PROJECT PROGRESS

According to the company, spending during the year focused on shaft sinking and development work at several underground levels.

"Expenditures were primarily directed toward advancing shaft sinking, developing the 245-level, 285-level, 310-level and 335-level to connect the shafts and initiating lateral development," the results said.

In the fourth quarter of 2025, Lucara executed a lateral development contract covering underground development from the production and ventilation shafts to the ore body.

The scope of the contract includes construction of the extraction level, underground crushing chamber, fine ore bins, pump stations with associated vertical dams, drilling horizons, workshop facilities and all infrastructure needed to connect the underground system to the kimberlite ore body.

Lucara said production from the underground project is anticipated in the first half of 2028.

CAPITAL SPENDING

The company reported a revised total project cost of $779.2 million, including contingency.

As at December 31, 2025, capital expenditures totaling $469.4 million had already been incurred, while an additional $82.3 million had been committed but not yet spent.

The updated feasibility study incorporates construction progress, revised exchange rates, inclusion of legacy stone values, costs already incurred and updates to hydrogeological and geomechanical models, mine design, method and scheduling.

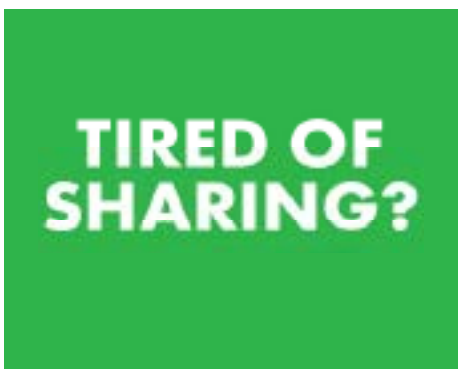
From the first half of 2026 through the first half of 2028, Lucara said it plans to process a combination of ore from open pit operations and stockpiled materials.

Construction progress during 2025 included reaching the bottom of the 776 metre production shaft and the 729 metre ventilation shaft.

SAFETY RECORD

Lucara reported that the underground project achieved 2,159 lost-time injury free days.

During the fourth quarter of 2025, the project recorded a twelve-month rolling Total Recordable Injury Frequency Rate (TRIFR) of 0.67. The overall TRIFR for the underground project to date stood at 0.56 as at December 31, 2025.



SALES RESULTS

The company sold 353,302 carats in 2025, compared with 399,215 carats in 2024, generating revenue of $159.7 million. Revenue in the previous year stood at $203.9 million.

"A total of 353,302 carats were sold (2024: 399,215 carats), generating $159.7 million in revenue (2024: $203.9 million)," the results said.

Revenue for the year included the sale of the Seriti, a 1,094 carat diamond sold to HB Trading BV for an initial polished value of $12 million. An additional $7.9 million in top-up revenue was earned during 2025 following the sale of polished outcomes from the stone.

The comparative year included the sale of the Sethunya, a 549 carat Type IIa white gem quality diamond, and the Eva Star, a 1,080 carat Type IIa diamond. The two stones were sold for a combined $54 million.

DIAMOND RECOVERIES

Lucara recovered 772 "specials," or diamonds larger than 10.8 carats, during 2025, compared with 807 in 2024. These accounted for 7.1 percent of the total carats recovered from direct ore feed during the year.

During 2025, the company recovered 31 diamonds exceeding 100 carats, including three stones larger than 1,000 carats.

Significant recoveries included a 1,476 carat non-gem diamond, a 2,036 carat near-gem diamond, a 1,015 carat non-gem diamond and a 37.42 carat pink Type IIa diamond.

In the fourth quarter alone, 89,596 carats were recovered. Of these, 86,110 carats came from direct open pit ore feed and stockpiles at a recovered grade of 12.2 carats per hundred tonnes, while an additional 3,486 carats were recovered from processing historical recovery tailings.

Standard Bank Trade Barometer Signals Positive Shift

A new trade survey points to improving infrastructure, stronger business confidence and shifting global trade partnerships across African markets



Trade-enabling infrastructure across several African economies is improving, alongside rising business confidence and strengthening macroeconomic conditions, according to the latest Africa Trade Barometer released by Standard Bank.

INFRASTRUCTURE SHOWS BROAD IMPROVEMENT

The fifth edition of the survey examined trade conditions in Angola, Ghana, Kenya, Mozambique, Namibia, Nigeria, South Africa, Tanzania, Uganda and Zambia.

Philip Myburgh, Head of Trade for Business and Commercial Banking at Standard Bank Group, said companies reported improvements across key infrastructure categories.

"Across the 10 markets we surveyed, firms reported improvements across every major infrastructure category, including power, telecommunications, road, rail, ports and digital border systems," he said.

Myburgh added that this is the first time all infrastructure indicators have improved simultaneously since the survey's launch in 2022.

GROWTH AND BUSINESS CONFIDENCE

The report combines macroeconomic data with survey responses from 2,218 firms, about 71% of which are small and medium-sized enterprises.

Economic growth across the surveyed markets is projected to reach 4.3% in 2026, supported by moderating inflation in seven economies and improved external debt positions. The business confidence index rose to 65, with many firms expecting stronger turnover and more stable trading conditions.

REGIONAL TRADE AND POLICY SHIFTS

East Africa recorded the strongest export growth in the latest edition, with a 10-percentage-point increase in export activity. The report attributes the rise to policy coordination and trade facilitation reforms.

Awareness of the African Continental Free Trade Area reached 50%, with businesses citing improved movement of goods and wider market access.

DIGITAL PAYMENTS AND GLOBAL SHIFTS

The report also notes changing global trade dynamics. Firms reported declining engagement with United States partners amid tariff shifts, while sourcing from Asian markets, particularly China, is increasing.

Digital payments now facilitate 78% of cross-border sales and 79% of purchases, supported by mobile-money systems and the Pan-African Payment and Settlement System.

CLIMATE PRESSURES

Despite the improvements, climate-related risks remain a concern.

Thirty-eight percent of surveyed firms reported demand changes linked to climate impacts, while 32% cited productivity losses.

"As AfCFTA implementation deepens, and as more countries harmonise customs, regulatory frameworks and logistics platforms, Africa's ability to expand industrial capacity, scale regional value-chains and strengthen competitiveness is set to accelerate," Myburgh said.

Article edited for length



Nictus Expands Into Botswana

A Namibian financial services group is expanding into Botswana with a new insurance entity focused on alternative risk solutions

Namibian financial services group Nictus Holdings has registered Corporate Guarantee & Insurance Company of Botswana, marking its entry into the Botswana market as part of a broader regional expansion strategy.

REGIONAL EXPANSION PLANS

The move represents the group's first step in extending its financial services operations beyond Namibia. Nictus Holdings said the new entity will focus on offering Alternative Risk Transfer (ART) contingency insurance products designed to provide non-traditional risk management options.

ART structures allow individuals, businesses and institutions to manage risks through tailored financial arrangements aimed at improving transparency and cost efficiency.

SHIFT IN RISK MANAGEMENT

Alternative Risk Transfer has gained significant traction in recent years. It is anticipated that this upward trend will continue, as traditional insurance solutions increasingly struggle to address emerging risks, including cyber threats, digitalisation, geopolitical developments, and environmental and social governance considerations.

Nictus Holdings Managing Director Philippus Tromp said the company's expansion is intended to respond to changing risk management needs in the region.

"Our intention is not only to extend the reach of our business, but to provide value-driven and transparent financial solutions that support customers navigating Botswana's current economic pressures," Tromp said.

BOTSWANA MARKET OUTLOOK

Tromp said the Alternative Risk Transfer model could offer businesses additional options where traditional insurance products may not address emerging risks.

"Despite the challenges within Botswana's economy, we remain confident in its long-term potential and committed to being a reliable partner throughout all economic cycles," he said.

The new Botswana entity is expected to focus on building partnerships with businesses and institutions seeking alternative risk management structures.

Article edited for length

Osman Joins Access Bank

A Botswana-born finance executive with international experience joins Access Bank Botswana's board as an independent non-executive director

Access Bank Botswana has appointed Mahomed Sajid Osman as an Independent Non-Executive Director, effective March 2, 2026. The appointment was announced by the bank's board, which said Osman brings experience in finance, audit and advisory services.

FINANCE AND AUDIT BACKGROUND

Osman previously worked for more than 13 years as a Chartered Accountant at KPMG and Ernst & Young in the United Kingdom and Botswana. His professional background includes financial reporting, transaction structuring and strategic finance across several industries.

He currently serves as Group Finance Director at Sefalana, where he oversees the company's financial strategy, governance, reporting and financial management.

EXPERIENCE IN STRATEGIC GROWTH

During his career, Osman has also been involved in business development, stakeholder engagement and strategic growth initiatives.

Born in Botswana, he completed his primary and secondary education locally before pursuing further studies abroad. He holds a Bachelor of Commerce (Honours) in Accounting and Finance from the University of Birmingham in the United Kingdom and an Executive MBA in International Management jointly awarded by the University of Edinburgh and École Nationale des Ponts et Chaussées in Paris.

BOARD PERSPECTIVE

Access Bank Botswana Board Chair Boiki Tema said the appointment forms part of efforts to strengthen the bank's governance and strategic direction.

"As a Board, we are intentional about sharpening our strategic oversight and ensuring that Access Bank Botswana remains bold, agile and future oriented," Tema said.

"We believe progress demands more than conventional banking; that progress, growth and long-term impact require more; greater capacity, sharper insights and innovative solutions that unlock real value for our customers, shareholders and the communities we serve."

Article edited for length



Mahomed Sajid Osman

Forum Highlights Engineering Ethics

Industry leaders gathered in Gaborone to discuss ethics, trust and regulation in Botswana's engineering and infrastructure sector



The Engineers Registration Board Botswana opened its sixth Annual Engineering Forum on March 4, 2026, bringing together engineers, policymakers, academics and industry representatives to examine professional standards and infrastructure development in the country.

OPENING PROGRAMME

Held at Boipuso Hall, the forum began with opening remarks from ERB Chairperson Kabelo Motswagole, who addressed the role engineers play in designing and maintaining public infrastructure.

Motswagole emphasised the importance of ethical conduct and professional accountability, noting that engineers are responsible for systems that communities rely on daily.

Keynote speaker Claire Mosarwa focused on the concept of trust in engineering, arguing that public confidence is closely tied to the reliability of infrastructure systems.

"While infrastructure such as roads, bridges and utility systems is visible, the confidence communities place in those systems is largely unseen," Mosarwa said.

ACCOUNTABILITY AND PROJECT EXECUTION

Mosarwa noted that infrastructure often attracts little attention when functioning well but faces scrutiny when failures occur. She said ethical practice and professional judgement remain essential throughout the lifecycle of projects.

"Engineers embed trust in every calculation, design and procurement decision," she said.

ERB Chief Executive Officer Daniel Olaotse also addressed the forum, discussing professional accountability and the implementation of national infrastructure projects.

He said Botswana's development ambitions, including those linked to the Botswana Transformation Agenda Programme, require infrastructure that is delivered efficiently and designed for long-term performance.

REGULATORY FRAMEWORKS

Speakers also discussed the regulatory environment governing the profession, including the Engineers Registration Act and ongoing legislative reviews.

> "Engineers embed trust in every calculation, design and procurement decision."

Participants highlighted the need for oversight frameworks that respond to technological change and evolving economic conditions. Government representation at the forum included Assistant Minister Keoagile Atamelang.

The event concluded with remarks from ERB board member Shadrack Sirume Gubule, who encouraged engineers to apply the forum's discussions in their professional practice and governance structures.

BDC Funds Bayport With P150m

A new P150 million funding facility aims to expand consumer lending and widen access to credit for formally employed workers in Botswana

Botswana Development Corporation (BDC) has completed a P150 million funding transaction with Bayport Financial Services Botswana to support the expansion of the company's lending operations and increase access to consumer credit for salaried workers.

FUNDING TO EXPAND LENDING

Bayport Financial Services Botswana, established in 2010, is a licensed non-bank financial institution regulated by the Non-Bank Financial Institutions Regulatory Authority (NBFIRA). The company focuses on payroll-deduction lending, which allows employed individuals to access unsecured loans with repayments deducted directly from salaries.

The new funding facility is expected to support growth in Bayport's loan book as demand for consumer financing continues among employed workers.

FOCUS ON PRIVATE SECTOR EMPLOYEES

Part of Bayport's expansion strategy includes increasing its presence within the private sector by partnering with employers to implement deduction-at-source repayment arrangements.



BDC Acting Chief Investment Officer Lorato Keseabetswe said the investment aligns with the corporation's broader approach to supporting financial institutions that widen credit access.

BDC Acting Chief Investment Officer Lorato Keseabetswe said the investment aligns with the corporation's broader approach to supporting financial institutions that widen credit access.

"This investment reflects BDC's commitment to strengthening Botswana's financial services ecosystem by supporting institutions that expand responsible access to credit," she said.

INDUSTRY CONFIDENCE IN LENDING MODEL

Bayport Botswana Chief Executive Officer Sinclair Sithole said the facility would provide additional capital to expand lending operations while maintaining credit standards.

"BDC's investment affirms confidence in Bayport Botswana's business model and long-term strategy," Sithole said.

He added that the funding would support the company's plans to increase payroll-deduction lending across both public and private sector employers.



Wilderness Vumbura Plains wins in the Women's Health The Well Travelled Awards 2026

Wilderness Vumbura Plains has been recognised as Best for Conservation in the Best Eco Escapes category at the Women's Health The Well Travelled Awards 2026, featured in the March 2026 issue of Women's Health UK. Located in Botswana's iconic Okavango Delta, Vumbura Plains was recognised for its exceptional commitment to conservation, sustainable tourism, and community partnership. The award highlights Wilderness' continued efforts to protect some of Africa's most pristine ecosystems while delivering world-class safari experiences rooted in responsible travel and long-term environmental stewardship.







> In a saturated telecom market, the race for subscriber numbers becomes a race to the bottom.

The Art of Second Place

MANUEL VEIRUAPI RUHAPO

Mascom's slip to second place in Botswana's telecom market may look like a setback. In reality, it could be the strategic opportunity that forces the brand to abandon the outdated pursuit of market share and focus instead on deeper customer value.

Botswana's business community often treats market share as the ultimate measure of success. So the recent news that Mascom has slipped to second place in mobile subscribers has been received with quiet concern.

But this shift may not signal decline. It may be the catalyst the company needs to rethink how telecom brands compete in a saturated market.

Botswana's mobile penetration now stands at roughly 173 percent. In such an environment, the pursuit of new subscribers becomes a costly war of attrition. Companies compete through discounts, promotions and short term offers that erode margins without building meaningful loyalty.

The real question for Mascom is not how to regain the largest subscriber base. It is how to build the most valuable one.

MARKET SHARE MYTH

For decades telecom operators chased subscriber numbers as the primary indicator of success. Yet the economics of mature markets tell a different story.

The Pareto Principle suggests that around 80 percent of profit often comes from just 20 percent of customers. When a company aggressively pursues total market share, it often ends up investing heavily in lower value users while neglecting its most profitable segments.

This creates what marketers call customer portfolio dilution. The total number of subscribers rises, but the average value per customer declines.

At the same time, competing on price triggers a race to the bottom. Rivals respond to promotions with their own discounts, compressing margins across the entire industry. When network quality becomes similar between operators, price competition becomes the default strategy.

In that environment, scale alone stops being a competitive advantage.

VALUE OVER VOLUME

The smarter strategy is to treat customers not as a mass audience but as a portfolio.

A business executive in Phakalane who spends P1,000 per month on data has little in common with a university student in Mogoditshane searching for the cheapest bundle to stream football. Yet telecom promotions often treat both as identical targets.

Instead, brands should focus on Customer Lifetime Value relative to Customer Acquisition Cost. In simple terms, they should prioritise customers whose long term value greatly exceeds the cost of acquiring them.

This requires identifying the most valuable segments and building deeper loyalty around them.

For those customers, the winning strategy is not cheaper prices but stronger relationships. Priority support, tailored services and personalised offers create switching costs that are emotional as well as financial.

In that sense, customer experience becomes a strategic moat rather than a marketing slogan.

NETWORK MOMENTS

Telecom operators frequently highlight coverage maps to prove network strength. Yet coverage has become a baseline expectation rather than a differentiator.

What customers actually remember are moments.

The video call that does not drop. The football match that streams without buffering. The payment that goes through instantly when a card machine fails.

Marketers call these Category Entry Points. They are the real situations in which brand performance matters.

Instead of promoting national coverage statistics, telecom brands should focus on dominating these moments. That might mean ensuring flawless connectivity in high traffic micro locations such as Game City, airport departure lounges or the A1 during rush hour.

In other words, engineering excellence in specific everyday experiences rather than generic nationwide claims.

NEW COMPETITORS

Another strategic blind spot in telecom is the assumption that the main competitors are other telecom companies.

In reality, telecom operators are competing for a share of consumer spending and attention across multiple industries.

Every pula spent on pay television, streaming subscriptions or bank charges represents value that could flow through a telecom ecosystem instead.

Mascom's MyZaka platform offers an example of how adjacent markets can be contested. Mobile money can challenge traditional banking costs while integrating financial services directly into the telecom relationship.

Likewise, data bundles increasingly compete with traditional media subscriptions as consumers shift from scheduled television to streaming platforms.

This approach transforms telecom from a utility into a digital gateway.

THE SECOND PLACE ADVANTAGE

History shows that second place can be a powerful strategic position.

In the 1960s Avis built one of the most famous advertising campaigns in history with the line: "We're number two. We try harder." The message reframed second place as a sign of hunger and customer focus rather than weakness.

Pepsi followed a similar playbook when competing with Coca Cola by positioning itself as the choice of a younger generation rather than trying to imitate the market leader.

Closer to home, Capitec Bank in South Africa entered a market dominated by established institutions but succeeded by focusing on simplicity and low cost banking for underserved customers.

In each case the challenger did not attempt to copy the leader. Instead it focused on a specific segment and became indispensable to it.

Mascom faces a similar opportunity.

BOTSWANA'S DIGITAL MOMENT

Botswana's digital economy is expanding rapidly through initiatives such as Vision 2036 and Smart Botswana. As government services, commerce and communication move online, the role of telecom providers is evolving.

The most valuable customers in this environment are not necessarily those seeking the cheapest bundles. They are professionals, entrepreneurs and digitally active citizens whose daily lives depend on reliable connectivity.

For these users a telecom provider is not just a network operator. It is a digital infrastructure partner.

In a market where subscriber growth has largely plateaued, extracting greater value from existing relationships becomes the more sustainable strategy.

THE REAL METRIC

Ultimately the question is not which telecom operator has the most subscribers.

The real indicators of success are average revenue per user, share of wallet and the depth of customer relationships.

The brand that dominates Botswana's telecom landscape over the next decade will not necessarily be the biggest. It will be the one most deeply embedded in the lives of its most valuable customers.

Mascom's shift to second place may therefore represent less of a setback and more of a strategic turning point.



The Brand Paradox is a weekly column by Manuel Veiruapi Ruhapo that explores the counterintuitive truths behind building great brands in Botswana and beyond. Manuel Ruhapo is the founder of Blacmarc Group, a brand strategy consultancy Agencies that helps businesses solve their most complex brand challenges.



eMobility and National Security

Reducing oil dependence is no longer just environmental policy. For Botswana it has become a question of economic resilience and national security as global oil markets grow increasingly volatile.

Douglas Rasbash

Oil prices have surged past $100 per barrel once again. Wars in the Middle East, shipping disruptions and geopolitical tensions have reminded the world of a basic truth. Oil is not simply a commodity. It is a geopolitical instrument.

For Botswana this reality carries particular urgency. The country reportedly holds barely nine days of petroleum stocks. In energy security terms that is not a reserve. It is a countdown clock. If tanker deliveries are disrupted or regional refineries face supply interruptions, Botswana could face fuel shortages within weeks. Transport would slow. Food and goods prices would rise. Inflation would follow.

Yet at precisely the moment when energy security should dominate national planning, Botswana continues to delay the most obvious structural solution available: electrifying transport.

ENERGY SECURITY

Transport is the single largest consumer of imported petroleum in Botswana. Every car, taxi, bus and delivery vehicle running on petrol or diesel locks the country deeper into dependence on international oil markets.

When oil prices spike, Botswana pays the price through higher fuel costs, higher transport costs and rising prices across the economy. That dependence exposes the country to external shocks over which it has little control.

Electric vehicles offer the most direct path to reducing that vulnerability. They replace imported fuel with electricity. That electricity can increasingly be produced domestically through solar power generation and regional electricity markets.

Instead of sending billions of pula abroad to purchase oil, Botswana could power its transport system through domestic energy infrastructure. This is not simply an environmental opportunity. It is an economic and strategic necessity

POLICY VACUUM

Despite the strategic importance of electrifying transport, Botswana still lacks a clear institutional framework for eMobility.

There is no lead ministry responsible for the sector. There is no national EV strategy, no national charging infrastructure plan, no coordinated regulatory framework and no standards regime. In effect, the country is drifting.

Without clear leadership, policy progress stalls. Ministries wait for one another to move first. Regulatory uncertainty discourages investors. Private sector initiatives remain fragmented.

In policy terms this is known as an institutional vacuum. Botswana currently has one.

ECONOMIC POTENTIAL

Ironically, the hesitation persists even though electric mobility aligns directly with Botswana's economic transformation objectives.

Electric mobility sits at the intersection of three critical sectors: energy, transport and digital infrastructure. A national charging network would require electrical engineering, civil construction, grid integration and smart software systems.

That means new industries in installation, maintenance, software management and energy services. Charging networks would stimulate EV imports and eventually local assembly. Fleet electrification across taxis, government vehicles and delivery services would create entirely new markets.

Electric transport would also increase electricity demand. That strengthens the commercial case for solar generation and other renewable energy investments.

In other words, EV infrastructure is not a niche environmental project. It is a platform industry capable of generating employment, investment and industrial capability.

GLOBAL SHIFT

Across the world governments have already recognised this strategic shift.

China, the European Union and the United States are investing billions into charging networks and electric vehicle supply chains. These countries understand that electrified transport will define the next generation of industrial development.

Vehicle manufacturers worldwide are rapidly shifting production towards electric platforms. Markets that adapt early will capture the benefits of new technologies, supply chains and skills development.

Countries that delay will eventually import the technology at a higher cost while missing the industrial opportunities that come with the transition.

STRATEGIC CHOICE

Botswana therefore faces a clear decision. It can continue to debate institutional mandates while the rest of the world electrifies transport. Or it can recognise that eMobility is not merely an environmental aspiration but a core pillar of national energy security and economic transformation.

The first step is straightforward. Government must designate a lead authority responsible for eMobility. It must develop a national EV strategy and prioritise the rollout of charging infrastructure across the country.

Because in the twenty first century energy security will not be determined by how much oil a country can import. It will be determined by how quickly it can stop needing it.

The Rule Of Law, Not Religion

As Botswana's courts consider a challenge to provisions of the Marriage Act, the debate around marriage equality has once again exposed a deeper constitutional question. Bradley Fortuin argues that the issue is not about religious belief, but about whether Botswana's democracy will continue to uphold the rule of law, judicial independence and equal constitutional protection for all citizens.



The ongoing case brought by Bonolo Selelo and Tsholofelo Kumile challenging provisions of the Botswana Marriage Act has reignited a familiar debate in Botswana.

Bradley Fortuin

Last week ended in a whole frenzy as religious and traditional fundamentalists kept mixing religion and constitutional law as if it were harmless. It is not. One is a private matter of belief between you and God, while the other is the framework that protects and governs us all. When these two systems get fused, the result is rarely justice. It results in discrimination.

The ongoing case brought by Bonolo Selelo and Tsholofelo Kumile challenging provisions of the Botswana Marriage Act has reignited a familiar debate in Botswana. Some commentators insist that marriage equality violates religious values and therefore should not be recognised by law. It is a predictable argument. It is also fundamentally incompatible with constitutional governance.

CONSTITUTIONAL STATE

Botswana is not a Christian state. It is a constitutional democracy governed by the Constitution of Botswana. That distinction matters. In a constitutional democracy, laws are interpreted in accordance with constitutional principles such as equality, dignity, protection, inclusion and the rule of law, rather than the doctrinal beliefs of any particular religion.

Religion has no place in constitutional law and democracy.

EQUALITY PRINCIPLES

The central problem with religious arguments in constitutional disputes is simple in that they divide, they other, they contest equality and they are personal. Constitutional law by contrast, must apply equally to everyone.

Botswana's Constitution guarantees fundamental rights and freedoms under Sections 3 and 15, including protection from discrimination and the right to equal protection of the law. These provisions are not conditional on religious approval. They exist precisely to protect minorities from the preferences or prejudices of the majority.

> "Botswana is not a Christian state. It is a constitutional democracy governed by law."

RIGHTS PROTECTION

Legal experts, such as Anneke Meerkotter, in her policy brief In Defence of Constitutional Morality, point out that constitutional rights function as a safeguard against majoritarian morality. If rights depended on whether the majority approved of a minority's identity or relationships, they would not be rights at all. They would merely be privileges.

This principle has already been affirmed in Botswana's jurisprudence. In the landmark decision of Letsweletse Motshidiemang v Attorney General, the High Court held that criminalising consensual same sex relations violated constitutional protections of liberty, dignity, privacy and equality. This judgment noted that constitutional interpretation must evolve with society and must be guided by human dignity and equality.

The Court emphasised that the Constitution protects all citizens, including those whose identities, expressions or relationships may be unpopular. That ruling was later upheld by the Court of Appeal of Botswana in 2021, reinforcing the principle that constitutional rights cannot be restricted on grounds of moral disapproval alone. These decisions were not theological pronouncements. They were legal determinations grounded in constitutional principles.

MAJORITARIAN MORALISM

When religion is used to justify legal restrictions, the result is what constitutional scholars call "majoritarian moralism." It allows the dominant religious interpretation in society to dictate the rights of everyone else. That approach is fundamentally incompatible with constitutional democracy.

Botswana is religiously diverse. While Christianity is the majority faith, there are also Muslims, Hindus, traditional spiritual communities, Sikh and people who practice no religion at all. If the law were to follow the doctrines of one religious group, which interpretation would it adopt?

Christianity alone contains dozens of denominations with different views on love, equality, marriage, sexuality and gender. The moment the state begins to legislate on the basis of religious doctrine, it implicitly privileges one belief system over others. That undermines both religious freedom and constitutional equality.

Ironically, keeping religion separate from constitutional law is what protects religious freedom in the first place.

JUDICIAL INDEPENDENCE

The current case involving Bonolo Selelo and Tsholofelo Kumile is before the judiciary, where it belongs. Courts exist to interpret the Constitution and determine whether legislation complies with constitutional rights. Political and religious lobbying, as well as public outrage, must not influence that process.

Judicial independence is the cornerstone of Botswana's governance system. According to the International Commission of Jurists, judicial independence ensures that courts can make decisions based on law and evidence rather than political or social pressure.

When governments, political, religious or traditional actors attempt to interfere in constitutional litigation, they weaken the rule of law. Botswana has historically prided itself on having one of the most stable constitutional systems in Africa. The judiciary has played a critical role in safeguarding rights and maintaining legal certainty.

The decriminalisation case demonstrated this. Despite strong public debate and political sensitivity, the courts assessed the law according to constitutional principles rather than moral panic. The same standard must apply in the current marriage equality case.



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TIME OUT
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25 YEARS OF SHANTI-LO



After 25 years of shaping Botswana's sonic landscape, music icon Shanti-Lo is turning celebration into a cultural moment. The upcoming 25th Anniversary Celebration – A Legacy in Music promises not just a concert, but a living time capsule of sound, style and resilience

GOSEGO MOTSUMI

Some artists drop hits. Others build legacies.

For Shanti-Lo, the journey has been less about chart positions and more about cultural imprint. Now, after 25 years in the music game, the artist is marking the milestone with a landmark celebration titled "Shanti-Lo: 25th Anniversary Celebration – A Legacy in Music."

The event lands on 30 May 2026 at the iconic BotswanaCraft, a venue known for hosting some of the country's most unforgettable cultural gatherings.

Gates open at 13:00, but what awaits inside is far bigger than a stage.

This is memory, melody and movement, 25 years deep.

MORE THAN A CONCERT

The anniversary show has been framed as a legacy experience, blending performance, reflection and celebration into one sweeping moment of musical storytelling.

Fans can expect a full journey through Shanti-Lo's catalogue, alongside guest appearances from local artists and the debut of new music.

"People can enjoy live performances by local artists, Shanti Lo merchandizing and new music from Shanti Lo," the artist told Time Out.

The celebration will also spotlight something many fans may not know: Shanti-Lo has spent the last few years quietly expanding beyond music.

THE QUIET YEARS

The past three years have been reflective.

While the spotlight may have dimmed momentarily, the creative engine never stopped running.

"I have been writing new songs. Growing my fashion design business. Compiling material for my documentary and memoirs. Praying that things change for the better, and that we (artists) could actually have work so as to earn," Shanti Lo said.

Looking beyond the celebration at BotswanaCraft, Shanti Lo hopes the anniversary will, "provides an opportunity to pivot in a more deliberate, empowered direction. Marking the start of another era of building my legacy."

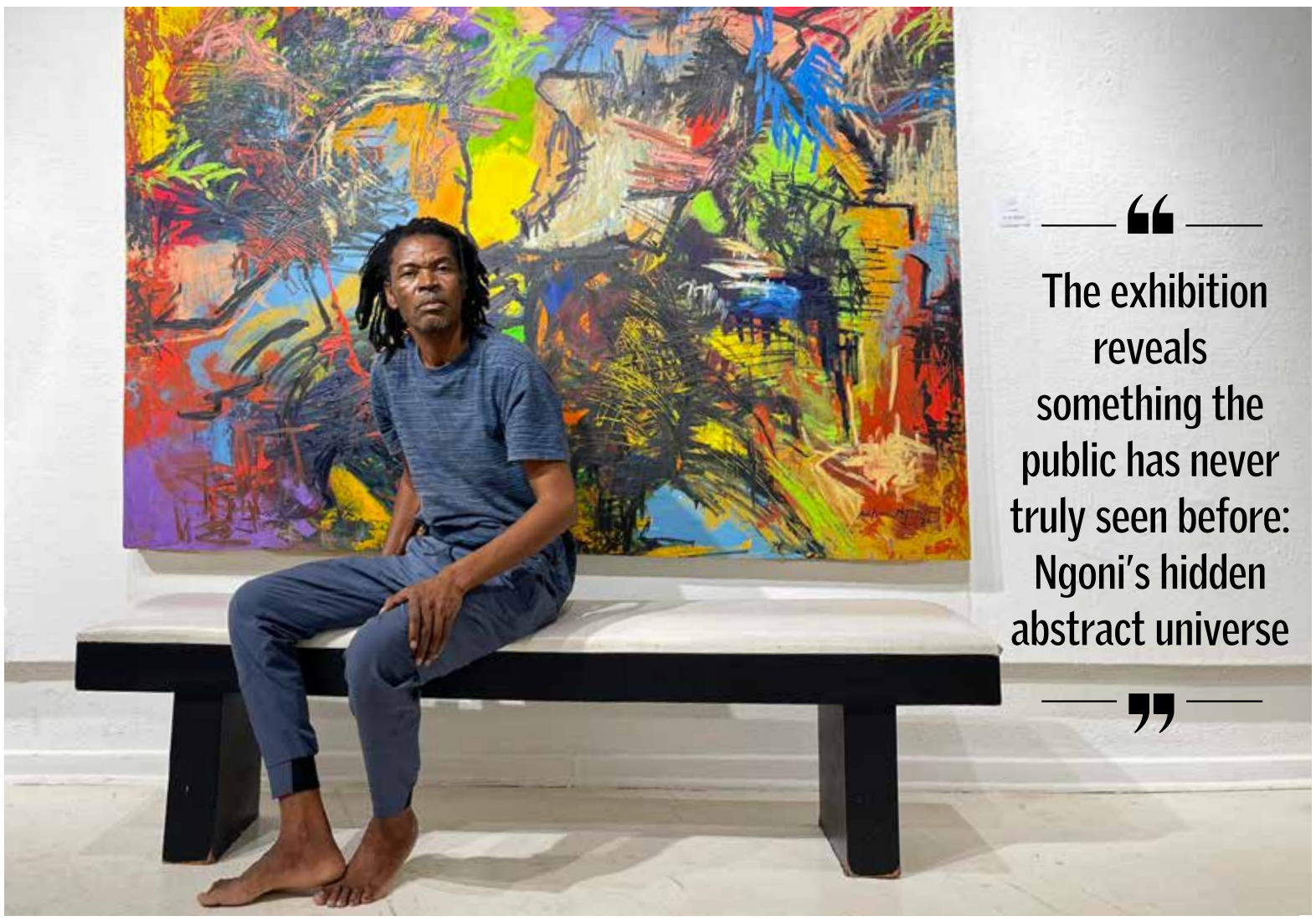
THE NEXT ERA

The BotswanaCraft celebration isn't just a nostalgic look back—it's a launchpad.

For Shanti-Lo, the 25-year milestone signals the beginning of something new: a more intentional chapter of creativity, legacy-building and cultural influence.

Corporate partners and fans alike are being invited into the moment, with ticket packages ranging from P250 general admission to corporate Package (table of 10) available at P 10,000 designed for brands that want to be part of Botswana's musical story.

Inside Ngoni's Hidden Canvas



> "The exhibition reveals something the public has never truly seen before: Ngoni's hidden abstract universe"

Celebrated artisan Wilson Ngoni turns the canvas inward with I, a daring exhibition that reveals decades of hidden abstract work and reminds the art world why his name remains a landmark in the country's creative story

GOSEGO MOTSUMI

Walk into the gallery of the National Art Gallery in Gaborone and you will immediately sense that something deeply personal is unfolding on the walls.

For years, Botswana has known Wilson Ngoni as a master of realism—a meticulous storyteller whose brush captures life exactly as he intends it to be seen. But his latest solo exhibition titled *"I"*, flips that expectation on its head.

Curated by Thabo Kgatlwane, the exhibition reveals something the public has never truly seen before: Ngoni's hidden abstract universe.

AND THE RESPONSE? ELECTRIC.

"So the reception has been quite good… we had 300 plus people just come for the public viewing," Kgatlwane told Time Out. "We made a few sales on the day, and the excitement was so big that we had to have another mini opening because people still wanted to come."

Collectors, ministers, ambassadors and even acclaimed author Alexander McCall Smith—have wandered through the exhibition halls in the first week alone.

THE ABSTRACT SECRET

For years, Ngoni quietly painted abstract works—but kept them hidden.

Why? Because abstraction requires surrender.

"With abstract work, you rely on the viewer for their interpretation," Kgatlwane explains. "And he doesn't really like that. He likes people seeing exactly what he meant."

That tension is what makes *I* fascinating.

More than 11 abstract pieces now hang alongside new works, revealing an artist confronting ambiguity and letting audiences complete the story.

A LANDMARK IN MOTION

The exhibition stretches across both floors of the gallery, a scale made possible by the support of the Ministry of Sport and Arts.

But the story doesn't end when the show closes.

Kgatlwane says the team is already plotting new ways to bring audiences closer to Ngoni's creative process—including intimate live painting sessions at Santorini in Gaborone and a collaborative art experience called Brush and Brushstrokes.

Beyond Botswana, there are bigger ambitions.

Paris. Germany. Johannesburg. Lusaka.

The goal is simple: take a Botswana creative landmark to the world.

Because if "*I*" proves anything, it's that Ngoni's most powerful work might just be the art he once kept hidden.

IN CELEBRATION OF WOMEN'S DAY

Rain clouds hovered over Gaborone, but they couldn't dim the power in the room. At Avani Gaborone Resort & Casino, women gathered for an uplifting celebration of courage, resilience and sisterhood in honour of International Women's Day, proving that when women show up for each other, change becomes inevitable

GOSEGO MOTSUMI

The rain came down softly outside, but inside the Avani Gaborone Resort & Casino the atmosphere was electric.

Professionals, entrepreneurs, students and mentors gathered for a celebration of women who inspire change, an annual gathering hosted by Avani in partnership with Mosha Wellness Spa.

The theme was simple but powerful: Give to Gain.

Women from different walks of life braved the rain showers to be part of a moment that celebrated leadership, resilience and the quiet strength that defines womanhood.

"We are truly delighted to gather with such an inspiring group of women," said Samantha Bogopa of Avani. "Professionals, entrepreneurs, mentors, and most importantly, the young girls and students who have joined us."

For Bogopa, the young women in the room symbolised something deeper than celebration, they represented the future.

"To our young ladies… your presence reminds us that events like this are not only about celebrating women, but also about investing in the women of tomorrow."

DREAM WITHOUT LIMITS

Among the most powerful voices of the day was guest speaker Sebaga Manyapetsa, whose journey is a masterclass in perseverance.

From repeated attempts at the Miss Botswana crown to eventually winning Miss Culture Global, her story was one of resilience and purpose. Along the way, she discovered a calling through her charity organisation Toro Ntle, dedicated to uplifting communities.

Her message resonated deeply with the audience.

"Women experience a lot from childbirth to period pains and if they can handle that there is nothing that they can't handle."

The room erupted in applause, a moment of shared understanding between generations of women.

STRENGTH IN VULNERABILITY

Another moving moment came



from speaker Lady of Soul, whose story turned the spotlight on resilience in the face of unimaginable loss.

After losing both her husband and her sight, life took a devastating turn. But instead of surrendering to despair, she rebuilt her path—earning a Bachelor's degree and stepping into a new job after her radio broadcasting career.

Her advice was refreshingly honest.

"I know women like to say they are strong," she said. "But I would like them to seek help or even speak to someone when the going gets tough."

SISTERHOOD IN ACTION

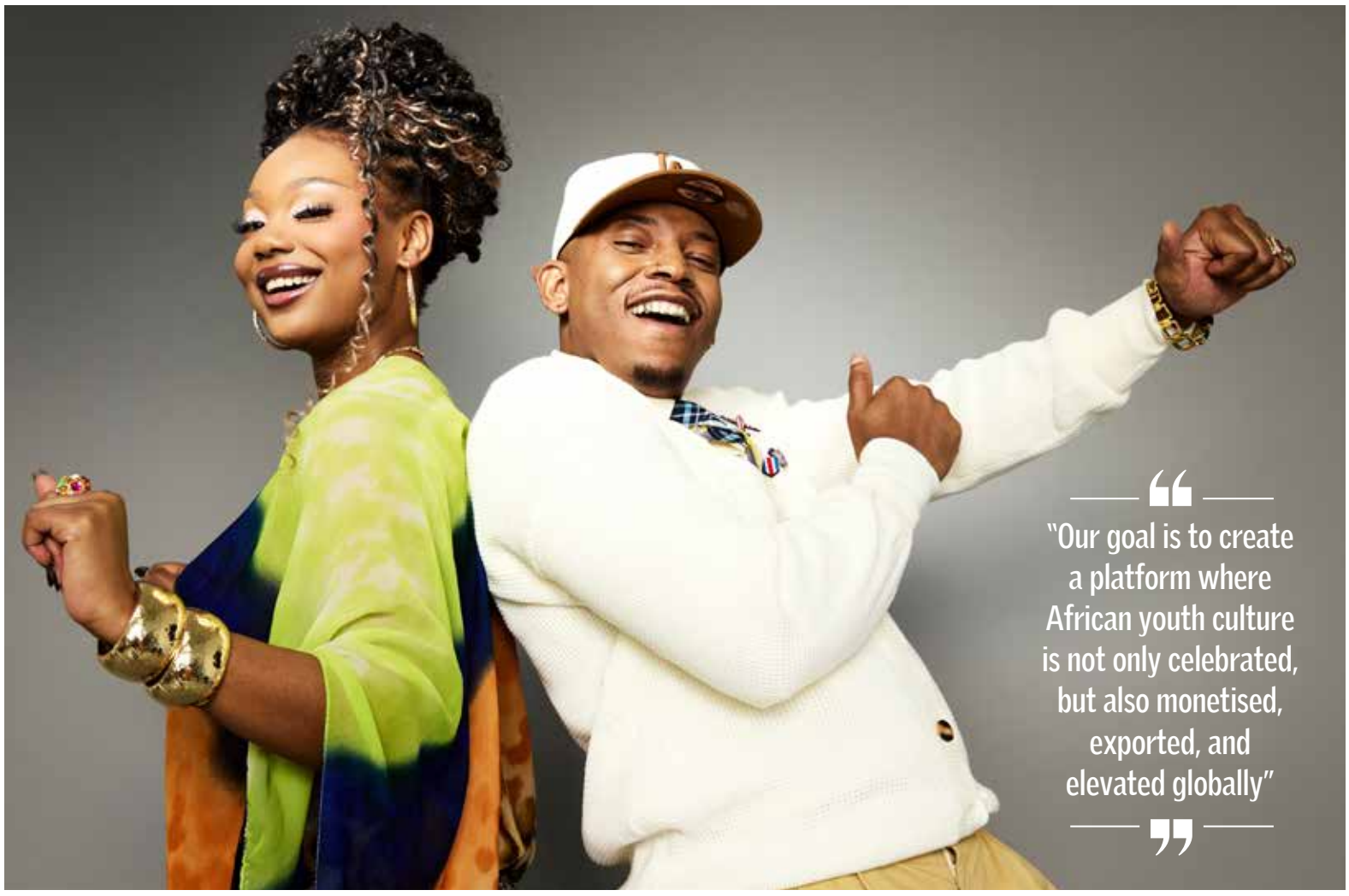
By the end of the gathering, one truth stood tall: empowerment thrives in community.

Through stories, mentorship and shared laughter, the event reminded everyone present that the greatest strength women possess is not just resilience but the ability to lift one another higher.

The Culture Has A New Home

A bold new youth culture channel is about to shake up African entertainment. BASE Pulse is positioning itself as more than television — a multiplatform movement amplifying African music, stories, and creative voices

GAZETTE REPORTER



A bold new era for African youth entertainment is on the horizon as BASE Pulse, a dynamic new multiplatform youth culture channel, prepares to officially switch on across Africa soon on DStv Channel 322.

Every generation has a movement – a beat stitched into its DNA and rooted in where it comes from. Across Africa, that movement lives in the rhythms that travel from kasi corners to global stages, in the style that turns identity into expression, and in the voices of young creators shaping culture with confidence and ambition.

MORE THAN A MUSIC CHANNEL

More than just a music channel, BASE Pulse is designed as a next-generation youth culture ecosystem; blending music, storytelling, digital content, and real-world experiences to empower and amplify African creatives across the globe. The platform will spotlight emerging voices, celebrate cultural movements, and connect Africa's youth to global opportunities through an always-on, multiplatform approach.

POWERING AFRICA'S CREATIVE ECONOMY

BASE Pulse is created by Pulse Entertainment, a next-generation media house on a mission to power Africa's creative economy. As a 360° media powerhouse, Pulse Entertainment is reshaping how African stories are created, distributed, and experienced, seamlessly bridging broadcast, digital, social, and experiential platforms to build globally competitive African intellectual property.

Kgomotso Lakaje, Channel Manager, Pulse Entertainment said, "BASE Pulse is not just a channel – it is a movement. Our goal is to create a platform where African youth culture is not only celebrated, but also monetised, exported, and elevated globally. We are building a space where creators, brands, and audiences can connect in meaningful ways."

"Africa has the youngest population in the world, and their stories deserve to be told at scale. As BASE Pulse, our commitment is to empower the next generation of creatives and give them a stage that stretches far beyond the continent," said Caddy Tsotetsi, Base Pulse Presenter.

PROGRAMMING THE PULSE OF A CONTINENT

With a programming slate that spans the latest music, trending pop culture moments, youth-focused storytelling, music documentaries, digital-first formats, music and dance reality content, and interactive viewer-choice music blocks where audiences can pick their favourite songs, BASE Pulse will serve as the living heartbeat of African youth culture, connecting audiences across multiple markets and platforms.

Audiences can also look forward to an exciting lineup of signature shows designed to reflect the continent's diverse sounds and evolving youth culture.

Why Showmax is Signing Off

Showmax streaming platform is nearing its final episode. As MultiChoice a Canal + Company prepares to retire Showmax, the move reveals the brutal economics of the global streaming platforms and why even beloved platforms must sometimes fade to black

GOSEGO MOTSUMI



For years, **Showmax** felt like the cool kid in Africa's streaming playground—bold, experimental and proudly local in a world dominated by global giants.

NOW THE CREDITS ARE ROLLING.

Parent company MultiChoice, now operating under the strategic umbrella of Canal+, has announced plans to discontinue the streaming service after what it calls a "comprehensive review" of the platform's future.

"The decision to phase out Showmax reflects our focus on building a sustainable, competitive business for the long term in an increasingly demanding global streaming environment," MultiChoice, a Canal + Company told Time Out.

For subscribers, the message is calm, for now.

"You can continue streaming as usual, and no action is required from you at this time," the company assured users.

WHEN STREAMING GETS EXPENSIVE

Streaming may feel effortless from the couch, but behind the scenes it's a brutal financial marathon.

According to MultiChoice, the platform has faced substantial annual losses, making its long-term sustainability increasingly difficult in a global market dominated by deep-pocketed tech giants and media conglomerates.

Platforms must constantly pour money into content, technology, and global distribution just to stay relevant. For Showmax, that financial pressure eventually became unsustainable.

"The substantial annual losses experienced by the Showmax business have proved unsustainable."

WHAT HAPPENS TO VIEWERS?

For now, nothing changes.

Subscribers can keep watching their favourite shows while the company works on a gradual transition plan that will be communicated well in advance.

More importantly, the shutdown will not lead to retrenchments, according to the company, which says employees will be supported through transition options.

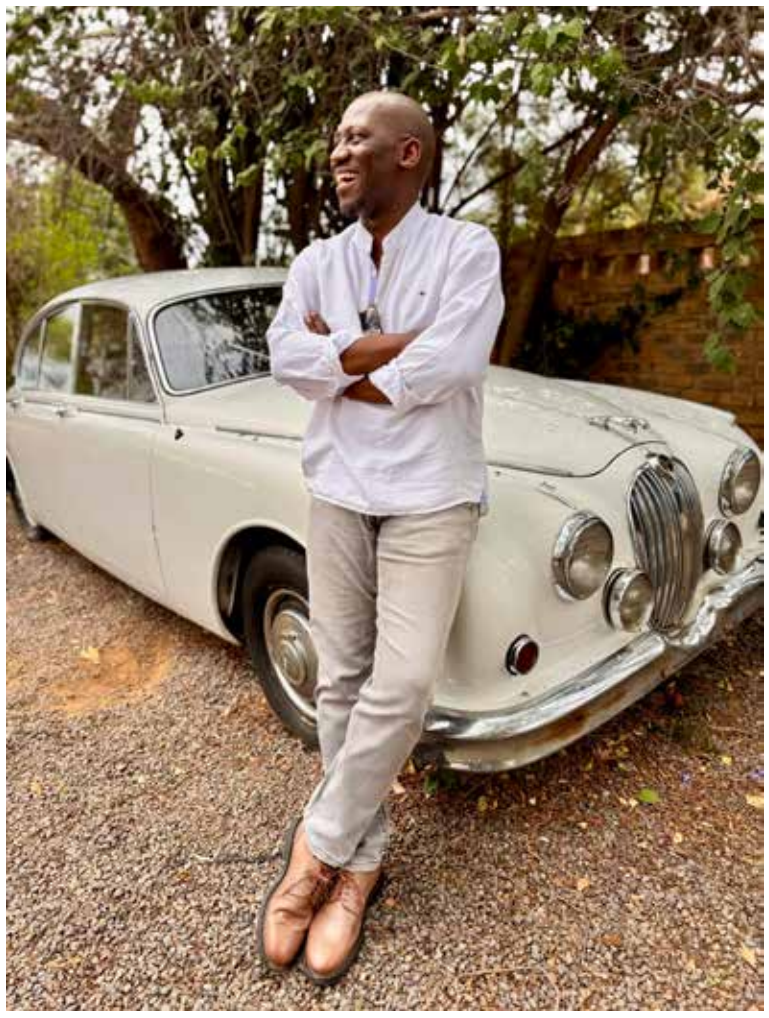
THE NEXT STREAMING ERA

CANAL+ will continue to invest in premium content for MultiChoice subscribers, technological

innovation and strategic partnerships to consolidate its leadership in the African entertainment market. Further details regarding their expanded content offering and platform upgrades will be shared in due course.

"This evolution is also consistent with the ambition of MultiChoice, a CANAL + Company, to deploy its in-house large-scale streaming platform capable of meeting the expectations of African and international consumers," the company said.


DRINK TIME ITSELF.
A Vintage Wine Tasting Experience
Presented by Phenyo Motlhagodi
Sunday, 22 March 2026 | 12:00 - 20:00
Kasimba Boutique Hotel, Mokolodi 1
Discover selected South African vintage wines from the 1990s and 2000s.
Explore how time shapes character, structure and complexity in wine.
Guests will enjoy:
· Welcome sparkling wine
· 8 vintage tastings
· Artisan cheese boards
· Gourmet canapés
Tickets: BWP 850.00
Rare and library wines, including select trophy bottles and magnums, will be available for purchase on the day.
Bookings: info@tennyson.agency | +267 7410 9169
Limited capacity | Strictly 18+ | Responsible enjoyment
parmalat
better every day
KASIMBA
BOUTIQUE HOTEL
The Botswana
GAZETTE



Phenyo Motlhagodi — formally trained wine enthusiast (trained at the Cape Wine Academy); Chartered PR Practitioner (Chart.PR) with the Chartered Institute of Public Relations; and founder of a pan-African boutique PR, Influence & Reputation Management consultancy. Instagram: @phenyomotlhagodi.

Reading Wine Labels Simply

How Botswana shoppers can decode wine labels, ignore misleading stickers, and choose better bottles in minutes.

Wine labels can look intimidating. Medals shout for attention, shelves are filled with "manager picks", and words like reserve, estate and vintage can leave shoppers guessing what actually matters.

> "Origin often tells you more about a wine than any medal on the bottle."

But buying well does not require expert training or a cellar full of bottles. A few simple cues on the label can tell you almost everything you need to know.

For Botswana consumers, where South African wines dominate retail shelves, understanding origin, grape and a few key indicators can quickly turn confusion into confidence.

START WITH ORIGIN

The most useful clue on a South African bottle is the Wine of Origin (WO) designation. This tells you where the grapes were grown.

Regions often hint at style. Stellenbosch is known for structured reds, Swartland for bold Rhône style blends, while cooler areas such as Elgin or Walker Bay produce fresher whites and elegant Pinot Noir.

Once you start recognising these regions, wine shopping becomes easier. Instead of focusing on marketing language, you begin identifying the places whose styles you enjoy.

GRAPE AND VINTAGE

The grape variety gives a general idea of flavour. Sauvignon Blanc usually leans crisp and citrusy. Cabernet Sauvignon tends to be fuller and structured.

Vintage simply tells you the year the grapes were harvested. It reflects the growing season rather than quality on its own, but it can help you track producers who perform consistently across different years.

Some labels also carry terms like Estate Wine or Reserve. In South Africa, Estate Wine is legally defined, meaning the grapes were grown, produced and bottled on the same estate.

Reserve, however, is often just a marketing term. Sometimes it signals quality, sometimes it does not.

USING SCORES WISELY

Critic scores can help narrow down shelves quickly, but they should not be treated as commandments.

In South African wine, critic Tim Atkin MW publishes an influential annual report. Wines scoring 90 to 94 are generally considered excellent, while scores above 95 often indicate something exceptional.

The well known Platter's Guide uses a five star system, where five stars roughly corresponds to wines scoring above 95 on a 100 point scale.

Apps such as Vivino offer crowd ratings, which can be helpful when thousands of users have rated a bottle. But remember that these ratings reflect popular taste rather than professional assessment.

Treat scores as guidance rather than instructions.

CHECK THE BACK LABEL

The back label often contains useful clues that many shoppers overlook.

Alcohol level offers a rough indication of body. Wines around 14 percent alcohol often feel richer and fuller, while lower alcohol wines tend to taste lighter and fresher.

If residual sugar is listed, it hints at sweetness. Many dry wines fall below about nine grams per litre, while noticeable sweetness usually appears at much higher levels.



Winemaking descriptions also matter. Words such as barrel fermented, lees aged or skin contact often suggest richer textures and more complex flavours.

> "Treat scores as guidance rather than instructions when choosing wine."

WATCH THE TEMPERATURE

In Botswana's warm climate, heat is one of the biggest threats to wine quality.

Avoid bottles displayed in direct sunlight or those that feel warm to the touch. Premium wines are sometimes stored unrefrigerated because standard fridges can be too cold for long term storage.

If you are buying wine to drink that evening, chilling it at home shortly before serving is usually the safest option.

THE 90 SECOND RULE

Choosing a bottle does not need to take long.

Scan the shelf for a region you trust. Pick a producer with a consistent reputation. Check the alcohol level if you want something lighter or richer.

Then do a quick phone search or app check before committing.

With a little practice, the entire process can take less than two minutes.

BE CAREFUL WITH MEDALS

Competition medals and gold stickers can look impressive, but they do not all carry equal weight.

Treat them as a tie breaker rather than the main reason to buy.

Origin and producer reputation usually tell you more about what is inside the bottle than the loudest sticker on the shelf.



Data Protection breaches attract fines of up to P50 million



Edwin Duta Lead IT Consultant- Opracon IT Specialists

It starts small: a phone number scribbled on a notebook, a photocopy of an identity document left inadvertently on a desk, and a WhatsApp group sharing clients' details. Under the **Data Protection Act No. 18 of 2024 (Act) which commenced on the 14th of January 2025**, any of these could cost an organization **up to P50 million**. This is not a warning for the future; it is the law **today**. Across the country, businesses, institutions, and individuals continue to collect and handle personal data as if nothing has changed. Names, identity numbers, medical records, employment details, banking information, CCTV footage, and digital databases are being stored, shared, and exposed often without consent, safeguards, or accountability.

FINES

Many do not realize that the Data Protection Act has teeth, section 83 of the Act provides for an administrative fine not exceeding P50 000 000, or in the case of an undertaking, four per cent of the total worldwide annual turnover of the preceding financial year, whichever is higher. These fines apply where the basic principles for processing personal data are breached. According to the Act, section 2 defines processing as "operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means."

According to the Act, personal data, which is the data of individuals held by in most cases companies for whatever reason including personal information of employees, must only be used for the purpose for which it was acquired from the data subject. In other words, if an employer, service provider, or any other organization obtains personal data, they must use it in such a way that the rights and freedoms of the data subject are not infringed. Improper sharing of data, giving access to people who have no genuine reason to access information or any misuse is prohibited by the Act, such misuse gives rise to hefty P50 million administrative fine. This fine can be levied upon the offender by the Information and Data Protection Commission, the statutory corporation set up to enforce compliance with the Act.

If you collect personal data, you are already impacted by this Act. Crucially, ignorance offers no protection. Claiming "we did not know" will not undo a breach, stop an investigation, or reduce the administrative fine. The law expects data controllers and data processors to understand their duties and to put practical safeguards in place. These safeguards include limiting access to personal data, securing physical and electronic records, obtaining lawful consent of using personal data for other non-call activities such as marketing, training staff on the law and ensuring that data is not kept longer than necessary. Failure at any of these points can trigger enforcement of the administrative fines.

BEWARE

The fines are not designed to punish accidents alone. They are meant to stop carelessness and reckless handling of personal information. In a digital age where data can be copied, forwarded, leaked, or sold in seconds, the harm caused by one breach can be permanent. Beyond fines, the damage does not end. Reputations collapse. Trust evaporates. Legal claims follow. Customers leave and institutions struggle to recover. The Act marks a turning point. Botswana has drawn a hard line in the sand. Personal data is private, valuable, and protected by law. The question every organization should now be asking is simple and urgent. If we were investigated today, would we survive the fine?

We Can Act as Your DPO

As an aside, the Data Protection Act prescribes that every organization must appoint a full-time Data Protection Officer (DPO). If you cannot afford a full-time DPO, we can act as your independent DPO. That appointment saves you financially and administratively as it eliminates the burden which comes with employing a full-time employee. We can also assist with training your staff on the provisions of the Data Protection Act, as well as crafting policies that bring about compliance with the said law. Contacts: You may contact us at +267 759 336 30 or +267 393 9435 or tax7@aupracontax.co.bw. This article is general, and written advice or training is recommended if decisions are to be made. If you require to join our free IT WhatsApp groups or to know more about our services, please send us a text/WhatsApp on the number above.



opracon
IT SPECIALISTS
Consulting & Training

INTENTION TO CHANGE MARRIAGE PROPERTY REGIME

(In terms of Section 8 (1) Of The Married Persons Property Act, 2014)

1. **KEAMOGETSWE MAITUMELO MATOMELA** who is married to JORAM JORRY MATOMELA, in community of property on the 20th day of October 2017 at Mochudi in the Kgatleng District, intends to make an application to the High Court of Botswana for leave to change her property regime to out of community.

2. **KEAMOGETSWE MAITUMELO MATOMELA** intends to apply to the High Court of Botswana after the expiration of the three (3) weeks statutory notice from the date of first publication hereof.

3. Any person, creditor or debtor, who may have an interest in the assets and/or liabilities of **KEAMOGETSWE MAITUMELO MATOMELA** and **JORAM JORRY MATOMELA's** estate, should they have objections to the proposed change of matrimonial property regime, should inform the Applicant's Attorneys, **WAME'S LEGAL CHAMBERS** in **GABORONE**, before the expiration of three (3) weeks period, or make representations before the High Court of Botswana once the contemplated application is lodged.

DATED IN GABORONE ON THIS 10th DAY OF MARCH 2026.

_____

WAME'S LEGAL CHAMBERS
Applicant's Attorneys
205 Independence Avenue, 1st Floor
GABORONE

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT FRANCISTOWN

CASE NO: CVHFT 000774/2019

In the matter between:
ABSA BANK BOTSWANA LIMITED
formerly BARCLAYS BANK OF BOTSWANA LIMITED **Plaintiff**
And
MBAKO NFILA **Defendant**

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to a Writ of Execution issued out of the above Honourable Court in the above matter, the following immovable property of the Defendant will be sold by Public Auction by **Deputy Sheriff Stanley Sikalesele Mbolai** to the highest bidder as follows:

DATE OF SALE : 14th April 2026
VENUE : Lot 5786, Francistown
TIME : 1000 Hours
PROPERTY TO BE SOLD : Piece of Land being Lot 5786, Francistown, measuring 432m² (Four Hundred and Thirty Two Square Metres), held under Deed of Transfer No. FT 812/2005 dated the 8th day of November 2005, registered in favour of **MBAKO NFILA**, together with developments thereon, being a walled yard consisting of a fitted three bedroomed house with master ensuite, bathroom, toilet, kitchen, dining room and sitting room.

TERMS OF SALE : Cash or Bank transfer only.

CONDITIONS OF SALE may be inspected at the offices of the hereunder mentioned Deputy Sheriff's offices at Plot 1377, Extension 3, Palapye, Palapye. His contact numbers are 4925987/71635200.

DATED AT FRANCISTOWN ON THIS 23RD DAY OF FEBRUARY 2026

_____

VAN NIEKERK ATTORNEYS
Plot 4660, Area G, Ditau Street,
P. O. Box 37, Francistown
Telephone No. 241 3421

LEBURU.J
IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA HELD AT GABORONE

CASE NO: CVHG-001594-22

In the matter between:
SHADI RAMOGAPI **PLAINTIFF**
And
SENNENG RATLHOKO **DEFENDANT**

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE that pursuant to a Writ of Execution of this Honorable Court dated **30th JANUARY 2026**, the following immovable property of the above-mentioned Defendant will be sold in execution to the highest bidder by Deputy Sherriff **ONKGOPOTSE MOTLHAGODI** in the manner hereinafter set out.

DATE OF SALE : 02/05/2026
TIME OF SALE : 1000hrs
PLACE OF SALE : Tlokweng
TERMS OF SALE : Cash or EFT

PROPERTY TO BE SOLD : Certain piece of land being **Residential Lot 10399, Letlhakeng/Tlokweng**; held under Tlokweng Sub-land Board dated **29/04/25**, made in favor of **SENNENG RATLHOKO**, measuring **36.35 x 18.19 x 38.59 x 18.14 (674sqm)** with developments thereon consisting of a 2 bedroomed house, kitchen, sitting room, outside flashing toilet, 3 rental rooms, fenced and unfinished rondavel.

The conditions of sale may be inspected at the Offices of Ezekiel Attorneys at the address below

DATED AT GABORONE ON THIS 18TH DAY OF FEBRUARY 2026.

EZEKIEL ATTORNEYS
ATTORNEYS • NOTARIES • CONVEYANCERS

PLOT 908, AFRICAN MALL
Cnr of Merafhe Rd & Phalane Cl
P. O BOX 481 AEJ, GABORONE
TEL: 311 3321 CELL: 77885509
DEPUTY SHERIFF: ONKGOPOTSE MOTLHAGODI
CELL: 71868324 / 73321097

IN THE HIGH COURT OF THE REPUBLIC OF BOTSWANA
HELD AT GABORONE

CASE NO. CVHGB-002769-23

In the matter between;
THE FIRST Y2K COMPANY (PTY) LTD **Plaintiff**
And
WEBB'S MOTORS PROPRIETARY LIMITED **1st Defendant**
WEBSTOR MUSAEMURA **2nd Defendant**

NOTICE OF SALE IN EXECUTION

BE PLEASED TO TAKE NOTICE THAT pursuant to the Judgment granted by the Honourable Court on 10th June 2024 the following immovable property hereunder of the 1st Defendant will be sold by public auction by Deputy Sheriff D.J. Moyo to the highest bidder as follows:-

DATE OF SALE : 2nd April 2026
TIME OF SALE : 10:00hours
PLACE OF SALE : Lot No. 4917 Mahalapye
PROPERTY TO BE SOLD : Defendants rights, title and interest on a certain piece of land being Tribal **Lot 4917, Mahalapye**, measuring 3083.00m², situated in Flower Town Industrial Area which property is held under Notarial Deed of Cession No FT **MA37/2012** dated **13th February 2012** made in favour of the 1st Defendant together with development thereof being a warehouse which comprises of a service area, integral two offices, two storerooms, kitchenette and staff ablutions comprising of ladies and gent's toilets & showers.

TERMS AND CONDITIONS : Successful Bidder to pay 10% non-refundable deposit of the purchase price and non-refundable Deputy Sheriff commission on the auction day immediately after the sale. Only cash or Electronic Bank Transfer will be accepted. Details and conditions of sale may be inspected at Deputy Sheriff Moyo's Office situated at Plot 12597, Marapo ST, Taung, Gaborone or at the Plaintiff's Attorneys office stated below.

DATED AT GABORONE THIS 24TH DAY OF FEBRUARY 2026.

D. J MOYO c/o PLAATJIETAUPEDI
Plaintiff's Attorneys
Plot 115, Unit 11, Ground Floor,
Kgale Mews, P.O. Box 26114, Game City
GABORONE
(BF/SBP/0375) Contact numbers: 72192666 / 72772565 /3920200

PLAATJIE TAUPEDI
ATTORNEYS, NOTARIES, CONVEYANCERS

Molapo Francistown
HOUSE FOR SALE (Freehold Property)

1700sqm Tati River plot with double storey house and separate cottage ideal for large family or hostel use

MAINHOUSE
5 Bedrooms , 2 Lounges , 5 Toilet / Showers / Bathrooms , fitted kitchen , Pantry , Double Garage, Maids Quarters , Laundry , Ironing room , Patio , Swimming Pool , Fully Fenced with Electric Gate & Elertric Fence , Internal Security Alarm , Intercom to Entrance Gate, Garden & Tool shed , 3 Phase Diesel Generator , Spacious established Garden under irrigation , separate Gardeners Outbuilding with Electricity.

COTTAGE
Fitted Kitchen , Toilet / Shower , Lounge , 2 Bedrooms, Double Car Port.

Recent Valuation P 5.5, open to offers

For Further information call 71306428

FARM WORKER WANTED

Head boy wanted in Sekgwasatau.
Should be 35 years and above
CALL: 72787435

NEIGHBOUR CONSULTATION

I Salalenna Bagai owner of tribal Plot 8825 Palapye Extension 7 inform neighbors about intentions to erect boundary wall. For objections contact Physical Planning Office on Numbers +267 4930821/ 4921075 within 14days of publication.

BAA Pushes Women Toward Track Success

Training and strategy aim to boost national performance ahead of World Relays



GAZETTE REPORTER

Botswana Athletics Association (BAA) has launched an intensive program to address declining performances among women athletes, CEO Mabua Mabua told this publication. The initiative comes as the country prepares to host the World Athletics Relays and other international competitions this year.

Mabua explained that the association has organized a training camp in Francistown specifically for women athletes. "We did that deliberately as we realized that we are a bit behind in terms of women performance," he said. "As we are speaking they are in a training camp in Francistown, we have picked 10 best athletes in 100m and the other 10 in 400m, we wanted them to be in a training camp early as compared to men, we want them to be a well managed area where they do not have to worry about anything but bettering their performances."

In addition to the domestic camp, some female athletes are training abroad through partnerships with universities, particularly in the United States. Mabua noted that the combination of local and international training is intended to enhance performance ahead of major events.

COMPETITION CONCERNS

Over the weekend, BAA held its fourth and final series of the year in Francistown. However, some athletes raised concerns about the length of the competitions, which often start in the morning and run into the evening, making it difficult to deliver optimal performances.

Mabua acknowledged the issue, citing the unexpected increase in athlete participation, particularly among juniors. "You should understand that there's no school sport so this is the only platform where athletes under the ages of 20 get to compete," he said. He added that competitions typically do not require invitations, apart from nationals, and confirmed that from next year junior and senior athletes will compete on separate days.

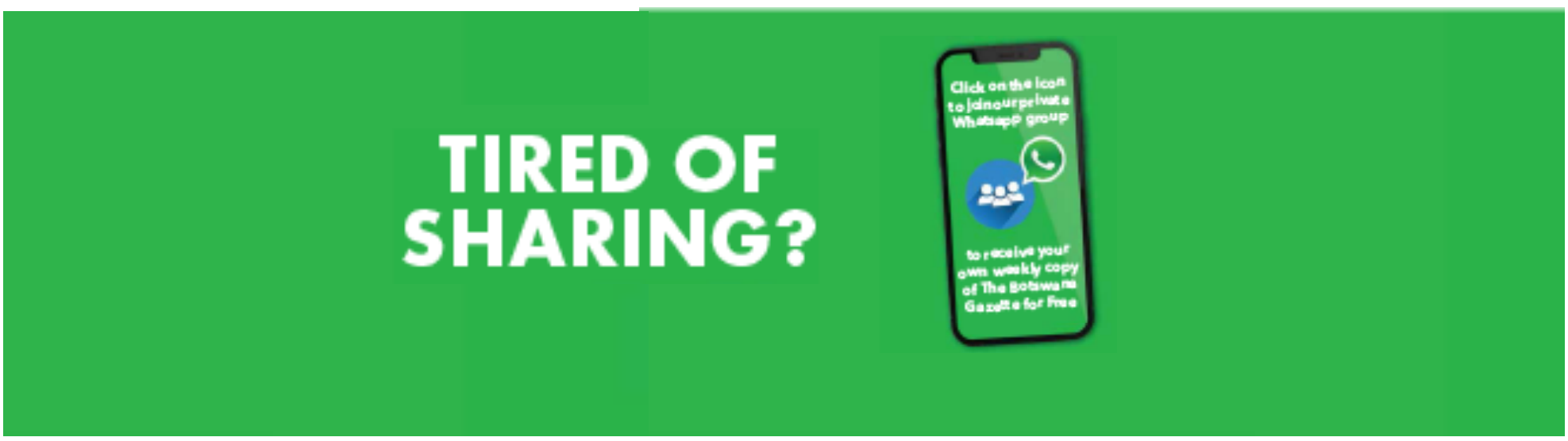
PERFORMANCE TRENDS

Despite the scheduling challenges, Mabua expressed satisfaction with the progress athletes (not mean and women) have shown across the four series. He noted that the association tracks performance improvements relative to athletes' season-best marks and observed that performances generally peak in April.

> "We did that deliberately as we realized that we are a bit behind in terms of women performance," – Mabua Mabua

"Our aim was for athletes to better their seasons best series 1 to series 4," Mabua said.

With targeted training and strategic competition planning, BAA hopes to elevate the standard of women's athletics in Botswana, ensuring the country presents competitive teams at the upcoming international events.





BNSC Hosts Maiden Indoor Sports Festival

A new multi-code indoor sports festival signals a shift toward commercialization, accountability and athlete-centered development in Botswana sport

GAZETTE REPORTER

The inaugural indoor sports festival organized by the Botswana National Sport Commission (BNSC) marked a symbolic shift in the country's sporting direction this past weekend weekend, as administrators, athletes and government officials gathered at Royal Aria Indoor Sports Centre.

The event, held in Tlokweng, brought together six indoor sporting codes — basketball, boxing, judo, netball, table tennis and volleyball — competing under one roof for the first time. The initiative is intended to provide athletes with a consistent competitive platform while positioning indoor sport as a more visible and commercially viable part of Botswana's sporting ecosystem.

Delivering the keynote address, Olebile Sikwane, the newly appointed chief executive of the national commission, framed the festival as both a celebration and a turning point in how indoor sports are managed and promoted in the country.

"We have talked too much since 1966," Sikwane said, acknowledging long-standing challenges faced by indoor sporting codes. "Your challenges have now to come to an end. This platform is the beginning."

The festival forms part of the commission's broader push to professionalize sports structures, attract private sponsorship and encourage collaboration between national sporting associations.

Sikwane also delivered a pointed message to sports administrators, urging them to reflect on their roles and contributions to the growth of sport. Long-serving administrators, he suggested, must ask whether they have created room for new leadership and whether their work has meaningfully advanced sporting development.

While administrators focus on governance, he said, athletes should remain at the center of the sporting ecosystem.

"The expectation is simple," he said. "Athletes must perform and win medals."

Sikwane's remarks also included a personal reflection on his own journey in sport. As a young man, he once dreamed of playing for LCS Gunners and later hoped to work for Kaizer Chiefs. An injury, he recounted, forced him to reconsider his ambitions, eventually guiding him toward sports administration.

Beyond sport, the CEO used the moment to address social issues, calling on men to play a greater role in combating gender-based violence, which remains a major concern across communities.

Looking ahead, the commission intends to maximize the use of the Jamali indoor sports facility to ensure athletes have better access to training and competition spaces.

For the athletes gathered in Tlokweng, however, the focus remained on the courts, rings and tables — where Botswana's indoor sports future is now being tested.

Karate Selections Signal Rising Botswana Talent

The Botswana Karate Association's latest national team selection event highlighted a growing pool of disciplined and technically sound athletes as preparations intensify for regional and international competition

GAZETTE REPORTER

The Botswana Karate Association (BOKA) hosted the second of three national team selection phases over the weekend to identify athletes best suited to represent Botswana internationally. According to BOKA Vice President Technical, Union Kgafela, the event provided the technical team a vital opportunity to assess athletes in a competitive environment while monitoring readiness for major tournaments.

SELECTION CRITERIA EXPLAINED

Kgafela emphasized that evaluation extended beyond victories. "Athletes were judged on technical execution, tactical awareness, physical fitness, discipline, consistency, and competitiveness," he said. "Performance in kata and kumite, strategic thinking, composure under pressure, and adaptability were also key factors."

IMPORTANCE OF SELECTIONS

Kgafela said the selection process is essential to building a strong national team. He said early identification of top-performing athletes allows BOKA to implement structured training programs and ensure Botswana remains competitive in regional and international competitions.

TALENT POOL GROWS

"Observers at the event were impressed by the depth of talent and technical ability on display," he said further highlighting that athletes demonstrated strong technique, determination, and discipline, signaling the continued growth of karate in the country and the effectiveness of club development programs.

FINAL CALL AHEAD

With one more selection event scheduled in about a month, the national squad is still not finalized. Kgafela encouraged athletes who performed well to remain focused and those who underperformed to continue training and prepare for future opportunities.





Absa Recognized for Kids Marathon

The fifth Absa Kids Marathon in Gaborone highlights the bank's commitment to youth sport and community wellness

GAZETTE REPORTER

As the fifth edition of the Absa Kids Marathon approaches on 18 April, organizers are highlighting not just the growth of the event, but the pivotal role played by its long-standing sponsor, Absa Group.

Since the marathon's inception, Absa has been instrumental in transforming a simple children's race into a premier platform for youth fitness and healthy living. From funding improved facilities to supporting a range of fun, educational activities, the financial institution has helped shape an experience that is both memorable and inspiring for young participants.

"The support of Absa has been crucial in ensuring the marathon grows in scale and quality each year," said Moagi Madisa, co-founder of the Absa Kids Marathon, in a telephone interview. "Their involvement allows for better organization, exciting entertainment, and activities designed specifically for children."

Absa's sponsorship extends beyond logistics. Each participant receives race kits and medals, while families enjoy interactive experiences aimed at encouraging children to embrace active lifestyles. By investing in the marathon, Absa is not only helping to organize an event but also fostering wellness, discipline, and confidence among Botswana's youth.

The partnership has also enabled the event to expand its reach within communities, drawing more young participants and families annually. What started as a local initiative has grown into a nationwide celebration of sport, wellness, and youth potential — a growth that Madisa attributes largely to Absa's sustained support.

"Their commitment to community development has helped transform the marathon into a well-organized and enjoyable experience for children and families alike," Madisa added.

Organizers anticipate that this year's edition will be the most vibrant yet, featuring energetic races, entertainment, and opportunities for families to celebrate fitness together. The growing turnout reflects both the popularity of the marathon and the positive impact of a sponsor willing to invest in children's futures.

For many families and participants, the Absa Kids Marathon represents more than just a race — it is a symbol of what dedicated corporate partnership can achieve for youth and community wellness.

Titans Softball Club Makes European Breakthrough

Botswana's leading softball team prepares for historic 2026 European Cup appearance

GAZETTE REPORTER

Titans Softball Club has officially been invited to the 2026 Women's Softball European Cup in Wittenbach, Switzerland, from August 19 to 22. The confirmation from WBSC Europe marks a milestone not just for the club, but for softball in Botswana.

"For a club from Botswana to be officially recognised and invited shows that our structures, competitiveness, and ambition meet international standards," said Titans secretary Atlang Gabantese. "This is more than just participation; it is a statement that our domestic game is growing."

RIGOROUS PREPARATIONS UNDERWAY

The club has intensified training sessions, focusing on fitness, situational play, and fundamentals like pitching, batting, and defensive coordination. Video analysis of European competitions has been incorporated to understand advanced tactical play and tempo.

Financially, Titans are engaging sponsors, corporate partners, and well-wishers to cover travel, accommodation, and equipment. "International participation requires significant resources," Gabantese said. "We are putting structured fundraising plans in place to ensure the team travels fully prepared and without compromise."

INTERNATIONAL EXPOSURE BENEFITS

Facing European clubs will challenge players mentally and physically, offering a rare opportunity to experience high-performance environments. Gabantese believes this exposure will not only accelerate individual development but also elevate Botswana's domestic league standards upon their return.

"The experience they gain will be brought back home to elevate the standards of our domestic league, benefiting not just Titans but Botswana softball as a whole," she said.



WIDER SPORTING IMPACT

Beyond competition, the tournament is seen as a bridge between African and European softball, promoting collaboration, youth exchanges, and coaching initiatives. Support from the Botswana Softball Association ensures alignment with national development goals and signals that this is a milestone for the country, not just a club.

TIRED OF SHARING?



BACKPAGE
WEDNESDAY 11 MARCH 2026
SINCE 1984

The Botswana Gazette
SPORT



Training and strategy aim to boost national performance ahead of World Relays

35. BAA PUSHES WOMEN TOWARD TRACK SUCCESS



BNSC HOSTS MAIDEN INDOOR SPORTS 36. FESTIVAL