



FNB broader Africa contributing to youth development and employability

FNB Botswana – First Youth

FNB Botswana's youth development programme, First Youth, identifies, trains and develops unemployed youth to support them in finding employment.

Each year, approximately 100 people are selected for the programme. The participants participate in a rigorous initial six-month development programme after which they receive a further six months of personalised training or guidance, including business plan development, funding application, CV building and interview training. Graduates from the programme receive a certificate that is recognised by the Botswana Qualifications Authority, which helps them to stand out in the job market.

Since inception in 2020 to June 2023:

| 489 youth have graduated from the programme.

| 49% of the participants are either employed or operating a business.

A further BWP1 million has been invested by FNB Botswana through a trade exchange programme where, from October 2023, all graduates from the programme will receive free advertising space on Botswana Television for their products and services.

FNB Mozambique – MozYouth Foundation

FNB Mozambique is a founding partner of the MozYouth internship programme. MozYouth is a foundation made up of over 100 partner organisations that places young Mozambicans, including those without formal education as well as university graduates, in internship programmes.

The graduates are provided with meaningful work experiences and training to improve employability through entrepreneurship and professional skills development.

Since inception in 2018 to June 2023:

| Approximately 1 000 graduates have been placed in internships.

| Over 40% of the interns are female.

| Over 50% of interns received formal offers of employment following the programme.

The four-year pilot phase was successfully concluded during the 2023 financial year. Going forward, FNB Mozambique will contribute MZN3.5 million per annum over three years to cover administration and placement costs as well as the direct costs of interns placed at the company.