

PRESS RELEASE

For immediate release



CELEBRATING THE IMPACT OF LETSHEGO AFRICA'S LEADERSHIP DEVELOPMENT AND DIGITAL MASTERY PROGRAMMES

Gaborone, Botswana – 6 June 2024: Letshego Africa Holdings Limited ('Letshego Group') recently hosted a momentous graduation ceremony to honour the graduates of its LetsGo Digital Mastery and Leadership Development programmes. This event marked a significant milestone in Letshego Africa's commitment to nurturing future leaders and equipping young talent with essential digital skills. The ceremony celebrated the achievements of 11 Digital Mastery Associates and close to 200 leaders who completed Letshego's comprehensive, tiered development programmes, spanning from senior executives to emerging leaders.

Transformational Leadership Development

Letshego Africa's leadership development initiatives were integral to its 6-2-5 Digital Transformation Strategy, designed to foster innovative and transformational leadership. These programmes aimed to drive organizational benefits, enhance customer experience, reduce time to market, improve solution quality, and leverage data-driven insights. The tiered leadership development structure included the Leadership Development Programme for Managers, the Senior Leadership Programme for Senior Managers, and the Executive Leadership Programme.

Developed in collaboration with the Gordon Institute of Business Science (GIBS) and McKinsey Black Academy, these 6-18 months programmes, focused on creating a unified leadership and cultural experience. They equipped Letshego Africa's leaders with critical skills such as strategic thinking, clear communication, flexibility in managing innovation, quality decision-making in technology, and the ability to attract, lead, and retain talented individuals. The overarching objective was to cultivate a culture of Transformational Servant Leadership.

"Our leadership development programmes stemmed from our learning and development framework, ensuring our initiatives supported career advancement and built the skills necessary for our Transformation Strategy," said **Aupa Monyatsi, Letshego's Group Chief Executive**. *"This investment not only enhanced customer and employee experience but also empowered our employees to significantly contribute to the Group's success. It ensured Letshego Africa remained at the forefront of digital change, positioning us for long-term benefits."*

Digital Mastery Programme: Shaping the Next Generation of Digital Leaders

The LetsGo Digital Mastery Programme was launched as part of Letshego's #PeopleFirst Agenda, focusing on empowering youth with digital and tech skills across regional markets. In 2022, 14 bright young individuals were selected from over 1,200 applicants through a rigorous four-stage

interview process. This 18-month programme offered a unique journey to develop skills and regional expertise, boosting participants' future career prospects.

Kamogelo Chiusiwa, Letshego Africa’s Group Chief People & Culture Officer, highlighted the programme's success: *“Practical, on-the-job learning was a cornerstone of our initiative, providing young talent with invaluable experience. Our Digital Associates gained first-hand insights from international operations and benefited from strategic external partnerships within Letshego’s 11-country Africa footprint.”*

Graduates of the Digital Mastery Programme participated in interactive and practical learning experiences across various Letshego subsidiaries and divisions. The programme also encouraged them to contribute to enhancing Letshego’s product and entrepreneurial ecosystems through internal learning and Agile workshops. Leveraging partnerships with leading international partners, Fast Forward Innovation, and McKinsey’s Black Academy, the programme ensured a comprehensive training experience.

To support external candidates, the Programme sponsored basic living expenses, allowing them to focus entirely on their learning journey without the distraction of daily living costs. Letshego Africa’s investment in leadership development and digital mastery not only equipped young leaders with critical skills but also strengthened the organization's ability to navigate digital transformation successfully. These programmes underscored Letshego’s commitment to fostering a culture of continuous learning and development, ensuring sustained growth and innovation across its operations.

ENDS.

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Note to the Editors:

About Letshego Group

Letshego Africa Holdings Ltd (“Letshego Africa” / “Letshego Group”) is a pan-African multinational, first opening its doors in Gaborone, Botswana 25 years ago in 1998 by offering loans to government employees. Today, the Group has over 3,000 employees, includes direct and indirect sales agents, with more than 21 nationalities. Letshego is an inclusive finance organisation that supports public and private sector individual customers, as well as micro and small entrepreneurs. The Africa Group has operations in 11 sub-Saharan African markets, including Eswatini, Ghana, Kenya, Lesotho, Mozambique, Namibia, Nigeria, Rwanda, Tanzania and Uganda. Letshego Africa Holdings Limited (the group holding company) is listed on the Botswana Stock Exchange, along with its Namibia

subsidiary listing on the Namibian stock exchange, in addition to local bond listings in Namibia, Ghana and Mozambique.

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