



Botswana Telecommunications Corporation Limited

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NOTICE TO STAKEHOLDERS- BTC RESOURCE OPTIMISATION

Botswana Telecommunications Corporation Limited (“BTC”) embarked on a resource optimisation exercise in May 2022 to ensure the business and its people could evolve and thrive in the rapidly changing industry of telecommunications and technology. The BTC resource optimisation which is part of our transformation journey focused on shaping an organisation and talent base that is fit for the future with digital skills aligned to the ever-changing ICT business environment, with a focus on creating new jobs, new capabilities and refreshing skills for the future.

The primary purpose of the resource optimisation exercise was to create a fit-for-purpose organisation that supports the repositioning of BTC post structural separation and listing. The rationale for the review of the Company’s organisational structure was to ensure that;

- The organisational structure supports the Company’s strategic direction and the future viability, resilience and long-term financial sustainability;
- The need for efficient operation of the business;
- The Company is transformed such that it has the right human capital in the right jobs;

The restructuring exercise was conducted in accordance with the Labour Laws of Botswana in particular the Employment Act, Cap 47:01 and the Retrenchment Guidelines that were received from the Commissioner of Labour following notification that was sent to the Commissioner on BTC’s intention to restructure as required by the law.

The exercise was concluded on the 9th December 2022 and a total of 196 employees were impacted by the resource optimisation. It is important to note that BTC has absorbed on a permanent basis, a total of **62 graduates** who were on temporary employment as part of the resource optimisation exercise.

As part of the normal course of business, BTC continually looks at how it is structured and how efficiencies can be achieved in line with our transformation journey. BTC would like to reassure its stakeholders that the retrenchments will not disrupt the quality of service or continuity of its business operations. BTC has put in place mitigating plans to ensure continuity of its operations. BTC remains fully committed to providing superior digital solutions to our people to enable them to live connected. BTC will continue to pursue its strategy which is anchored on digital transformation, customer centric culture, market understanding, and ICT leadership coupled with exploring new growth areas.

By order of the Board

12 December 2022