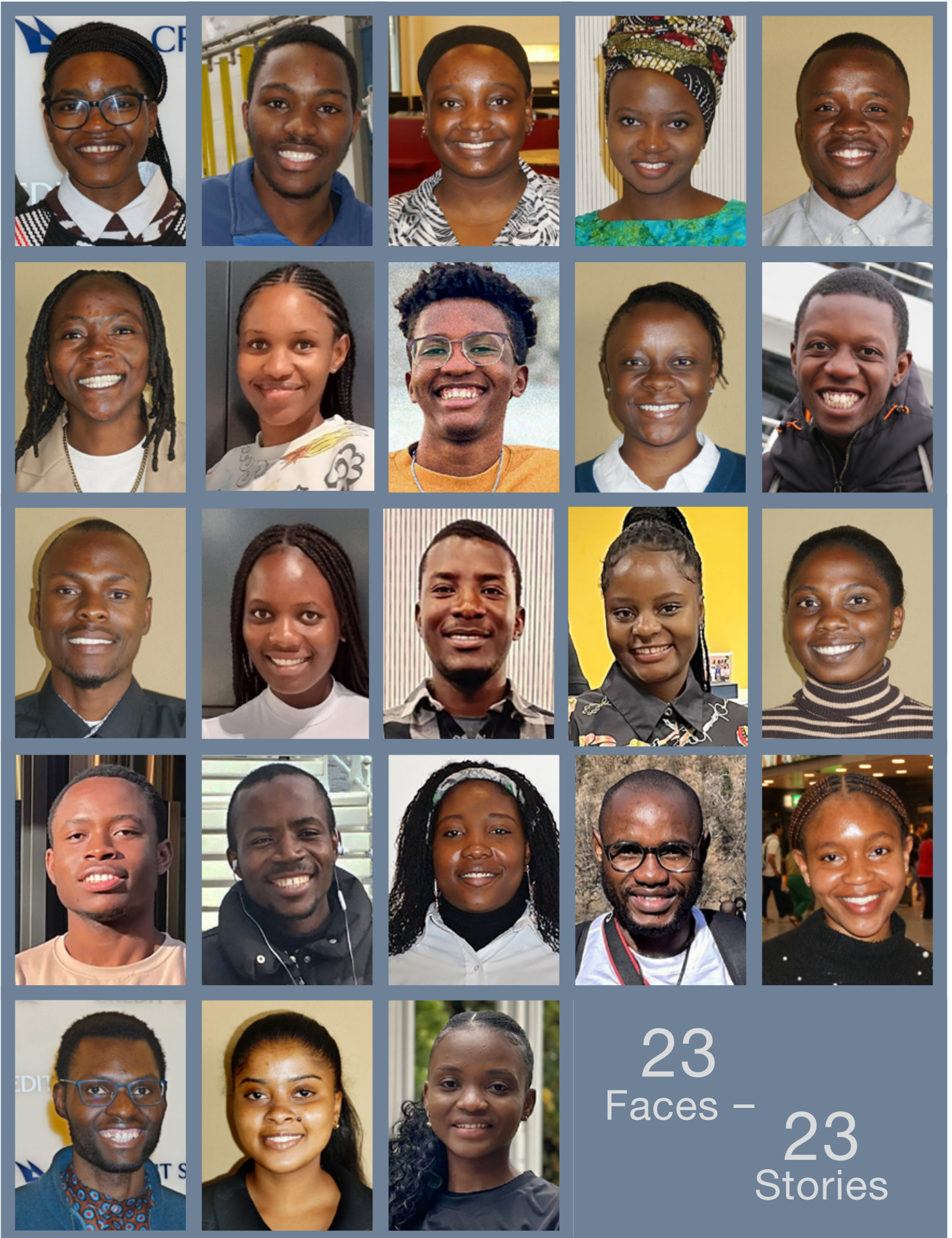


Annual Report 2023

B360
education
partnerships



23
Faces - 23
Stories

We are pleased to present on the cover page of our annual report 23 faces. These are the 17 students from Namibia and Zambia who were able to complete an internship in Switzerland in 2023, and six young people from Zambia who took part in a virtual internship.

*Please note:
We do not mention titles or positions.*

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Our mission statement

We facilitate the know-how transfer between European experts and African students.

B360 promotes the exchange of knowledge and experience between organizations and specialists in Europe and students, teaching staff and managers from universities in Southern Africa.

The objective of our programs is to contribute to the long-term development and stability in these countries and to support an increased understanding between North and South.

We want to contribute to capacity building so that countries in Southern Africa can improve their own economic and social environment without assistance from abroad.

Our vision

Young Southern Africans are well equipped with professional expertise and valuable soft skills to find employment or start their own business, actively contributing to the economic and social progress of their home countries.

B360 education partnerships is an association constituted as a non-profit, tax-exempt organization within the meaning of Art. 60 - 79 ZGB based in Zug (Switzerland) and was founded in 2009 by Sabina Balmer. «Business with a 360° perspective» is the guiding principle. We are convinced that helping people help themselves is the most sustainable form of development cooperation – and education is the key to this!



More about B360 and the programs at www.b360-education-partnerships.org

A good year with familiar and new challenges

The year 2023 had many different aspects and gave us food for thought. It has become clear that many things have changed as a result of the pandemic. Some are obvious, others are more subtle and take time to be recognized. The demographics at our partner universities are changing due to local economic and political circumstances. The influence of social media is a worldwide phenomenon and is affecting the behavior and expectations of young people in particular. The new realities make it clear that B360 must constantly review its objectives and working methods in order to achieve maximum impact with the resources available.

Partners in Southern Africa

The changes in the South and North require continuous review with our partners to decide how we can best work together and achieve our common goals. I am delighted that we were able to expand our collaboration with Bank Windhoek in Namibia in 2023. Our partnership with the University of Lusaka (UNILUS) has also grown. Another milestone in 2023 was the third extension of our Memorandum of Understanding (MoU) with the Namibia University of Science and Technology (NUST).

Donors, volunteers, partner companies and host families

New and long-standing partner companies that make internships possible and host families who offer the young guests a home in Switzerland and Liechtenstein gave us great support in 2023. Thanks to them, we were able to give 23 Namibian and Zambian students a unique opportunity with the physical and virtual internships. Our Swiss volunteers continued to support us with their pro bono work. And finally, 33 B360 experts taught in person or with online courses and workshops at our partner universities or mentored students remotely.

Credit Suisse has been offering B360 internships since 2011. Due to the takeover by UBS, this long-standing collaboration was terminated at the end of the year. We very much hope that UBS will also become a partner of B360 in the future and offer internships for students from Southern Africa. I would like to take this opportunity to thank all the supervisors, mentors and their teams, as well as the Corporate Citizenship team at Credit Suisse, who have hosted so many B360 interns over the past 13 years and given them life-changing opportunities.

Outlook

We look forward to welcoming seven students from Namibia and Zambia to Switzerland in February 2024 to complete their internships at bob Finance, Büchi, Ferrum and Julius Baer. Further internships are expected to take place in the second half of the year. Physical expert assignments are planned for the first and second semester in Namibia and Zambia and virtual internships will take place again in Zambia in August or September. Reason enough to tackle the 15th year of B360 with optimism and joy.

Thank you

A big thank you to all donors, volunteers in Europe and Africa, host families, partner companies and universities as well as alumni members who have supported us in so many ways this year. Together with them, we can make a lasting difference to the lives of young people in Southern Africa.

Sabina Balmer
President and Director

Sabina Balmer with Elizabeth Zola lita (left) and Christine Scheepers (right), both B360 alumnae



The trend is clear: both the B360 experts and the students and lecturers at our partner universities want to return to physical assignments.

In 2023, we were therefore able to organize eight assignments in Namibia and two in Zambia without pandemic-related restrictions, two of them as a pilot project in collaboration with Bank Windhoek in Namibia (more on this on page 6). As a result, we have reduced the number of virtual Career Starter Courses.

Our voluntary experts with their students at NUST and UNILUS



Namibia University of Science and Technology (NUST) Windhoek

Faculty / Center

Subject

Experts

Commerce, Human Sciences and Education	Marketing, Logistics and Sports Management	Mirembe Izagiire-Wachholz
Health, Natural Resources & Applied Sciences	Project Management/CSW	Marc Buser
Health, Natural Resources & Applied Sciences	Project Management/CSW	Jeffrey Matthews
Health, Natural Resources & Applied Sciences	Health Sciences	Corinne Gantenbein
Health, Natural Resources & Applied Sciences	Health Sciences	Susanne Pfenninger
Health, Natural Resources & Applied Sciences	Medical Laboratory Sciences	Markus Schuppler

University of Lusaka (UNILUS)

Faculty / Center

Subject

Experts

	Career Starter Week	Rita Becker
	Career Starter Week	Diane de Saint Victor



Jeffrey Matthews and Marc Buser (Roche)

«Exchanges work well when everyone is open to learning from one another. Reflecting on our time at NUST, we feel

gratitude for the students' engagement, eagerness to learn, openness to challenge and sharing, and willingness to show vulnerability at the edges of their comfort zones. We are indebted to them for simply allowing us to do the same.»



Corinne Gantenbein

«*World Food Safety Day* provided an opportunity to the students to learn about food safety risks, and to develop a state-of-the-art tool to propagate food safety messages to other people.»



Susanne Pfenninger

«Finally, all six groups presented their case studies. The staff members were also surprised at how well the elements important for exporting a product were combined

and presented. The use of artificial intelligence, with which the students were very familiar, certainly contributed to this.»



Rita Becker and Diane de Saint Victor

«Irrespective of their preference regarding their next steps, we were most impressed

by their commitment to doing good for their generation, their country, and the world. Their generosity and their sense of service are simply remarkable and very inspiring.»



Mirembe Izagiire-Wachholz (Roche)

«I am convinced that affirmation, professional representation and applied-learning experiences are crucial for enabling these students

to be successful and realize entrepreneurial impact in the field of supply chain – during and after their education.»



Markus Schuppler

«I am delighted to have the opportunity to work with B360 education partnerships at Namibia University of Science and Technology (NUST) in Windhoek. This program requires immense dedication and collaboration from everyone involved, and I would like to extend my gratitude to the teams at B360 and NUST for their

hard work in ensuring the program's success.»

In memoriam Christian Merz



who in 2009 was the first B360 expert to travel to Windhoek for an assign-

ment at NUST (then Polytechnic of Namibia). He was a key person for our organization. He worked tirelessly for the students during his numerous assignments, some of which lasted several months, cultivated cooperation with local lecturers and was also involved as a member of our advisory board for many years.

On October 26, Christian passed away after a long illness. We miss him very much and are deeply indebted to him.

Sabina Balmer

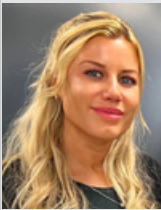


More information and reports at
www.b360-education-partnerships.org/southbound-en

2023 has shown us that we have taken the right direction with our «South-South» program. The network in Namibia and Zambia is growing, the transfer of know-how between companies, experts, the alumni associations and the partner universities NUST and UNILUS are making good progress. And the prospects for the coming year are extremely encouraging and pleasing.

Bank Windhoek – pilot project successfully completed

For the first time in June-July, we were able to conduct two Career Starter Weeks (CSW) in close cooperation with Bank Windhoek. Experts from the bank were actively involved in this. Jelena Dunjic and Aisha Williams led the courses as volunteer B360 experts from LGT Bank.



Jelena Dunjic (LGT)

«It was very nice to see the development of the students during the week. It took the students a while to open up. After the importance of self-confidence was addressed in class, it directly led to a change. The cultural differences were also very instructive for me. The exchange with the students during the project work on sustainability for Bank Windhoek, was very inspiring.»

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Agnes Yeboah (Bank Windhoek)

When asked why Bank Windhoek was willing to host the B360 Career Starter Week, Agnes Yeboah, Bank Windhoek's Acting Manager of Talent Acquisition

and Optimization said:

«There are an estimated 84'000 unemployed graduates in Namibia. Therefore, empowering graduates to position themselves for employment and giving them skills to be self-employed reduces the pressure on an already exacerbated job market.»

After the successful completion of the CSW, Agnes Yeobah went on to say: «Bank Windhoek and B360 and its partner companies hope to offer these empowering sessions regularly because there is a great need, as demonstrated by the hundreds of registrations when the Bank called for entries.»

Good news:

The next CS workshops with Bank Windhoek are planned for March and September 2024

www.bankwindhoek.com/na



Career Starter Week participants



Successful completion of the pilot project with Bank Windhoek. Front from left to right: Aisha Williams, Retuura Ballotti, Jelena Dunjic, Agnes Yeboah



More Infos:

www.b360-education-partnerships.org/southsouth

Networking Event Namibia

More than 80 cheerful guests from business and industry, representatives of NUST, members of the B360 Alumni Association and B360 experts met on March 2 for this year's B360 Networking event in the courtyard of the NUST hotel school. A special thank you for their motivating

words and the valuable cooperation goes to Mrs. Retuura Ballotti, Human Capital Executive at Bank Windhoek and to Mr. John Haufiku, Director of the Department of Corporate Engagement and Internationalization at NUST.



Networking Event Zambia

On August 17, the first B360 Networking event took place in Lusaka, Zambia. Over 70 guests attended: B360 Alumni members, representatives from our two partner Universities UNILUS and

UNZA, as well as from the private sector. The event was a big success. The date for the next edition is already being planned.



B360 Intern Alumni was founded in Namibia in 2013. In the meantime, there is also a very active B360 Intern Alumni organization in Zambia. Many of the 137 members of the Alumni Associations play an increasingly important role with their commitment to our work in Southern Africa, and especially in the further development of the South-South program.

!Khabeb Richard (LGT Bank); **Ambuga Justina** (Ferrum); **Amukalu Fransina** (Motorex); **Amulungu Modesta** (HACO); **Amutenya Dawid** (Ferrum); **Andreas Ruth** (KPMG); **Atshipara Sophia** (ELSA Mifroma); **Awala Paulus** (Büchi); **Bwacha Isaac Kabunda** (Credit Suisse/CS); **Bwalya Natasha** (Mediaschneider); **Chanda Milambo** (Swiss Life); **Chihana Chimango** (CS); **Chipango Cynthia** (Scenario X); **Chirwa Joseph** (CS); **Chitumbo Bupe** (CS); **Cornelius Rochelle** (B360); **de Koe Nancy** (CS); **Dionisiu Sara** (LGT Bank); **Dyantyi Gcobani Isaac** (CS); **Dzinomwa Tawanda** (Swiss Re); **Edward Martin** (CS); **Endley Wallace** (Ferrum); **Garises Stefanie** (Julius Baer); **Haidula Liopa** (SQTS); **Haindongo Mercy** (HACO); **Haludilu Selma** (CS); **Hamaska Mpimpa** (Scenario X); **Hanghome Matthew-Leen** (ZHAW); **Hangula Armas** (CS); **Hangula Ndesihafela** (Zweifel Pomy-Chips); **Hanhindi Martha** (SQTS); **Hatoongo Rebecca** (CS); **Hausiku Theresia** (Büchi); **Hekandjo Emma** (CS); **Hungwe Faith** (Julius Baer); **Iidhenga Vaino** (CS); **lipinge Antonia** (HACO); **Iita Elizabeth Zola** (SABC); **Indongo Johannes** (CS); **Ishindwa Hilalia** (SQTS); **Ismael Salatiel** (SQTS); **Jafet Titus** (CS); **Jagger Charmain** (CS); **Jatileni Nambahu** (CS); **Josef Ndeiwana** (LGT Bank); **Joseph Ndahafa** (Choco Frey); **Kaapangelwa Ndape-wa** (CS); **Kafula Justina** (Chocolat Frey); **Kahambundu Rosalie** (CS); **Kaimbi William** (Coop); **Kaindume Jason** (CS); **Kakuru Alphons** (ZHAW); **Kalalanda Victor** (Mediaschneider); **Kashe Mayavero** (B360); **Kasoma Daniel** (CS); **Kauma Kristof** (CS); **Kauptitwa Lydia** (Motorex AG); **Kwedhi Ndapwa** (CS); **Lifasi Michael** (SQTS); **Lisao Mulozi** (Zweifel Pomy-Chips); **Liyali Anthens** (bob Finance); **Liyali Pacevarl** (SQTS); **Lungu Tapela** (Mediaschneider); **Mahua Uvatera** (CS); **Mambwe Aston** (Ferrum); **Manda Getrude** (Mediaschneider); **Maqhoboza Sandile** (CS); **Masiye Derrick** (LGT Bank); **Matengu Nicco** (SQTS); **Mayavero Kashe** (B360);



Selma Haludilu, Alumna Namibia and Mukuka Mulenga, President Alumni Zambia

Mkosi Lundi Bill (CS); **Mouton Daniella** (SQTS); **Mpandamwike Kalemba** (Julius Baer); **Mpepoimba Tawanda** (B360); **Mukalele Hilalia** (Zweifel Pomy-Chips); **Mukubesa Nancy** (Zweifel Pomy-Chips); **Mulenga Mukuka** (CS); **Mumba Matriona** (CS); **Mumba Zulu** (CS); **Mushongo Christalin** (HACO); **Mwalusaka Tamandani** (CS); **Mwandu Solomon** (CS); **Mwansa Joseph** (CS); **Naikaku Kristine** (bob Finance); **Nambahu Martin** (Büchi); **Namutami Plaxides** (Global People Transitions); **Nanchengwa Joseph** (Büchi); **Nangolo Rosalia** (HACO); **Nanguti Paulus** (LGT Bank); **Naxweka Eva-Liisa** (ZHAW); **Ndimulunde Halleluya** (CS); **Nehale Era** (ELSA Mifroma); **Nelumbu Pena** (ZHAW); **Nendongo Victor** (Julius Baer); **Nepaya Aina** (CS); **Nghivafe Sakaria** (bob Finance); **Ngombe Syntiche** (Julius Baer); **Niingo Manoria** (HACO); **Niipare Tarohole** (Julius Baer); **Njovu Rute** (CS); **Nkotong Ernestine** (Ferrum); **Nkumbula Nampaka** (CS); **Pandala Thandiwe** (bob Finance); **Petrus Letisia** (SABC); **Philander Lauren** (ZHAW); **Philander Ronnie** (CS); **Pieter Queen** (B360); **Sacheus Cathleen** (bob Finance); **Sakavyi Kasole** (Mediaschneider); **Scheepers Christine** (Jobs for Africa Foundation); **Shatumbu Saara** (SQTS); **Shikesho Lot** (Julius Baer); **Shikongo Ilona** (CS); **Shikongo Tomas** (Ferrum); **Shilongo Immanuel** (CS); **Shilunga Romeo** (Ferrum); **Shimwino Eben Ezer** (CS); **Shinana Paulus** (Zweifel Pomy-Chips); **Shipanga Leena** (CS); **Shivolo Laina** (CS); **Shuuya Victoria** (ZHAW); **Sitenge Lyoko** (CS); **Skeper Siegfried** (Zweifel Pomy-Chips); **Soko Gerald** (CS); **Somseb Desmond** (bob Finance); **Teofilus Rakkell** (CS); **Tjikune Ashley** (CS); **Tomas Anna** (CS); **Tsuseb Malcolm** (CS); **Uugulu** (Elago); **Hileni** (CS); **Uugwanga Loise** (Swiss Re); **Uusiku Elise** (Deloitte); **Uusiku Helena** (CS); **Uuyuni Israel** (CS); **Uuyuni Ralph** (CS); **Wakumelo Mataa** (CS); **Wilbard Hileni** (CS); **Yusuf Zubeda** (CS).



For more infos and videos:
www.b360-education-partnerships.org/b360-intern-alumni-en

17 faces – 17 stories

17 talented students from Namibia and Zambia passed the rigorous selection process and thus qualified for a three-month internship at one of our partner companies in Switzerland and Liechtenstein. This is extremely gratifying – and a record that can only be achieved thanks to the commitment

of our partner companies and host families. In the meantime, the students have returned to their countries with new experiences, impressions and memories of the many encounters.

1st Semester

<i>Company, Place</i>	<i>Name, Surname</i>	<i>University</i>	<i>Field of Study</i>
Ferrum, Schafisheim	Dawid Amutenya	NUST	Mechanical Engineering
Bank Julius Baer, Zurich	Faith Hungwe	NUST	Economics
Bank Julius Baer, Zurich	Kalemba Mpandamwike	UNZA	Economics
Credit Suisse, Zurich	Tamandani Mwalusaka	UNZA	Economics
Credit Suisse, Zurich	Solomon Mwandu	UNZA	Economics
Büchi Labortechnik AG, Flawil	Martin Nambahu	NUST	Mechanical Engineering
bob Finance AG, Zurich	Sakaria Nghivafe	NUST	Computer Sciences
Credit Suisse, Zurich	Lyoko Sitenge	UNZA	Economics
Credit Suisse, Zurich	Anna Tomas	NUST	Accounting
Credit Suisse, Zurich	Mumba Zulu	UNZA	Economics

2nd Semester

<i>Company, Place</i>	<i>Name, Surname</i>	<i>University</i>	<i>Field of Study</i>
Motorex, Langenthal	Fransina Amukalu	NUST	Chemistry
LGT Bank, Zurich	Sara Dionisiu	NUST	Accounting
LGT Bank, Liechtenstein	Ndeiwana Josef	NUST	Accounting
LGT Bank, Liechtenstein	Mubiana Masiye	NUST	Computer Science
Zweifel Pomy-Chips, Spreitenbach	Hilia Eva Mukalele	NUST	Environmental Health Sciences
ZHAW, Wädenswil	Eva-Liisa Naxweka	NUST	Environmental Health Sciences
Bank Julius Baer, Zurich	Syntiche Ngombe	NUST	Economics



Welcome of the B360
Interns 2nd semester by their
host families

Reports and videos at:
[www.b360-education-partnerships.org/
northbound-en](http://www.b360-education-partnerships.org/northbound-en)



Program Northbound

Between the reception at the airport and the farewell lie 12 unforgettable weeks that will have a significant impact on the lives of these young people from Southern Africa.

Here are a few pictures of the interns with their host families and at work with their mentors.



Quotes from some of our 2023 interns

Mumba Zulu (Credit Suisse)

«My time with these families was an incredibly valuable and rare privilege that I will always cherish.»

Lyoko Sitenge (Credit Suisse)

«While in the office, my mentor always made work and learning more practical and fun by pointing out how theory could be applied in my duties.»

Martin Nambahu (Büchi)

«I was fortunate enough to be hosted by the Bieri family. They made sure I never felt homesick by treating me as one of them and not an outsider.»

Sakaria Nghivafe (bob Finance)

«My mentor provided me with challenges that kept me on my toes and forced me to constantly think outside what I am used to.»

Sara Dionisiu (LGT Bank)

«I had several tasks and never got bored because I learned something new every day.»

Solomon Mwandu (Credit Suisse)

«I am glad I took this internship without any prior professional experience as it has set the bar very high in terms of my work culture and ethic.»

Tamandani Mwalusa (Credit Suisse)

«I am leaving this internship with invaluable skills, knowledge, exposure and experience that I will use to help improve and develop my country.»

Anna Tomas (Credit Suisse)

«My two mentors were always available to help and not only in work related issues.»

Mubiana Masiye (LGT Bank)

«Their open-hearted hospitality provided me with more than just accommodation; it created a sense of belonging that turned their house into a home away from home.»

Dawid Amutenya (Ferrum)

«I'm forever grateful to the B360 family for believing in me as I've been exposed to a different culture and I've earned limitless skills going forward.»

Fransina Amukalu (Motorex)

«My colleagues at Motorex were not only highly skilled professionals but also incredibly supportive individuals.»

Syntiche Ngombe (Bank Julius Baer)

«My two host families were amazing. I never felt alone because I knew that I could rely on them.»

Faith Hungwe (Bank Julius Baer)

«The internship has been life changing!»

Ndelwana Josef (LGT Bank)

«The role assigned by my mentor Kevin Vogt, challenged me to push boundaries and refine my skills.»

Zambia is on board.

As part of a pilot project, we were able to also offer virtual internships at UNILUS in Zambia in fall 2023. These were also financed by the Staub Kaiser Foundation.

The program was tested in Namibia in 2021 and carried out again in 2022. With the help of the experience gained, it was further developed: For example, the interns are now accompanied by two coaches. An innovation that takes some pressure off the company mentors. The program still includes the following special modules: ICT training, Office Etiquette training, Career Starter Week and sessions on cultural exchange.

An interesting premiere in Zambia is the hybrid approach of the program. After completing their virtual internships with the Swiss companies, four interns could do a two-month physical internship at ZICTA (Zambia Information and Communications Technology Authority) in Lusaka. The other two had to return to university to write their final exams.

Six students and graduates of UNILUS started their 8-week internship on September 4 with the following Swiss companies:

bob Finance, B360, Credit Suisse, Global People Transitions and Scenario X (2 places).

With the final virtual presentation on October 31 the internships came to an end.

Congratulations!

The Staub Kaiser Foundation awards the participants of the B360 Virtual Internships the Special Award for outstanding achievements.

Letitia Petrus from Namibia is the winner of the Special Award 2022. The prize includes a two-week trip to Switzerland. The young and adventurous Namibian had a full program, which she enjoyed thoroughly, in July 2023.



Visit to the B360 team in Zug:
Letitia Petrus (center) with Karen Müller
(left) and Sybille Amhof (right)



The six Zambian participants at the kick-off for the virtual internships at UNILUS

Virtual Internships

Company, place	Name, Surname	University	Field of Study
Scenario X, Geneva	Cynthia Chipango	UNILUS	Economics
Scenario X, Geneva	Mpimpa Hamasaka	UNILUS	IT
B360, Zug	Tawanda Mpepoimba	UNILUS	Economics & Finance
Global People Transitions, Zurich	Plaxides Namutami	UNILUS	Marketing
bob Finance, Zurich	Thandiwe Pandala	UNILUS	IT
Credit Suisse, Zurich	Zubeda Yusuf	UNILUS	Economics

All about the program, reports and videos:
www.b360-education-partnerships.org/virtual-internships-general-en



Well established and popular.

The online programs from B360 continue to be popular. It is particularly pleasing that our network of volunteer experts continues to grow and the partner universities and students continue to show great interest in our programs.

The virtual B360 Job Search Support Program

We launched this program in 2022 which was financially supported by Roche, and started with six mentees and mentors. The aim is to help young people in Southern Africa by supporting them in their extremely difficult job search, for example by preparing them for job interviews, coaching them and giving them a range of support.

In 2023, 17 volunteer mentors supported us in continuing the program in Namibia: Romeo Shilunga, former B360 intern and member of the B360 Intern Alumni, has once again helped us with the coordination on site, and a private donor supports the program financially.

The B360 mentors 2023:

Booran Al Khudhairi, Charles André Antille, Florio Bordignon, Teresa Burgstaller-Christl, Agustina Carrasco Barbero, Jelena Dunjic, Zbynek Dvorak, Andreas Hofmann, Karen Müller, Linard Nadig, Eefke Peterson, Esther Sapi, Florian Treu, Max Weber, Thomas Weber, Aisha Williams, Robert Zidyana.

The program will continue to be offered in Namibia in 2024. The application and selection process will however be more demanding in the future.

Virtual Career Starter Course (CSC)

In 2023, we were able to run two virtual Career Starter Courses in collaboration with UNILUS in Lusaka. 11 students participated in this course and successfully completed it with the certificate.

The B360 experts 2023:

Malcolm Rice, Leonhard Sterzinger, Gratiela Maria Bejan, Diane De Saint Victor.

In the North and South, the desire for physical courses is noticeable. B360 is reducing the virtual Career Starter Course and is again increasing the number of physical courses in Namibia and Zambia.

In 2023, the experts volunteered 558 hours for virtual programs.

In focus



Peter Schmuki

Lawyer and retired investment banker.

Member of the Board and Vice President of B360 since 2009.

Three assignments in Namibia, partner contract negotiation in Zambia, since 2022 mentor in the Job Search Support (JSS) program.

«My students with their hard work, their interest in the topics and also their sense of humor always were a great inspiration for my work in Namibia. In the one-on-one-mentoring, I was particularly impressed by the enthusiasm with which the young people tackle the very difficult process of finding a job.»



«One person alone cannot carry a roof»,
says an African proverb.

We consider ourselves very fortunate and are grateful that we can count on a very solid and well-functioning network – some of which are long-standing and committed partner companies and organizations in Switzerland – and increasingly also in Southern Africa.

Backbone of the internships

Without the great commitment of the partner companies and their employees in Switzerland, the B360 Northbound program would be unthinkable. Thanks to them, 137 students from our partner universities in Namibia, Zambia and South Africa have been able to complete a three-month physical or virtual internship (since 2021) at one of our partner companies in Switzerland and/or Liechtenstein. Our sincere thanks for this.

List of companies 2023

Bank Julius Baer
bob Finance AG
Büchi Labortechnik AG
Credit Suisse AG
F. Hoffmann-La Roche
Ferrum AG
Global People Transitions
LGT Bank
Motorex
Scenario X
Zurich University of Applied Sciences (ZHAW)
Zweifel Pomy-Chips AG



Partner universities

For the successful cooperation with the partner universities, the commitment of the management and local lecturers is essential. Changes in the organization and/or economic developments in the South and in the North present us all with special challenges that we can only overcome thanks to continuous exchange. We are very pleased about the third renewal of the MoU (Memorandum of Understanding) with the NUST until 2028.

Namibia University of Science and Technology (NUST), Windhoek

Partner since 2009, www.nust.na



Tertiary School in Business Administration (TSIBA), Capetown

Partner since 2015, www.tsiba.ac.za



University of Lusaka (UNILUS), Lusaka

Partner since 2021, www.unilus.ac.zm



University of Zambia (UNZA), Lusaka

Partner since 2012, www.unza.zm



From university in Namibia to practical experience in Switzerland: Dawid Amutenya at Ferrum AG

B360 Annual Event

Also for the 2023 edition of the B360 annual event we had the pleasure of welcoming a diverse group of over 110 guests at Sihlberg Castle in Zurich on June 20.

The official part was all about «B360 North-South and South-South», impressively presented and explained from the perspective of our guest speakers: Rebecca Hatoongo from UNILUS in Zambia, Mirembe Izagiire Wachholz from Roche Diabetes Care and Daniel Gasser and Daniel Isenschmid from Credit Suisse.

The second part of the glorious summer evening was devoted entirely to informal, lively discussions.



Volunteering

We can't do without them

The voluntary work of our volunteers is essential for the work of B360. They are the helpers and experts from the North and South who make their knowledge and experience available to us. It is thanks to companies and host families in Switzerland and Liech-



Marianne Egli, communications advisor, committed to B360 since 2010 and Fee Liechti Seigner, Film Editor, working for B360 since 2012

tenstein that we are able to offer internships to students from Africa.

In 2023, 4'100 hours were provided by our volunteers.

«Because B360 is a great project, that we are very happy to support with our work.»

Number of	2023	2009-2023
Students taught	601	19'500
Lecturing hours on-site	1'125	15'698
Lecturing hours virtual programs	558	2'994
Internships in Switzerland	17	123
Virtual internships	6	14
B360 experts in Namibia	8	206
B360 experts in Zambia	2	33
B360 experts in South Africa	0	30
B360 experts in virtual programs	22	102
Volunteer hours of experts	1'683	45'443
Other volunteer hours	2'474	35'474

Finances and pro bono contributions

In 2023, B360 received donations in the amount of CHF 347'920.- (2022: CHF 368'431.-), of which CHF 50'000.- is earmarked for the Virtual Internship Program 2024. The proportion of earmarked donations has grown in recent years. Free donations were slightly lower this year. The income from donations is slightly lower than in 2022.

On the cost side, the figures show an increase. There are several reasons for this. More northbound internships took place than in 2022. The IT system was converted, maintenance was outsourced and some laptops were also replaced. In addition, expenditure on salaries increased in 2023.

The financial result is positive again this year thanks to the lean processes and a lot of voluntary work. We expect that several services that have been provided on a pro bono basis for more than a decade will have to be outsourced in the near future. IT support is one example of this this year. This will result in additional costs in the future. It is therefore important to have sufficient financial resources. As a result of the new programs and staff changes, the workload for the team in Zug is also very high. Some relief was achieved in 2023 thanks to good replacement recruitment and additional external support.

The B360 experts continue to teach as volunteers. Calculated at market value, their contribution in 2023 corresponded to an equivalent value of around CHF 336'500.- (2022: CHF 440'780.-). The proportion of physical assignments in southern Africa is very pleasing at 10. The need for physical courses has risen sharply, which is why no further virtual Career Starter courses were offered in the second semester. This also explains the decline in market value compared to 2022. Communication, translations, editing, financial reporting, graphic design and auditing were again provided on a pro bono basis this year. These services correspond to an equivalent value of CHF 494'000.- (2022: CHF 448'900.-).

B360 follows the cost structure and accounting method of ZEWO (Swiss Charity Audit Office) and the accounting complies with Swiss GAAP FER 21 standards for charitable and not-for-profit organizations. Given B360's unique operating model, which is based on voluntary expert work and pro bono services, the value of these voluntary contributions must be taken into account when calculating the cost ratios.

Balance Sheet as of December 31 (in CHF)	Appendix	2023	2022
ASSETS			
Current Assets			
Cash in hand and at bank		761'432	772'885
Other short-term receivables from third parties		2'372	1'789
Prepaid expenses and accrued revenues	4	18'299	5'377
Total Current Assets		782'103	780'051
TOTAL ASSETS		782'103	780'051
LIABILITIES, FUNDS AND CAPITAL			
Liabilities			
Deferred income	5	3'287	3'357
Total Liabilities		3'287	3'357
Funds			
Earmarked fund virtual internships	6	50'027	53'631
Earmarked fund virtual internships – special award		1'597	1'597
Earmarked Digital Relief fund		0	10'662
Earmarked Alumni Events and Projects		3'764	0
Total Funds Assets		55'388	65'890
Organization Capital			
Organization capital per 01.01.		710'804	649'662
Net result for the year		12'624	61'142
Organization Capital		723'428	710'804
TOTAL LIABILITIES, FUNDS AND CAPITAL		782'103	780'051

Financial Outlook 2024

Thanks to our donors, volunteers, partners and the careful financial management of recent years, we are well equipped for the new year. B360 always plans and works for the long term. Expert assignments and internships are usually decided six to twelve months in advance, which is why the financial resources for these engagements must be available. Planning for 2024 is already at an advanced stage.

In addition to our Northbound and Southbound programs, we are again planning virtual internships. The mentoring program «Job Search Support» will also be offered again in 2024.

Fundraising and raising awareness of B360 will remain an important task in 2024 so that we can continue to develop and expand our programs in the long term and reduce our dependence on pro bono services.



Teamwork makes the dream work

Statement of Operations from 01.01.- 31.12. (in CHF)	Appendix	2023	2022
DONATIONS			
Donor contributions		137'170	201'401
Earmarked donations		210'750	167'030
Total Donations		347'920	368'431
EXPENDITURE			
Project expenditure	7	201'466	186'370
Administrative expenditure	8	71'569	57'131
Fundraising and information expenditure	9	72'383	72'805
Total Expenditure		345'418	316'306
Operating Result		2'502	52'125
NET FINANCIAL INCOME / EXPENDITURE			
Financial expenditure		-380	-613
Total Net Financial Income / Expenditure		-380	-613
Result before net surplus/deficit from funds		2'122	51'512
Net Surplus / Deficit from Funds			
Allocation to earmarked funds		-210'750	-167'030
Use of earmarked funds		221'252	176'660
Total Net Surplus / Deficit from Funds		10'502	9'630
NET RESULT FOR THE YEAR			
Allocation of the net result for the year: to Organization Capital		12'624	61'142
		12'624	61'142
STATEMENT OF CHANGES IN CAPITAL (in CHF)			
Organization Capital			
Opening balance as of 01.01.		710'804	649'662
Net result for the year		12'624	61'142
Closing balance as of 31.12.		723'428	710'804
Funds Capital			
Opening balance 01.01.		65'890	75'520
Allocation to earmarked funds education		210'750	167'030
Use of earmarked funds education		-221'252	-176'660
Closing balance per 31.12.		55'388	65'890

APPENDIX

General accounting principles

1. Principles and Organization

Legal Form and Foundation

«B360 education partnerships» (B360) is an association according to Art. 60-79 ZGB (Civil Code) and was founded in 2009. The association is tax exempt in the Canton of Zug.

Domicile

The association is domiciled in Zug.

Purpose

B360's purpose is to contribute towards the global goal to build capacity in higher education in emerging and developing countries, and to create awareness of the existing challenges in the public in Switzerland and other countries.

The association facilitates the know-how exchange between companies, institutions, individuals in Switzerland and institutions and the private sector in developing and emerging countries. In addition, the association can take measures to support the improvement of education levels in developing and emerging countries as well as to help individuals to build a solid basis for their livelihood and be successful in the working world.

2. Basic principles of Financial Accounting

The accounts of B360 are rendered on the basis of the Core-FER and the Swiss GAAP FER 21 accounting recommendations and provide a true and fair view of the financial position and the results of operations. As a social, non-profit organization, B360 adheres to Core-FER and Swiss GAAP FER 21. B360 is a small non-profit organization according to Swiss GAAP FER 21.

The financial statement was established based on the principle of going concern and materiality.

Expenses and income are accounted on an accrual basis appropriate to the period.

3. Accounting and valuation principles

General information

In principle, acquisition or manufacturing costs are applied in the financial statements. The accounting records are maintained in Swiss Francs. The most significant accounting principles are described below:

Cash and cash equivalents and marketable securities

This position includes cash in hand and at banks. The valuation is done at market value on the balance sheet day.

Transitory items

This position comprises prepayments and accrued revenues on the one hand, accrued liabilities and deferred income on the other. The valuation is based on the nominal value less necessary adjustments.

Earmarked Funds

Contributions (donations) earmarked for certain projects are allocated to the relative funds. Their usage is also project related. Any surplus or deficit from a completed project will be settled by the relief fund. Surplus from not yet completed projects will be allocated at year-end to the earmarked fund position.

Organization capital

This position comprises the capital usable within the statutory purpose.

Donations

The donations consist of Friends donations and voluntary donations. Friend donations are annual contributions of CHF 500 for individual persons and CHF 800 for couples and families. It is to be noted that this is not a membership. For voluntary donations the CHF amount can be freely chosen.

2023 / CHF 2022 / CHF

4. Prepaid Expenses and Accrued Revenues

Prepaid donation		-500
Insurances: Accident and sickness allowance, travel and D&O	5'391	4'177
Homepage Domain and Webhosting	96	0
Rent	1'700	1'700
Travelling expenses for interns and experts	11'112	0
Total Prepaid Expenses and Accrued Revenues	18'299	5'377

5. Deferred Income

Annual Report	650	635
Telephone/Internet/Electricity	400	388
Accounting	2'000	2'000
Insurance: Accident final 2023	0	334
Cleaning Services	237	
Total Deferred Income	3'287	3'357

6. Earmarked Funds Education

Opening Balance as of 01.01.	65'890	75'520
Donations career starter workshops	62'000	48'000
Donations virtual internships	133'750	102'030
Donation Digital Relief	7'500	0
Micro secondment contribution Roche	0	17'000
Donation alumni event and projects	7'500	0
Expenses expert assignments and internships	-62'000	-65'000
Expenses for virtual internships	-137'354	-111'022
Expenses for Digital Relief Fund	-18'162	-638
Expenses alumni event and projects	-3'736	0
Total Earmarked Funds Education	55'388	65'890

7. Project Expenditure

Personnel related expenditure	126'146	129'863
External Services Projects	25'589	0
Travel expenditure experts, president, board and advisory board members	20'590	18'759
Travel expenditure interns/lecturers	12'688	32'501
Expenses virtual internships	16'452	5'247
Total Project Expenditure	201'466	186'370

8. Administrative Expenditure	2023 / CHF	2022 / CHF
Personnel related expenditure	19'763	21'755
Expenditure for IT	20'481	1'264
Expenditure for telephone and stamps	1'880	1'992
Accounting and other services expenditure	4'346	7'314
Rent	22'333	20'811
Other expenditure	2'766	3'995
Total Administrative Expenditure	71'569	57'131

9. Fundraising and Information Expenditure	2023 / CHF	2022 / CHF
Personnel related expenditure	51'813	52'632
Expenditure for fundraising event	17'852	18'184
Expenditure for fundraising and information material	2'008	1'352
Expenditure for annual report production	636	356
Other expenditure	74	281
Total Fundraising and Information Expenditure	72'383	72'805

10. Personnel Related Expenditure	2023 / CHF	2022 / CHF
Salaries	171'932	168'334
Auxiliary staff costs (AHV/IV/EO/ALV)	8'775	16'339
Pension fund contribution	11'272	11'300
Accident and sickness allowance insurance	2'511	3'662
Other personnel cost	3'232	4'097
Total Personnel Related Expenditure	197'722	203'732

11. Compensation to the Members of the Governing Bodies	2023 / CHF	2022 / CHF
President (including travel costs)	75'564	74'361
Employees of B360 office	102'931	98'483
Board and Advisory Board members (travel assignment costs only)	3'866	5'285
Total Compensation to the Members of the Governing Bodies	182'361	178'129

The board of directors and the advisory board work pro bono and without expenses. Expenses are only paid in case of international travel for B360 and only cover travel costs.

12. Pro Bono Services	2023	2022
Volunteer work of experts in Southern Africa and virtual sessions (hours)	1'683	2'204
Volunteer work of «Swiss volunteers» (hours)	650	518
Volunteer work of B360 board and advisory board members, overtime at B360 office (hours)	1'824	1'794
Donated flight tickets (number)	15	4
Sponsored services (CHF)	4'691	4'364
Sponsored venues (CHF)	800	800

PERFORMANCE REPORT

The association B360 facilitates know-how transfer between European experts and African students. European experts teach at universities in Africa on a voluntary basis, and African students complete internships in European corporations. The bottom line is a win-win situation. In 2023, 10 expert assignments took place in Southern Africa and 17 internships in Switzerland were carried out. Four virtual expert assignments and six virtual internships took place.

It is very important that the benefits and added value of the work of B360 is evaluated. For this reason, all the experts are asked to document their activities and contacts prior to, during and after their assignments. Not only quantitative information is gathered, but also qualitative evaluations are important for the overall assessment of B360.

Qualitative information is obtained in various ways. Most B360 experts test their students at the end of the assignment, or the project work is evaluated together with the local lecturers. The results are part of the semester grades. In addition, feedback is systematically collected to ensure that the expert assignments achieve the objectives and bring the desired benefit to all stakeholders.

B360 Impact

	Numbers, 2023	2009-2023
Students taught	601	19'500
Lecturing hours – on site	1'125	15'698
Lecturing hours – virtual programs	558	2'994
Internships in Switzerland	17	123
Virtual Internships	6	14
B360 experts in Namibia	8	206
B360 experts in Zambia	2	33
B360 experts in South Africa	0	30
B360 experts in virtual programs	22	102
Volunteer hours of experts	1'683	45'443
Other volunteer hours	2'474	35'474

A risk analysis is performed annually and the major risks are discussed regularly at Board meetings. The Board is of the opinion that the risks are adequately managed.

Board of Directors

Sabina Balmer (President since 2009), Rita Becker (Member of the Board since 2019), Markus Hübscher (Member of the Board since 2021), Rudolf Schmitt (Member of the Board since 2013), Peter H. Schmuki (Member of the Board since 2009)

Office

Sybille Amhof, Sabina Balmer, Sven Kaufmann, Zélie Lam, Karen Mueller, Taylor Rohner, Sara Wolfisberg. Details page 22

Full-time employees	2023	2022
Up to 10 full-time employees	applicable	applicable

The original statutes dated June 23, 2009 were revised and supplemented on November 29, 2011, May 13, 2014 and May 6 2020.

Buchhaltungs und Revisions AG, Zug have been the auditors since 2009.

Significant events after the balance sheet date

There are no significant events after the balance sheet date.

There are no further items to be disclosed according to art. 959c SCO.

REPORT OF THE STATUTORY AUDITORS ON THE LIMITED STATUTORY EXAMINATION

to the association meeting
of **B360 education partnerships**, Zug

As statutory auditors, we have examined the financial statements (balance sheet, statement of operations, statement of changes in capital and notes) of B360 education partnerships for the year ended December 31, 2023. In accordance with Swiss GAAP FER 21 the content of the performance report does not need to be audited by the auditors.

The board of association is responsible for the preparation of the financial statements in accordance with Core-FER and Swiss GAAP FER 21, the legal requirements and the statutes. Our responsibility is to perform a Limited Statutory Examination on these financial statements. We confirm that we meet the licensing and independence requirements as stipulated by Swiss law. During the financial year an employee of our company has been engaged in bookkeeping services. However, he was not involved in the limited statutory examination.

We conducted our examination in accordance with the Swiss Standard on the Limited Statutory Examination. This standard requires that we plan and perform a Limited Statutory Examination to identify material misstatements in the financial statements. A Limited Statutory Examination consists primarily of inquiries of company personnel and analytical procedures as well as detailed tests of company documents as considered necessary in the circumstances. However, the testing of operational processes and the internal control system, as well as inquiries and further testing procedures to detect fraud or other legal violations, are not within the scope of this examination.

Based on our Limited Statutory Examination, nothing has come to our attention that causes us to believe that the financial statements do not give a true and fair view of the financial position and the result of operations in accordance with Core-FER and Swiss GAAP FER 21 and do not comply with the Swiss law and the statutes.

Zug, 12. Januar 2023

brag
Buchhaltungs und Revisions AG



Michael Annen
Licensed audit expert
Auditor in charge



Fabian Lienert
Licensed audit expert

Enclosures:

- Financial statements (balance sheet, statement of operations, statement of changes in capital and notes)

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Rudolf Schmitt
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Rita Becker
Markus Hübscher
Daniel Gasser

sitting:
Corinne Gantenbein
Esther Sapi
Sabina Balmer
Sandra Weidmann
Marianne Egli

Board **Sabina Balmer**, President and Managing Director B360 education partnerships
Rita Becker, Expert in Finance and Human Resources
Markus Hübscher, Finance and Pension expert
Rudolf Schmitt, Food Safety Expert, Professor (retired) at University of Sion
Peter H. Schmuki, Attorney-at-Law, retired Investment Banker

Advisory Board **Marianne Egli**, **Corinne Gantenbein**, **Daniel Gasser**, **Armin Hollenstein**, **Reto Kuprecht**,
Esther Sapi, **Sandra Weidmann**, **Albert Zwicker**.

B360 Team **Sybille Amhof**, Projects and Support
Sabina Balmer, President and Managing Director
Sven Kaufmann, Website Management
Zélie Lam, Projects and Support (until August)
Karen Müller, Projects and Support (since April)
Taylor Rohner, Support (since July)
Sara Wolfisberg, Projects and Support (until May)

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www.b360-education-partnerships.org

Impressum

Contributions to this Annual Report: Sabina Balmer, Rita Becker, Marianne Egli, Peter Schmuki, Albert Zwicker, B360-Partner, Experts, Host Families, Interns, B360 Intern Alumni. Videos: Fee Liechti, Photos: Sabina Balmer, Marianne Egli, Barbara Graf Horka, Willem Vrey, B360 Experts. Layout: Dieter Egli; Print: Kyburz AG.

The persons and companies mentioned below have supported us in the previous years with pro-bono work, donations and/or service and in-kind contributions.

The list is not complete, as some donors and foundations do not wish to be mentioned by name or could not be reached for release. We also refrain from mentioning titles and positions.

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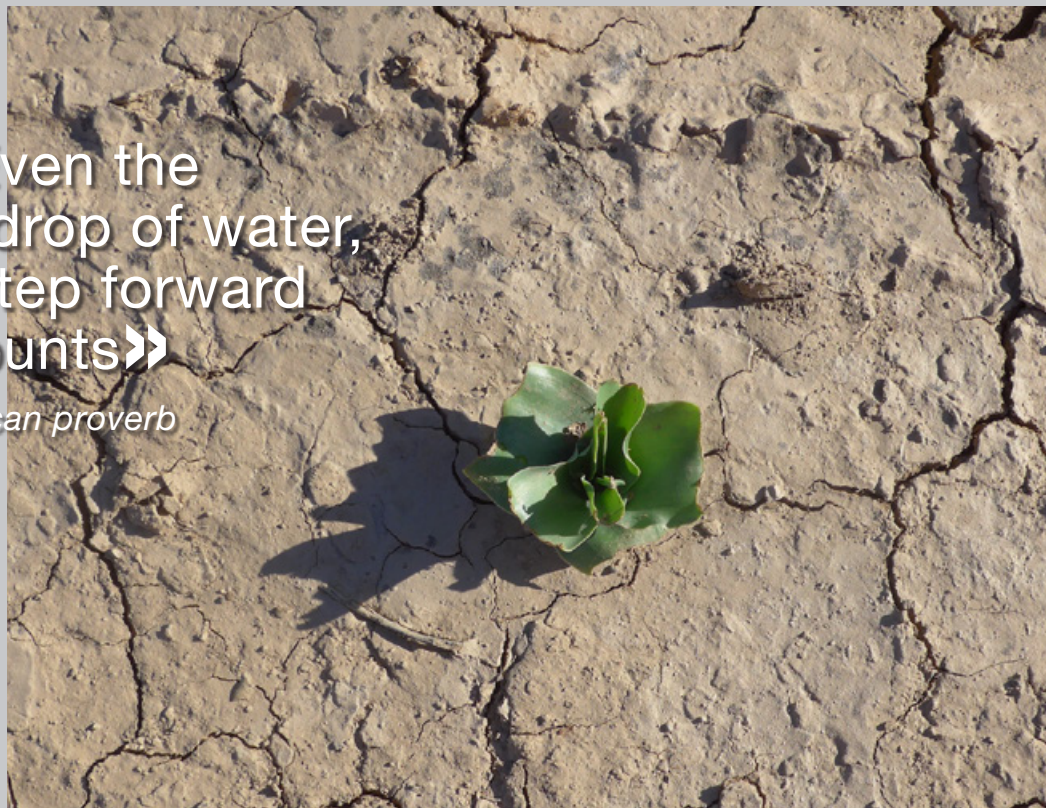
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«Even the
smallest drop of water,
every step forward
counts»

African proverb



B360 education partnerships – an investment with a lasting impact

Support the sustainable development of expertise in Southern Africa and help these countries achieve economic and social progress through their own efforts.

- With a one-time donation
- With a bequest to B360
- Give the gift of a B360 donation
- Become a «Friend of B360 education partnerships»

We would be happy to inform you about the various donation options. Give us a call:

B360 education partnerships

+41 (77) 477 99 63

Our donation account:

B360 education partnerships, Credit Suisse,
CH-8070 Zurich

IBAN: CH08 0483 5127 4423 3100 1

Credit Suisse postal account: 80-500-4

Donate online:

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Thank you very much.

