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THE BRIEF

—New Worth Knowing



Namibia could consider Rand peg review amidst oil, green hydrogen boom

THURSDAY 15 FEBRUARY 2024

PUBLIC INVITATION

Kindly submit a write-up of not more than 1000 words articulating your well researched submission on any of the topics below:

The Namibian Revenue Agency (NamRA) hereby invite members of the public to participate in the public competition called **NamRA Talks**. This is a great opportunity for all those who want to have their views on customs and tax related matters heard.

1. Should capital gains taxes be introduced to Namibia?
2. How can NamRA strike the balance between Customs Enforcement and Trade Facilitation?
3. Do the zero-rated essential items have a positive impact on the end users?
4. Are international taxation agreements beneficial to Namibia, how can NamRA enforce them?
5. The Authorised Economic Operator: Compliance Programme and the Impact for Medium, Small and Micro Enterprises in Namibia
6. The effectiveness of Coordinated Border Management in Namibia

The 10 selected submissions will be presented in person before a panel of judges and in full view of the public.

Presentations are set for 19 March 2024 at a venue to be confirmed.

Exciting prizes are on offer for the winning submissions:

1st Prize N\$10,000 2nd Prize N\$5,000 3rd Prize N\$2,500

Participation is open to the public from 16 years of age
 The write up can be send to namratalks@namra.org.na by 20 February 2024.
 For any queries, you may contact Magano Naimbale at 081460708 or 081308997

NamRA
 Namibia Revenue Agency

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MAIN STORY

Namibia could consider Rand peg review amidst oil, green hydrogen boom

Namibia may consider reviewing its currency peg to the South African Rand if its economy booms due to oil and gas discoveries and development of the country's green hydrogen sector, according to central bank Governor Johannes !Gawaxab.

!Gawaxab made the remarks following the monetary policy announcement taken to maintain the repo rate at 7.75%.

The prospect that Namibia's economic structure could change may give renewed discussions about de-pegging from the Rand, !Gawaxab said.

"When you look at what is happening with the economic structure of the country that is changing, what if Namibia becomes a serious oil exporter? What if green hydrogen takes off and we become a large player in that space? We need to think about how we prepare ourselves as a nation in terms of the choice of our exchange regime, but at this stage, the benefits far outweigh the costs," !Gawaxab said.

De-pegging from the Rand at the moment would lead to a lot of volatility and hurt Namibia, he said. "Currently, we have got a lot of volatility, the exercises and simulations we have done, we are better off currently. We are better off in the [Common Monetary Area] arrangement," !Gawaxab said.

At independence in 1990, Namibia opted to remain in the Common Monetary Area (CMA), leaving monetary and exchange rate policies to South Africa. Meanwhile, the



Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
 - 17 April 2024
 - 19 June 2024
 - 14 August 2024
 - 23 October 2024
 - 4 December 2024
- Minister of Finance and Public Enterprises Ipumbu Shiimi, to table the FY 2024/25 Budget in the National Assembly on Wednesday, 28 February 2024.
- Africa Hospitality Investment Forum (Ahif).
 - 25-27 June 2024
 - Mövenpick Hotel, Windhoek, Namibia
- Global African Hydrogen Summit (GAh2S)
 - Windhoek, Namibia from 03 – 05 September 2024

Monetary Policy Committee (MPC) of the central bank, in its decision to keep the repo rate unchanged at 7.75%, said the decision was guided by disinflation domestically and globally. “The MPC noted the continued disinflation both globally and domestically. With real interest rates remaining positive, and slow credit growth, amid a fair level of

international reserves, the MPC decided to maintain the repo rate at its current level.

The policy stance will continue to safeguard the one-to-one link between the Namibia Dollar and the South African Rand and support domestic economic activity,” !Gawaxab said of the decision to maintain the repo rate at 7.75%.

Namdeb Celebrates Valentine's Day





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Namdeb employees chose to celebrate valentine's day by promoting wellness through love under the theme "Love to Live. This aligns with the company's wellness journey of making safety and wellness a priority.



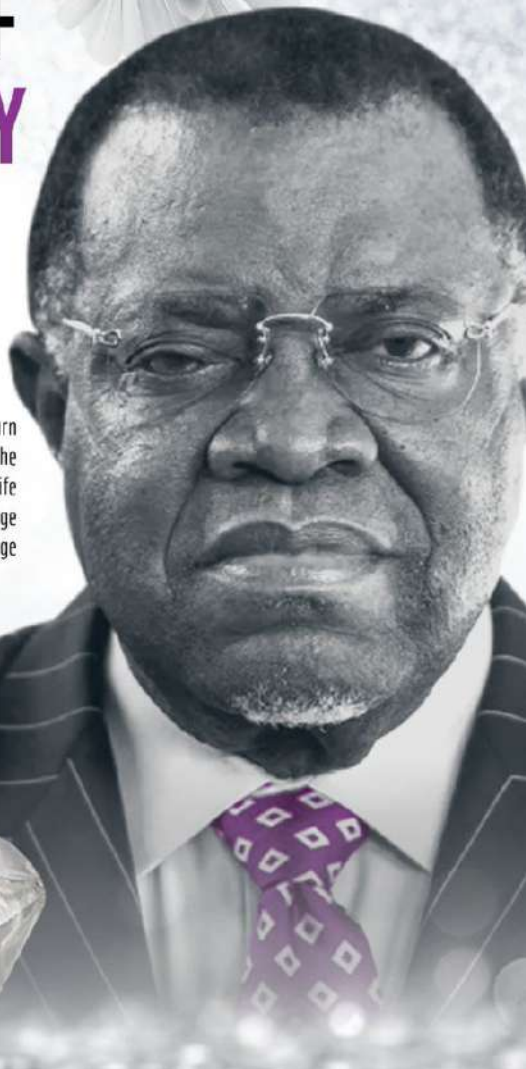
NDTC

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MAY THE RADIANCE OF YOUR LEGACY LIVE ON

03.08.1941 - 04.02.2024

In the wake of H.E. Hage G. Geingob's passing, we mourn the loss of a leader whose legacy will forever shape the course of our nation's history. We pay homage to his life and contributions, may we find solace in the knowledge that his legacy will continue to inspire positive change for years to come.





Inceptus Energy secures DBN, Old Mutual financing for UNAM's N\$65m solar project

Inceptus Energy has secured financing for the University of Namibia (UNAM) N\$65 million solar project from the

Development Bank of Namibia (DBN) and Old Mutual Namibia.

The project, whose construction

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commenced in Quarter 2 of 2023 and is on track for completion by the end of Quarter 1, 2024, boasts an installed solar PV capacity of 3.68 MW along with a 657 kVA peak shaving solution. It is expected to provide sustainable, reliable, and cost-effective electricity to UNAM's 12 campuses, while saving N\$12 million annually.

"As a leading investor, developer, contractor, and ecosystem player in Namibia's renewable energy sector, we are proud to contribute to this innovative project. Together with our partners, we are driving positive change and creating a brighter future for Namibia," said Alensy CEO Norbert Dörgeloh.

Christoff Bauernschmitt, Head of Alternative Investments at Old Mutual, said the project, besides environmental benefits, holds significant economic promise for Namibia.

"Investing in renewable energy projects like this is not only beneficial for the environment but also for our economy. We are thrilled to be part of this initiative that aligns with our commitment to sustainable development," he said.

Hellen Amupolo, Head of Investments at DBN, said financing of the project represents DBN's concerted focus towards financing green industrialization and infrastructure development in a sustainable manner.

"By supporting renewable energy initiatives, we are not only fostering job creation but also cementing the groundwork for a green and industrialized Namibia," she said.

Evaristus Evaristus, CEO of Inceptus, said the project's role is a testament to the University's dedication to sustainability,

hoping it will serve as an inspiration for similar initiatives elsewhere.

UNAM's Vice Chancellor, Prof Kenneth Matengu, highlighted that the investment in the renewable energy plant not only supports downsizing the University's dependence on non-renewable energy but also plays a significant part in reducing energy expenses, thereby generating savings.

IJG were the arrangers of both debt and equity for the transaction.

"IJG's expertise and commitment were instrumental in facilitating the financing and ensuring the project's successful execution. We are proud to support initiatives that drive sustainable development and contribute to Namibia's energy transition," said Jakob de Klerk, Managing Director at IJG Capital.

Inceptus Energy is a public-private partnership between Alensy Energy Solutions (Alensy) and Inceptus Holding (Inceptus), the business arm of the University of Namibia.

The solar plants have an expected lifetime of more than 25 years.

- **miningandenergy.com.na**

Public Discussion

**National Budget in an Election Year:
Fiscal Expansion and Strategic Priorities**



Salomo Hei (Key Presenter)
MD, HEI



Prof Teresa Kaulihowa (Moderator)
Associate Dean, NUST



Grace Mohamed (MC)
EAN Board Member



Floris Bergh (Panelist)
Chief Economist, Capricorn Asset Management



Ruusa Nandago (Panelist)
Group Economist, RMB Namibia



Cameron Kotze (Panelist)
Risk and Compliance Manager, Namib Mills

20 February
2024
Time: 18:00-20:00
Venue: Avani

Livestreaming:
Economic Association of Namibia and The Brief Facebook pages

Sponsored by:





Namibia's lithium refining industry could yield N\$3.1bn in gross value, create 5,800 jobs

Namibia's lithium refining industry is forecasted by consultancy firm McKinsey & Company to contribute N\$3.1 billion to the country's gross value added by 2030, while creating 5,800 jobs.

By 2050, the contribution is expected to rise to N\$4.7 billion, with approximately 8,600 jobs created.

The comprehensive analysis outlines a breakdown of the economic impact, "with projections indicating direct contributions of US\$59 million, US\$57 million indirectly,

and US\$48 million induced by 2030."

Moreover, the report foresees the creation of approximately 5,800 jobs, encompassing 1,300 direct, 2,300 indirect, and 2,100 induced positions.

Looking towards 2050, the figures escalate, forecasting a potential N\$4.7 billion (US\$248 million) in gross value added, "supported by US\$89 million direct, US\$86 million indirect, and US\$72 million induced, along with the generation of around 8,600 jobs".

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The report emphasised that with two active lithium projects and the assumption of two more becoming operational, Namibia's lithium refining industry could boost mining production by 50%, resulting in substantial value addition.

"The Andrada mining project is targeting a production volume of 15k tons of Lithium carbonate equivalent (LCE),


while Lepidico projects 5k tonnes of LCE. Seven other projects are in different stages of exploration with varying likelihood of advancing into production," McKinsey said.

The report indicates that a single project, covering mining and refining and aiming for 15k tons of LCE, is expected to employ nearly 1,000 workers, with refining operations constituting 20% of the workforce.

McKinsey recommends Namibia to leverage the demand for feedstock from EU lithium refining projects, expected to fulfil EU demand but facing a shortage due to limited mining supply in the EU.

"To capitalise on the demand from the EU, and capture additional value from its existing lithium production, the proposed play for Namibia is to produce technical-grade lithium carbonate, an intermediate product, with off take agreements to be put in place with downstream EU refineries," said the report.

Namibia might explore producing battery-grade lithium products like Lithium Hydroxide and Carbonate, but the EU's substantial expansion of refining capacity could limit demand for refined battery-grade lithium products from this strategic market, the analysis observed.



Vacancy

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FNB Namibia Retail Segment

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- Build and execute a comprehensive plan aligning to business objectives relating to digital banking, including assessing market trends, identifying technological opportunities, and developing a roadmap for digital migration and collaborating with key stakeholders to foster innovation and sustained competitive advantage.
- Oversee and coordinate alignment in all retail platform strategic initiatives to enhance user experience, streamline the operation side and ensure seamless integration with emerging technologies.
- Work closely with data analytics and product houses to maintain a customer-centric approach to drive digital migration.
- Orchestrate the transition from traditional channels to digital channels. Implement robust onboarding processes, educate customers on digital services and optimize platform processes for better efficiency. Collaborate with cross-functional teams to ensure sufficient security measures are in place to meet regulatory requirements.
- Oversee the planning and execution of testing processes to ensure that digital banking channels meet user requirements and expectations.

You will be an ideal candidate if you:

- Have a post-graduate Commercial, Science or Engineering degree
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- Are a highly energetic self-starter with the initiative to drive projects
- Have excellent communication, presentation and interpersonal skills
- Have teamwork and assertiveness skills

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Please note: All suitably qualified candidates will be considered. Appointments will be made in line with the Group's EE Strategy. Only shortlisted candidates will be contacted. Applicants will be subjected to ITC and reference checks.

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By 2050, the contribution is expected to rise to N\$4.7 billion, with approximately 8,600 jobs created.

In the long term, Namibia’s lithium industry could explore expanding into the manufacturing of LFP and LMFP cells.

“Namibia can capture this opportunity by having established players in the Namibian lithium industry, such as Andrada and Lepidico, collaborate with EU lithium refining project operators in a joint venture to acquire expertise and funding to establish a refining facility in Namibia,” the report stated.

The study suggests that the phased approach begins with a smaller capacity pilot refining plant to mitigate risks, optimise costs, and validate market viability before scaling up to a full-scale facility.

This comes after in 2020, the lithium mining and refining value chain totalled around US\$8 billion, contributing almost 20% to the overall battery value chain.

The EV transition is driving a 19% annual demand growth for lithium products, specifically battery-grade materials like lithium carbonate and lithium hydroxide.

While the current project pipeline is anticipated to meet demand until 2026, additional early-stage projects are required to fulfil demand up to 2032.

McKinsey notes that China, although expected to remain a major producer, may lose market share as new producing countries enter.

- miningandenergy.com.na

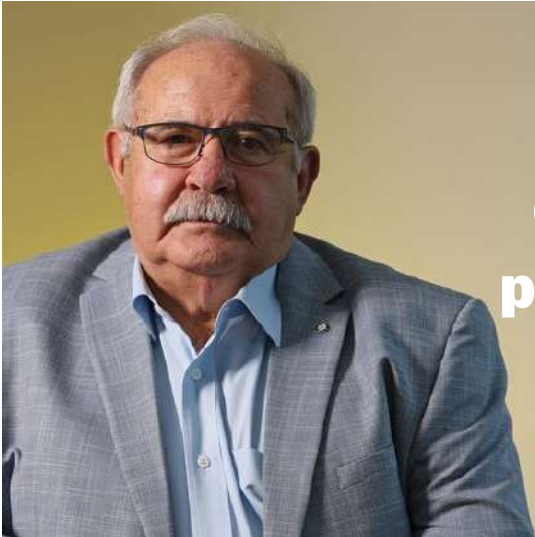


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Deep Yellow’s Omahola project drilling uncovers promising targets



www.deepyellow.com

REQUEST FOR PROPOSALS

First date of publication: 31 January 2024

REQUEST FOR PROPOSALS

DBMNE0495 – CONSULTANCY SERVICES FOR CONCEPT DEVELOPMENT OF SUB-SEA DIAMOND RECOVERY SYSTEMS

SCOPE OF WORK:
Debmarmine Namibia is looking for consultant(s) / research institutions to contribute to the development of new concepts for extracting marine diamonds from both soft sediment and coarse gravels. Qualified and interested partners will receive detailed geological information.

DOCUMENTS TO SUBMIT:


1. Business profile.
2. A demonstration of competencies (via appropriate CV's) for the overall provision of services.
3. Track record: comprehensive detail of concept development capability to find solutions for technical challenges, with timelines of contract period(s); reference people and contact numbers (where applicable).

CLOSING DATE: 22 March 2024.
Registered businesses interested in providing such services are requested to submit the documents
Email: Tenders@debmarine.com
Subject line: **DBMNE0495 – CONSULTANCY SERVICES FOR CONCEPT DEVELOPMENT OF SUB-SEA DIAMOND RECOVERY SYSTEMS**

ENQUIRIES:
The Procurement Officer
Tel: +264 61 297 8460
Email: Tenders@debmarine.com
Subject line: **DBMNE0495 – CONSULTANCY SERVICES FOR CONCEPT DEVELOPMENT OF SUB-SEA DIAMOND RECOVERY SYSTEMS**

DISCLAIMER:
Debmarmine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this tender and furthermore reserves the right not to extend this tender into any future tenders, negotiations and or engagements.

Debmarmine Namibia shall not accept submissions rendered after the closing date and time.



Deep Yellow Limited says it has identified three highly promising targets for further exploration at its Omahola Basement Project in Namibia.

The ASX-listed company’s Managing Director/CEO John Borshoff said the finding comes as part of a shallow drilling programme, comprising approximately 200 holes over a distance of 7,100 metres.

He revealed a substantial measured, indicated, and inferred resource base of 125 million pounds (Mlb) at 190 parts per million (ppm) U3O8 across Ongolo, MS7, and Inca deposits.

Additionally, the project boasts a sprawling 35-kilometre prospective zone, “with strong potential for additional discoveries.”

The CEO shared these remarks during the Bell Potter Unearthed 2024 Virtual Conference Investor Presentation this week.

Situated within the highly

prospective Alaskite Alley corridor, Omahola is strategically positioned alongside major uranium deposits such as Rössing, Husab, Etango, and Valencia.

The deposits collectively contain over 800Mlb of U₃O₈, with Rössing alone contributing over 200Mlb U₃O₈ through its production history.

The project's mineral resource base comprises 45Mlb U₃O₈ at 420ppm, adhering to the JORC (2004) Code, and occurs at depths ranging from 20 meters to 250 meters—a typical characteristic of similar deposits.

Notably, this mineral resource estimate has been upgraded to the JORC (2012) Code, revealing a significant resource of 125.3Mlb U₃O₈ at 190ppm U₃O₈ with a 100ppm U₃O₈ cut-off. This comes as the company is currently focused on its flagship project Tumas project which is expected to cost N\$6 billion (US\$360.5 million) according to re-costing study findings from N\$7.3 billion (US\$385.1 million) projected from the definitive feasibility study (DFS).

The re-costing study's findings show that this

will result in cost savings of N\$458 million (US\$24.6 million).

Borshoff highlighted the significance of the adjustment, noting that “in total, 71% of project capital expenditure was re-costed. First fills, spares, EPCM, and contingency were also re-costed.”

The company began with ore reserve upgrade drilling at Tumas 3 earlier this month.

-*miningandenergy.com.na*

CONGRATULATORY MESSAGE FOR PRESIDENT DR NANGOLO MBUMBA



On behalf of the Board, Management and Staff of Namibia National Reinsurance Corporation (NamibRe), we join the Namibian Nation in extending our heartfelt congratulations to your excellency Dr Nangolo Mbumba as the 4th President of the Republic of Namibia. While the circumstances under which you ascend to this esteemed office are solemn, we confident in your ability to lead with strength, compassion and resilience during this challenging time.

Your dedication to serving your nation and the Namibian people has been evident throughout your career. As you step into this new role, know that you carry the hopes and aspirations of your fellow citizens, and we stand ready to support you in your efforts to steer Namibia towards a brighter future. May your tenure be marked by wisdom, courage, and compassion as you navigate the responsibilities and challenges of leadership.

Faniel Kisting
Chairperson of the Board



Ride-hailing competition heats up as Bolt launches Namibia service

www.tendersnamibia.com

TENDER

First date of publication: 31 January 2024

DBMNE0468 PROVISION OF CUSTOMS CLEARING SERVICES

DESCRIPTION:

Debmarnine Namibia is looking for an experienced service provider to provide customs clearing services.

SCOPE OF WORK:

The scope of the tender without limitation includes the provision of custom clearing services to Debmarnine Namibia in accordance with the requirements of the tender documentation.

CLOSING DATE: 1 March 2024 at 12h00

Registered businesses interested in providing such services are requested to obtain a tender document with reference number **DBMNE0468 PROVISION OF CUSTOMS CLEARING SERVICES**

REQUEST FOR ELECTRONIC TENDER DOCUMENT:

Email Address: **Tenders@debmarine.com**
Subject line: **DBMNE0468 PROVISION OF CUSTOMS CLEARING SERVICES**

ENQUIRIES:

The Procurement Officer
Tel: +264 61 297 8460
Email: **Tenders@debmarine.com**

DISCLAIMER:

Debmarnine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this tender and furthermore reserves the right not to extend this tender into any future tenders, negotiations and or engagements.

Debmarnine Namibia shall not accept submissions rendered after the closing date and time.

DEBMARINE
NAMIBIA

Bolt has launched a pilot ride-hailing service in Namibia and plans to onboard 200 drivers while offering zero commissions for the next six months.

Bolt is a free mobile application that connects drivers and customers and allows customers to conveniently request a driver to pick them up wherever they are and take them where they want to go in a quick, reliable, and affordable way, while drivers registered to the platform can earn money by accepting hire services through the application.

Bolt says its foray into Namibia underscores its commitment to revolutionizing mobility in the region.

“By offering ride-hailing services tailored to both individual and corporate needs, Bolt aims to provide Namibians with convenient,

reliable, and affordable transportation options.”

Laurent Koerge, Head of Expansion at Bolt, said, “Our mission extends beyond merely boosting driver revenues; we aim to ignite demand through competitive pricing. By keeping our commissions substantially lower than our counterparts, we ensure drivers earn more while presenting customers with appealing service fees. Our unwavering dedication to profitability and fairness underscores our belief that happy drivers are the cornerstone of happy customers.”

The move is expected to bring competition to the local market currently serviced by LEFA, InDriver, Dial a Cab, City Cab, and Yango.

Bolt has over 150 million customers in over 45 countries and over 500 cities across Europe and Africa.

CONGRATULATORY MESSAGE FOR THE
VICE PRESIDENT, NETUMBO NANDI NDAITWAH



On behalf of the Namibia National Reinsurance Corporation (NamibRe) Board of Directors, Management and Staff, I wish to extend our warmest congratulations to you on your historic appointment as the first female Vice President of the Republic of Namibia. Your achievement is not only a significant milestone for gender equality, but also a testament to your remarkable leadership, dedication and vision.

Your ascent to this esteemed position is a source of immense pride for all Namibians, as it reflects our commitment to inclusivity and empowerment. We take this opportunity to affirm our commitment to support your efforts in building a brighter and more inclusive future for all Namibians. May your tenure as Vice President be marked by success, fulfillment and historic achievements.

Faniel Kisting
Chairperson of the Board



www.namibre.com

A photograph of the two hosts of 'The Brief', Mooks and Adora. Mooks is a man with glasses wearing a dark polo shirt, and Adora is a woman with short hair wearing a colorful floral patterned shirt. They are both smiling and looking towards the camera.

THE
BRIEF | **06:40**
Mon-Fri

MOOKS & ADORA *In the Morning*

The logo for 92FM, featuring the number '92' in a large, stylized font with 'FM' in a smaller font below it, all enclosed within a speech bubble-like shape.

Driving positive customer experiences and business performance



By Victor Songa Musiwa

In the realm of modern business, where customer-centricity reigns supreme, organizations are constantly seeking innovative ways to deliver exceptional experiences.


While customer satisfaction has long been a cornerstone of success, the role of personal development in shaping these experiences and driving overall business performance is often underestimated.

However, forward-thinking companies understand that investing in the personal growth of employees can have a profound impact on customer interactions, loyalty, and ultimately, the bottom line.

Here's how personal development serves as a catalyst for creating positive customer experiences and driving business performance.

Empathy and Emotional Intelligence:

Personal development initiatives, such as training programs and workshops focused on emotional intelligence, enable employees





In loving
Memory

H. E. DR. HAGE G. GEINGOB
1941-2024

NAC wishes to extend our condolences
to the family and the nation on the passing
of the late President Dr. Hage Geingob.

We express our gratitude for Dr. Geingob's
sacrifice and leadership.

May his soul rest in eternal peace.





Namibia Airports Company

5th Floor, Sanlam Centre, 145 Independence Avenue, Windhoek, Namibia
P: +264 (0) 61 295 5000 | E: communications@airports.com.na | W: www.airports.com.na



to better understand and empathize with customers’ needs, concerns, and emotions. When frontline staff possess high levels of emotional intelligence, they can effectively navigate challenging situations, de-escalate conflicts, and build rapport with customers. This leads to more meaningful interactions, increased customer satisfaction, and enhanced brand loyalty.

Effective Communication Skills:

Clear and effective communication lies at the heart of positive customer experiences.

Personal development efforts aimed at improving communication skills equip employees with the ability to listen actively, convey information succinctly, and tailor their message to meet the unique preferences of each customer.

Whether it’s resolving issues, providing product recommendations, or delivering personalized service, employees who excel in communication foster trust, transparency, and satisfaction among customers.

Problem-Solving and Creativity:

Personal development encourages employees to think critically, approach challenges with a problem-solving mindset, and embrace creativity in finding solutions.

When faced with complex customer inquiries or issues, empowered employees are more likely to proactively seek innovative ways to address them, rather than relying on scripted responses or standard procedures.

This flexibility and adaptability result in quicker resolutions, increased customer delight, and positive word-of-mouth referrals.



His Excellency Dr. Hage G. Geingob
1941 - 2024

The Namibia Civil Aviation Authority Board, management and staff joins the Namibian nation in mourning the untimely passing of our Head of State and Government, His Excellency Dr. Hage G. Geingob. His visionary leadership and enduring legacy will continue to inspire us.

We extend our heartfelt profound condolences to Her Excellency Madame Monica Geingos, the bereaved family and the entire Namibian nation during this difficult time.

May his soul rest in eternal peace.

NAMIBIA AIRPORTS COMPANY (NAC) LIMITED
Registration No: 98/472
INVITATION FOR BIDS

Namibia Airports Company Limited (NAC) hereby invites interested, qualified and experienced companies to submit bids for the following opportunity available at our Eros Airport.

| Bid Nr | Bid Reference Nr | Description | Airport | Cost of BID | Main Compulsory Site but very important Meeting | Closing Date and Time | Opening Date and Time |
|--------|--------------------|--|--------------|-------------|--|-----------------------|-----------------------|
| 1 | W/DNB/NAC-001/2024 | Design, Supply and installation of Solar PV Car Parking Carport System at Eros Airport | Eros Airport | NAD 300,00 | 21 February 2024 @ 09H00 at Eros Airport Passenger Parking, Enquiry is at Eros Airport Information Centre in the Terminal Building | 27 March 2024 @ 10H00 | 27 March 2024 @ 10H15 |

- Bidding Document and banking details are available on our website (www.airports.com.na). Bidding Document is also available on E-GP portal.
- Payment must be done via EFT or ATM bank deposit.
- Send proof of payment to the following email addresses to receive your receipt.
- bidvest@airports.com.na
- treasurer@airports.com.na
- Bidders can also include their proof of payment in the bidding document in the absence of a receipt.

Enquiries: All Enquiries should be in Writing addressed to the Procurement Management Unit at email address: bidvest@airports.com.na

Continuous Improvement and Innovation:

Personal development fosters a culture of continuous learning and improvement within the organization. Employees who are encouraged to develop new skills, explore different perspectives, and embrace change are better equipped to anticipate evolving customer needs and preferences.

By staying ahead of the curve and proactively innovating, businesses can deliver cutting-edge products, services, and experiences that exceed customer expectations and differentiate them from competitors.

Building Trust and Loyalty:

Personal development initiatives not only empower employees with the skills and knowledge needed to excel

in their roles but also instill a sense of confidence and pride in their work. When employees feel valued, supported, and invested in their personal growth, they are more likely to go above and beyond to serve customers.

This genuine commitment to customer success builds trust, fosters long-term relationships, and cultivates brand loyalty, ultimately driving repeat business and positive referrals.

Enhanced Employee Engagement and Retention:

Organizations that prioritize personal development demonstrate a genuine commitment to their employees' professional growth and well-being.

In return, employees feel more engaged, motivated, and satisfied in their roles.

Engaged employees are more likely to deliver exceptional customer experiences, as they are invested in the success of the organization. Moreover, lower turnover rates result in reduced recruitment and training costs, further contributing to business performance.

In conclusion, personal development is not just a means to enhance individual skills; it is a strategic enabler of positive customer experiences and business performance.

By investing in the



Your passionate dedication to our beloved country is truly inspiring, and your commitment to upholding its legacy is both commendable and admirable. As you embark on this noble journey to lead our nation to even greater heights, we stand in respect of your unwavering passion and unwavering determination.

With your vision and leadership, we are confident that our nation will continue to flourish and thrive. Your unwavering determination to build upon the foundations laid before us fills us with hope and optimism for a brighter future for all. May your path be enlightened with wisdom, and may your actions be guided by integrity and compassion. We offer our heartfelt wishes for success and fulfillment as you embark on this momentous journey of leadership.

Congratulations Your Excellency the President and Your Excellency Vice-President

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personal growth and development of employees, organizations can empower their workforce to deliver exceptional service, build meaningful relationships with customers, and drive sustainable growth and profitability.

In today's competitive landscape, where customer experience is the ultimate differentiator, personal development emerges as a powerful tool for achieving success and securing a lasting competitive advantage.

****Victor Songa Musiwa, CCXP, XMP, MSc, is Namibia's first globally certified experiencemanagement professional (CCXP & XMP), Founder, and Chief Executive Officer of Relentless CX cc.***

Message of Condolence



His Excellency
Dr. Hage G. Geingob

3 Aug 1941 - 4 Feb 2024

Message of Condolence to Madam Geingos, Children, Extended Family, and the Namibian Nation at large.

The Board, Management and Staff of Lepidico Chemicals Namibia (Pty) Ltd a subsidiary of Lepidico Ltd sadly learned about the passing of His Excellency Dr Hage Geingob. We join the Nation and International Community in mourning the outstanding Namibian Statesman and Great leader.

We extend our heartfelt condolences to the bereaved Family and the Namibian nation.

May his soul rest in eternal peace!



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OUTLOOK 2024



Bezant Resources seeks licensing for gold project



On behalf of the Board, Management and Staff of the Namibia Statistics Agency (NSA), we extend our deepest condolences to the First Family and the people of Namibia on the passing of President Dr. Hage G. Geingob. In this time of profound loss and grieve, we join the nation in mourning a leader who tirelessly championed the principle that everybody counts and that no one should feel left behind. NSA remains grateful for the support to statistics and census by His Excellency

Bezant Resources Plc says it is advancing the licensing process for its gold project situated within EPL 5796 in central Namibia.

With the project strategically located approximately 100km SW of Windhoek and 120km SE of Walvis Bay, Bezant Resources is navigating the regulatory landscape in anticipation of obtaining a mining licence from the Namibian Government.

Bezant Resources Executive Chairman Colin Bird said the company is covering all groundwork whilst awaiting approval.

“We have continued to advance the project pending the anticipated award of the mining licence. Our time has been well-spent confirming the



CONGRATULATIONS

The Board, Management, and staff of the Namibia Civil Aviation Authority extend their heartfelt congratulations to Hon. Mutorwa on his appointment as the Deputy Prime Minister and commend him for retaining the role of Minister of Works And Transport.

The NCAA expresses its best wishes to Hon. Mutorwa for continued success and fulfillment in these esteemed roles.



suitability of Hope & Gorob ore to dry sorting technologies together with the optimisation of various aspects of the future operation,” he said.

The company, holding a 70% interest in the project, has completed a Social and Environmental Impact Assessment (ESIA) managed by EnviroNam Consultants and submitted it for comments.

“We will continue with essential work largely linked to project development and keep shareholders informed of progress,” assured Bird.

The project’s ownership extends to adjacent licenses, EPL 6605 and EPL 7170, under renewal, with the remaining 30% held by local Namibian partners.

The current JORC 2012-compliant Mineral Resource Estimate for Hope and Gorob, gross, positions the project as a promising venture.

“The company is also focusing on opencast mine design, contract mining, and underground mine design. Additionally, plans for bulk renewable energy supply are underway, with a potential provider already approached for a hybrid renewable energy solution,” added the chairman.

- *miningandenergy.com.
na*



TENDER: DPMT24_002

REFURBISHMENT AND SUPPLY OF PREHEATER TUBE BUNDLE

Dundee Precious Metals Tsumeb (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for the Refurbishment and Supply of Preheater Tube Bundle.

Details of the Tender

Tender availability: From Monday, 12 February 2024
Tender details and documents will be available exclusively on our e-Procurement portal at www.webportunities.net

Cost per set: No levy

Closing date for submission: Friday, 08 March 2024, at 16h00 pm

Submission requirements are defined in the tender documents and the closing date for submission is final, no extensions will be granted. Technical information, bid clarifications and any enquiries pertaining to this tender can be requested at: Tendersnam@dundeeprecious.com

All tender proposals must be submitted via our e-Procurement portal at www.webportunities.net

No other method of submission will be accepted.

The Refurbishment and Supply of Preheater Tube Bundle tender will be found under the tab Quotes/Tenders, on the webportunities.

For any assistance on the portal, please call the Tara Nawa team on +26464402403 or send an email to the Contact Us page on the portal.

Dundee Precious Metals Tsumeb employs an equal opportunity policy. Calls for tenders will be awarded through a competitive bidding process which is transparent and open to all. Any persons or companies that qualify as per the tender's evaluation criteria, may bid.


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Enriching Generations

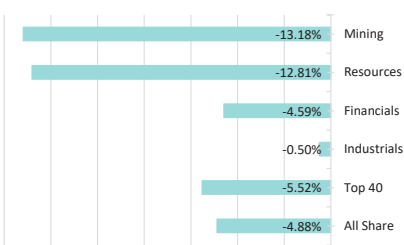
Commodities

| | |
|-------------|---------|
| Spot Gold | 2003.01 |
| Platinum | 898.52 |
| Palladium | 959.61 |
| Silver | 22.78 |
| Uranium | 103.20 |
| Brent Crude | 81.85 |
| Iron Ore | 125.51 |
| Copper | 8104.00 |
| Natural Gas | 1.66 |
| Lithium | 14.25 |

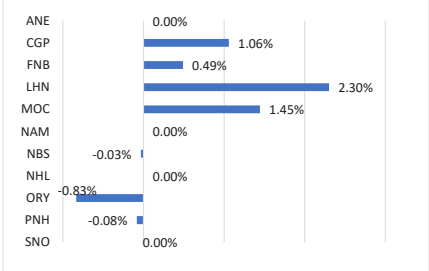
Currencies

| | |
|------------|---------|
| USD/ZAR | 18.9785 |
| EUR/ZAR | 20.4302 |
| GBP/ZAR | 23.8501 |
| USD/CNY | 7.1936 |
| EUR/USD | 1.0765 |
| GBP/USD | 1.2566 |
| USD/RUB | 92.2610 |
| CPI | 5.45% |
| Repo Rate | 7.75% |
| Prime Rate | 11.50% |

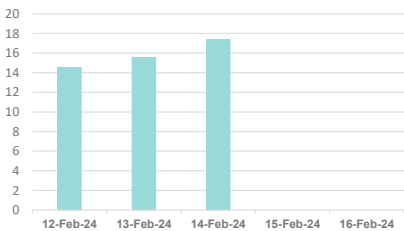
JSE Indices: Year to date movement %



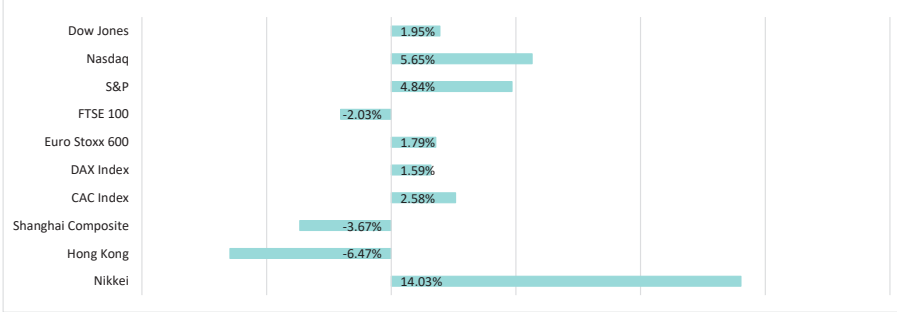
NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %



*Prices as at 16:13, 15-Feb-2024