PROGRAMME

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BR/EF

NamRA rakes in N\$27.9 billion from

customs and excise in 2023/24

FRIDAY 08 NOVEMBER 2024

MAIN STORY



NamRA rakes in N\$27.9 billion from customs and excise in 2023/24

he Namibia Revenue Agency (NamRA) collected over N\$27.9 billion for the State Revenue Fund from customs and excise in the financial year ending 31 March 2024.

During the 2023/24 financial year, this net revenue equated to 107.6% of the revised tax revenue estimate of N\$25.9 billion, translated as 36% of NamRA's net customs and excise collections.

"Gross revenue amounted to N\$28.0

Crucial Dates

- Bank of Namibia Monetary Policy announcement date: 4 December 2024
- Minister of Finance and Public Enterprises, Ipumbu Shiimi to deliver 2024/25 Mid-Year Budget Review on October 28, 2024.

"

Gross revenue amounted to N\$28.0 billion, from which N\$63.1 million was paid out as taxpayer refunds.

billion, from which N\$63.1 million was paid out as taxpayer refunds," said NamRA's annual report for 1 April 2023 to 31 March 2024.

The report noted that customs and excise categories fared well during the fiscal year, exceeding the set targets.

Meanwhile, international trade contributed the highest amount and percentage of revenue from these sources, being N\$25.9 billion and 106.4% of the target, respectively.

"The fuel levy generated the second highest sum, namely N\$1.3 billion (109.2% of target), followed by N\$522 million (189.5% of target) in revenue receipts from the export levy," said NamRA.

The environmental levy generated N\$141.9 million (94.6% of the target) of net customs and excise receipts during the period under review.

The other category comprised revenue of N\$26 million (206.6% of the target) generated from auction sales and licence fees.

The reporting year also saw Namibia receiving her share of the Southern African Customs Union (SACU) pool revenue.

"The total value of the revenue received from SACU was N\$24.3 billion, contributing a higher percentage to the customs and excise net value in the FY2023/4. In comparison to the previous financial year FY2022/3, the increase in its value was due to a surplus from the pool discovered after the shares were distributed," said NamRA.

The surplus was attributable to good collection into the Common Revenue Pool of which the base data, mainly intra-SACU imports, as provided by member states during the trade data reconciliation process, are used to determine the revenue shares.

The accuracy of the trade data ensured that Namibia received a fair share from the surplus revenue.

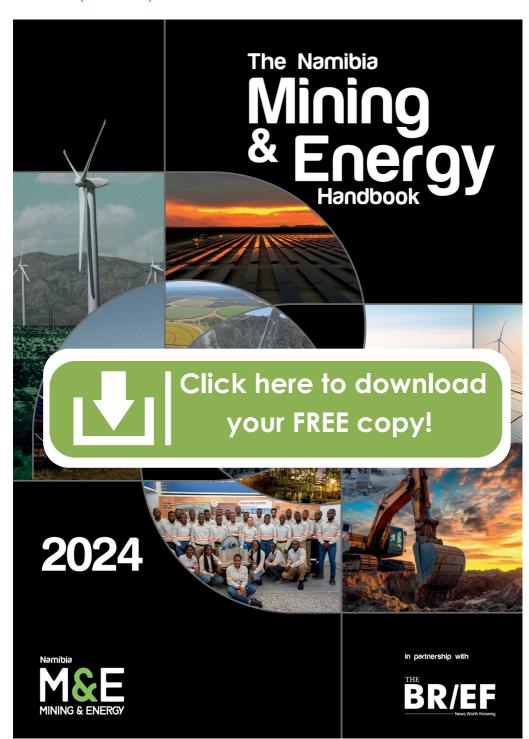
This comes as from 1 April 2023 to 31 March 2024, NamRA collected N\$87.9 billion in gross revenue, with net revenue, reflected at N\$77.0 billion, meaning that the Agency achieved 108.3% of its envisaged net revenue target.

"This success was primarily due to strong collections from both the Domestic Taxes and Customs and Excise Business Units. Some 64% of the total net revenue collected was generated from domestic taxes, while 36% was derived from customs and excise," said the report.

The 2023/2024 financial report for the agency is set to be tabled in parliament in the coming weeks.









Pending court case pauses ECB intervention in prepaid meter disconnections

The Electricity Control Board (ECB) of Namibia says it will temporarily halt its response to public complaints about local authorities blocking prepaid electricity meters due to unpaid municipal service arrears.

This pause comes as the ECB's recent ruling on the matter faces a legal challenge, restricting the regulator from taking any action while the case proceeds.

"As such, the complaints regarding the blocking of prepaid electricity meters by local authorities due to arrears on other municipal services will not be investigated by the ECB pending the outcome of the legal proceedings," the regulator said.

This follows as the ECB issued its initial ruling on 27 June 2024, followed by a public notice on social media on 11 July 2024, condemning the practice of blocking prepaid electricity meters to recover debts for other municipal services.

The regulator argued that this practice by local authorities is inconsistent with the Electricity Act, Act No. 4 of 2007, and its supporting regulations.

The ECB considers such actions a violation of Namibians' rights to access electricity,



which should not be compromised by unrelated municipal debts.

"However, please be assured that the ECB will not abdicate its mandate as the Electricity Regulator in Namibia, and will promptly inform the public of the outcome of the legal proceedings and the way forward," the ECB said.

After the ECB's ruling in July, the City of Windhoek said it will continue

blocking prepaid electricity meters for residents with outstanding municipal accounts for water or rates and taxes.

City of Windhoek Mayor Queen Omagano Kamati said the ECB's directive contradicts the constitutional and statutory mandate of the Windhoek Municipal Council.

She noted that the City is mandated by the Local Authority Act, Act 23 of 1992, as amended, to provide municipal services to its residents.

In delivering these services, the City enters into contractual agreements with each client, outlining the obligations of both parties.

Kamati said this provision does not specifically state that the fees must be related to electricity. The City maintains that the Council is a license holder, and the customer has breached this agreement due to nonpayment, which may result in the discontinuation of the electricity supply.

As a result, blocking prepaid electricity meters has been employed as a last resort to encourage clients in arrears to settle their outstanding accounts.

Kamati noted that the inability of clients to pay for services adversely affects the Council's operations, impeding its ability to provide services to other residents.



VACANCY

THE VACANCY RELOW IS NOW AVAILABLE AT SINOMINE TSUMER SMELTER

THE POSITION: ELECTRICIAN

The incumbent will report to the **Electrical Foreman** and will be accountable for:

ROLE ACCOUNTABILITIES:

- Ensure compliance with all legal, health, safety and environmental standards and policies.
- Lead by example by upholding the company's purpose and values.
- Provide maintenance support to supervisors and managers to ensure the successful implementation of the MMMP, through the efficient and effective completion of all maintenance work in accordance with established guidelines, procedures and optimal resource utilization.
- Carry out mechanical maintenance work according to Sinomine Tsumeb Smelter Service Management process (planned or emergency) workflow.
- Improve equipment availability and efficiency through quality maintenance.
 Troubleshoot equipment failures and provide recommendations to prevent recurrence in the future.
- Provide feedback to supervisor/planner on work done and proactively identify areas to prevent deterioration.
- Proactively identify potential equipment failures and recommend proactive corrective actions to prevent them.
- The electrician will be required to work shifts, from time-to-time work after hours, including weekend and public holidays.

QUALIFICATIONS AND EXPERIENCE REQUIRED:

- Grade 12 certificate with 23 points in 6 subjects.
- Level 3 National Trade Certificate in Electrical or equivalent.
- N3 Technical Certificate.
- A minimum of 3 year's relevant post-trade test work experience is required.
- Experience in working on overhead cranes and lifting machinery and equipment will be an added advantage.
- Maintenance related experience in a heavy process industry, mining or steel, practicable fitting skills.
- High Voltage switching from 11kV and above will be an advantage.
- Knowledge of basic electrical hand tools.
- · Computer literacy (Microsoft Office packages, with strong Excel skills).
- Code B Driver's License.

CLOSING DATE: FRIDAY, 22 NOVEMBER 2024, AT 16H00

Only short-listed candidates will be contacted. Applicants, who are not contacted within two weeks after the closing date, should consider their application unsuccessful. The recruitment process will be administered as prescribed by Namibian Affirmative Action Act. Women and person(s) with disability are encouraged to apply. Sinomine Tsumeb Smelter is an Equal Opportunity Employer

APPLICATION PROCEDURES:

All applications meeting the **minimum requirements** must be accompanied by a non-returnable detailed curriculum vitae, certified copies of qualifications and identification documents. Applications should clearly indicate the position being applied for and should be sent as **one PDF attachment**. Applications not adhering to these rules will not be considered

Please forward application to the email: stsrecruitment3@sinomine.na

Access Bank Namibia selects 38 applicants for graduate programme

ccess Bank Namibia has announced the selection of 38 graduates for its prestigious Graduate Programme, which offers hands-on training at the bank's headquarters in Lagos, Nigeria.

Access Bank Namibia's Head of Human Resources Edwina Hashikutuva said the programme, which attracted over 1,000 applicants, is designed to provide participants with both practical and theoretical experience in banking.

The six-month training is split into two phases: three months of on-the-job training at the headquarters in Lagos, followed by three months of classroom sessions at the Banking School of Excellence.

The successful candidates will also have their flight tickets, accommodation, and meals covered during the training.

"The fact that we received over 1,000 applications shows just how excited Namibians are about this initiative. The applicants went through an intensive assessment and interview process, where we focused on their attitude rather than experience. We are looking for trainable candidates who are ready to take on leadership roles in the future," Hashikutuva said.

Hashikutuva explained that the graduates



selected for the programme would undergo both practical and classroom training in Lagos, with the expectation that they would perform at a high level.

"You are starting your new career now. You are required to pass all assignments and tests during the classroom phase, as only those who succeed will graduate from the programme," she said.

Upon completion of the training, successful graduates will be guaranteed permanent employment with Access Bank Namibia.



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In addition to the opportunity for a permanent job, the programme promises long-term career growth.

"During your first two years of employment, you will be integrated into our performance management system, which is designed to guide your career progression. We invest in you, and we expect to see a return on that investment through your continued performance and growth within the bank" Hashikutuva added.

Head of Access Bank's Namibian project, Oluseun Onasoga, spoke about the bank's broader vision for the future and encouraged the graduates to make the most of the opportunity, noting the diversity they would encounter in Lagos.

"You will be training alongside individuals from 16 different African countries, and you'll

be competing to earn the highest marks in the class. The experience will be challenging, but I am confident that Namibians have the drive to excel, as we have seen with many of our graduates who have gone on to pursue advanced degrees," he said.

Hashikutuva said the programme is part of Access Bank Namibia's strategy to address the skills shortage in the country while providing opportunities for young professionals to build careers in the banking sector.

This comes as the Bank of Namibia (BoN) has granted Access Bank Namibia Limited a provisional license to begin preparations for conducting banking business in the country.

This development follows Nigeriaheadquartered Access Bank Plc's identification in 2021 of eight African countries for potential expansion, as it seeks

> to benefit from the African Continental Free Trade Area (AfCFTA) agreement.

> commercial The bank operates through a network of more than 600 branches and service outlets. spanning three continents. countries, and serving million over 49 customers.

Access Bank employs 28,000 people in its operations in Nigeria and has subsidiaries Sub-Saharan in Africa and the United Kingdom (with branch in Dubai, UAE) and representative offices in China, Lebanon, and India.



TENDER ST24_002

REPLACEMENT OF WET ESP 2013 AND 2016 EDITUBE BUNDLES

Sinomine Tsumeb Smelter (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for the Replacement of Wet ESP 2013 and 2016 Editube Bundles

Details of the Tender

Tender availability : From Monday, 11 November 2024 Tender documents can be obtained by e-mailing ststenders@sinomine.na

Cost per set : No levy

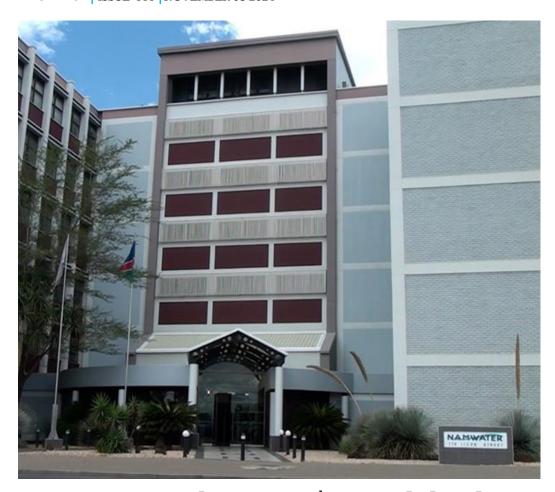
Submission requirements are defined in the tender documents and the closing date for submission is final, no extensions will be granted. Technical information, bid clarifications and any enquiries pertaining to this tender can be requested at: ststenders@sinomine.na

All tender proposals must be submitted via e-mail to: ststenders@sinomine.na

No other method of submission will be accepted

Closing date for submission: Friday, 29 November 2024

Sinomine Tsumeb Smelter employs an equal opportunity policy. Tenders will be awarded through a competitive bidding process which is transparent and open to all individuals or companies that meets the set criteria. Any person(s) or company that qualify as per the tender's evaluation criteria, may bid.



NamWater invests N\$236 million in Ogongo-Oshakati pipeline reconstruction

amWater has officially launched a N\$236-million project to replace the aging 53-kilometre pipeline running from Ogongo to Oshakati.

The pipeline, which was originally constructed in 1978, has reached the end of its lifespan and is no longer able to meet the growing water demands of the region.



BR/EF 06:40
Mon-Fri

MOOKS & ADORA In the Morning

22 EM

NamWater's acting chief of engineering services, Saltiel Shaanika, said the project, which is critical to addressing water supply shortages in the area, will be divided into three sections and executed by three separate contractors to mitigate risks.

The contractors selected for job include China Gazuba Group Co., awarded a section worth N\$88 million, China Jiangxi Economic and Technical International Corporation with a N\$69.6 million section, and New Era Investment. in a joint venture with CCCC Origin Water

> Construction Group, tasked with a N\$79.2 million.

"But it will be replaced by three contractors with the decided to split the whole stretch in three for the sake of risk mitigation and all that," he said.

The replacement pipeline will run along the C46 road from Ogongo to Oshakati, a route that passes through several towns and newly established settlements.

This infrastructure overhaul is expected to meet the growing water demands of the region, especially in towns that have expanded rapidly since independence.

Also speaking at the contract signing, Namwater CEO. Abraham Nehemiah. said that the work, which had faced delays due to a court case during the procurement process, now set to begin.

Despite the setbacks. Nehemia reassured stakeholders that the project would be completed within the required timelines and with high-quality standards to ensure it lasts for the next 40 to 50 years.

VACANCY

Chief Financial Officer: 5 year fixed term Patterson Grade E1: N\$696.080 - N\$1.049.601

This position is part of Executive Committee of Management (EXCO) of the Environmental Investment Fund of Namibia (Fund) and is responsible to oversee the overall finance and administration of the organization by ensuring sound financial management practices of the institution and ensuring an accounting system that is transparent, efficient and effective in administering the institutions finances and resources. Evaluate financial reporting systems, accounting and collection procedures; analyze the Fund's investment portfolio, make recommendations for changes to procedures, operating systems; budgets and other financial control functions.

Main responsibilities

- · Providing leadership, direction and management of the finance and accounting team.
- Providing strategic recommendations to the CEO and members of the executive management team.
- · Managing the processes for financial forecasting and budgets, and overseeing the preparation of all financial reporting.
- · Support the development of effective financial, risk, investment and administrative policies, manuals and standard operating procedures for financial management.
- · Provide financial administration support to projects, loan portfolio, and grant recipients which essentially includes reviewing instalments on loans and grant report back, reconciling these and preparing financial reports for the attention of management.
- . Must display a cohesive ability at interpersonal and communication skills, both verbally and written. They must be able to engage with staff at all levels of the organisation and exercise sound judgement.
- Introduce and monitor sound corporate governance and risk mitigating principles and strategies.
- · Ensure that accepted accounting and audit principles and policies are followed, and evaluating the adequacy and effectiveness of internal accounting procedures and operating systems and controls.
- · Review policies, systems, processes, forms and documents to ensure these are done in a manner to maintain effective risk mitigation.

Qualifications & Experience

- · A Honors Degree in Accounting and Finance plus CA or its equivalent. Master's Degree in Business Administration will be an added advantage
- · At least 10 years experience in the finance industry where 5 years should be on management or executive level.

A full Terms of Reference outlining the detailed job description and other requirements can be obtained from the EIF website, www.eif.org.na/documents/vacancies or through email request, recruitment@eif.org.na

All applications should comprise of a cover letter, recent CV, certified copies of qualifications and police clearence certificate must be send to recruitment@eif.org.na.

For inquiries, please contact the Human Resources Department at recruitment@EIF.ORG.NA or +264 61431 7701 OR +264 61431 7730

All applications should be directed to:

Electronic delivery and queries: Ms. Lizl Timbo

Manager Human Resources

Tel: +264 61 4317710 E-mail: recruitment@eif.org.na

Due date: 22 November 2024

Environmental Investment Fund of Namibia | ensuring sustainability

Factors organisations can consider in implementing menstrual leave

By Morna Ikosa

mployers and female employees had conflicting reactions to the article supporting menstruation leave a few weeks ago. Menstrual leave may seem ideal on paper, but it is challenging to administer and monitor.

This kind of leave is complicated, involves many facets and is greeted with societal opposition and unconscious bias. Therefore, to prevent abuse, the employer must be emotionally intelligent and transparent, and the employee must be honest and accountable.

Human Resources (HR) departments need to establish clear protocols for employees to request and report their menstrual leave while maintaining precise records of their absences. However, the administration of menstrual leave by smaller companies could strain their existing HR resources. That is why it is important for companies considering this type of leave, to extensively benchmark, instead of resisting the leave in the fear that it would strain resources and impact productivity.

Companies like 'Gozoop' and 'Culture Machine' allow employees to work from home during menstruation, providing flexibility without requiring time off. Coexist, a United Kingdom-based company offers "well-being rooms" where employees can focus on their health and wellness during work hours, benefiting both menstruators and non-menstruators. Unilever, a global group company, recognises menstrual leave as part of its sick leave policy and gives

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Human Resources (HR) departments need to establish clear protocols for employees to

request and report their menstrual leave while maintaining precise records of their absences.

women 12 days of paid menstrual leave annually. Unilever also provides sanitary towels to women in their organisation.

Modibodi, an Australian period underwear company, introduced paid menstrual leave as part of its women-focused policies, which include paid menopause and miscarriage leave in 2021. Modibodi employees can access 10 days of menstrual leave a year if the symptoms of these conditions interfere with their ability to work. Italy proposed a bill to parliament that would ensure companies grant three paid days of menstrual leave per month to female employees who experience painful periods. However, employees are required to provide a medical certificate from a doctor to access this leave.

Since medical certificates or sick leave room for abuse, organisations thinking about implementing this leave can hire ethically screened doctors to validate sick leave requests and confirm the actual medical issues that employees are reporting. Zomato, an Indian food delivery company, introduced a menstrual leave policy in 2020, allowing female employees to take up to 10 days of paid menstrual leave per year. Nike as part of its global code of conduct, has been offering menstrual leave to its employees since 2007, recognising the need for rest during menstruation.

Overall, menstrual leave policies have the potential to positively impact employee well-being by promoting inclusivity and gender equality. By integrating menstrual leave into broader leave policies, organisations can eliminate potential discrimination and stigmatisation, treating all employees equitably irrespective of gender or biological differences.

However, careful consideration and thoughtful implementation are crucial to addressing the challenges that menstrual leave can present. Perceptions suggesting that women are less capable of being productive during their menstrual cycles lead to biases in hiring, promotions, or work assignments, potentially impacting women's career growth and opportunities.

This is why educating employees and employers about the purpose and benefits of menstrual leave can reduce negative perceptions and encourage understanding among colleagues, promoting a culture of support, inclusivity, compassion, and open communication. This awareness also helps to challenge longstanding taboos and misconceptions, ultimately fostering a more supportive and harmonious equitable workplace. Lastly, regularly monitoring and evaluating the impact of menstrual leave policies on hiring practices and career progression is important to ensure organisations are aligned with global trends and sustainable development agendas.

*Morna Ikosa is a columnist and communications strategist.





China to support Namibia's skilled workforce development in oil, green hydrogen sectors

hinese Ambassador to Namibia, Zhao Weiping, says Beijing is committed to supporting Windhoek's efforts to develop a skilled workforce to fuel its expanding sectors, including oil, gas and green hydrogen.

According to the Ambassador, Namibia's industrialisationa goals, particularly in agriculture and energy, call for a skilled workforce, and the training cooperation with China aims to address this need.

"With this background in mind, we should all work even harder to further expand China-Namibia training cooperation. Namibia is in great need of skilled workforce in various fields, as the land of [the] brave is determined to



push forward its industrialisation and agricultural modernisation program as well as major projects in oil and gas and green hydrogen development," he said.

He further explained that the two countries are working on the potential signing of a Memorandum of Understanding (MoU) on technical and vocational education cooperation.

The MoU would strengthen collaborations between educational institutions, facilitating the sharing of knowledge and expertise in certain fields.

"Our two sides are discussing the signing of MoU on cooperation in the field of technical and vocational education training. I hope we can conclude the discussion and sign the MoU at an early date," he said.

Currently, China offers two types of programmes for Namibians – multilateral programs, which include participants from multiple countries, and bilateral programmes, which are exclusive to Namibia.

Zhao suggested an increase in bilateral training programmes, designed specifically to meet Namibia's unique workforce needs.

To further enhance accessibility, he proposed that more of these programmes be hosted within Namibia, allowing a larger number of locals to benefit.

"These programmes can be held in China or in Namibia. We should increase programmes to be held in Namibia so that more people can enjoy the benefits," he said.

> Zhao also said that China's training programmes are part of its larger commitment to human capital development across the Global South, especially in Africa.

> In recent announcement the Forum 2024 China-Africa on Cooperation, Chinese President Xi Jinping outlined China's initiatives to support African workforce development, including 60,000 training opportunities across the continent, focusing on women and youth.



Is your boss a bully?

By Maria Namhindo and Pennina Shilongo

Is your boss making your work life miserable? Or are you surrounded by a team of seasoned bullies? If so, you're definitely not alone. In fact, research shows that a staggering 70% of junior employees have faced bullying from senior staff. So, what's this behaviour about and what is behind it? What effects does it have, and can anything be done about it? Let's explore how you, as an employee, and your organization can tackle this issue.

Bullying in 2024, really?

Many employees have faced workplace bullying. Believe it or not, toxic individuals sometimes receive protection from senior management, leaving victims in unpleasant situations where the whistleblower becomes the target.

In Namibia and beyond, bullying is a silent epidemic plaguing many organizations. Too often, employees suffer in silence, fearing retaliation or believing their voices will go unheard. This unacceptable behaviour from senior staff is all too common, yet many feel trapped in a relentless cycle of abuse without support. When organisations turn a blind eye, they not only endorse a toxic atmosphere but also push employees to take matters into their own hands, escalating conflicts and undermining professionalism. This pervasive silence cultivates a culture of disrespect. It further highlights the urgent need for management to adopt strong antibullying policies.

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protection from senior management, leaving victims in unpleasant situations where the whistleblower becomes the target.

Believe it or not,

toxic individuals

sometimes receive

What fuels office bullying?

Working for a toxic company or boss feels like constantly walking on eggshells. Your value is questioned, you second guess every communication and interaction, and everyday feels like a battle for mental and emotional survival. Bullies are usually considered as weak people, hence they target people that they consider threatening in any environment and then they bring those individuals down, so that they can appear as powerful.

If you take a deep look into it, you'll realise that bullying is really a reflection of personal inadequacies and perhaps aspirations. It can be from simple things, e.g. your likeability may be a problem as bullies want to be the centre of attention, whereby your ability to get into a space and command attention because of your articulated presence is a problem for a bully because they want that. Your excellent



presentation skills can be a problem because they want that for themselves. It comes down to low selfesteem, and in most cases, bullies have that quality.

Can it be addressed?

In the hustle and bustle of work life, bullying can often show up in sneaky ways, like not being invited to team meetings that are in your direct line or keeping you in the dark about important project updates and many others.

This kind of behaviour can hurt your chances of success and damage the team's vibe. To keep things positive and protect your reputation, it's important to keep a record of these moments and speak up before the situation gets out of hand.

Often, when management is unwilling to address problems, the simplest solution seems to be finding new employment. However, with Namibia's unemployment rate currently at around 33%, this is not as straightforward as it may appear. Furthermore, employees are frequently expected to endure bullying and endure disciplinary hearings to protect senior staff members, even in cases where clear evidence exists.

To promote balanced mental health for all employees, including both aggressors and recipients, organizations must cultivate a culture of respect and inclusivity.

This can be achieved by refining the company code of ethics to clearly outline punishments for specific offences. Additionally, providing mental health resources such as counselling services (through the BeFree Programme by the One Economy Foundation and others) and wellness programs is crucial for supporting employee well-being.

Promoting work-life balance through flexible schedules and adequate time off can also alleviate stress and enhance productivity. If the global pandemic (Covid-19) has taught us anything, it is that productivity can improve when working from home, thus, promoting a hybrid work culture for all employees could be beneficial.

Conclusion

The effects of this bullying are not just immediately

distressing, they can also lead to long-lasting mental health problems, like the "d" word we often self-diagnose ourselves with. I certainly wouldn't wish workplace bullying on anyone, but if you happen to end up in that unfortunate situation, make sure to keep this article handy!

- *Maria Namhindo is an Economist and Investment Analyst. She holds a Master's in Intellectual Property, and a Master's in Corporate Finance and Investment. She can be reached at marianamhindo@ gmail.com
- * Pennina Shilongo is an International Civil Servant, who holds a Master's in International Relations & Economic Diplomacy, and is a PhD Candidate in International Relations. She can be reached at natjie.shilongo@gmail.com

The views expressed are their own.



TENDER ST24_003

MAINTENANCE OF AIR COMPRESSORS, DRYERS AND BLOWERS

Sinomine Tsumeb Smelter (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for Maintenance of Air Compressors, Dryers and Blowers

Details of the Tender

Tender availability: From Monday, 11 November 2024 tender documents can be obtained by e-mailing ststenders@sinomine.na

Cost per set : No levy

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: ststenders@sinomine.na

All tender proposals must be submitted via e-mail to: ststenders@sinomine.na

No other method of submission will be accepted

Closing date for submission : Friday, 29 November 2024

Sinomine Tsumeb Smelter employs an equal opportunity policy. Tenders will be awarded through a competitive bidding process which is transparent and open to all individuals or companies that meets the set criteria. Any person(s) or company that qualify as per the tender's evaluation criteria, may bid.

Fly Namibia



with adventure, lifestyle, feel good stories and more.

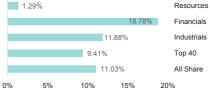




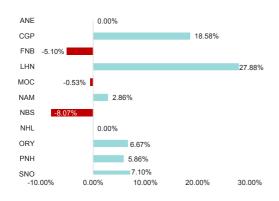
Commodities Spot Gold 2692.74 Platinum 980.64 Palladium 1002.56 Silver 31.64 Uranium 78.00 Brent Crude 74.31 Iron Ore 98.36 Copper 9541.98 Natural Gas 2.73 Lithium 10.05

Currencies	
USD/ZAR	17.5177
EUR/ZAR	18.8365
GBP/ZAR	22.6615
USD/CNY	7.1777
EUR/USD	1.0753
GBP/USD	1.2936
USD/RUB	97.5556
CPI	3.00%
Repo Rate	7.25%
Prime Rate	11.00%

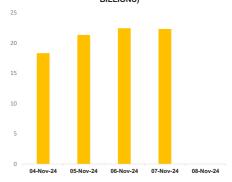
10.04% Mining 18.78%



NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR **BILLIONS)**



Global Indices: Year to Date in %

