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Local authorities need N\$500 million to fix damaged roads

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MAIN STORY

Local authorities need N\$500 million to fix damaged roads

... Windhoek alone requires N\$324 million

Local authorities have requested N\$500 million from the Road Fund Administration (RFA) to repair roads damaged by recent rainfall.

RFA Chief Executive Officer (CEO) Ali Ipinge told The Brief that 20 out of 57 local authorities have so far applied for additional funding—totalling half a billion dollars—to fix damaged roads.

Ipinge, however, noted that the administration is unable to provide further financial assistance.

“They are requesting a huge amount of money. Unfortunately, we have no excess funds available, so there is quite a shortfall. There’s not much we can do, as we do not have access to additional funding,” he said.

The RFA has allocated N\$600 million in the current financial year to local authorities across Namibia for the maintenance and construction of road infrastructure.

“We are preparing a formal submission to government requesting additional funds to address this matter. Consultations are ongoing. While we do not currently have the funds, this is not something that can be left unattended,” he added.

In the meantime, the CEO urged local authorities to reprioritise their road maintenance needs, focusing on repairing potholes rather than constructing new roads.



He also revealed that there is no additional budget available to address damage to national roads.

The Roads Authority (RA), which was

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
 - * 16 April 2025
 - * 18 June 2025
 - * 13 August 2025
 - * 15 October 2025
 - * 3 December 2025

allocated N\$2.4 billion for the current financial year, has earmarked N\$230 million to repair roads damaged by recent rains in the Oshana, Ohangwena, Oshikoto, Omusati and Kunene regions.

According to RA CEO Conrad Lutombi, a total of N\$467.1 million is required to rehabilitate national roads.

Meanwhile, the City of Windhoek informed The Brief that the total estimated cost—including VAT—to repair rain-related damages is approximately N\$324 million.

This includes N\$226 million for the rehabilitation of severely damaged roads, N\$15.1 million for pothole repairs, N\$38 million for gravel road damage, N\$1.3 million for flooded spatial areas, and N\$637,000 (excluding VAT) for damaged bridges and culverts.

“It is expected that additional funding may be required as rainfall continues and more detailed assessments are conducted. The City’s technical teams are actively inspecting all affected areas to capture the full extent of the damage,” City spokesperson Lydia Amutenya said.

While the rains have subsided in recent days, forecasts indicate a possible return of rainfall next week.

The City stated that it has prioritised the most severely affected parts of the road network, with maintenance teams already

deployed to carry out temporary repairs in high-traffic areas.

Some of the worst-hit areas include Katutura, Khomasdal, Academia, Dorado Park, Eros, Okuryangava and Otjomuise, among others.

“These interim fixes involve the use of soilcrete—a mixture of soil and cement—to fill potholes, providing safer conditions for road users while permanent solutions are being prepared,” Amutenya added.

Meanwhile, the Walvis Bay Municipality has estimated the damage to roads and sewer infrastructure at between N\$200 million and N\$300 million.

An amount of N\$400,000 has been allocated for immediate dewatering efforts and temporary road repairs, while further procurement processes are underway to address additional repairs.

“Under normal circumstances, the Municipality budgets approximately N\$20 million annually for routine road maintenance and around N\$50 million for road rehabilitation. Given the impact of the recent rains, efforts are being made to secure additional funding from the RFA and RA, though final details pertaining to this engagement are yet to be confirmed,” said municipality spokesperson Anita Kaihiva.

The Ondangwa Town Council indicated that it is using its existing maintenance

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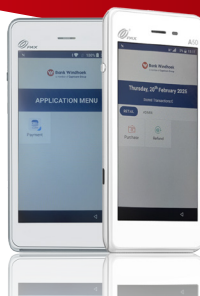
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budget to carry out road repairs; however, the total cost of the damage has not yet been precisely determined.

“The Council has notified the Roads Authority about the damaged section of road under their jurisdiction. Since the RA handles its own maintenance, no additional funding

will be required from them,” said the Council’s Head of Corporate Communications, Petrina Shitalangaho.

She said repair works are expected to take about two months to complete, as they are being handled in-house, eliminating the need for contractor advertisements or evaluations.

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EU, Netherlands pledge N\$258 million to Namibia's green hydrogen fund

The European Union (EU) and the Netherlands have announced a combined grant contribution of N\$258 million (€12.9 million) to the SDG Namibia One Fund, aimed at supporting the development of Namibia's green hydrogen sector.

EU Ambassador to Namibia, Ana Beatriz Martins, made the announcement ahead of the inauguration of the HyIron-Oshivela Project near Arandis on Friday. The fund, a green hydrogen-focused blended finance facility, is targeting US\$1 billion to incubate Namibia's green hydrogen industry and associated infrastructure.

"The SDG Namibia One Fund will receive a contribution of N\$258 million from the European Union and the Netherlands," Martins confirmed.

The facility, which currently holds a 24% equity stake in Hyphen Hydrogen Energy, is managed by Nam-H2 Fund Managers—a joint venture comprising Namibia's Environmental Investment Fund (EIF), the climate-focused Climate Fund Managers (CFM), and Dutch development financier Invest International.

The announcement coincides with the HyIron-Oshivela Project entering the second



phase of its operations, with plans to scale up production from 15,000 tonnes to 200,000 tonnes per year. The project is a joint initiative between Namibian and German companies.

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leading European and Asian steel and manufacturing companies are clear signs of the global market confidence in this new product,” said Martins, referring to green iron ore and hydrogen products.

Last month, the HyIron Oshivela plant successfully produced its first batch of green hydrogen, with the production of green iron ore scheduled to begin shortly.

Namibia’s positioning as a clean energy exporter has gained momentum, driven by stringent decarbonisation targets across Europe and regulatory frameworks such as the EU’s Carbon Border Adjustment Mechanism. These developments have placed Namibia in a favourable position to supply clean energy and materials with minimal carbon emissions.

“HyIron and Cleanergy are among the

first to complete their initial pilot phases. There are other ventures involving European capital and technology, such as Zhero and Hyphen, which are expected to reach Final Investment Decision by the end of next year,” Martins said.

Currently, six European countries are actively engaged in Namibia’s green energy sector.

During the two-year pilot phase of the HyIron-Oshivela Project, more than 60 Namibian small and medium-sized enterprises (SMEs) were incorporated, while over 400 Namibians gained employment.

The SDG Namibia One Fund, central to Namibia’s green industrialisation ambitions, is jointly managed by Climate Fund Managers, Invest International, and the Environmental Investment Fund of Namibia.



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The Namibia Airports Company extends its heartfelt congratulations to the Namibia Civil Aviation Authority on being recognized as the Best Civil Aviation Authority in Africa at the Aviation Week Africa Awards held in Livingstone, Zambia this past weekend.

This prestigious accolade is a testament to your unwavering commitment to excellence, safety, security and innovation in the field of civil aviation oversight and management. Equally important, your leadership and dedication continue to set a benchmark not only for the African region but for the global aviation community at large.

We commend your outstanding achievement and look forward to continued collaboration and success in the skies ahead.





Namibia loses over N\$500 million annually in marine, aviation insurance premiums

Namibia is experiencing an annual outflow of over N\$500 million in insurance premiums due to the absence of local insurers for the marine and aviation sectors.

According to the Namibia Financial Institutions Supervisory Authority (NAMFISA), the lack of domestic underwriting capacity forces businesses to seek cover from foreign markets.

“We are experiencing an annual outflow of

approximately N\$500 million in premiums due to the lack of local capacity to underwrite marine and aviation insurance. These types of business involve significant risk exposure and complex underwriting requirements. As a result, businesses must apply to NAMFISA for exemptions in order to obtain policies from foreign insurers,” said Erich Gariseb, NAMFISA’s General Manager of Insurance and Medical Aid Funds.

He noted that the insurance classes affected



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include marine, aviation, and miscellaneous categories.

“The majority of these premiums relate to aviation, marine, and miscellaneous classes of insurance. Marine insurance is essential for the fishing, import/export, and logistics sectors. The miscellaneous category includes cover for liability, property damage, personal accident, and goods in transit related to marine and aviation activities,” Gariseb explained.

These premiums are primarily directed to large foreign insurance markets with the financial capacity and expertise to absorb the high risks associated with these industries.

Gariseb emphasized that this enables Namibian businesses to access critical insurance coverage and remain operational in key sectors such as mining and fishing.

“This access to foreign insurance allows businesses in high-risk industries to continue operating within Namibia and contributing to local economic development. Most foreign insurance exemption approvals are granted to capital-intensive sectors, particularly

mining and fishing,” he said.

He added that the trend is not new, as Namibian insurers have historically steered clear of underwriting marine and aviation insurance due to the high-risk exposure and specialized nature of these fields.

“Namibian insurers generally do not underwrite marine and aviation insurance at scale. These lines of business entail considerable risk and require complex underwriting expertise. Consequently, businesses and individuals seeking such specialised cover must apply to NAMFISA for exemption to obtain policies from foreign insurers,” he said.

As a result, most marine and aviation insurance premiums are channelled to Lloyd’s of London and other major international insurance markets with the capacity to underwrite such risks.

To address the continued outflow of premiums, several mitigation strategies have been proposed, including building local underwriting expertise, creating insurance pools, and fostering regional cooperation.

“To mitigate the outflow of marine and aviation insurance premiums to foreign markets, several strategies may be considered. These include developing local specialist underwriting capacity, establishing public-private insurance pools, and forming strategic reinsurance partnerships to retain part of the risk domestically. Regional collaboration could also help pool expertise and risk, strengthening the sector’s ability to underwrite complex, high-value risks,” Gariseb said.



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Forgiving what you can't forget: A culture reset for organizational excellence

By Junias Erasmus

In every organization, there comes a time when its culture is tested by conflict, betrayal, unmet expectations, or mistakes that leave emotional residue. These moments, often brushed aside for the sake of “professionalism,” linger in the hallways of our minds. In such environments, where people are expected to simply move on without true closure, toxic patterns can silently take root. It is here that the principle of forgiving what you can't forget becomes more than a personal virtue, it becomes a powerful instrument for cultural transformation and sustainable organizational growth.

Forgiveness, in the context of organizational culture, is not about forgetting the wrongs or denying the pain. It is about consciously choosing to release bitterness, blame, and the invisible emotional weight that stifles collaboration, creativity, and trust. Organizations are made up of people, and people are emotional beings. When past wounds whether from leadership failures, interpersonal clashes, or unfair treatment, are left unaddressed, they can fester and erode morale, commitment, and performance.

A forward-looking organizational culture is one that doesn't pretend that mistakes never happened. Instead, it acknowledges them with integrity, learns from them with humility, and moves on with wisdom. Leaders who model this approach create a culture of psychological safety, a space where individuals feel free to express themselves,



Forgiveness, in the context of organizational culture, is not about forgetting the wrongs or denying the pain.

take risks, and admit errors without fear of retribution. This does not only build resilience but unlocks innovation and collective strength.

Forgiveness does not mean the absence of accountability. On the contrary, it is about confronting issues honestly, extracting lessons, and allowing individuals and teams to start anew. It is about rewriting the narrative from victimhood to victory, from resentment to restoration, and from silence to shared vision. When we practice organizational forgiveness, we begin to cultivate a culture where growth is prioritized over grudges, and purpose over pettiness.

In many organizations, talent is abundant, but trust is scarce. Policies and strategies may be well documented, yet cultural undercurrents hinder execution. Forgiveness becomes a bridge from what was to what can be, a way to align people's hearts with the organization's mission. It allows teams to see each other not through the lens of past conflicts but through the eyes of future potential.

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Forgiving what you can't forget in an organizational setting demands emotional intelligence, empathy, and a deep commitment to values-based leadership. It is a courageous act, an investment in harmony, productivity, and unity. When we forgive, we do not just heal the past, we unlock the future. And in doing so, we nurture a workplace where people do not merely coexist, but co-create. Let us be reminded, great cultures are not built on perfection, but on grace, growth, and the ability to rise again.

****Junias Erasmus works in the Financial Sector. He is a Management Scientist and Operational Researcher, a Strategic Scholar & a Motivational Speaker. This article is written in his personal capacity. For inquiries, contact him at Junias99@gmail.com***



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FNB Namibia named Best International Private Bank at Euromoney Awards

FNB Namibia has been recognised on the global stage, securing the title of Best International Private Bank at the 2025 Euromoney Private Banking Awards – marking the third consecutive year the bank has received this prestigious honour.

The accolade forms part of Euromoney's annual Private Banking Awards, now in their 20th year, and is regarded as one of the most definitive and respected benchmarks of excellence within the international banking industry.

The awards acknowledge outstanding performance across key categories, including services for high and ultra-high-net-worth clients, discretionary portfolio management, digital innovation, sustainability, and succession planning.

In addition to the Namibian honour, FNB also received significant regional recognition, being named Africa's Best Private Bank, Africa's Best for Ultra High-Net-Worth Clients, and Africa's Best for Succession Planning.

Elize Smith, Segment Head of Private Clients & Private Wealth at FNB Namibia, described the win as a reflection of the bank's continued drive for excellence.

"We are honoured to be recognised as the Best Private Bank at the 2025 Euromoney Awards. This prestigious accolade is a testament to our unwavering commitment to delivering exceptional wealth management solutions tailored to the unique needs of our clients," she said.

"It reflects our team's dedication, expertise, and innovation, who continuously strive to provide world-class financial services."

Smith attributed the achievement to the



trust and loyalty of the bank's clientele.

"We sincerely thank our valued clients for their trust and partnership, and we remain committed to setting new benchmarks in private banking," she added.

Euromoney's Private Banking Awards are among the highest distinctions in the banking sector, with winners selected based on a range of qualitative and quantitative factors, including client service, financial performance, and innovation in product and service delivery.

Imposter syndrome is not a cliché

By Ipupa Fadeyi

In today's fast-paced professional world, the term Imposter Syndrome is often thrown around so frequently that it may seem like a cliché. But for many career professionals, it is a very real and deeply personal challenge that quietly undermines performance, wellbeing and confidence.

I want to share why it's important to take Imposter Syndrome seriously, how to identify it when it shows up, and the strategies I've personally found helpful in evicting this uninvited guest from my mind.

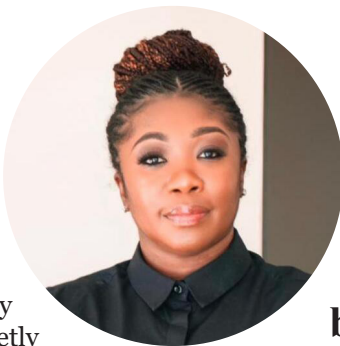
What Imposter Syndrome Really Is

Imposter Syndrome is the internal experience of believing you're not as competent as others think you are. It's that voice in your head whispering that you don't belong in the room, that you've only made it this far because of luck, and that one day, you'll be exposed as a fraud.

It can affect anyone, regardless of their level of success. From high-level executives to early-career professionals, the feeling of not being 'good enough' or 'qualified enough' can creep in and cause internal conflict. It's not about lacking ability—it's about struggling to own and accept your abilities.

How to Spot It When It Shows Up

Imposter Syndrome isn't always loud. Sometimes, it disguises itself as modesty or humility. Other times, it's hidden in overworking, perfectionism, or procrastination. Here are a few ways to



Imposter Syndrome is the internal experience of believing you're not as competent as others think you are.

recognise it:

- You downplay your achievements or attribute them to external factors, like luck.
- You feel like you're pretending or that you've "fooled" others into thinking you're capable.
- You hesitate to apply for new roles or take on challenges because you don't feel qualified.
- You overwork or over-prepare to compensate for feeling inadequate.
- You avoid visibility—presenting, speaking up in meetings, or showcasing your skills.

One personal story I often reflect on is how I was naturally shy growing up. I avoided participating in school activities, not because I lacked interest, but because I quietly believed I wasn't good enough. I stayed out of the spotlight because I feared being judged. This feeling didn't magically go away as I grew older—it showed up in subtle ways, even in my professional life, until I began to understand what it really was: an illegal occupant in my mind.

The Impact on Work and Everyday

Life

Left unchecked, Imposter Syndrome can quietly sabotage your potential. It affects how you show up, how you lead, and even how you make decisions.

- **Reduced productivity:** You spend time second-guessing yourself, leading to delays and over-corrections.
- **Burnout:** You push yourself harder than necessary to prove your worth.
- **Missed opportunities:** You shy away from taking on bigger projects or applying for roles because you think you're not ready.
- **Limited self-growth:** You stop putting yourself forward for learning, training, or mentoring.

And it's not just about your career—it can impact how you relate with others, your mental health and your overall sense of fulfilment.

Practical Strategies I've Used to Evict It

Imposter Syndrome is stubborn, but it can be managed. I've had to consciously work on building mental habits that help me function with confidence. Here are a few approaches I've found helpful:

1. Acknowledge the voice, then challenge it

Don't ignore the feelings—acknowledge them, but don't accept them as truth. Ask yourself: What evidence do I have that I'm not qualified? What have I achieved? Make a list if you need to. Evidence silences doubt.

2. Change your inner language

Instead of thinking, I don't belong here, replace it with, I am learning and growing every day. I bring value. Speak to yourself the way you would speak to someone you respect.

3. Keep a success journal

Every time someone gives you positive feedback or you complete a task successfully, write it down. On difficult days, go back and read it. This practice builds an archive of truth that combats insecurity.

4. Stop chasing perfection

High standards are great, but perfectionism is often fear in disguise. Allow yourself to deliver work that is excellent—not flawless—and learn from the process.

5. Talk about it

Speak with trusted mentors, colleagues or friends. Often, we realise we are not alone. Opening up not only normalises the feeling but helps us hear a more objective view.

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Syndrome forever—it may show up again at different stages of your career. The aim is to stop letting it drive your decisions or define your self-worth.

Start with self-awareness

Notice when negative thoughts creep in. Don't let them settle. Instead, interrogate them and replace them with affirming truths about your skills, experience and potential.

Take small, bold steps

Every time you say yes to an opportunity, contribute in a meeting, or take on a challenge despite fear, you weaken the grip of Imposter Syndrome. Progress is built through small wins.

Surround yourself with people who reflect your true value

Build a circle of colleagues, mentors and friends who challenge and uplift you. Sometimes, we need others to help us see what we can't see in ourselves.

Celebrate progress, not perfection

Learn to pause and appreciate how far you've come. Confidence is built through acknowledgement and appreciation of growth—not only achievement.

Final thoughts

Imposter Syndrome is not a cliché. It is a real and persistent experience that many career professionals silently battle.

Remember: You can't think your way out of Imposter Syndrome — you must act your way out of it by building a new mental house, one habit and one thought pattern at a time.

**Ipupa Fadeyi is the founder of IpupaK Grow You, a career mentorship and leadership coaching firm dedicated to Raising a Generation of Young Professional Leaders. Through the CEO of Your Career initiative, her mission is to empower young professionals and emerging leaders to take charge of their growth, unlock their potential and achieve lasting career success.*



Retirement fund payouts hit N\$3.5 billion

Namibia’s retirement fund industry paid out N\$3.5 billion in benefits in the fourth quarter of 2024, reflecting a 12.1% increase from the previous quarter and a 17.2% year-on-year rise, official data shows.

According to the Namibia Financial Institutions Supervisory Authority (NAMFISA), the surge was driven by higher withdrawals due to retirement, early exits,

disability, and death.

“During the quarter under review, the industry reported higher withdrawals due to retirement, early exits, disability, and death compared to the previous quarter,” the authority stated in its latest Quarterly Statistical Report.

For the eleventh time in thirteen quarters, benefit payments exceeded contributions. Contributions received stood at N\$2.8



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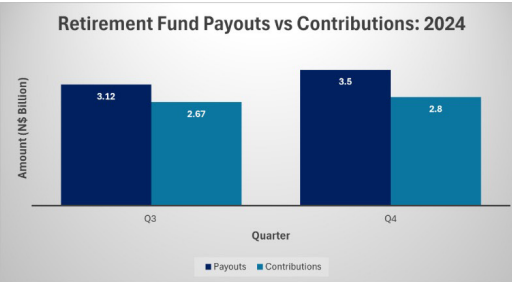
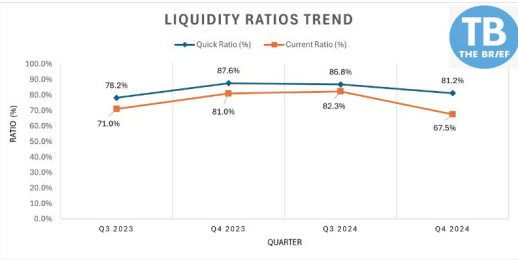
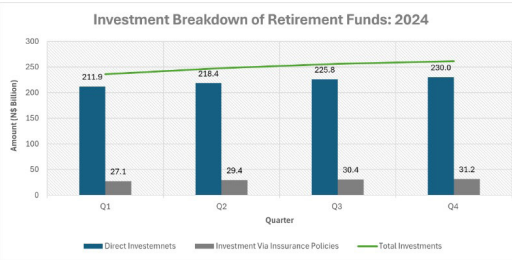
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billion, marking a 4.9% increase from the previous quarter and an 8.6% rise year-on-year.

“The quarterly increase in contributions coincided with increases in the number of active members during the quarter under review,” NAMFISA noted.

The sector’s total assets grew to N\$262.8 billion, up 2.0% from the previous quarter and 10.8% from the same period in 2023. A total of 76 active entities were registered during the period, with 412,593 active members.

Liquidity indicators weakened during the quarter. The quick ratio fell to 81.2%, down from 86.8% in Q3 2024 and 87.6% in Q4 2023.

“Benefits paid increased while contributions received decreased during the quarter under review,” the report stated.

Despite this, NAMFISA said the ratio remained within prudential limits, noting that the quick ratio has stayed within the prudential range of between 69.6% and 208.7% for thirteen consecutive quarters.

The current ratio also declined, from 82.3%

to 67.5% quarter-on-quarter, although it remained above the 61.0% recorded a year earlier.

The industry’s funding level improved slightly to 101.3% in Q4, up from 101.2% in the previous quarter.

“The industry was able to maintain a funding level above 100% due to overall positive performances in financial markets, despite market fluctuations experienced over the past thirteen quarters,” NAMFISA said.

Investment performance supported asset growth. Total investments, including insurance policies, rose to N\$262.8 billion. Direct investments by retirement funds increased to N\$230 billion, a 1.9% quarterly and 10.2% annual increase.

“The increase in investments directly held by retirement funds followed the positive performance of bonds,” NAMFISA stated, despite declines in the NSX and JSE indices.

Investments through insurance policies amounted to N\$31.2 billion, rising 2.0% from the previous quarter and 10.8% year-on-year.



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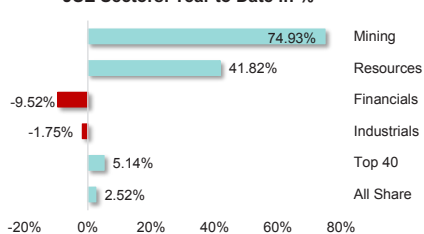
Commodities

Spot Gold	3228.27
Platinum	945.63
Palladium	919.23
Silver	30.95
Uranium	64.35
Brent Crude	63.33
Iron Ore	90.93
Copper	9004.95
Natural Gas	3.51
Lithium	9.85

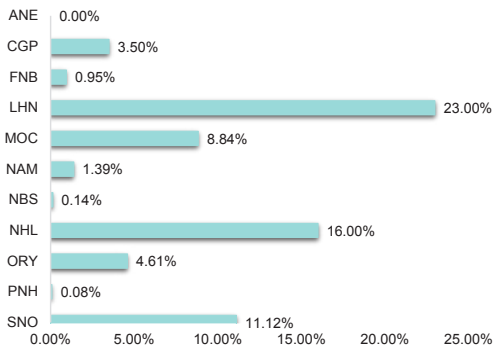
Currencies

USD/ZAR	19.1805
EUR/ZAR	19.2300
GBP/ZAR	25.0845
USD/CNY	7.2942
EUR/USD	1.1368
GBP/USD	1.3079
USD/RUB	83.5350
CPI	4.20%
Repo Rate	6.75%
Prime Rate	10.50%

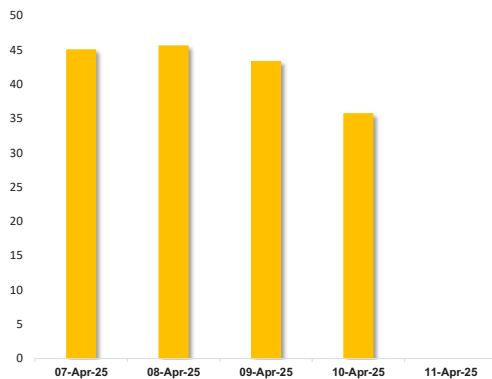
JSE Sectors: Year to Date in %



NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to Date in %

