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BRIEF

News Worth Knowing



Telecom Namibia to connect 3,000 homes in fibre expansion

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MAIN STORY



Telecom Namibia to connect 3,000 homes in fibre expansion

Telecom Namibia plans to connect more than 3,000 homes through its 2025 fibre expansion programme, with major projects underway in Windhoek and scheduled rollouts in Ongwediva and Narraville.

The company said the current phase will

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
 - * 15 October 2025
 - * 3 December 2025

pass 770 homes in the two towns by 31 December 2025, while customer connections have already started in three almost-completed Windhoek projects covering 2,619 erven.

According to Telecom's Head of Corporate Communication and Public Relations, Nomvula Kambinda, the Windhoek projects are nearing completion at Augustenium College (95%), Ambrose (98%) and Luxury Hills (100%). "Customer connections have already started in all these project areas, as Phase 2 passed 2,619 erven. We have three FTTx projects currently underway or recently completed in Windhoek this year, and each has already started delivering services to end-users in line with our expansion targets," she said.

Kambinda confirmed that the rollout in Ongwediva and Narraville will begin in August and be completed by the end of the year. She added that the company is awaiting regulatory approvals for additional fibre work in Ondangwa Extensions 11, 13 and 14, as well as Swakopmund's Tamariskia Extension 3. Timelines will be announced once approvals are secured.

She noted that Phase 1 of the fibre-to-the-X programme, completed in 2024, passed 5,029 erven in Wanaheda, Cimbebasia Extension 1, Old Hochland Park, Hochland Park Extension 1, Old Academia and Hans Dietrich in Khomasdal.

"The move to fibre is aimed at reducing downtime caused by vandalism and theft of copper cables, which remain a major risk to service stability," she said.

Kambinda stressed that the rollout is part of Telecom Namibia's Integrated Strategic Business Plan 2023–2027, which aligns with the government's digital transformation goals under the National Broadband Policy and National Development Plan 6.

"It is widely reported that our network infrastructure is prone to vandalism and theft, mainly of its copper cable network. Thus, fibre connectivity would aid in reducing service downtime by allowing us to restore services faster, ensuring that customers remain connected and our operations remain more secure against such disruptions," she said.

She added that the company is trialling a new national standard for entry-level broadband, with minimum download and upload speeds of 25 Mbps, in line with the National Broadband Policy.

"This effort is a clear demonstration of our commitment to delivering high-speed connectivity to all Namibians and advancing the country's role in the global digital economy, while making sure that even our entry-level packages meet modern connectivity needs," Kambinda said.

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Namibia's sightholders generate N\$3.4bn in diamond sales

Namibia's diamond beneficiation strategy generated N\$3.4 billion in rough diamond sales to 13 local Sightholders in 2024, according to De Beers Group's latest Sustainability Report.

The sales were made through the Namibia Diamond Trading Company (NDTC), the 50:50 joint venture between De Beers and the Namibian Government.

"Namibia's beneficiation highlights include \$191 million in sales of rough diamonds to 13 local Sightholders selected for the current contract period," the report stated.

Total diamond production for the year reached 2.23 million carats, while Namdeb Holdings supported 3,624 jobs. The sector contributed N\$2.4 billion in taxes and royalties, with combined fiscal and economic

contributions amounting to N\$9.6 billion.

Infrastructure investments included a new crew change facility and an upgraded airport terminal at Oranjemund.

Through the Debmarine-Namdeb Foundation, social and environmental projects also advanced, including the design of a seabird rescue facility in Lüderitz to protect the endangered African Penguin. Both Namdeb and Debmarine aligned operations with Anglo American's Biodiversity Standard.

"Once a biodiversity management programme is in place, Debmarine Namibia and Namdeb will also be using it to support the country's National Biodiversity Plan and Global Biodiversity Framework," the report stated. - www.miningandenergy.com.
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Nedbank sets sights on Namibia as key growth market

Nedbank Group has identified Namibia as a priority market in its regional growth strategy, placing a strong focus on infrastructure, energy, agriculture and mining, while preparing to support emerging industries such as



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oil, gas and green hydrogen.

The bank said its centres of excellence have been designed to meet the needs of these sectors.

“In the case of Namibia, there are key sectors that will drive growth. Infrastructure, energy, agriculture, commodities and mining all match with our centres of excellence. As oil, gas and green hydrogen come on stream, Nedbank is positioned to work with stakeholders to deliver value,” said Terence G. Sibiya, Group Managing Executive for Nedbank Africa Regions.

Sibiya added that Namibia is one of the Group’s priority SADC markets alongside Mozambique, with a five- to ten-year

horizon for structural change.

He said that proceeds from discontinued operations in other regions will be redirected into Southern Africa.

“We are not shying away from opportunities Namibia brings, or from SADC. We have shaken off burdens in Central and West Africa and will reinvest proceeds into SADC. We believe Namibia and Mozambique will look very different within the next decade,” he said.

At country level, Nedbank Namibia is focusing on financial inclusion by expanding digital services to underserved areas, a move aimed at supporting individuals, SMEs and government payments without dependence on branch infrastructure.

“We are building a financially inclusive platform, not just another app. This is about reaching Namibians in rural areas, giving SMEs and individuals easier access, and ensuring secure and reliable payment systems,” said Martha Murorua, Managing Director of Nedbank Namibia.

Murorua emphasised that both accessibility and security underpin the initiative.

“The key element is accessibility, even for those without smartphones. We are exploring dual-system options to include rural users. At the same time, security remains critical, with transactions backed by Nedbank and secured through global standards,” she said.

Group Chief Executive



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Jason Quinn said continued investment in technology will remain central to Nedbank's strategy in the region, with Namibia set to benefit from the rollout of group systems.

"Our people remain central, but technology investment is also critical. In Namibia we will see more of these investments to ensure that the platforms we have built are used to deliver real solutions on the ground," he said.

Quinn confirmed that Nedbank Group had sold its 21.2% stake in Ecobank Transnational Incorporated (ETI). "The sale fetched approximately US\$100 million (around R1.8 billion) and was announced on 15 August 2025, with completion expected in the fourth quarter of 2025 and this proceeds are expected to be reinvested into the SADC market," he said.

The move forms part of the Group's revised Africa growth strategy, which identifies Namibia, Mozambique and Kenya as priority markets.

Quinn explained that the bank's ten-year investment in West Africa had been constrained by limited influence as a minority shareholder and challenging economic conditions in Nigeria, including foreign currency shortages and revised capital requirements.

Looking ahead, Quinn highlighted the potential of Namibia and Mozambique in the context of energy development.

"And similarly down here, we see Namibia, which has incredible potential, I think, particularly on the back of LNG off the coast and Mozambique as well, with similar opportunity. Those two markets, I think, have the potential to transform over the medium to long term," he said.



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NGH2P, Broadmind and HyIron sign deal to boost namibia's green steel drive

Namibia's green steel ambitions are set to advance following the signing of a Memorandum of Understanding (MoU) between the Namibia Green Hydrogen Programme (NGH2P), Broadmind Mining (Pty) Ltd and HyIron Green Technologies (Pty) Ltd.

Head of the Namibia Green Hydrogen Programme, James Mnyupe, said the cooperation brings together mineral resources and green hydrogen technology to underpin industrialisation.

"The Broadmind-HyIron-NGH2P partnership demonstrates how multi-sector cooperation can support this vision, creating local green jobs, boosting economic diversification, and enabling the production of future-proof materials

for the global clean energy transition," Mnyupe said.

The MoU will focus on exploring the feasibility of integrated mining, beneficiation and green steel production.

Broadmind Mining's Executive Chairman, Sidney Martin, said the deal highlights how Namibia's mineral resources can be converted into long-term value.

"The agreement between Broadmind, HyIron, and NGH2P is a clear demonstration of how Namibia's mineral wealth can be transformed into long-term industrial value through strategic collaboration and technology," Martin said.

He added that Broadmind will facilitate advanced exploration and pilot beneficiation trials to provide feedstock for

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HyIron’s proposed green iron plant.

HyIron Green Technologies will test Broadmind’s ore in its proprietary green hydrogen-powered direct reduced iron (DRI) process.

“This collaboration with Broadmind allows us to explore sourcing high-potential iron ore domestically and process it using our already established green hydrogen-powered technology. By working with Namibian players on the ground, we are not only reducing emissions, we are helping to build the skills, supply chains, and infrastructure that a sustainable future demands,” Chief Executive Johannes Michels said.

According to NGH2P, the partnership will enable skills transfer, support local supply chains, and drive employment creation in mining, metallurgy and hydrogen-based processing. Mnyupe added that NGH2P will provide strategic support including permitting guidance, stakeholder coordination and mobilisation of catalytic funding.

“This partnership is one of the flagship

collaborations expected to form part of the Sectoral Investment Plan being compiled by NGH2P under the Climate Investment Funds (CIF) Industry Decarbonization Programme, which Namibia was selected to join in June 2025,” Mnyupe said.

NGH2P said the agreement represents a milestone in Namibia’s industrialisation efforts and strengthens the country’s position as a future hub for green steel and hydrogen-powered processing in Africa.

Mnyupe noted that NGH2P will provide in-country support, including stakeholder coordination, permitting guidance and mobilisation of concessional and blended finance. He said the partnership is expected to be a flagship project under Namibia’s Sectoral Investment Plan within the Climate Investment Funds (CIF) Industry Decarbonisation Programme.

Namibia is aiming to access up to US\$250 million in concessional climate finance through CIF to advance green industrialisation across minerals, hydrogen and renewable energy. **-www.miningandenergy.com.na**



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Nangula Kauluma appointed CEO of Retail FNB Broader Africa

FirstRand Namibia executive Nangula Kauluma has been appointed Chief Executive Officer: Retail FNB Broader Africa within the FirstRand Group, marking another milestone for Namibian talent on the continental stage.

Kauluma previously served as CEO: Retail Banking at FNB Namibia, where she earned recognition for her leadership, strategic foresight and people-focused approach.

Her move into a pan-African role reflects both her individual achievements and FirstRand's commitment to developing local talent and driving innovation across its African operations.

In her new position, Kauluma will join FNB Broader Africa, which oversees the bank's operations in markets outside South Africa.

The division operates in several countries, including Namibia, Mozambique, Eswatini, Botswana, Zambia, Lesotho, Nigeria and Ghana, with a focus on digital innovation, financial inclusion and tailored solutions for communities and businesses.

FirstRand, one of Africa's leading financial institutions, includes brands such as First National Bank (FNB), Rand Merchant Bank (RMB) and Ashburton. The Group said Kauluma's appointment followed a rigorous selection process and underscored the depth of leadership within its ranks.

I am honoured to step into this position and grateful for the opportunity to contribute to the growth of African banking. My hope is to help foster environments where talent from all backgrounds can



thrive and make a positive impact," said Kauluma reflecting on her new role.

Her appointment leaves a vacancy at FNB Namibia Retail, where the process of identifying a successor has begun.

Kauluma's progression to a pan-African leadership position has been described as a source of national pride and an example of Namibian professionals shaping the broader African business landscape.

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Windhoek building plan approvals reach N\$1.2bn year-to-date

The City of Windhoek recorded N\$1.2 billion worth of building plan approvals by the end of July 2025, reflecting a 2.1% increase compared to the same period in 2024, according to IJG Securities.

In the twelve months to July, a total of 1,970 plans were approved, valued at N\$2.24 billion. This represents a 6.7% rise in the number of approvals and a 24.8% increase in value year-on-year.

During July alone, 241 building plans worth N\$175.6 million were approved, a

sharp rise from June.

“In monetary terms, this is an increase of N\$48.6 million (38.3% m/m) in comparison to June. The number of completions for the month of July stood at 28, valued at N\$29.0 million,” IJG noted.

Additions to existing properties dominated approvals, with 197 recorded in July, up from 115 in June.

“These additions were valued at N\$77.2 million, indicating a 108% m/m increase from June. Year-to-date, 900 additions to properties have been approved with

In the residential segment, 29 units were approved in July at a value of N\$47.2 million.

a total value of N\$379.9 million, representing a 5.6% y/y increase in number – but a 29.1% y/y decline in value terms. 19 additions worth N\$8.5 million were completed during the month,” the firm said.

In the residential segment, 29 units were approved in July at a value of N\$47.2 million. IJG reported that this marked “a 26.1% m/m increase in the number of approvals, but an 11.0% m/m decline in the value”.

Year-to-date, 171 residential units have been approved, 13.2% fewer than in the corresponding period in 2024. Over the past year, however, approvals rose to 322 units with a combined value of N\$821.5 million. “This indicates a 1.9% y/y increase in

the number of approvals and a 35.2% y/y increase in the value compared to the same period a year ago. 9 new residential units worth N\$20.5 million were completed during the month,” said IJG.

Commercial and industrial approvals in July amounted to 15 units worth N\$51.2 million, up from seven in June. Year-to-date, 40 commercial and industrial units have been approved, valued at N\$404.4 million. IJG said this reflected a 4.8% year-on-year decline in the number of approvals, but a 127.3% increase in total value.

On a cumulative 12-month basis, the number of commercial and industrial approvals fell to 54 units from 64 in the previous year. No completions were recorded in this category during July.

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Namibia warns of Dutch disease risks before first oil



Economist Robin Sherbourne has warned that Namibia may already be showing signs of Dutch disease, even before the country begins oil production.

“Dutch disease may already be affecting our economy, even before we start producing oil. The private sector could be withering, and we haven’t even begun oil production yet. This is the classic case of Dutch disease, where resource sectors like oil and gas expand at the expense of other tradable parts of the economy. And since this is based on official data, it is a serious cause for concern,” he said.

Sherbourne noted that although overall fixed investment has increased since the COVID-19 pandemic, private sector investment outside of capital-intensive industries such as mining and oil remains on a long-term decline.

He also highlighted that the structure

of the Namibian economy has seen little change since independence in 1990.

“Beyond this, we still export cattle, high-value meat products, beer, and other traditional goods. Economic policies have not identified new export products, which limits growth, incomes, and employment,” he said.

Sherbourne argued that the key issue is an unattractive investment climate, which is discouraging both domestic and foreign investors.

He said this is contributing to low private investment and weak foreign direct investment inflows, leading to slow economic growth, limited structural change and minimal export diversification.

According to him, this lack of investment is also constraining job creation, reinforcing the urgency of reforms to improve the investment environment.

Bridging the generational divide, the rise of the young corporate leadership in the 4IR era

By Loide Nantinda

The corporate world is undergoing a profound transformation, driven by the relentless march of the Fourth Industrial Revolution (4IR).

Technologies like artificial intelligence, automation, and big data are not just changing what we do, but who does it. Increasingly, we observe a fascinating shift: younger professionals, digital natives steeped in innovation, are stepping into leadership roles once exclusively reserved for those with decades of experience.

This dynamic presents both immense opportunities and unique challenges for individuals across all career stages.

Leading with Maturity

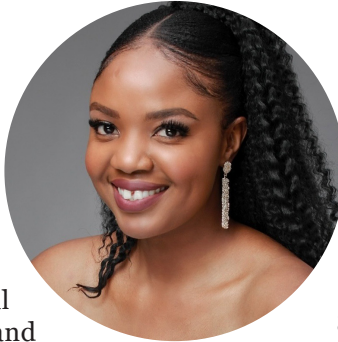
For the burgeoning cohort of young corporate leaders, this new era demands more than just technical prowess.

While their inherent familiarity with digital tools and agile methodologies is a significant asset, true leadership in traditional roles requires a blend of youthful dynamism and seasoned maturity.

Firstly, embrace continuous learning and adaptability.

The pace of 4IR means that yesterday's cutting-edge skill is today's baseline.

Young leaders must cultivate a relentless curiosity, actively seeking out new knowledge and understanding



Young leaders must cultivate a relentless curiosity, actively seeking out new knowledge and understanding how emerging technologies impact their industry.

how emerging technologies impact their industry.

This isn't just about technical skills; it's about understanding complex business models and market dynamics.

Secondly, master the art of communication and emotional intelligence. While digital communication is second nature, effective leadership demands nuanced interpersonal skills.

This includes active listening, empathetic decision-making, conflict resolution, and the ability to articulate complex visions clearly to diverse stakeholders, from seasoned board members to new hires.

Building trust and fostering collaboration are paramount, requiring a maturity that transcends age.

Thirdly, cultivate strategic foresight and resilience.

The ability to see beyond immediate tasks and anticipate future trends is

crucial.

Young leaders should focus on developing a strategic mindset, understanding the broader implications of their decisions.

Alongside this, resilience—the capacity to navigate setbacks and learn from failures—is vital for sustained leadership, proving that maturity isn't solely a function of years.

The Enduring Value of Experience: Staying Relevant, Not Intimidated

As younger professionals ascend, there's a natural concern among experienced corporates about their place in this evolving landscape.

However, the wisdom, institutional knowledge, and nuanced judgment accumulated over years are more valuable than ever. The key lies in adapting and leveraging these assets strategically, rather than feeling intimidated by change.

Firstly, become a mentor and knowledge bridge. Older professionals possess invaluable insights into organizational culture, historical context, and the subtle art of navigating complex corporate dynamics.

By actively mentoring younger colleagues, they can transfer this wisdom, guiding new leaders to avoid common pitfalls and accelerate their growth.

This creates a symbiotic relationship where experience informs innovation.

Secondly, embrace new technologies with an open mind.

While younger generations may be digital natives, experienced professionals can become digital adapters. This doesn't mean becoming coding experts overnight, but rather understanding the strategic implications of new tools and platforms.

Attending workshops, engaging in

cross-functional teams, and being open to learning from younger colleagues can transform perceived threats into opportunities for collaboration and expanded influence.

Thirdly, focus on strategic contribution and big-picture thinking. Years of experience provide a unique perspective on long-term trends, risk assessment, and stakeholder management.

Experienced corporates can leverage this to provide invaluable strategic guidance, helping to ground ambitious new initiatives in practical realities and ensuring sustainable growth.

Their role shifts from day-to-day execution to high-level advisory and strategic oversight, proving their continued relevance.

Building a Synergistic Future

The Fourth Industrial Revolution is not about replacing one generation with another, but about fostering a powerful synergy between diverse strengths.

Young leaders bring agility, digital fluency, and fresh perspectives, while experienced professionals offer wisdom, stability, and a deep understanding of organizational intricacies.

Fostering environments that encourage mutual respect, continuous learning, and cross-generational mentorship, organizations can harness the full potential of their workforce.

The future of corporate leadership is not defined by age, but by the collective ability to adapt, innovate, and lead with both dynamism and maturity in an ever-changing world.

*** *Loide Nantinda is a Projects Coordinator & Communications Consultant at Loide Invictus Media***



President appoints 19 members to National Planning Commission

President Dr Netumbo Nandi-Ndaitwah has appointed 19 members to serve on the National Planning Commission (NPC) for a three-year term, effective 1 August 2025.

Executive Director at the NPC, I-Ben Nashandi, confirmed the appointments, saying they were made in accordance with the law.

“Her Excellency Dr Netumbo Nandi-Ndaitwah, President of the Republic of Namibia has appointed 19 persons to serve as Members of the National Planning Commission, in terms of section 2(1)(b) of the National Planning Commission Act, 2013, read with Article 129 (3) of the Namibian Constitution,” he said.

The NPC is mandated to identify Namibia’s socio-economic development priorities, develop short, medium and long-term plans, monitor their implementation, evaluate government socio-economic policies, and coordinate international development cooperation.

Director General of the NPC and Chairperson, Ambassador Dr Kaire Mbuende, chaired the inaugural meeting of the new commissioners on 18 August 2025.

He urged them to provide robust policy advice and research to support government’s development objectives.

He also called on the members to familiarise themselves with the Sixth National Development Plan (NDP6) and actively contribute to its implementation.

Those appointed are: Josef Andreas, Kavei Gurvy, Ellencia G. Hanse, Nelago Indongo, Jason Kasuto, Susan-Marie Lewis, Thaddius Maswahu, Immaculate Mogotsi, Fidelus Mwazi, Titus Nampala, Roseta Nawases Mersia, Kuniberth Shamathe, Rose-Mary N. Sihova, Beverly Cecily Silas-Garas, Christoph Siririka, Sven Thieme, Penny Tuna Magdalena Uukunde, Roelie Venter, and Bernie Zaaruka.

The commissioners will serve until July 2028.

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