

LEADERSHIP

When subordinates undermine leadership through workplace sabotage

p. 09



CYBERSECURITY

How boards in Namibia can effectively govern cybersecurity

p. 16



THREATS

Namibia's cyber security response team warns of rising threats after Paratus breach

p. 19



THE

BRIEF

News Worth Knowing



**Namibian companies secure 86%
of public tenders worth N\$11.8 billion**

FRIDAY 28 FEBRUARY 2025

MAIN STORY



Namibian companies secure 86% of public tenders worth N\$11.8 billion

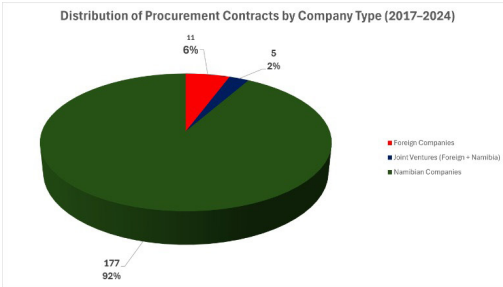
The Central Procurement Board of Namibia (CPBN) has awarded 86% of procurement contracts, amounting to N\$11.8 billion, to local companies between April 1, 2017, and March 31, 2024.

According to procurement data presented to the parliamentary standing committee on economics and public administration, CPBN awarded 193 contracts over the seven-year period. Of these, 177 contracts valued at N\$11.8 billion went to Namibian companies, while five contracts worth N\$974.9 million were awarded to joint

ventures between Namibian and foreign firms.

Crucial Dates

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

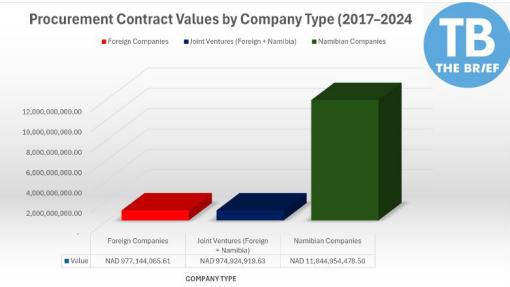


Foreign companies secured 11 contracts, representing 7% of the total contracts awarded, with a combined value of N\$977.1 million.

“Of these, 177 contracts, representing 86% of the total, were awarded to Namibian companies, amounting to N\$11,844,954,478.50. Joint ventures between Namibian and foreign companies secured five contracts, accounting for 7% of the total, with a combined value of N\$974,924,919.63,” the report stated.

The report also revealed that since CPBN’s establishment, a total of 28 litigations have been filed against the board. Of these cases, 18 were ruled in CPBN’s favor, four were ruled against, two were settled out of court, three were withdrawn, and one remains pending.

The board, represented by the Government Attorney in legal proceedings, did not disclose the expenses incurred in these litigations but acknowledged the need to improve procurement processes to



reduce disputes. “Litigation and court cases are mostly linked to the interpretation of the Public Procurement Act, in particular the requirements,” the report noted.

To address challenges in the procurement process, CPBN has introduced several initiatives aimed at improving efficiency and reducing human interference. Among these measures is the automation of internal processes, designed to minimize direct human interaction and limit the potential for manipulation. The board has also integrated technology into procurement operations, aligning with the Government of Namibia’s National Development Plan (GRN NDP) to enhance efficiency.

Despite these efforts, concerns remain regarding the implementation of the Public Procurement Act.

The parliamentary committee noted that CPBN faces human and financial resource constraints, which could impact its ability to fulfill its mandate effectively.



Scan to visit NIPDB website



DRIVING ECONOMIC RESILIENCE: NAMIBIA'S DIVERSIFICATION STRATEGY

Namibia has developed a comprehensive Economic Diversification Strategy to address critical challenges and promote sustainable growth. This forward-thinking approach aims to reduce economic dependence on a few industries, foster innovation, and unlock new opportunities across various sectors. By leveraging this strategy, Namibia is building a more resilient and competitive economy, poised to thrive in the global market.

Join us in shaping a vibrant and diversified economic future for Namibia.

www.nipdb.com





The Capricorn Foundation Celebrates Five Years of Positive Change in Namibia

We are excited to celebrate a remarkable milestone of five years of impactful community investment in Namibia. Since February 2020, the Capricorn Foundation has been dedicated to driving positive change by investing N\$37.4 million into 100 projects and programmes that advance economic development, enhance education, promote sustainability, improve health, and support vulnerable communities. With a steadfast commitment to doing the right things for the right reasons and through active collaboration with our donors and partners, we believe that, together, we can create a brighter future for everyone.



Economic Advancement

N\$5.5
million invested

Unlocking potential by empowering individuals and entrepreneurs:

- 80 individuals received business mentorship and coaching
- 600 rural artisans trained in handicrafts and provided with market access
- 2,700 individuals trained in hospitality and other vocational courses
- 2 Food Waste Challenge winners awarded N\$100,000 each to expand their businesses
- 10 trainees employed under the Emerging Bankers Programme in Bank Windhoek



Education

N\$15.4
million invested

Provided access to quality education by:

- Upgrading 48 Early Childhood Development centres in rural areas
- Supplying school materials and curriculum support for 300,000 learners
- Providing study solar lights for 2,600 learners
- Providing training for 1,600 teachers and monitors
- Construction of the #BeFree STEM centre
- Donating school shoes and uniforms to 1340 learners



Health

N\$4.2
million invested

Improved access to quality healthcare:

- Co-funding a cardiography machine and crucial medical supplies to the Namibian Children's Heart Trust
- N\$1.5 million towards medical oxygen and equipment for COVID-19
- Four slit lamps donated to the Ministry of Health Eye Clinic



Vulnerability Initiatives

N\$9.2
million invested

Support towards marginalised and at-risk communities:

- 500,000 meals provided to vulnerable communities
- 200 nutrition and health facilitators trained
- Enhancing care facilities for orphans at Happyland Safe Haven
- Renovation at Hope Village in Windhoek
- 40 orphans provided daily with food and basic necessities
- Over 2000 victims of gender-based violence, abuse and neglect provided with food and counselling



Sustainability

N\$3.1
million invested

Sustaining livelihoods through:

- Rehabilitation of a borehole and a solar water pump for 35 marginalised San households
- Establishing 180 sustainable gardens
- 346 individuals received horticulture training
- Established a waste management and recycling system in Maltahöhe

Proudly funded and supported by:



Capricorn Group



Bank Windhoek



Capricorn Asset Management

entrépo
HOLDINGS

Deliberate About Positive Change



Scan the QR code to read more about our contribution to positive change in Namibia in the 2024 Social Value Report.

Capricorn Foundation

W.O.499



Namibia approves Universal Health Coverage policy

The Namibian government has approved the Policy on Universal Health Coverage (UHC) to ensure all citizens can access healthcare services without financial hardship. The policy, submitted by the Minister of Health and Social Services, aims to provide

equitable healthcare access across the country, regardless of location or financial status. “Cabinet approved the Policy on Universal Health Coverage for Namibia, with the main objective to ensure that all Namibians in all parts of the country are able to access the

An advertisement for Hartlief's 'EVERYDAY LOW PRICE PROMOTION'. It features five meat products with their respective prices: King French Polony 500g for N\$29.99, Champion Hunters Polony 200g for N\$22.99, King Viennas 320g for N\$32.99, Hartlief Smoked Viennas 500g for N\$84.99, and Hartlief Sandwich Ham 100g for N\$29.99. A QR code is located in the bottom left corner. The bottom of the ad features the text 'RECOMMENDED SELLING PRICE | WHILE STOCKS LAST AVAILABLE AT PARTICIPATING RETAILERS' and the Hartlief logo.

**EVERYDAY
LOW PRICE
PROMOTION**

**KING FRENCH
POLONY 500g
N\$29.99**

**CHAMPION HUNTERS
POLONY 200g
N\$22.99**

**KING VIENNAS
320g
N\$32.99**

**HARTLIEF SMOKED
VIENNAS 500g
N\$84.99**

**HARTLIEF SANDWICH
HAM 100g
N\$29.99**

RECOMMENDED SELLING PRICE | WHILE STOCKS LAST
AVAILABLE AT PARTICIPATING RETAILERS

hartlief

healthcare they need at all times without suffering financial catastrophe,” the Cabinet Decisions of the 2nd (2025) Decision-Making meeting stated.

Following the approval, several ministries according to the Cabinet decisions, have been tasked with developing a framework for implementing and funding the policy.

The Ministry of Works and Transport according to Cabinet, designated as the convener, will work alongside the Ministry of Health and Social Services, the Ministry of Finance and Public Enterprises, and the

National Planning Commission to draft a comprehensive plan.

The inter-ministerial committee has also been authorized to engage other relevant stakeholders as needed.

“Cabinet further directed the Ministries of Works and Transport (Convener); Health and Social Services; Finance and Public Enterprises; and the National Planning Commission to develop implementation and funding modalities for the above-mentioned Policy and submit a report to Cabinet for endorsement. The Inter-Ministerial Committee may co-opt any other relevant stakeholder(s),” the statement added.

According to government data, more than 92% of Namibia’s population lives within 10 kilometres of a healthcare facility, improving access to essential medical services, particularly in rural areas.

Budget allocations to healthcare have consistently exceeded the Abuja Declaration target of 15%, with Namibia dedicating over 16% of its national budget to health. As a result, out-of-pocket healthcare expenditure remains low at just 8%, significantly below the global threshold of concern.

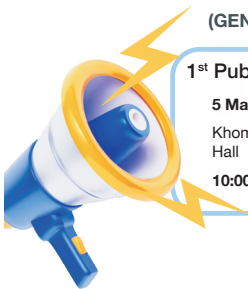
Namibia currently has 1,150 outreach points, 27 primary clinics, 44 health centres, 30 district hospitals, and only five referral hospitals, as per the ministerial statistics.



ELECTRICITY CONTROL BOARD

INVITATION

PUBLIC PRESENTATION OF NAMPOWER 2025/2026 BULK ELECTRICITY TARIFF APPLICATION (GENERATION & TRANSMISSION)



1st Public Presentation:

5 March 2025

Khomas Regional Council
Hall (Windhoek)

10:00am – 1:00pm

2nd Public Presentation:

7 March 2025

Otjozondjupa Regional
Council Hall (Otjiwarongo)

10:00am – 1:00pm

NB: You will have an opportunity to ask questions, seek clarity and explanations on the bulk electricity tariff application.



LIVE
STREAMING



Join us on our Facebook page for a LIVE stream!

<https://www.facebook.com/ecbnam>



+264 61 374 300



info@ecb.org.na | www.ecb.org.na



P.O. Box 2923 Windhoek Namibia



ECB House, 35 Dr. Theo-Ben Gurirab Street | Business Hours: Weekdays from 07:30 - 16:30



New ministry proposed to tackle Namibia's housing crisis

The Parliamentary Committee on Economics and Public Administration has recommended the establishment of a Ministry of Land Delivery and Housing Provision to tackle Namibia's worsening housing crisis, which has left a backlog of 300,000 units.

According to the committee, the proposed ministry would streamline housing and land development efforts, currently managed under the Ministry of Urban and Rural Development. It further called for collaboration with the National Planning Commission and the Ministry of Finance and Public Enterprises to ensure sustained budget allocations for housing projects over the next three years.

The committee's report on public administration and service delivery stated: "Make proposals to the Cabinet to consider the establishment of a Ministry of Land Delivery and Housing Provision to streamline land and housing development efforts."

The report emphasized the need for capital investment in urban land development and affordable housing, particularly for first-time homeowners and low-income citizens. It also referenced Namibia's National Housing Policy (2023), which outlines key initiatives such as the Participatory Informal Settlement Upgrading (PISU), aimed at servicing 150,000 plots, and the Sustainable Incremental Greenfield Development (SIGD) program, which targets 130,000 plots.



Market ups and downs?

Let Namibia Navigator keep your investments on course. Steady growth starts here.

www.alexforbes.com

However, the committee expressed concern over rapid urbanisation, noting that the country’s urban population has surged from 28% in 1991 to 65.5% in 2023, leading to a sharp rise in informal settlements. “About two-thirds of the urban population resides in informal settlement areas. The urban-rural migration-urbanisation increased from 28% in 1991 to 48% in 2016 and 65.5% in 2023. This trend is resulting in a proliferation of informal settlements,” the report stated.

Despite ongoing interventions, the committee identified several obstacles that continue to impede progress in land and housing development. One of the key challenges is budget constraints, with insufficient funding allocated for land servicing projects.

The procurement process has also been flagged as a major bottleneck. “The challenges include an insufficient budget allocation to land servicing capital projects; prolonged

procurement processes—on average, it takes four months to procure a consultant and another four months to procure a contractor,” the report noted.


The committee further highlighted non-compliance with procurement procedures at Regional Councils and Local Authorities, which has led to inefficiencies, including the awarding of projects to underqualified service providers. The report stated: “The non-compliance with procedural procurement processes by Regional Councils and Local Authorities is resulting in significant delays and/or awarding incompetent service providers, including consultants and contractors.”

It also raised concerns over project delays, particularly within the Mass Housing Development Program (MHDP), where several projects have failed to meet completion deadlines. Additionally, the committee pointed to a shortage of technical expertise

within regional councils, local authorities, and key ministries, which has limited the effective execution of housing projects.

Another key issue highlighted in the report was the mismatch between housing supply and affordability, with many housing products remaining financially out of reach for low- and middle-income groups.

The committee’s recommendations are now awaiting Cabinet consideration, as the country seeks urgent solutions to its growing housing crisis.



SINOMINE
TSUMEB SMELTER

TENDER
TENDER: ST25_001

DESIGN OF TAILINGS DAM FACILITIES

Sinomine Tsumeb Smelter (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for the Design of Tailings Dam Facilities.

Details of the Tender

Tender availability

:

From Monday, 3rd of March 2025
Tender documents can be obtained by e-mailing: ststenders@sinomine.na

Cost per set

:

No levy

Closing date for submission

:

Friday, 21 March 2025 at 16h00

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

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.

The price of entitlement: When subordinates undermine leadership through workplace sabotage

By Junias Erasmus

In any organization, promotions and leadership transitions are a natural part of growth and development. However, when long-serving employees who once aspired to a senior position find themselves unqualified, unable to meet the requirements or failed the interview, disappointment and frustration can arise.

The appointment of a new Leader often brings fresh ideas, perspectives, and strategies aimed at improving productivity and workplace efficiency. Yet, challenges emerge when certain long-standing employees, instead of embracing collaboration, react with resistance. Some develop a sense of entitlement, believing that every promotion should be theirs by virtue of tenure alone, regardless of their qualifications. When they do not get the position, their frustration manifests into exclusion, manipulation, and sabotage, ultimately fostering a toxic work environment that undermines both the new leader and the overall success of the organization.

Instead of welcoming the new leader and working towards shared organizational goals, they resist change instead of focusing on self-improvement through further studies and refining their interview skills.

These employees engage in subtle but destructive behaviors. They manipulate workplace dynamics, spreading misinformation to create confusion and doubt about the Leader's competence. They withhold critical information, ensuring the leader struggles to make informed decisions. Some intentionally submit work without proper quality control, prioritizing



The appointment of a new Leader often brings fresh ideas, perspectives, and strategies aimed at improving productivity and workplace efficiency.

deadlines over excellence to make the leader appear ineffective. Others take credit for the Leader's achievements while providing only vague or unhelpful responses to inquiries. These behaviors create an atmosphere of uncertainty and fear, where employees feel undervalued, powerless, and unsupported.

Unqualified long-serving employees focus only on finding faults in the new leader's work, disregarding the undeniable quality of their contributions. Behind closed doors, they deliberately strategize ways to frustrate and sabotage the new leader, prioritizing resistance over collaboration.

The impact of such sabotage extends beyond the targeted leader. When workplace hostility is allowed to thrive, team morale declines, collaboration weakens, and productivity suffers. An environment that should encourage innovation and teamwork instead becomes a battlefield of silent resistance, where progress is hindered by personal grievances. Employees who witness the sabotage may either adopt similar behaviors or withdraw from engagement, fearing retaliation or association with the

targeted leader. Over time, this results in high turnover, stagnation, and an overall decline in organizational effectiveness.

Entitlement to leadership roles, especially among long-serving employees, can be dangerous if not managed properly or detected early. Longevity in an organization does not automatically qualify someone for senior positions. Leadership requires a

combination of skills, expertise, and vision that go beyond tenure. When employees fail to secure promotions, the focus should be on self-improvement and growth rather than resentment. Organizations must foster a culture where career progression is based on merit, and where employees are encouraged to upskill and position themselves for future opportunities instead of undermining those who assume leadership roles.

To address this issue, organizations must implement strong leadership support systems. Clear communication about promotion criteria, leadership expectations, and professional development opportunities can help reduce resentment. New Leaders should be equipped with strategies to navigate workplace resistance, foster inclusion, and build trust among subordinates. Additionally, organizations must have mechanisms to detect and address sabotage early. Creating a workplace culture that values integrity, teamwork, and accountability ensures that leadership transitions are smooth and that employees remain focused on collective success rather than personal disappointment.

Workplace sabotage does not only harm the Leader being targeted; it weakens the entire organization. Employees must recognize that every leadership appointment is an opportunity for growth and learning, not a reason for hostility. By shifting perspectives from entitlement to excellence, from resentment to resilience, workplaces can thrive in an environment of mutual respect and shared success. Organizations that promote fairness, professional development, and a strong ethical foundation will not only survive leadership transitions but emerge stronger and more united in the face of change.

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

PROCUREMENT NOTICE



MTC hereby invites companies to participate in the following procurement opportunity:

TENDER NO: MTC02-25-O

REQUEST FOR PROPOSAL FOR THE DESIGN, SUPPLY AND INSTALLATION OF SERVICE CONTAINERS FOR MOBILE TELECOMMUNICATIONS LIMITED (MTC)

Briefing Meeting:

Wednesday, 5th March 2025 @ 09H00

Briefing Meeting Venue:

Microsoft Teams, the link will be on MTC's website.

Closing Date: Friday, 14th March 2025 by 14h30

TENDER NO: MTC03-25-O

REQUEST FOR PROPOSAL FOR THE SUPPLY AND DELIVERY OF PROMOTIONAL ITEMS FOR MOBILE TELECOMMUNICATIONS LIMITED (MTC)

Briefing Meeting:

Tuesday, 25th February 2025 @ 14H30

Briefing Meeting Venue:

Microsoft Teams, the link will be on MTC's website.

Closing Date: Friday, 7th March 2025 by 14h30

TENDER NO: MTC06-25-O

REQUEST FOR PROPOSAL FOR THE SUPPLY AND DELIVERY OF GROCERIES AND CLEANING MATERIALS FOR MOBILE TELECOMMUNICATIONS (MTC)

Briefing Meeting:

Wednesday, 5th March 2025 @ 11H30

Briefing Meeting Venue:

Microsoft Teams, the link will be on MTC's website.

Closing Date: Friday, 7th March 2025 by 14h30

TENDER NO: MTC08-25-O

REQUEST FOR PROPOSAL FOR THE SUPPLY AND DELIVERY OF PRE-PRINTED STATIONERY AND MARKETING MATERIALS FOR MOBILE TELECOMMUNICATIONS LIMITED (MTC)

Briefing Meeting:

Tuesday, 25th February 2025 @ 09H00

Briefing Meeting Venue:

Microsoft Teams, the link will be on MTC's website.

Closing Date: Friday, 7th March 2025 by 14h30



mtc.com.na

Terms of reference are available at:
<https://www.mtc.com.na/procurement/tenders>



Lüderitz awards bids worth N\$80 million for transformation strategy

Lüderitz has awarded contracts worth N\$80 million as part of its transformation strategy aimed at improving infrastructure and services in the town.

The projects include upgrades to the electrical and water supply systems, municipal service improvements, and urban planning initiatives.

Lüderitz Mayor Phillippus Balhao told The Brief that the awarded contracts cover

several key areas, including the supply and delivery of prepaid electrical and water meters, electrical services for residential areas in Nautilus, and the construction of municipal services in Nautilus and its extensions.

Additionally, a consultant has been procured for medium and low voltage electrical services for Nautilus Extensions 4 and 5, along with the supply and delivery of electrical goods and cables for maintenance.



THE

BR/EF

MOOKS & ADORA In the Morning

06:40

Mon-Fri



“These projects are aimed at improving our electrical and water supply systems, enhancing municipal services, and addressing our town planning needs to ensure sustainable growth,” said

Further investments include the procurement of a town planning consultant to implement the Infill and Densification Strategy and critical repairs to the effluent treatment plant.

The Mayor noted that the construction of municipal services in Nautilus Extension 4 is also among the approved projects.

“In addition to these developments, we intend to commence the Integrated Urban Development in Lüderitz and Aus (ILA) project in the coming months, utilising an additional €5 million grant provided by the German government,” Balhao said.

He explained that the German Society for International Cooperation (GIZ) will

oversee the expenditure of the grant, ensuring efficient implementation of the urban development initiative.

The project is expected to enhance housing and infrastructure in Lüderitz and Aus, contributing to long-term sustainability.

However, challenges remain in executing the transformation strategy.

The mayor highlighted a significant housing backlog, limited serviced land for housing and industry, logistical procurement delays, and funding constraints as some of the key obstacles to progress.

“We do face some challenges in this transformation process. These include a significant housing backlog, lack of serviced land for housing and industry, logistical delays in procurement, lack of funding, the need for capacity, and ensuring that all projects are completed on schedule and



DEEPEST CONDOLENCES

Tribute to H.E. Dr. Sam Nujoma
From ANIREP Limited

ANIREP Limited mourns the passing of H.E. Dr. Sam Nujoma, Namibia's Founding Father, Commander-in-Chief, and first President—a visionary leader whose legacy continues to illuminate our nation's path.

Dr. Nujoma was not only a champion of freedom but also a steadfast advocate for gender equality, declaring, “It is the freedom of women that will determine the true liberation of our nations.” We honour his vision by ensuring that all voices contribute to Namibia's progress, giving his words meaning through our dedication, duty, and unwavering support for inclusivity.

His passing reinforces our responsibility—to power Namibia's development sustainably and equitably. As we welcome Namibia's first female President, we remain committed to a future where courage, unity, and inclusivity drive national growth and prosperity. As we condole we must internalize and invoke his visionary and wise counsel that, “A people united, striving to achieve a common good for all the members of society, will always emerge victorious.” May we embody this spirit as we carry his legacy forward.

We extend our deepest condolences to the Nujoma family, especially the First First Lady, Meekulu Kovambo Nujoma, and extend our thoughts and prayers to the Namibia nation during this time of bereavement for this most illustrious son of the African soil. May his indomitable soul rest in eternal peace.

Aluta Continua!



within budget,” Balhao emphasised.

Despite these challenges, he said the municipality is committed to ensuring timely project completion while maintaining transparency and community engagement. Open communication with residents and stakeholders will remain a priority to address concerns that may arise during implementation.

“We appreciate the support of our residents and stakeholders as we work towards a more modern and efficient Lüderitz,” the mayor said.

This comes as Lüderitz is poised for significant economic growth following revelations that oil majors Shell and TotalEnergies, currently engaged in appraisal and exploratory drilling off Namibia’s coast, have responded to government calls to establish their base of operations at the town rather than at

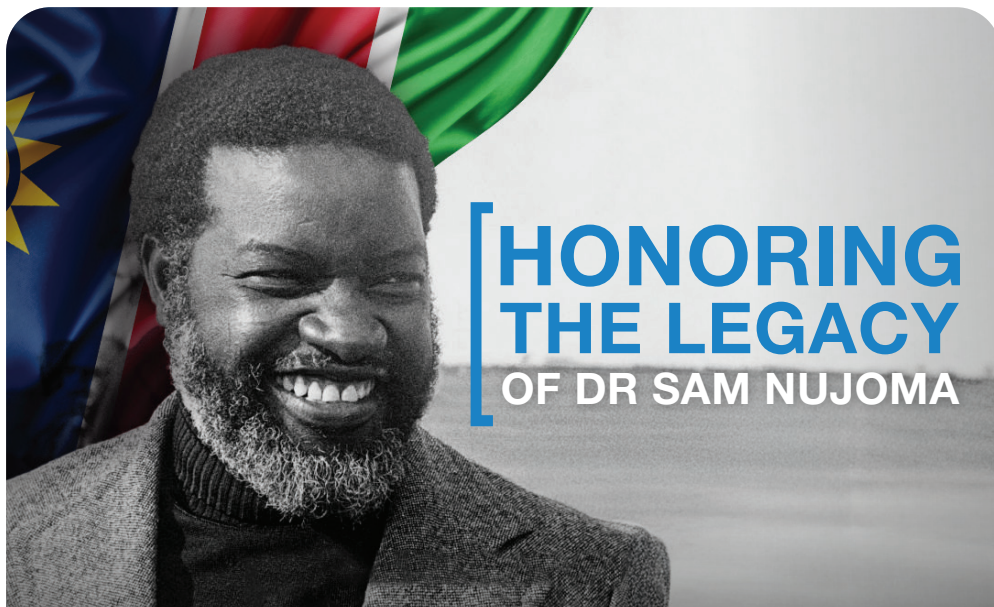
Walvis Bay.

This development follows an appeal by Mines and Energy Minister Tom Alweendo in November 2022, urging the two companies to station their operations at Lüderitz to stimulate the local economy.

Beyond the oil sector, several other companies are also contributing to economic expansion of Lüderitz.

Kelp Blue, which last year secured a 15-year commercial licence to cultivate Giant Kelp over a 6,400-hectare offshore site, plans to invest more than N\$3 billion in the Namibian economy over the next three to four years.

Additionally, Benguela Blue Aqua Farming, a Namibian aquaculture company, aims to raise N\$1.7 billion in capital for equipment, infrastructure and human capital to support its new salmon farming project at the town.



Architect and Visionary of Namibia's Future.





Namibia ranked in Tier 4 of Global Cybersecurity Index

Namibia has been ranked in Tier 4 of the International Telecommunication Union's (ITU) Global Cybersecurity Index (GCI) for 2024, scoring 37.93 out of 100. The classification, labeled as "Evolving,"

THE
BR/EF
News Worth Knowing

Are you looking to stay informed about the latest developments in the Namibian business, finance, and economic sectors?

Subscribe to The Brief today and gain access to exclusive content, expert analysis, and in-depth reporting on the issues that matter most to your business.

Scan to subscribe



[@thebrieflive](https://www.thebrieflive.com)
www.thebrief.com.na

indicates that the country has established basic cybersecurity measures but still requires significant improvements.

Countries in Tier 4 score between 20 and 55 points, demonstrating a commitment to cybersecurity but with substantial areas needing development.

Namibia's ranking was determined based on five key pillars: legal measures (5.66), technical measures (3.54), organisational measures (16.35), capacity development (4.57), and cooperation measures (6.81).

The country performed best in organisational measures, reflecting government-driven initiatives and the establishment of cybersecurity policies.

However, shortcomings were noted in legal and technical measures.

Cosmas Luckyson Zavazava, Director of the ITU's Telecommunication Development Bureau, noted that Namibia has made progress in areas such as cybersecurity legislation, incident response frameworks, and national and international cooperation.

"The GCI results show progress in countries like Namibia, which have taken steps such as developing cybersecurity laws, establishing incident response frameworks, and enhancing national and international cooperation," Zavazava said.

He further highlighted that global cybersecurity efforts are increasingly targeting vulnerable and underrepresented populations.

Namibia's Tier 4 classification places it alongside other African nations such as Angola, Gabon, and Zimbabwe.

While the country has made foundational progress, the ranking underscores the need for improvements in legal, technical, and cooperative measures.

Zavazava stressed the importance of continuous evaluation and adaptation to address emerging global cybersecurity challenges.

"The ITU's GCI emphasises the importance of continuous evaluation and adaptation of cybersecurity measures to effectively address emerging global challenges," he said.



Stay informed about Energy sector in Namibia

[Click here](#)

M&E
MINING & ENERGY

How boards in Namibia can effectively govern cybersecurity: Lessons from Telecom Namibia

By Job Angola

Imagine driving a car without ever checking the brakes—it works until one day, it doesn't, and the consequences are catastrophic. The same holds true for cybersecurity oversight. Recently, Telecom Namibia reported a “cyber incident”. While investigations are allegedly ongoing and the nature and extent of the breach, this incident once again highlights a critical need for stronger cybersecurity governance. For Namibian boards, this incident should serve as a wake-up call. While businesses prioritize revenue and growth, they often overlook the invisible yet essential “brakes” of cybersecurity controls. Without effective governance, organisations are left vulnerable to operational, financial, and reputational damage.

This article outlines practical strategies for Namibian boards to implement effective oversight and align with corporate governance principles, such as those set forth in the Namibia Code of Corporate Governance (NamCode) and King IV. These steps are not just about protecting digital assets but ensuring sustainable organisational success in a rapidly evolving threat landscape.

The Imperative for Cybersecurity Oversight

Cyber threats in Namibia are escalating, targeting sectors ranging from telecommunications to finance. For boards, cybersecurity is no longer



Cyber threats in Namibia are escalating, targeting sectors ranging from telecommunications to finance.

an operational issue—it is a governance priority. According to King IV, boards hold ultimate responsibility for risk governance, including information security. Similarly, NamCode emphasizes the need for risk management processes that safeguard company assets.

However, most boards face two major challenges:

1. **Knowledge Gaps:** Many directors lack the technical expertise to evaluate cybersecurity effectiveness.
2. **Accountability Misalignment:** Cybersecurity is often seen as IT's responsibility, rather than a shared governance duty.

To bridge these gaps, boards need a structured approach that integrates governance frameworks with actionable strategies.

A Governance Framework for Cybersecurity

The following steps provide a practical roadmap for Namibian boards to oversee and strengthen cybersecurity operations

effectively:

1. Establish Cybersecurity as a Board-Level Priority

- Action: Include cybersecurity as a standing agenda item in all board meetings.
- Outcome: Elevates cybersecurity from a technical issue to a strategic priority.

Guidance from NamCode and King IV: Both frameworks stress the board's responsibility for risk governance. Boards must ensure policies and processes are in place to identify, mitigate, and respond to cyber risks.

2. Build Cybersecurity Expertise on the Board

- Action: Appoint a cybersecurity advisor or train existing board members on cyber risk and governance.
- Outcome: Informed decision-making and enhanced oversight capability.

Practical Tip: Host regular workshops on emerging cyber threats and trends tailored to the Namibian context.

3. Demand Regular Cybersecurity Reporting

- Action: Require management to present quarterly cybersecurity reports, including metrics such as incident response times,

penetration testing results, and audit findings.

- Outcome: Ensures the board has visibility into the organisation's cyber resilience.

Guidance from NamCode: Boards must actively monitor performance and compliance with risk management frameworks.

4. Mandate Third-Party Assessments and Audits

- Action: Engage independent cybersecurity firms to perform regular assessments and penetration tests.
- Outcome: Provides an unbiased view of vulnerabilities and strengthens accountability.

5. Incorporate Cybersecurity into Risk Appetite Statements

- Action: Define the organisation's risk appetite concerning cyber threats and ensure alignment with business objectives.
- Outcome: Creates a balance between risk-taking and security investments.

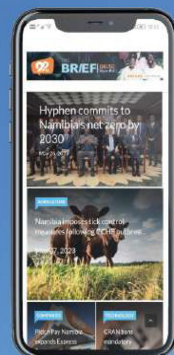
Practical Tip: Set clear thresholds for acceptable downtime, data loss, and financial impact.

SUBSCRIBE TODAY!

For Credible Economic
Data And Latest Namibian
Business and Finance News.

THE
BR/EF
News Worth Knowing

SCAN HERE
TO SUBSCRIBE





Fly Namibia
our most recent edition!

Fly Namibia
our most recent edition!

> READ ONLINE

with adventure, lifestyle, feel good stories and more.

6. Oversee Incident Response and Recovery Plans

- Action: Review and approve the organisation's incident response plan (IRP). Conduct regular simulations to test its effectiveness.

- Outcome: Reduces response times and ensures preparedness during a crisis.

Guidance from King IV: Boards must oversee mechanisms to ensure the continuity and recovery of operations during disruptions.

7. Cultivate a Cybersecurity Culture

- Action: Endorse company-wide cybersecurity training programs and reward proactive behavior.

- Outcome: Builds a culture where employees act as the first line of defense.

Practical Tip: Incorporate cybersecurity into employee performance reviews.

Cybersecurity Oversight Checklist for Namibian Boards

To simplify implementation, boards can use this quick checklist:

1. Is cybersecurity discussed at every board meeting?
2. Are directors trained or supported by cybersecurity experts?
3. Does the board receive clear and actionable cybersecurity reports?

4. Are third-party audits conducted regularly?

5. Do we have an incident response plan and is it tested annually?

6. Is cybersecurity embedded into the company's risk strategy and culture?

Conclusion

The recent incident at Telecom Namibia is a reminder that no organisation is immune to cyber threats. Boards in Namibia must step up and embrace their responsibility to govern and oversee cybersecurity proactively. By aligning with the principles of NamCode and King IV and adopting the practical steps outlined here, boards can transform cybersecurity from a reactive measure to a strategic enabler.

In the end, cybersecurity governance is not just about protecting data—it's about ensuring the long-term sustainability and trustworthiness of the organisation. Like the brakes on a car, robust cybersecurity oversight allows organisations to accelerate confidently, knowing they can navigate risks safely.

****Job Angola is a Certified Information Security Manager (CISM) and co-founder of Accelerate Advisory Services (Pty) Ltd. He can be reached at info@acceler8namibia.com***

Namibia's cyber security response team warns of rising threats after Paratus breach

The Namibia Cyber Security Incident Response Team (NAM-CSIRT), under the Communications Regulatory Authority of Namibia (CRAN), has warned of escalating cyber threats following a major security breach at Paratus Namibia Holdings Ltd.

The cyberattack, reported on 19 February 2025, was classified as a Level 3 incident due to its significant impact on the telecommunications sector. The breach was traced to a compromised internal user account, which disrupted Paratus' 083 voice services and several cloud-hosted systems. Investigations linked the attack to the Akira ransomware group, which claimed to have accessed over 84GB of sensitive corporate data. However, no confirmed evidence of data leaks has been reported.

"In light of this incident, NAM-CSIRT urges all organisations to prioritise their cybersecurity measures by implementing multifactor authentication for all accounts, regularly updating and patching systems to protect against known vulnerabilities, conducting routine audits of user accounts and access controls, and maintaining offline backups," said Mufaro Nesongano, CRAN's Executive for Communication & Consumer Relations.

He further recommended that businesses invest in advanced cybersecurity solutions such as Extended Detection and Response (XDR), Security Information and Event Management (SIEM), and Security Operations Center (SOC) functions to improve the detection and monitoring of cyber threats.

Paratus responded by isolating affected systems, disabling VPN access, and working with international cybersecurity experts



to contain the breach. The company also reinforced its security protocols to prevent further attacks.

"Cybersecurity incidents of this nature pose serious challenges not only to affected organisations but also to national infrastructure. We are working closely with Paratus to mitigate the impact and safeguard Namibian citizens' data," Nesongano said.

He added that as Namibia continues finalising its Cybercrime and Data Protection Law, NAM-CSIRT remains committed to strengthening national cybersecurity resilience. Organisations are encouraged to report cyber incidents promptly to ensure swift response and containment.

"NAM-CSIRT is dedicated to enhancing cybersecurity resilience across the nation. Our mission is to respond to and mitigate the impact of cybersecurity incidents while fostering collaboration among stakeholders," he said.



Enriching
Generations

FINANCIAL MARKET MONITOR

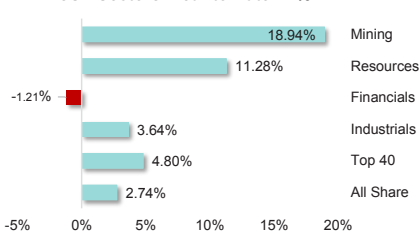
Commodities

Spot Gold	2844.46
Platinum	942.80
Palladium	914.30
Silver	30.95
Uranium	65.55
Brent Crude	73.08
Iron Ore	100.21
Copper	9402.37
Natural Gas	3.90
Lithium	9.85

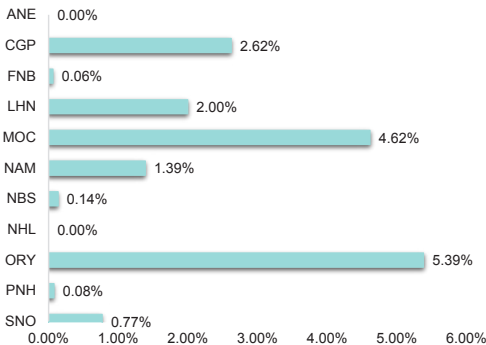
Currencies

USD/ZAR	18.4811
EUR/ZAR	19.2300
GBP/ZAR	23.2957
USD/CNY	7.2830
EUR/USD	1.0410
GBP/USD	1.2605
USD/RUB	88.8823
CPI	3.20%
Repo Rate	6.75%
Prime Rate	10.50%

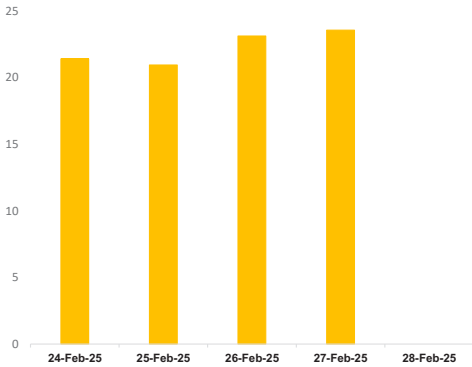
JSE Sectors: Year to Date in %



NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to Date in %

