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FNB Namibia named Africa
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AIEN Shakwa Nyambe becomes first African president of AIEN p. 14



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MAIN STORY

Namibia eyes low-earth orbit satellites for remote areas' internet connectivity

he Communications Regulatory Authority of Namibia (CRAN) is turning to low-earth orbit (LEO) satellites to improve internet access in remote parts of Namibia where existing infrastructure struggles to provide coverage.

CRAN Chief Executive Officer Emilia Nghikembua explained that Namibia's vast and sparsely populated landscape makes it difficult to extend terrestrial networks to farming zones, agricultural land and remote lodges.

"In areas like farming zones, agricultural land, and remote lodges, we are dealing with expanses that stretch over a million hectares. Terrestrial networks can't reach those regions effectively. That's why we're exploring lowearth orbit satellites as an alternative," Nghikembua said.

LEO satellites, she added, offer connectivity where traditional infrastructure is not practical due to distance and terrain.

"These can reach areas that terrestrial towers cannot, such as farming land, lodges, and remote communities," Nghikembua said.

Namibia faces a dual challenge o population and geographic coverage.

While 91% of the population has access to some form of 2G, 3G or 4G network, overall geographic coverage remains limited.

"We've achieved 91% coverage from a population perspective, which is encouraging. But the remaining 9%, that's where the



Universal Service Fund comes in. The real challenge, though, is geographic coverage. Namibia is vast and sparsely populated," she noted.

According to Nghikembua, installing

Crucial Dates

- · Bank of Namibia Monetary Policy announcement date:
 - * 18 June 2025
 - * 13 August 2025
 - * 15 October 2025
 - * 3 December 2025
 - Commonwealth Business Summit 2025
 Windhoek, Namibia 18 20 June 2025



Namibia's satellite internet sector is expanding, with several providers targeting remote and underserved areas.

terrestrial infrastructure such as network towers is often economically unviable outside clustered population areas, as a single tower's range is roughly 12 kilometres.

"We're now exploring alternative technologies like low-earth orbit satellites," she said.

The government has allocated N\$140 million over three years to support the Universal Service Fund.

In the first phase, CRAN disbursed N\$31 million to Mobile Telecommunications Limited (MTC) to deploy nine new sites.

"Priority was given to regions with 4G coverage below 80%: Kavango West, Kavango East, Kunene, Ohangwena, and Oshikoto. As a condition of the subsidy, 16 schools and 4 clinics in these areas will receive free, uncapped Wi-Fi for several years. These anchor institutions must be included wherever a site is constructed," Nghikembua said.

CRAN's latest market report shows mobile network coverage now reaches 91% of the population, with internet access in urban areas close to 85%, and rural access steadily improving.

"It's important to clarify that this refers to population coverage, not geographic coverage. Due to Namibia's unique landscape, the geographic gap remains wider. These figures show what can be achieved with targeted investment and strong partnerships," Nghikembua said.

Schools and clinics are gaining better access to online resources, local businesses are reaching new markets, and isolated communities are becoming more connected.

The nine sites rolled out in the first phase are expected to bring connectivity to more than 5,000 Namibians who previously had none, she added.

Namibia's satellite internet sector is expanding, with several providers targeting remote and underserved areas.

SEACOM leads in enterprise-grade LEO services through its partnership with Eutelsat OneWeb, though availability remains limited to select African markets.

Paratus Namibia and MTC Namibia currently offer VSAT services based on geostationary satellites, with Paratus planning future LEO deployments.

Starlink, operated by SpaceX, has applied for regulatory approval from CRAN to launch services in Namibia.

Once approved, it aims to provide highspeed, low-latency internet across the country.

Its entry could represent a major shift, offering the first consumer-focused LEO satellite service in Namibia.



Interim Results



for the six months ended 31 March 2025

Mobile Telecommunications Limited ("MTC" or "the Group") (Incorporated in the Republic of Namibia) (Registration number: 94/458) Share code: MOC ISIN: NAoooAgCR803

INTERIM SUMMARISED CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE SIX MONTHS ENDED 31 MARCH 2025

	Notes	Six months ended 31 Mar 2025 N\$'000	Six months ended 31 Mar 2024 N\$'000	Audited Year ended 30 Sept 2024 N\$'000	
Revenue	2.3	1 819 624	1 571 609	3 225 100	
Other income		10 850	10 466	23 298	
Total income		1 830 474	1 582 075	3 248 398	
Expenses		(1 148 906)	(1 093 821)	(2 224 448)	
Profit from operations		683 188	488 254	1 023 950	
Investment income		52 676	47 103	94 558	
Finance costs		(13 556)	(13 025)	(19 691)	
Profit before taxation		722 308	522 332	1 098 817	
Taxation		(218 480)	(160 012)	(325 936)	
Profit for the period		503 828	362 320	772 881	
Other comprehensive income			-	-	
Total comprehensive income for the period		503 828	362 320	772 881	
Earnings per share Per share information					
Basic and diluted earnings per share (Cents)		67.18	48.31	103.05	
Headline earnings per share (Cents)		67.18	48.31	103.05	

Headline earnings per share (Cents)		67.18	48.31	103.05		
rieadille earlillgs per share (cents)		07.10	40.31	103.05		
INTERIM SUMMARISED CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2025						
	Notes	Unaudited Six months ended 31 Mar 2025 N\$'000	Unaudited Six months ended 31 Mar 2024 N\$'000	Audited Year ended 30 Sept 2024 NS'000		
Assets						
Non-Current Assets						
Property, plant and equipment	2.4	1 854 649	1 616 849	182 899		
Right-of-use assets		175 625	235 288	195 099		
Intangible assets		828 791	793 424	856 841		
Loans to employees		947	1 222	1 075		
Contract assets		154 449	58 522	67 199		
Deferred tax asset		-	-	549		
Long term deposit		398	3 142	465		
		3 014 859	2 708 447	2 950 221		
Current Assets						
Inventories		101 479	108 440	81 777		
Loans to employees		2 553	2 611	2 906		
Trade and other receivables		230 939	214 583	205 581		
Contract assets		78 680	119 628	128 003		
Current tax receivable		-	6 872	_		
Cash and cash equivalents		140 152	75 307	165 808		
Investment at Fair value		949 794	924 085	822 962		
		1 503 597	1 451 526	1 407 037		
Total Assets		4 518 456	4 159 973	4 357 258		
Equity and Liabilities Equity						
Share capital		25 000	25 000	25 000		
Retained income		3 011 233	2 720 006	2 876 856		
		3 036 233	2 745 006	2 901 856		
Liabilities						
Non-Current Liabilities						
Lease liabilities		189 428	219 312	207 389		
Deferred tax		428 527	440 540	381 438		
Provisions		49 183	42 896	45 704		
		667 138	702 748	634 531		
Current Liabilities						
Trade and other payables		539 782	543 712	525 866		
Lease liabilities		38 440	36 186	36 709		
Deferred income		128 219	132 322	191 018		
Current tax payable		86 995	-	67 278		
Coursement Court						

21 649

1 482 223

4 518 456

1 414 969

1 455 402

4 357 258

Government Grant

Total Equity and Liabilities

INTERIM SUMMARISED CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE SIX MONTHS ENDED 31 MARCH 2025

	Notes	Unaudited Six months ended 31 Mar 2025 N\$'000	Unaudited Six months ended 31 Mar 2024 N\$'000	Audited Year ended 30 Sept 2024 N\$'000
Cash flows from operating activities		670 837	627 998	1 385 407
Cash receipts from customers Cash paid to suppliers and employees		1 744 047 (974 556)	1 520 942 (803 356)	3 120 046 (1 541 404)
Net cash from operating activities		769 481	717 586	1 578 642
Purchase of property, plant and equipment Proceeds on disposal of property, plant and	7	(146 198)	(103 715)	(436 015)
equipment Purchase of other intangible assets		37 (42 740)	50	118
Purchase or other intangible assets Construction deposit paid	9	(42 740)	(81 970)	(227 879) (415)
Construction deposit paid Cash advances and loans made to employees Repayments of cash advances and loans received		3 908	(3 092) 4 142	3 462
from employees		(3 427)	(3 727)	3 729
Investment in money market funds		(692 073)	(627 704)	(1 094 547)
Withdrawal from money market funds Government grant cash received		565 240 21 649	434 001	1 001 966
Cash flows used in investing activities Cash flows from financing activities		(293 537)	(382 015)	(756 505)
Payment on lease liabilities - Capital	8	(20 359)	(14 431)	(39 487)
Payment on lease liabilities – Interest expense		(13 361)	(13 025)	(19 691)
Dividends paid		(369 469)	(290 939)	(544 650)
Cash flows used in financing activities		(403 189)	(318 395)	(603 828)
Net movement in cash and cash equivalents		(25 889)	(72 412)	25 074
Cash and Cash equivalents at the beginning of the year Effect of exchange rate on cash and cash		165 808	146 004	146 004
equivalents		233	1 715	(5 270)
		140 152	75 307	165 808

INTERIM SUMMARISED CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE SIX MONTHS ENDED 31 MARCH 2025

	Share capital NS'000	Retained income NS'000	31 Mar 2025 NS'000
Balance at 1 October 2023	25 000	2 648 625	2 673 625
Profit for the period Other comprehensive income	-	362 320	362 320
Total comprehensive income for the period	-	362 320	362 320
Dividends	-	(290 939)	(290 939)
Total distributions to owners of company recognised directly in equity			_
Balance at 31 March 2024	25 000	2 720 006	2 745 006
Profit for the period Other comprehensive income	-	410 561	410 561 -
Total comprehensive income for the period	_	410 561	410 561
Dividends	-	(253 711)	(253 711)
Total distributions to owners of company recognised directly in equity	_	(253 711)	253 711
Balance at 30 September 2024	25 000	2 876 856	2 901 856
Profit for the period Other comprehensive income		503 828	503 828
Total comprehensive income for the period	_	503 828	503 828
Dividends	-	(369 451)	(369 451)
Total distributions to owners of company recognised directly in equity	-	(369 451)	(369 451)
Balance at 31 March 2025	25 000	3 011 233	3 036 233

1. OTHER INFORMATION

	Six months	Six months	Audited
	ended	ended	Year ended
	31 Mar 2025	31 Mar 2024	30 Sept 2024
	N\$'000	NS'000	N\$'000
Headline earnings per share (cents) Dividends per share (cents)	67.18	48.31	103.05
	47.03	38.80	72.62
EBITDA EBITDA per share (cents) EBITDA margin (%)	898 105	700 193	1 479 625
	119.75	93.36	197.28
Return on equity (%) Return on assets (%)	49-4 16.6 11.2	44.6 13.2 8.0	45-9 32.8 17.7

2. NOTES TO THE INTERIM SUMMARISED FINANCIAL STATEMENTS

2.1 Basis of preparation

The Group prepares its consolidated financial statements in accordance with International Financial Reporting Standards (IFRS) and the Companies Act of Namibia, 28 of 2004. The principal accounting policies and methods of computation are consistent in all material aspects with those applied as at 30 September 2024. The estimates and judgements made in applying the accounting policies are consistent to those applied and disclosed in the Annual Financial Statements for the year ended 30 September 2024. These interim summarised consolidated financial statements have been prepared in accordance with International Accounting Standard (IAS) 34 Interim Financial Reporting. This announcement does not include the information required pursuant to paragraph 16A(i) of IAS 34 as allowed by the NSX Listings Requirements. The Interim Condensed consolidated financial statements are available on MTC's website at www.mtc.com.na and the issuers' registered offices upon request. This announcement is itself not reviewed or audited. There were no revised or new standards adopted in the current period that had an effect on the Group's reported earnings, financial position or reserves, or a material impact on the accounting policies. The directors take full responsibility and confirm that this information has been correctly extracted from the Interim consolidated financial statements as at 31 March 2025 from which the Interim summarised consolidated financial statements were derived. Mr Thinus Smit CA(SA) supervised the preparation of the Interim summarised consolidated financial results. The Group's Condensed Interim Results will be published on its website on or about 05 June 2025

2.2 Segmental reporting

The group considers its ICT segment as its only operating segment. This is in a matter consistent with the internal reporting provided to the chief operating decision-maker, identified as the Executive Committee of the group. The chief operating decision-maker allocates resources to and assesses performance of the operating segment of the entity.

		Unaudited Six months ended 31 Mar 2025 N\$'000	Unaudited Six months ended 31 Mar 2024 N\$'000	Audited Year ended 30 Sept 2024 N\$'000
2.3	Revenue from contracts with customers			
	Disaggregation of revenue:			
	Contract	285 635	284 847	564 747
	Prepaid	1 153 925	977 310	2 006 273
	Roaming income	69 704	60 204	137 337
	Handset and accessories sales	170 367	138 066	283 913
	Interconnect income	12 828	11 577	24 262
	Bulk SMS revenue	35 591	34 753	68 715
	Site rental	14 760	10 050	20 321
	Enterprise services	76 815	54 802	119 532

The directors are aware of the requirements of IAS 34:16 (f) relating to the disaggregation of revenue and consider the detail presented above as sufficient to enable users to understand how the nature, amount, timing and uncertainty or revenue and cash flows are diffected by economic factors.

1 819 625

Upaudited Upaudited

1 571 609

3 225 100

	Unaudited Six months ended	Unaudited Six months ended	Audited Year ended
	31 Mar 2025 N\$'000	31 Mar 2024 N\$'000	30 Sept 2024 N\$'000
Property, plant and equipment			
Net book value at the beginning of the year	1 828 993	1 633 734	1 633 734
Additions	316 890	372 088	436 015
Disposals	(37)	(34)	(160)
Transfer	(170 692)	(268 373)	-
Depreciation	(120 507)	(120 567)	(240 596)
Net book value at the end of the year	1 854 649	1 616 848	1 828 993
	Unaudited Six months ended 31 Mar 2025	Unaudited Six months ended 31 Mar 2024	Audited Year ended 30 Sept 2024
	N\$'000	N\$'000	N\$'000
Basic earnings per share			
Basic earnings per share			
From continuing operations (cents per share) Basic and diluted earnings per share of the Basic and based on:	67.18	48.31	103.05
Earnings	503 828	362 320	772 881
Veighted average number of ordinary shares	750 000	750 000	750 000
Reconciliation of profit or loss for the period to pasic earnings			
Profit or loss for the period attributable to ordinary shareholders Diluted earnings per share is equal to earnings	503 828	362 320	772 881
per share because there are no dilutive potential ordinary shares in issue.			
Headline earnings and diluted headline earning: per share			
Headline earnings per share (cents)	67.18	48.31	103.05
Reconciliation between earnings (loss) and headline earnings (loss)			
Basic earnings	503 828	362 320	772 881
Adjusted for:	-	-	-
Profit on disposal of plant and equipment (after tax)		(16)	28
	503 828	362 304	772 909
Dividends per share			
Interim (c)	47.03	33.82	38.80
Final ordinary (c)	-	-	33.82
	47.03	33.82	72.62

2.6 Contingencies

Nampower dark fibre agreement

The directors note that the CANI decision that terminated the Nampower dark fibre agreement is still sold under review in the Pigli Ourt. Nampower, MCR and Telecome concluded an agreement in 2011, in terminated the agreement has one of which MCR and Telecom lease dark fibre from Nampower. CRAN terminated the agreement based on MCR and Telecom lease dark fibre from Nampower. CRAN terminated the agreement based on MCR and Telecom lease dark fibre from Nampower. Or the CRAN terminated the agreement based on MCR will be charged increased rates for leasing dark fibre from Nampower. The value of this expected increases in rates in the distribution of determinable at this state.

Namibia Competition Commission

The directors note that the Namibian Competition Commission ("NACC" or "the Commission") has issued a notice in relation to an investigation into MIC, Namibia Dower Corporation (Proprietary) Limited ("Namibove"), and Telecom Mamibia, 11 alleges potential infringements of anti-competitive provisions under Sections 32 and 36 of the Art. The Commission has not made a final decision but has proposed a determination that certain protisions of the agreement may have limited market competition. MIC has submitted its written representation as part of the due process and is awaiting the NaCC's timeline for the oral submission. The value of the financial exposure is not determinable at this stage.

Unaudited Six months ended	Unaudited Six months ended	Audited Year ended
31 Mar 2025	31 Mar 2024	30 Sept 2024
N\$'000	N\$'000	N\$'000

2.7 Related parties

Significant related party transactions Net sales to Nampost Namibia

67 041 95 510 169 20.

The group also entered into various contracts with its holding company and fellow subsidiaries in the ordinary course of business. These arrangements relate mainly to interconnect fees, leased line rental, site rentals, rental of premises and postage. None of these transactions are individually significant.

2.8 Events after the reporting period

Dividend distributions:

On 05 June 2025, an ordinary dividend of NS352 725 000, being 47.03 cents per ordinary share was declared, but has not yet been paid out to the shareholders at the date of these interim financial statements.

Dividend payment details:

- Last day to trade cum dividend:
 First day to trade ex-dividend:
- 30 June 202 04 July 202
- Record date:
 Payment date:

3. DIRECTORS' COMMENTARY 3.1 Performance Summary

MTC has delivered a solid first-half performance in FY2025, demonstrating consistent subscribes growth, improved product performance, and revenue uplift across its diversified portfolio, despite macroeconomic, an evolving regulatory environment and operational pressures.

EBITDA margin improved from 44.6% to 49.4% driven by the following factors:

- Lesi Da margin improves from 44.9% to 0.49.4% cirven by the following factors:

 1. Revenue increased by 15.8% from 155.5 yillinin of viss by heightened demand for high-speed data and value-added services across mobile, predominantly from prepaid ustomers and the enterprise segment. This positive performance was driven by a 15.9% increase in prepaid ARPU, a growing subscriber base of 4.6% following the successful completion of the SIM registration project, and enhanced customer retention offorts. Handset and accessories revenue increased by 23.4% pointing to strong consumer demand for smart devices and accessories. The Enterprise Bussess Unit (EBI) confines to deliver storing results, with 20.2% revenue growth and 45% increase in connections reported in the period. Group revised the discount structure on the artimute disblution which contributed to 2% revenue growth.
- Changes in inventories of finished goods increase by N\$35,3 million (17,2%) in line with revenue
 driven by increased demand for handsets and accessories, network usage and subscriber growth.
 Direct cost declined by 13,196 primarily due to a once-off expense of N\$58.4 million recorded in the
 prior year, following a Supreme Court ruling that found MTC liable for levies to CRAM for the 2021,
- 3. Direct cost declined by 13-1% primarily due to a one-of repense of 1558.d, million recorded in the prior year, following a Superner Court uniting that found MTC label for levels or CORAH for the 2001, 2002, and 2003 financial years. The reduction was partially offset by, the introduction of Universal levy of 0.5% of revenue and 155% that fineteaee in the numbering license feet of 618.54 million for the prior of the operator license level so do not in line revenue promoting. Repair and gradual resources of the control of the prior of the prior of the control of the prior o
- Sales, Marketing, consultation, and management system support increased by NS13.9 million year-over-year to support the successful launch of Mobile Financial Services "MTC Maris" on the 4th of October 2024.
- 5. General and administration increased by 4.8% in line with inflationary trends
- 6. Personnel costs rose by 12.4%, driven by inflation-linked salary adjustments and growth in headcount.
 7. Expected credit losses increased by kigs 3 million, primarily attributed to rising affordability pressures among customers. The Group has implemented targeted credit control measures, including enhanced customer engagement and stricter credit assessments for new postpaid accounts. These actions are expected to improve recoverability and reduce future bad debt levels.

Overall, the Group delivered a strong financial performance in the 1st half of the financial year, supported by revenue growth and improved operational efficiencies. This is evident from the 19,3% increase in Net profit and these results reflects successful execution of the Group's strategic objectives and indicates our ability to deliver sustainable value to the shareholders despite a challenging economic environment. Group further benefitled from the reduction in the corporate Larate from 31% to 10%.

Commercial Outlook

AIC's commercial focus for the second half of Pizous, centres on driving prepaid revenue, accelerating headshed update, and examining enterprise contracts and monoching digital platforms. Mobile business remains strong, with largeted campaigns planned to maximize recharges and data consumption and the simplification of product offers. Secondand efforts will intensify with expanded fiber will obtain a description of the simplification of product offers. Secondand efforts will enterprise Business Unit will target high-value verticals and cross-border opportunities. Channel efficiency, customer retention, and digital engagement remain critical enablers as MTC sustains growth momentum through year-end. Looking at the future at MTC what's through the less of customer value proposition for the undersharked and unbanked. We are still on track to create a holistic financial services value prosposition for the undersharked and unbanked. We are in active conversations with other strategic partners to orboard additional services onto MTC Maris in order to offer them to our customers. On top of that, we are actively exploring various value-added services that are aligned with the needs and expectations of our taget market. Looking at our technology evolution, we started with USSD but are in the process of expanding our customer engagement channels to Whatshop and Mobile deportation.

AUDITED RESULTS - AUDITORS' OPINION

The auditors, PricovatehouseCoopers, have issued their unmodified opinion on the Group's financial statements for the year ended so September 2024, on 60 December 2024, The audit was conducted in accordance with the International Standards on Auditing. These summarised consolidated financial statements are themselves not audited but have been devired from and are consistent in all marieral respects with the audited consolidated financial statements. A cropy of PricevaterhouseCoopers' report on the consolidated financial statements, culturality as a consolidated financial statements are consolidated financial statements and the consolidated financial statements are consolidated financial statements and consolidated financial statements does not recessarily cover the consolidated financial statements administration of the consolidated financial statements and consolidated financial statements are consolidated financial statements.



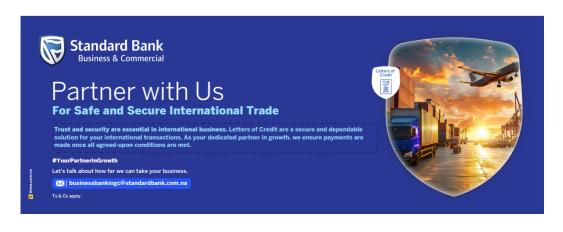


he Communications Regulatory Authority of Namibia (CRAN) has announced plans to officially launch electronic signatures in February 2026, paving the way for legally recognised digital transactions in the country.

CRAN Chief Executive Officer, Emilia Nghikembua, confirmed the move, saying the authority will be responsible for accrediting service providers, who will then issue electronic signatures to users.

"Electronic signatures offer both efficiency and legal recognition. No more travel to sign physical documents — now you can do it from home. These signatures are legally binding under the Electronic Transactions Act of 2019," Nghikembua said.

The announcement follows a stakeholder



engagement held in January 2025 to discuss the Electronic Signature Regulations and the accreditation of security products and services, which are key steps towards implementing e-signatures in Namibia.

"The Electronic Transactions Act of 2019 gives electronic signatures the same legal status as handwritten ones. This allows contracts, agreements and transactions to be completed securely and efficiently in digital format," Nghikembua added.

The regulations, according to CRAN, are intended to promote transparency, security and accountability by protecting electronic records from unauthorised access and providing clear guidelines for the safe use of digital services.

CRAN has been tasked to consult on behalf of the Minister of Information and Communication Technology to ensure that the regulations align with national priorities and international best practices.

Nghikembua emphasised that electronic signatures and accredited services are crucial to building trust in the country's digital economy.

"They support secure digital transactions and ensure interoperability between systems. Security is central to this initiative, and service providers will be required to implement strong anti-fraud protocols," she said.

She noted that while digital signatures carry full legal weight, users must understand the responsibility that comes with them. "Once a document is signed digitally, the signer assumes full legal obligation," Nghikembua said.

She further explained that the legal definition of a signature now includes audio and facial authentication, meaning biometric logins, such as Face ID, may also carry legal significance depending on the transaction.

However, some transactions, including wills and credit agreements, will still require physical signatures.



VACANCY

SUPERINTENDENT: ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) AND BUSINESS SYSTEMS

The incumbent will report to the Director: Sustainability and Business Transformation and will be accountable for:

ROLE ACCOUNTABILITIES:

- . Ensure all Health, Safety and Environment standards and policies are adhered to.
- Lead by example through compliance with the company's purpose and values.
- Act as the principal liaison between Sinomine Tsumeb and the Corporate Office on all matters related to ESG, compliance, and strategic communications.
- Lead the implementation of the company's ESG strategy, ensuring alignment with global frameworks and corporate policies.
- Drive site-level sustainability initiatives covering environmental, social, and governance dimensions.
- Oversee data collection, monitoring, and reporting of ESG performance indicators in collaboration with corporate teams.
- Develop and maintain strong relationships with key stakeholders, including qovernment agencies, community leaders, and industry bodies.
- Manage internal and external communications, community relations, and stakeholder engagement strategies.
- Develop and present ESG reports, updates, and communications to Corporate Office, executive leadership, and site teams.
- Support regulatory compliance, community development initiatives, and corporate social responsibility programs.
- Business process re-engineering by creating a detailed business analysis and outlining problems, opportunities, and solutions for the business.
- Coordinate site responses to audits, assessments, and corporate ESG reviews.
- Represent Sinomine Tsumeb Smelter in external forums and foster transparent dialogue on operational impact and sustainability.

QUALIFICATIONS AND EXPERIENCE REQUIRED:

- Bachelor's degree in science, especially in Supply Chain, Environmental Science, Engineering, Business Systems, or a related field.
- A Master's degree in Business Analytics, Business Administration, Finance or related field.
- At least one (1) year post graduate experience in ESG, sustainability, or business systems management within the mining or industrial sector.
- Solid knowledge of ESG frameworks and reporting standards (ISO standards).
 Experience with management systems and digital platforms (SAP, Power BI, SharePoint).
- · Strong leadership, analytical, and stakeholder engagement skills.
- Excellent interpersonal skills with effective communication skills.
- · Commitment to continuous improvement.
- Sound problem solving/judgement skills.

CLOSING DATE: FRIDAY, 20 JUNE 2025, AT 16H00

Please forward application to the email: stsrecruitment3@sinomine.na
Only short-listed candidates will be contacted, applicants, who
are not contacted within two weeks after the closing date, should
consider their application unsuccessful.

The recruitment process will be administered as prescribed by Namibian Affirmative Action Act. Women and persons with disability are encouraged to apply.

Sinomine Tsumeb Smelter is an Equal Opportunity Employer

APPLICATION PROCEDURES:

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



Namibia finalising carbon trading policy

The Ministry of Environment, Forestry and Tourism is preparing to submit a draft Carbon Markets and Trading Policy to Cabinet, following completed consultations and stakeholder validation.

"Consultation and validation with stakeholders were done and the draft to be presented to Cabinet very soon," said Environment Minister Indileni Daniel.

This crucial policy details Namibia's strategy for carbon trading under the Paris

Agreement and establishes the necessary regulatory framework for carbon credit standards, measurement, reporting, verification systems, and trading with international markets.

The policy is part of a broader legislative push aimed at strengthening the country's environmental and tourism frameworks in the 2025-2026 financial year.

The ministry during a recent, Cabinet Committee Briefing outlined a full slate of



laws, regulations and policies either under review or in development.

Among these is the long-awaited Tourism Bill, which is still in its early stages. "A consultant to be appointed to assist with the development of this bill during the second quarter," Daniel said.

The 2008 Tourism Policy is also undergoing revision. "It has commenced with development of the draft," she noted.

Similarly, the ministry has begun internal consultation on the review of the 2007 Wildlife and Tourism Concession

Policy, with stakeholder engagement to follow.

Daniel confirmed progress on the amendment of the Forest Act and its regulations. "Public consultations are done and the ministry is busy considering the comments and input in order to finalise this draft for submission to Cabinet," she said.

Additional items the pipeline include Strategic Environmental Assessment regulations. with a consultant still to be appointed, and new sand and gravel mining regulations, which have already reached the draft stage and will undergo public consultations this quarter.

The ministry is also finalising a national policy on prospecting and mining in protected "The public areas. consultation validation is underway to be concluded this month," said Daniel.

Other policies under review include the 2010 Devil's Claw Utilisation Policy and the National Strategy for Forestry and Botanic Research, both currently in internal consultation phases.

Daniel said the suite of policy work supports the ministry's mandate as outlined in Article 95 of the Namibian Constitution. which calls for sustainable use of natural resources to benefit both present and future generations.



First date of publication: 21 May 2025

TENDER NO: DBMNE0532 GENERAL CONSUMABLES

DESCRIPTION:

Debmarine Namibia is seeking experienced service providers for the supply of general consumables on an uninterrupted base, to Debmarine Namibia Warehouse in Lüderitz.

SCODE OF WORK-

The listed consumable items must be quoted inclusive cost of delivery/transportation to Lüderitz.

CLOSING DATE: 23 June 2025 at 12:00

REQUEST FOR ELECTRONIC TENDER DOCUMENT:

Registered businesses interested in providing such services are requested to register at Asite Marketplace; rketplace.asite.com/ to obtain a tender document with reference number DBMNE0532 GENERAL

ENOUIRIES:

The Commercial Officer

Tel: +264 61 297 8481

Email address: e-tender@debmarine.com Subject line: DBMNE0532 GENERAL CONSUMABLES

Bidders must register on our electronic platform Asite Marketplace; https://za.marketplace.asite.com/ to participate in this tender.

DISCLAIMER:

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

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



The unscripted journey: Why realigning your path is always within reach

By Loide Nantinda

n a world that often champions linear progression and predefined success, the idea of deviating from a chosen path can feel daunting, even unthinkable.

Yet, the truth, as many discover through lived experience, is profoundly liberating: it is never too late to change one's mind on a course of study, career path, or working environment to profoundly realign with purpose, mental well-being, and spiritual health.

This isn't just a comforting thought; it's an essential principle for cultivating a truly fulfilling and resilient life.

The Myth of the Fixed Path

From an early age, we are often encouraged to plot a singular trajectory: choose a field of study, secure a specific type of job, and commit to a defined career ladder.

This linear narrative, while offering a sense of stability, frequently overlooks the inherent dynamism of human growth. Our passions evolve, our values deepen, and our understanding of the world—and our place within it—shifts over time.

The "dream job" envisioned at eighteen might feel constricting at thirty-five, and the academic pursuit that once captivated us might no longer resonate with our current intellectual curiosity.

Recognizing this natural evolution isn't a sign of indecisiveness; it's a testament

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From an early age, we are often encouraged to plot a singular trajectory: choose

a field of study, secure a specific type of job, and commit to a defined career ladder.

to our capacity for continuous learning and self-discovery.

The Unseen Costs of Misalignment

The price of adhering rigidly to a path that no longer serves one's authentic self is often paid in silent currency: diminished energy, chronic stress, pervasive anxiety, and a gnawing sense of unfulfillment.

Staying in a role that drains more than it replenishes, or continuing studies that no longer ignite intellectual curiosity, can erode mental and spiritual reserves.

This misalignment can manifest in various ways, from a lack of motivation and reduced creativity to more serious issues like burnout, depression, and a general disconnect from one's true purpose.

Ultimately, ignoring these internal signals is a form of self-sabotage, preventing one from experiencing the joy and vitality that comes from genuine engagement.

The Power of Personal Agency(Dominion), You are the Captain of your Soul.

The decision to change course is a powerful assertion of personal agency. It's a declaration that one's well-being and purpose are paramount, and that the narrative of one's life is subject to ongoing revision by its author.

Embracing this power means actively listening to one's inner voice, acknowledging discomfort, and daring to imagine a different future. It involves conducting a form of self-analysis, much like a strategic review, to understand current needs, redefine priorities, and identify areas for growth or pivot.

This proactive approach allows individuals to move from a reactive state of enduring discomfort to a proactive stance of crafting a life that truly aligns with who they are becoming.

Addressing the Fear: Stepping Beyond the Comfort Zone

Undoubtedly, the prospect of change can be daunting. Fears of the unknown, financial instability, societal judgment, or the "sunk cost fallacy" (the feeling that one must continue a path due to past investments) are common deterrents.

However, courage is not the absence of fear, but the triumph over it. Often, the perceived risks of changing are far outweighed by the actual costs of remaining stagnant in an unfulfilling situation.

Every experience, every skill acquired, every challenge overcome contributes to the richness of one's journey, even if it's not on the originally intended route. These experiences become foundational building blocks for the next, more aligned,

chapter.

The Rewards of Reimagining

Choosing to realign with purpose, mental well-being, and spiritual health opens a wealth of possibilities.

It can lead to rekindled passion, renewed energy, and a profound sense of authenticity. Individuals who make these shifts often report increased job satisfaction, greater resilience, and a deeper connection to their personal values.

Whether it's pursuing a long-dormant interest through a new course of study, transitioning to a career that better reflects one's ethical stance, or seeking a work environment that fosters collaboration over competition, the act of realignment cultivates a life that is not just productive, but truly fulfilling.

The human journey is not a race to a predetermined finish line, but a continuous process of evolution and discovery. The notion that it's ever "too late" to adjust one's sails is a limiting belief that holds back immense personal potential.

By listening to our inner compass, daring to redefine our paths, and embracing the courage to change, we unlock a life rich with purpose, mental fortitude, and spiritual peace. Your story is yours to write, and it is always within your power to ensure its next chapter is your most authentic yet.....INVICTUS!

*Loide Nantinda is a seasoned communications coach professional and storyteller with expertise in corporate communications, change management, project coordination and stakeholder engagement. Email her @loideinvictus@gmail. com for consultancy services.

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FNB Namibia named Africa winner at The Banker's Technology Awards 2025

NB Namibia has been named the Africa regional winner at the Banker's Technology Awards 2025, hosted by The Banker, a publication of the Financial Times Group.

The awards, which this year received over 200 entries, are judged by an international panel of experts and are regarded as a global benchmark for innovation in banking. They recognise initiatives that deliver practical solutions to improve access, security, and the customer experience.

"FNB Namibia has gained a leading position in Africa with a strategy focused on enhancing financial inclusion and delivering innovative solutions for customers across the country," The Banker said on FNB Namibia's win.

The judges highlighted the bank's CashPlus initiative as "an incredibly important tool to make banking accessible across the country," adding that FNB Namibia stood out for "the most meaningful initiative focused on financial inclusion."

Through CashPlus, FNB Namibia has partnered with local merchants to create a national network of agents offering services such as deposits and withdrawals directly within communities.

Many of these areas, according to The Banker, previously had no access to traditional banking infrastructure.

The bank's mobile-first strategy also played a significant role in the award, according to the event organisers.

FNB Namibia's banking app, which is zero-rated and does not incur mobile data charges, has made digital banking more accessible. The app allows customers to manage accounts, make transfers, and



access support in real time, benefiting a wide range of users from urban professionals to rural entrepreneurs.

Commenting on the award, FirstRand Namibia CEO Conrad Dempsey said, "FNB Namibia is honoured to be named the African winner in The Banker's Technology Awards 2025. This prestigious recognition validates our mission to drive inclusive, innovative banking that empowers every Namibian. We believe that through technology, we are transforming access to financial services, making Namibia more globally competitive, and strengthening communities."





Shakwa Nyambe becomes first African president of AIEN

hakwa Nyambe has been confirmed as President of the Association of International Energy Negotiators (AIEN), becoming the first African to lead the organisation since its establishment in 1982.

Nyambe's appointment was confirmed during the AIEN Board Meeting held in Istanbul, Türkiye, on 9 June 2025.

His term will run until June 2026.

"I am profoundly honoured to serve as President of the Association of International Energy Negotiators. This historic moment reflects the strength of our global membership, and the trust placed in me to lead. I am committed to advancing AIEN's mission, promoting collaboration and driving impactful and practical solutions for the energy sector's future," Nyambe said on his appointment.

Nyambe takes on the role after serving as President-Elect from 2024 to 2025.

He has previously held key leadership positions within the organisation, including Vice President of Communications and Regional Chapter Director for Africa.

Under his leadership, the African Regional Chapter has seen significant growth and AIEN's global footprint has continued to expand.

The AIEN, an independent,

not-for-profit association headquartered in Houston, Texas, supports commercial and legal energy negotiators across the world.

The organisation is known for its widely accepted model contracts, as well as educational programmes, research publications and networking opportunities within the energy sector. Founded within Houston's upstream oil sector, the AIEN now represents professionals in more than 110 countries across all parts of the hydrocarbon value chain.

As President, Nyambe will be responsible for steering AIEN's strategic direction, strengthening partnerships across the energy industry and enhancing the organisation's global presence.

He will also serve as Chairman of the Board of Directors, Chief Executive Officer and the official spokesperson of the association.



First date of publication: 23 May 2025

TENDER NO: DBMNE0534 WELDING ACCESSORIES AND GASES

DESCRIPTION:

Debmarine Namibia is seeking experienced service providers for the supply of welding accessories and gas on an uninterrupted base, to Debmarine Namibia Warehouse in Lüderitz.

SCOPE OF WORK:

The listed consumable items must be quoted inclusive cost of delivery/transportation to Lüderitz.

CLOSING DATE: 24 June 2025 at 12:00

REQUEST FOR ELECTRONIC TENDER DOCUMENT:

Registered businesses interested in providing such services are requested to register at Asite Marketplace: https://za.marketplace.asite.com/ to obtain a tender document with reference number DBMNE0534 WELDING ACCESSORIES AND GASE3

ENQUIRIES:

The Commercial Officer

Tel: +264 61 297 8481

Email address: e-tender@debmarine.com

Subject line: DBMNE0534 WELDING ACCESSORIES AND GASES

Bidders must register on our electronic platform Asite Marketplace: https://za.marketplace.asite.com/ to participate in this tender.

DISCLAIMER:

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

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2025



HANDBOOK

Balancing tourism, sovereignty and reciprocity

By Lot Ndamanomhata

This article is in response to a recent published article titled "Visa on Arrival: Travel Industry Fears Damage to Namibia's Image."

1. Namibia's "Visa on Arrival" Policy: A Well-Intended but Ill-Timed Shift

The article offers a detailed and valuable window into the travel sector's concerns regarding the recently updated 'Visa on Arrival' policy, implemented on 1 April 2025.

While logistical issues such as long queues, confusing forms, and processing inefficiencies appear well documented, the underlying motivation is reciprocity in international travel and deserves a more balanced exploration.

Namibia's revised visa policy is not merely an administrative change. It is a political assertion. It responds to an imbalanced global visa system in which Namibians and Africans at large routinely face excessive, costly, and often humiliating visa application processes, especially for travel to Europe and North America.

2. The Myth of One-Way Hospitality: When African Hospitality Isn't Returned

The backlash against Namibia's visa reciprocity policy seems to overlook the glaring inequalities that Namibian citizens endure:

- Namibians must pay €90 (N\$1,800) for a Schengen visa more than the N\$1,600 visa fee charged to tourists entering Namibia.
- Citizens often have to travel to South Africa to apply, particularly when certain embassies are not represented locally.

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Namibia's
updated visaon-arrival policy
is a bold yet
principled response

to a deeply unequal global travel regime.

- The documentation burden such as bank statements, itineraries, invitation letters, employment confirmations is severe.
- Proof of accomodation or hotel reservations.
- Travel/medical insurance with policy wording (coverage for medical expenses/ repatriation vales at € 30 000 for European/ Schengen countries for starters.
- According to VisaVerge and CNN Africa, Africans lost an estimated US\$70 million in 2024 to denied or rejected Schengen visa applications. Nigeria alone lost □7.2 billion (over US\$5 million) due to rejections.

So the question must be asked:

Why should Namibia continue offering visa-free entry to citizens of countries that subject Namibians to costly, discriminatory, and bureaucratically burdensome visa regimes?

3. Tourism Sector Alarmism: Short-Term Thinking vs. Sovereign Rights

While the tourism industry's concerns about booking declines and long queues are valid, the critique borders on alarmism when it suggests Namibia is "shooting itself in the foot" or irreparably damaging its image.

A few key points to consider:

- The timing and rollout of the policy, not the policy itself appear to be the core problem.
- Process inefficiencies (long queues, form confusion) are typical teething issues in any major policy shift and can be resolved administratively.
- The underlying principle of visa reciprocity is normative and just. It is a call for equal treatment of African travellers.

Moreover, if international tourists can afford the high costs of flights, accommodation, and safaris, a one-time visa fee of N\$1,600 is unlikely to be a deterrent especially when many countries charge more and require in-person consular interviews.

4. Visa Reciprocity: A Balanced Approach to International Mobility

Visa reciprocity is a foundational principle in international relations. It ensures that countries extend equivalent visa requirements and privileges to each other's citizens. This mutual arrangement promotes fairness in cross-border travel, diplomatic goodwill, and global mobility (Garfinkel Immigration Law Firm, n.d.).

In the United States, visa reciprocity is reflected through specific issuance fees and validity periods for nonimmigrant visas, based on the treatment U.S. citizens receive abroad (U.S. Department of State, n.d.). Similarly, the European Union embeds reciprocity into its common visa policy, pursuing reciprocal arrangements with non-EU nations (European Commission, 2018).

Recent global actions reinforce this norm:

- Namibia announced plans to impose visa requirements on over 30 countries that have not reciprocated its open visa policies (Henley & Partners, 2024).
- Brazil reinstated visa requirements for citizens of the U.S., Canada, and Australia in line with its longstanding reciprocity approach (Associated Press, 2024).

These moves underscore a simple principle: visa reciprocity fosters mutual respect

and fair treatment, thereby strengthening bilateral relations and encouraging seamless global travel.

5. Diplomatic Fairness ≠ Economic Suicide

Critics argue that Namibia should not "punish" tourists for the actions of their governments. That perhaps is fair point to raise, but it presumes the current system is purely economic and not structurally unjust. Why should Namibia continue grant easy access to its border while its citizens faces severe administrative restrictions especially western countries.

Namibia's visa shift is not about punishing tourists. It is about:

- Challenging a global asymmetry in which African countries are expected to remain perpetually open while facing systemic barriers abroad.
- Demanding dignity and reciprocity in international travel relations.
- Encouraging dialogue: If Namibia like other African nations begins to assert fair treatment as a policy goal, it may pressure global systems into introspection.

Even European policy experts acknowledge that Schengen reforms are unlikely to extend reciprocal visa-free access to Africans any time soon, an implicit admission of the system's entrenched eurocentrism.

6. What Should Be Done? Suggestions for a Balanced Approach

Namibia can maintain the principle of reciprocity while reducing unnecessary harm to the tourism sector. Here's how:

- Improve airport processing: Implement simplified digital platforms, pre-arrival verification, and e-gates for e-visa holders.
- Strengthen communication: Inform airlines and passengers of form requirements in advance, including onboard.
- Special lanes for e-visa holders to avoid bottlenecks.
 - Public transparency: Clearly explain

that this is a sovereigntybased requirement, not a punitive tax. For example, a Namibian traveller recently reported waiting nearly five hours just to have their passport stamped in France.

• Tourism marketing: If feasible, frame the visa fee as an investment in safety, conservation, or infrastructure but only if this claim can be substantiated

7. Continental Context: Namibia Is Not Alone

Namibia's position reflects a broader continental dynamic. Across Africa:

- Millions of dollars are lost annually due to denied visa applications, fees paid with no service rendered. The fees paid are regardless whether visa is granted or not
- Rejection rates for Africans seeking Schengen visas exceed 50%, even when all documentation is provided. Presenting a narrative that African immigrants are not necessarily welcome in Europe, yet we are keen on freely opening our borders for the sake of simply economic benefits.
- Countries like Nigeria, Kenya, Ghana, and South Africa have increasingly called for reciprocal policies.

• African leaders, such as Zambia's President in 2024, have called for visa fee refunds on denied applications.

If Africa is to reclaim agency in global mobility, Namibia's actions should not be viewed as protectionist but rather as a principled stand for dignity.

C o n c l u s i o n : Restoring a Balance

Namibia's updated visaon-arrival policy is a bold yet principled response to a deeply unequal global travel regime. While its implementation requires refinement, its foundation is rooted in fairness. Yes, tourists may be inconvenienced.

Yes, the travel industry may face short-term disruptions. But Namibia like many African nations is signalling that hospitality must be mutual, not one-sided.

Until global mobility is truly fair, policies like these are not acts of punishment but they are assertions of sovereignty, dignity, and justice.

* L o t
Ndamanomhata is
graduate of Public
M a n a g e m e n t,
Journalism and
C o m m u n i c a t i o n.
This article reflects
his views and writes
entirely in his
personal capacity.

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