DEBTS

RFA to write off N\$371m in old vehicle licence fee debts p. 06





COPYRIGHT
How Namibia's
copyright bill could
boost the creative economy
p. 18



BR/EF

News Worth Knowin



Roads Authority plans to regulate driving schools

WEDNESDAY 17 SEPTEMBER 2025

MAIN STORY

Roads Authority plans to regulate driving schools

Authority (RA) Roads confirmed that legislation to regulate driving schools in Namibia is being finalised, with efforts underway to accelerate its implementation.

RA Executive for Transportation, Sidney Boois, said while laws governing driving schools already exist, they have not yet been enacted.

"The issue of driving schools has laws in place, but they are not yet enacted. There are pieces of legislation that are alleged to be solidified, and that process is well underway as regards driving schools in Namibia," he said.

Boois explained that stakeholder consultations have already been held this year to fast-track the process, stressing the role of driving schools in producing competent drivers.

"With the high number of road accidents recorded in Namibia, the regulation of driving schools is essential to ensure stricter requirements for obtaining licences and to promote defensive driving skills," he said.

The move comes after calls from Namibian Traffic Information System (NaTIS) examiners for the Ministry of Works and Transport to regulate driving schools and instructors.

Concerns have been raised over unqualified trainers offering substandard services.



contributing to a high failure rate, particularly among Code B learner drivers.

Proposals under consideration include mandatory training and certification for all instructors, with certificates to be attached to clients' licence applications as proof of

Crucial Dates

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



legitimacy.

GROUP RESULTS AND DISTRIBUTION ANNOUNCEMENT DECLARATION



ORYX PROPERTIES LIMITED
(Incorporated in the Republic of Namibia)
(Registration number 2001/673)
(NSX Share Code: ORY) (ISIN Code: NA0001574913)
("Oryx" or "the Group")

Reviewed condensed consolidated results and distribution announcement for the year ended 30 June 2025

	2025 REVIEWED	2024 AUDITED
Revenue (NS'000)	492.206	451.249
Net property income (NS'000)	334,538	303,121
Change in fair value of investment property -	-	
as per valuations (N\$'000)	95,850	341,048
Profit before taxation (N\$'000)	90,485	416,762
(Loss)/profit for the year (N\$'000)	(193,715)	397,381
Total comprehensive (loss)/profit for the year (N\$'000)	(175,897)	384,794
Basic earnings per linked units (cents)	(61.71)	461.00
Headline earnings per linked units (cents)	(124.17)	107.54
Net asset value per linked units (cents)	2,260	2,425
Distribution per linked unit as declared (cents)	108.00	103.00
Commercial vacancy factor (based on lettable area) (%)	2.4	4.2

Group financial performance

The Group delivered an improved operational performance for the financial year ended 30 June 2025, underpinned by sound execution and a resilient asset base, as evidenced by a 10.36% increase in net property income.

Interest distributions per linked unit increased by 4.9% year-on-year, reflecting disciplined capital management and consistent execution of strategic priorities. The Group achieved a total return of 21%, comprising 12% capital growth and 9% income return, outperforming the yield on 10-year government bonds.

Reported profil for the year, earnings, per share, and headline earnings were adversely impacted primarily by the deercognistion of deferred tax assets, following legislative changes that limit het carry-forward period for assessed losses to five years. Although to the development on a nanual basis, they are not expected to be marked in Although to the adjustments made in the current year. Had these legislative changes not occurred, the "Group's profit for they year, earnings per share, and headline earnings would have always and headline earnings would be a

Fair value adjustments totalled NS96 million (2024: NS341 million), reflecting continued market stability and the quality of the portfolio, albeit at a lower level compared to the prior year. This decline contributed to the lower earnings reported.

The year marked the conclusion of the Group's three-year strategy, with the investment property portfolio closing at N5.47 billion (2024: N54.2 billion). A key milestone was the acquisition of Platz am Meer for N5290 million on 30 unce 2025, expected to yield 11% (approximately N531.9 million in net operating income), enhancing the Group's Gootprick in high-growth segments.

Over the past three years, the Group has generated a cumulative total return of 57% for unitholders, with the 2025 financial year marking the highest total return of 21%. Over the same period, the value of the Group's property portfolio increased by NSL3 billion, with the increase significantly attributed to acquisitions and a cumulative fair value gain of NSS44 million.

Ouring the year, NS146 million (2024: NS188 million) was invested in maintaining and upgrading properties. The investment included NS25 million spent on the first phase of the Maerus Mail redevelopment, NS57 million spent on panietonance costs. The projects are almost a contract of the projects are almost a contracting the projects are almost a contracting the projects of the projects are almost a contracting the projects of In partnership with our development partners, the Group has made significant progress on the highly anticipated Goraengab Mall development in Windhock. The schoping center will be a valuable resource for the underserved Goraengab subsult, the greater Kattutra area, and nearby communities. The mall is it expected to Significantly enhance employment prospects, with approximately 340 jobs created during construction, followed by 360 opportunities once it is operational. The development is expected to be completed by April 2026.

Distribution

The Board declared a final distribution of 55.50 cents per unit (2024: 51.50 cents), following an interim distribution of 55.50 cents per unit (2024: 51.50 cents). Total distribution for the year amounts to N\$123 million (2024: N\$1.18 million), or 108.00 cents per unit (2024: 103.00 cents).

This reflects an increase in distributions, supported by stable operational performance and disciplined capital management. The Group remains focused on delivering sustainable long-term growth enhancing value for unlitholders, with an emphasis on maintaining predictable and reliable distributions.

Maintaining a sustainable distribution pay-out ratio remains a key priority, as the Group continues to strengthen its fundamentals and pursue strategic opportunities that support consistent value creation.

Salient Date

Notice is hereby given of the declaration of distribution number 44, amounting to interest of 55.50cpu, in respect of the six-month period ended 30 June 2025.

Last date to trade cum distribution Friday, 26 September 2025
Units will trade ex-distribution Monday, 29 September 2025
Record date to participate in the distribution Friday, 3 October 202
Payment of debenture interest Friday. 17 October 2025

Interest distribution for the year ended 30 June 2025: 108.00cpu (June 2024: 103.00cpu

Outlook

The Namibian economy is projected to grow by 3.5% in 2055, a slight moderation from 3.7% in 2024, before receivering to 3.9% in 2026. This outlook reflects headwidth is primary industries – particularly agriculture receivering to 3.9% in 2026. This outlook reflects headwidth is primary industries – particularly agriculture and mining – while tertiary sectors such as wholesale, retail, and transport are expected to remain resilient ordivers of growth. The construction sector is also forecast to spanid, supported by mining-related and public infrastructure projects. Against this backdrop, the property sector is police for gradual recovery, buoyed by improved affordability, targeted legislative reforms, and in creasing demand for mixed-sue unban spaces.

The Group has concluded a new 3-year strategic plan focused on enhancing distributions to unitholders, with nodal developments identified as a catalyst for future growth. These developments aim to transform urban spaces into without integrated hubs that combine residential, commercial, and recreational uses—enhancing community connectivity and economic activity.

With a strengthened asset base and an active development pipeline, the Group is well-positioned to make a meaningful contribution to Namibia's built environment and deliver long-term value to its stakeholders.

Short form announcement

This short form announcement is the responsibility of the directors. It is only a summary of the information contained in the full announcement and does not contain full or complete details. This announcement is not in itself reviewed or audited but is extracted from the underlying reviewed information.

Any investment decision should be based on the full announcement accessible from Thursday, 11 September 2025, via the NSX link https://senspdfjsec.ora/documents/2025/nsx/isse/ory/OryJun2025.pdf and also available on our website at www.oryprop.com/investors/.

Copies of the full announcement are available for inspection, at no charge, at the Group's registered office on weekdays during office hours.

By order of the Board of Directors

11 September 2025

Directors

ında (Chairperson)#\$, JJ Comalie#\$, B Jooste (CEO)^, RMM Gomachas\$, MH Muller (SA)#\$, FK Heunis (CFO)^, S Hugo#\$, M Langheld (SA)#\$, TK Nkandi#\$ (#Independent, ^Executive, \$Non-executive

Registered Office

Oryx Properties Limited Maerua Mall Office Tower 2nd Floor, Windhoek



Sponsor

IJG Securities (Pty) Ltd Member of the NSX 4th floor 1@Steps,c/o Grove and Chasie Street Kleine Kuppe, Windhoek

P O Box 186, Windhoek, Namibia Registration No. 95/505







N\$1200.00



Nasan Energies Namibia to acquire 53 Engen and Shell service stations from Vivo

Namibia (Pty) Ltd has announced an agreement with Vivo Energy Namibia to acquire 53 Engen and Shell-branded service stations.

The deal, which remains subject to approval by the Namibian Competition Commission, follows Vivo Energy's purchase of Engen Limited from Petronas in May 2024, which included Engen Namibia.

As part of that process, the competition regulator required Vivo Energy to divest a number of service stations to maintain market fairness.

After what the parties described as a rigorous evaluation process, Nasan Energies emerged as the

preferred bidder.

Vivo Energy Namibia's Managing Director, Jaco van Rensburg, said the agreement fulfilled regulatory obligations while also offering certainty to partners.

"We are pleased to have reached this agreement with Nasan Energies, which not only fulfils the regulatory requirements to maintain the competitive landscape of oil marketing companies in Namibia, but also provides clarity for dealers and partners. We look forward to working closely with Nasan Energies to ensure a smooth transition as we work to complete the transaction," Van Rensburg said.

Nasan Energies co-founder Miguel Hamutenya said the





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company's establishment was in line with government's appeal for greater local participation.

"We do not work in isolation, but towards government's appeal for locals to take ownership of Namibian resources and drive job creation. Nasan Energies will emerge as one of the first locally owned major oil marketing companies in Namibia. The transaction will elevate Nasan Energies to become a leading player in Namibia's retail fuel market, reshaping an industry

traditionally dominated by multinational operators," he said.

Co-founder Shiraz Tobias emphasised the company's Namibian identity, noting that its name reflects both its roots and values.

"The name 'Nasan' is derived from 'Na' for Namibia - where the company is headquartered -'San' from the Khoisan, considered to be one of the oldest cultures in the world. The Khoisan are renowned for resilience and adaptability in some of the world's harshest climates, of which these traits are at the heart of Nasan Energies' ethos - to be dynamic, adaptable and resilient in the competitive energy sector," he said.

Another co-founder, Sean Tobias, said the leadership team had extensive downstream oil, gas, retail and distribution experience, supported by senior advisor Jean-Blaise Ollomo, a veteran with 30 years of experience in the petroleum sector. He added: "It is up to Namibians to support locally owned entities, to ensure that Namibians remain employed and take the lead."

If approved, the acquisition will make Nasan Energies the third-largest operator in Namibia's retail fuel market by number of sites, behind Vivo Energy and Puma Energy.





RFA to write off N\$371m in old vehicle licence fee debts



Recon

he Road Fund Administration (RFA) will write off N\$371 million in old vehicle licence fee debts, accumulated over the past 15 years, as part of efforts to provide financial relief to Namibian motorists.

RFA Chief Executive Officer Ali Ipinge said the changes follow the recent commencement of the RFA Amendment Acts of 2022 and 2024, which align debt collection practices with the Prescription Act of 1969.

"Vehicle owners do not need to apply for this relief – it will happen by operation of law. Currently, the value of such prescribed debt amounts to over N\$371 million. This represents a significant step in relieving the public of historical debts that can no longer be enforced," he said.

The Fund is set to report revenue of around N\$4 billion, with approximately 23% – or about N\$900 million – generated from vehicle licence fees and registration.

Ipinge added that under the amended legislation, vehicle licence fee debts older than three years will be considered prescribed and legally extinguished. For debts less than three years old, the amendments introduce the possibility of waiving interest and penalties, although the principal licence fee remains payable.

"The RFA CEO, with Board approval, can grant waivers up to N\$1 million, with higher amounts requiring ministerial approval. The process is clear, accessible, and applicants can submit requests directly

to the RFA without any application fee," he said.

He further noted that the reforms also address entry fee exemptions in specific cases, such as cross-border military exercises, the transport of medical personnel, and the temporary entry of foreign police officers.

"As set out in the Regulations, all applicants, whether applying to the CEO or the Minister, will receive response within defined 90-day timeline submission from the RFA. This ensures certainty, fairness, and accountability throughout process," Ipinge the said. adding that the reforms strike a balance between compassion and accountability, easing financial burdens while ensuring compliance and sustainable funding for Namibia's road network.

Roads Authority

Executive for Transportation, Sydney Boois, said there are currently about 400,000 registered vehicles in Namibia, with fees varying depending on the vehicle type.

Smaller vehicles generally pay less, while trucks and larger vehicles pay higher annual licence fees.

"However, the proportion of vehicles that do not renew their licences is relatively small. Overall, one can see from the data that over N\$300 million has been collected over time," Boois said.



First date of publication: 16 September 2025

DBMNE0529 - DEVELOPMENT OF A NEW MINERAL RESOURCE ACCOUNTING SYSTEM

DESCRIPTION:

Debmarine Namibia requires the development of a new and fully integrated Mineral Resource Accounting System (MinRAS) to manage all the mineral resource information and replace the existing system. The MinRAS is a system designed to manage the information of all mineral resource blocks. The MinRAS system to be developed requires functionality including (but not limited to) importing, updating, reclaiming, factorising, depleting, reconciling and reporting of resource changes. The system must allow for seamless integration into the Debmarine Namibia spatial database management system (ArcGIS). It should allow for the full migration of the existing resource blocks into the new system, including the full audit trails. Furthermore, the system must be developed to be fully aligned to the company IT architecture and database

SYSTEM DEVELOPMENT COMPETENCIES REQUIRED.

- The service provider must be able to demonst 1. A successful track record in delivering IT technical solutions of reasonable scale and complexity within the mineral resource management or related domains.
- 2. Adequate project management, project qualifications, experience, controls, systems and processes for successful project delivery of IT technical solutions

DOCUMENTS TO SUBMIT:

- Company Profile with a focus on project management capabilities, highlighting at least 3 similar IT solutions with contactable references using industry accepted project management methodologies.

 2. CV's of Technical Personnels' highlighting relevant proficiency in C#, .NET Framework and Microsoft SQL, technical industry-specific
- certifications like Microsoft, Cisco, etc. and case studies of relevant technical work.

 High level project plan which illustrates how the intended outcomes will be delivered effectively and within scope. This should include key
- strategies for quality control and risk mitigation. entation Support Strategy showing duration and scope of support after project completion.
- 5. A high-level cost estimate to deliver the outcome as described, including all relevant components.

CLOSING DATE: 17 October 2025 at 12:00.

ENQUIRIES:

The Commercial Office Tel: +264 61 297 8481

Email: E-tender@debmarine.com

Asite Marketplace: https://za.marketplace.asite.com/

Subject line: DBMNE0529 - DEVELOPMENT OF A NEW MINERAL RESOURCE ACCOUNTING SYSTEM

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

DISCLAIMER:

rine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this Expression of Interest and furthermore reserves the right not to extend this Expression of Interest into any future tenders, negotiations and/or engagements. Debmarine Namibia will not accept submissions rendered after the closing date and time





Hello Future Chief People Officer (CPO)

Welcome to FirstRand Namibia Group, where we believe help is at the heart of human greatness. Our purpose is to help build a globally competitive Namibia and as part of our team, you will be surrounded by unique talents, diverse minds, and an adaptable environment that lives up to the promise of staying curious. Now's the time to imagine your potential in a team where experts come together and ignite effective change.

Role Overview:

Create the Business Human Capital strategic plan and employee value proposition in cooperation with business and HC leaders, ensuring consistency with Group strategy and long-term objectives. Plan for future requirements by incorporating scalable, group-wide human capital capabilities throughout the entire value chain.

Are you someone who can:

- · Shape enterprise strategy using people levers.
- · Oversee HC compliance, risk, and regulations.
- · Lead job structure reviews and design pay frameworks.
- · Drive cultural transformation and new work practices.
- · Align HC strategy with business through Exco partnerships.
- · Use data frameworks to solve key business issues.
- · Share responsibility for effective people management.

You will be an ideal candidate if you meet the below minimum requirements:

- · Degree in Human Resources, Psychology, or Industrial Relations preferred.
- · 8–12 years' Human Capital leadership or other relevant experience, including 3–4 years at EXCO/strategic level.
- · Experience leading transformation, governance, and workforce design across business units.
- · Strong background in reward, talent and succession management, job grading, and executive compensation.

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We look forward to engaging with you further. Apply now!

Closing Date: 26 September 2025

All applications must be done via the Group's application portal.

To access the portal visit this link: https://firstrand.wd3.myworkdayjobs.com/en-US/FRB/login











AfDB warns of delays in Otjiwarongo wastewater PPP project

The African Development Bank (AfDB) has warned of serious delays and risks affecting the Otjiwarongo Waste Water Treatment and Solid Waste Management Public-Private Partnership (PPP) project.

The initiative, which is intended to upgrade wastewater treatment, waste disposal and energy recovery systems, has been hampered by extended procurement lead times for key consultancy assignments.

In its latest report, the AfDB said the late start of the Transaction Advisory Services and the Environmental and Social Impact Assessment (ESIA) had disrupted the original project schedule.

"The delays have affected the overall project schedule, particularly the commencement of consultancy services, which were initially expected to begin earlier in 2025," the bank stated.

The AfDB rated the project's overall performance as moderately satisfactory but identified procurement progress as a major

It said both consultancy assignments



The Communications Regulatory Authority of Namibia (CRAN) published a regulatory 4(1) notice in terms of the Regulations Prescribing Procedures Regarding Application for, and Amendment, Renewal, Transfer and Cancellation of Spectrum Licences in Government Gazette No. 8227. General Notice No. 625, dated Q. October 2023, giving notice of analogue FM broadcasting trequencies available for application to be considered on a first-come-flist-serve

There is frequency available in terms of the regulatory notice of 02 October 2023, and the Authority herewith calls for all broadcasters to apply for frequencies in the areas as set out in the following link:

All applications must be sent or delivered:

- By hand to the head office of CRAN @ Freedom Plaza, Courtside Building (3rd & 4th Floor), c/o Fidel Castro & Rev. Michael Scott Street, Windhoek; By post to CRAN, Private Bag 13309, Windhoek, Namibia;
- By electronic mail to CRAN email address: <u>licensing@cran.na</u>

Questions, queries, and further verification may be addressed to:

Mrs. Josephine Shigwedha Executive: Regulatory & Corporate Legal Services

Tel: +264 61 222 666



are now expected to commence in early Quarter 3 of 2025, provided there are no further setbacks in finalising and mobilising contracts.

"It is now envisaged that both assignments will commence in early Quarter 3 of 2025, assuming no further delays in contract finalisation and mobilization," the report noted.

The bank urged the Executing Agency to accelerate evaluations and approvals in order to meet the revised deadlines.

"The Executing Agency aims to finalise evaluations, secure necessary approvals, and

sign both consultancy contracts by the first week of August 2025," the AfDB said.

Inadequate implementation capacity within Otjiwarongo Municipality was also highlighted as a key risk.

The bank advised the recruitment of a dedicated project management team, while emphasising the need for stronger political support and stakeholder engagement.

It further warned that limited developer interest remained an obstacle, requiring rigorous PPP structuring and investor outreach.

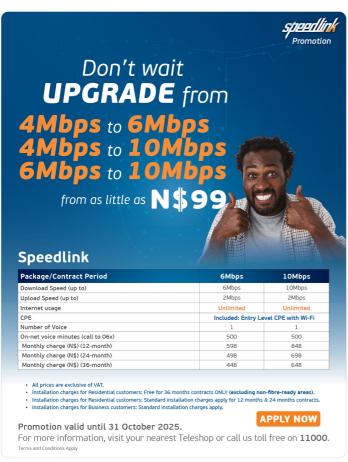
Despite the setbacks, the AfDB stressed

that the project remains aligned with Namibia's development priorities and could regain momentum in the second half of 2025 if corrective measures are taken.

"With the planned acceleration, the project expected to regain momentum in the second half of 2025. Continued close monitoring, proactive coordination, and timely decision-making will be essential to maintain progress and avoid further delays," the report stated.

The AfDB confirmed that it has placed US\$ 20 million (about N\$370 million) in its 2028 pipeline for potential financing once feasibility and environmental studies are complete.

The Otjiwarongo Waste Water Treatment and Solid Waste Management PPP is a feasibility-stage project under Namibia's PPP Act. It aims to deliver a modern wastewater treatment plant, waste-to-energy facility and supporting infrastructure.









Cyber threats surge as Namibia records over 843,000 attacks in Q2

he Namibia Cyber Security Incident Response Team (NAM-CSIRT), housed at the Communications Regulatory Authority of Namibia (CRAN), has warned of a sharp rise in cyber threats, recording more than 843,000 events between April and June 2025.

In its second quarterly report for 2025, NAM-CSIRT

said it detected 549,556 cyber vulnerabilities during the period, representing a 1.62% increase from the previous quarter.

It added that 843,490 cyber events were logged, marking a 224% increase, with non-HTTP sinkhole activity and Botnet infections posing major threats.

Emilia Nghikembua, Head



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of NAM-CSIRT, said the initiative was "a timely and essential advancement for Namibia's digital transformation journey."

She said the surge in threats underlined the urgency for businesses, institutions, and individuals to strengthen cyber defences and adopt proactive security practices.

The report noted that emerging ransomware groups such as World Leaks and DataCarry have become pressing global and regional risks, with African organisations increasingly targeted.

It added that locally, telegram phishing scams and social-engineering fraud remained prevalent. NAM-CSIRT emphasised the importance of "raising awareness, adopting multifactor authentication, and verifying communications to prevent such attacks."

NAM-CSIRT further reported that it has been strengthening national and international partnerships.

It said the official unveiling of the unit by the Minister of Information and Communications Technology, Emma Theofelus, in April 2025 marked "a significant milestone in safeguarding Namibia's digital economy."

The report also stated that NAM-CSIRT took part in the GISEC Global Cyberdrill in Dubai, which set a Guinness World Record as the world's largest cyber drill with over 130 national teams.

It added that the team attended the 37th Annual FIRST Conference and the NATCSIRT Annual Meeting in Copenhagen, where it shared best practices with more than 700 cybersecurity teams from over 100 countries.

NAM-CSIRT said it also joined CRAN in celebrating Girls in ICT Day to promote inclusivity in digital transformation.

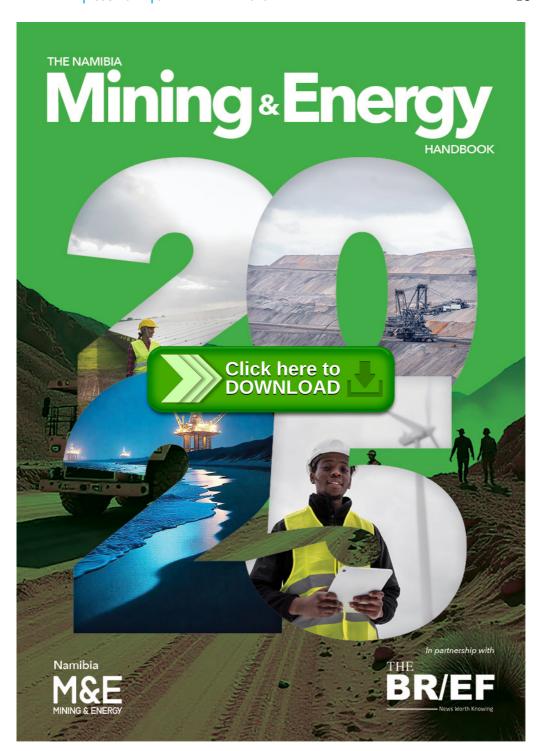
The report noted that the initiative "reaffirmed the importance of fostering an empowered digital generation" by encouraging young women to pursue careers in Science, Technology, Engineering, and Mathematics (STEM).

Thereportfurtherdescribed cyberbullying as a growing threat in Namibia's digital age. It said that while the Communications Act of 2009 and the Electronic Transactions

Act of 2019 provide a framework to address online harassment, the forthcoming Cybercrime Act is expected to strengthen legal protection.

NAM-CSIRT concluded that "cybersecurity is a shared responsibility" and said cooperation between government, the private sector, civil society, and individuals was required to build a trusted digital environment that promotes innovation, resilience, and economic growth.







Bank Windhoek channels N\$12m into social projects

Bank Windhoek says it invested N\$12 million in community development during the past financial year, underscoring its commitment to education, health and food security.

The bank reported that N\$10 million was invested in the Capricorn Foundation, while a further N\$2 million was directed

to projects including the Cancer Apple Project, the Employee Empathy Project, the Mathematics Training Workshop and the School Feeding Scheme. Bank Windhoek said the Cancer Apple Project has raised N\$38.4 million for the Cancer Association of Namibia over 25 years, making it one of the country's longest-running fundraising

initiatives.

In 2025, N\$2.5 million was raised, enabling 2,210 women to be screened during the National Cancer Outreach programme, 331 men to undergo Rapid PSA testing, and 1,706 patients to receive free accommodation during treatment. An additional 372 patients also received follow-up support.

The bank said poverty and limited access to food continue to leave many families vulnerable. response, the In Feeding Scheme, launched in partnership with Imago Dei in July 2023, has expanded from 1,600 children to more than 2,000 learners in 2025.

According to Bank Windhoek, the Mathematics Training Workshop was initiated to address poor performance at senior secondary level. Close to 200 Grade 8 and 9 teachers from 14 regions participated, with 160 confirmed attendees

from regions such as Kavango East, Kavango West, Zambezi, Ohangwena and Omusati.

The bank said the workshops improved subject knowledge, assessment techniques and student engagement, benefiting an estimated 7,000 learners.

Managing Director James Chapman said the bank aligns its social value programmes with Namibia's national priorities and the Sustainable Development Goals.

"Guided by our core values that of being open, dedicated and inspired, we will continue to play a vital role in shaping Namibia's social and economic landscape," he said.

Chapman added that Bank Windhoek believes businesses should go beyond "We believe economic activity. should drive organisations economic progress and contribute meaningfully to society," he said.

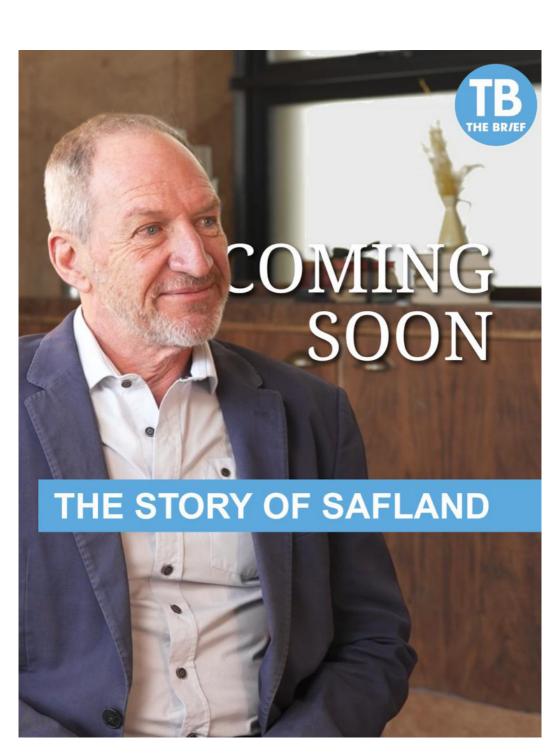


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NTB staff secure 4.25% salary increase under new wage agreement

mployees of the Namibia Tourism Board (NTB) will receive a 4.25% salary adjustment for the 2025/2026 financial year, following a wage agreement signed between NTB and the Namibia Public Workers Union (NAPWU).

The adjustment applies to all members of the bargaining unit, excluding executive managers. The agreement also provides for an across-the-board performance reward to be implemented within the financial year, on or before March 2026. Both NTB and NAPWU confirmed that the deal represents the full and final settlement of wage negotiations for the period.

NTB Chief Executive Officer, Sebulon Chicalu, said the agreement reflected the institution's commitment to its workforce. "This agreement is a demonstration

of NTB's commitment to valuing our employees as key contributors to Namibia's tourism mandate. We are proud to have reached a consensus that recognises their dedication, while also ensuring organisational sustainability," he said.

NAPWU representative, Sam Iilonga, said the outcome strengthened employee confidence in NTB's leadership. "We are pleased with the constructive approach taken by NTB. This agreement not only secures improved wages but also enhances the confidence of workers in the organisation's leadership and commitment to their welfare," he said.

The two parties emphasised their shared responsibility to uphold the terms of the agreement and to maintain cooperation for the benefit of employees, the institution

How Namibia's copyright bill could boost the creative economy

By Shinana Nghixulifwa II

In Namibia, the creative arts have always been treated as somewhat of a "side-hustle" or a hobby.

Namibia's creative sector is rich with talent, mainly the music and film industry and also encompasses talent in the fashion, literature and digital space.

The industry has made significant strides over the years but it can surely do more. The true economic potential of the creative sector remains largely untapped due to poor and outdated legislation, namely the "Copyright and Neighbouring Rights Protection Act 6 of 1994".

The new and proposed Bill, still to be enacted, however, promises to transform the creative sector into more than just a "hobby" or a "side-hustle" The enactment of this new Bill can contribute meaningfully to the Namibian economy and the wellbeing of creatives in the Country.

Due to significant strides in Technology leading to a boom in digital content creation over the years, this has not only left creators vulnerable to piracy but also left Namibian content creators missing out on a worldwide digital market.

The new Bill promises to address all these gaps by addressing clear rights for authors, performers, creators and publishers. This will ensure fair compensation and monetization for Namibian content whether it's streamed on global platforms or in local markets.

66

The true
economic
potential of the
creative sector
remains largely

untapped due to poor and outdated legislation, namely the "Copyright and Neighbouring Rights Protection Act 6 of 1994".

Unpacking the Draft Copyrights and Related Rights Bill

In most parts of the world, creative industries are fairly recognized as engines of growth and contribute significantly to their countries' GDP while creating significant employment. With the new Bill's enactment, here is what Namibia can expect:

- 1. The establishment of the Copyright and Related Rights Fund: The new Bill plans to establish a Copyrights Fund that will be financed through a Copyrights Levy. This Levy intends to provide a fair and reasonable compensation mechanism for rights holders. A levy will be placed on the importation of all devices for digital storage materials on the market.
- 2. Stronger Collective Management Organisations (CMO): CMO's such as the Namibia Society of Composers and Authors

of Music (NASCAM) will be empowered even further through this Bill, allowing them to collect more revenue on behalf of the Artists. This will allow Artists to finally be paid what is due to them.

- 3. Enhanced Legal Framework for Digital and Online Use: The Bill will strengthen protection of Namibian content creators work in the digital environment allowing them to be able to monetize their online content and access global markets.
- 4. Support for Indigenous and Cultural Expressions The Bill safeguards traditional knowledge and expressions of folklore, enabling communities to benefit commercially from their heritage while preserving our identity.
- 5. Increased Investor Confidence: A modern Copyright Bill aligned with International treaties makes Namibia more attractive to international media, film and publishing companies. These foreign partnerships can bring in much needed revenue, skills and technology transfer.

All these initiatives will lead to Job Creation across the Value Chain – From production studios to digital platforms, from event organizers to marketing agencies, a well-regulated creative industry stimulates demand for skilled and semi-skilled jobs.

A Catalyst for SWAPO Party's Manifesto Implementation Plan

Due to the visionary leadership of our President, H.E Netumbo Nandi-Ndaitwah, this Bill does not exist in isolation—it reinforces the SWAPO Party Manifesto Implementation Plan, which prioritizes the Creative industry. Legal certainty around

intellectual property will go a long way in ensuring the creative sector is well looked after.

In the **SWAPO** Party Manifesto Implementation Plan, Her Excellency highlighted the need to strengthen the Namibia Film Commission. This includes promoting our Country as a destination for international companies to regularly film their movies here. In the past, we have had movies such as: "Mad Max: Fury Road", "10,000 BC", "The Mummy" all shot in Namibia. Thus building a permanent sort of "Film City" that regularly hosts international movie companies to film their Hollywood Blockbusters on our shores isn't such a bad idea.

Namibia's Time to Act

With the Bill almost close to reaching Parliament, we must ensure our lawmakers do not waste time enacting it. Our Parliamentarians must see this Bill as an economic enabler that could empower thousands of creators while also boosting economic activity.

The world is ready for Namibian stories, music, and innovation. Now, with the Copyright Bill, we have a chance to protect them, value them, and let them grow our economy.

*Shinana Nghixulifwa II serves as the Vice Chairperson on the Interim Board of the Namibian Society of Composer and Authors of Music (NASCAM). He is also the Co-Founder of Barima Advertising and Campus Connect Magazine.





Commodities Spot Gold 3683.54 Platinum Palladium 1374.93 1164.26 42.33 Uranium 75.15 Brent Crude 68.42 Iron Ore (in CNY) 804.00 10126.50 Copper Natural Gas 3.16 Lithium 9.25

Currencies 17.35 LISD/ZAR 20.57 EUR/ZAR GBP/ZAR USD/CNY EUR/USD 7.10 GBP/USD 1.37 USD/JPY Namibia CPI 3.20% Namibia Repo Rate Namibia Prime Rate 6.75% 10.50%

Global Indices in %

Nikkel
Hong Kong
Shanghai Composite
CAC Index
DAX Index
Euro Stoxx 600
FTSE 100
S&P
Nasdaq
Dow Jones

7% -5% 0% 5% 10% 15% 20% 25% 30% 35% 40%

JSE Sectors: Year to Date Performance in % Telecommunications Technology SA Listed Property Precious Metals Industrials Health Care Financials m 961Y • %YTD Energy Consumer Staples Consumer Services Consumer Discretionary Construction and Materials Basic Materials 50 100 150

Today's JSE Top 40 Top & Worst Performers in % Woolworths Holdings Ltd/South Prosus NV Naspers Ltd Bidvest Group Ltd Anheuser-Busch InBev SA/NV Nedbank Group Ltd Northam Platinum Holdings Ltd Valterra Platinum Ltd MTN Group Ltd Aspen Pharmacare Holdings Ltd

NSX Stocks Performance in % SBN Holdings Ltd Paratus Namibia Holdings Ltd Oryx Properties Ltd Nictus Namibia Namibia Breweries Ltd Namibia Breweries Ltd Mobile Telecommunications Ltd/ Letshego Holdings Namibia Ltd Capricom Group Ltd Alpha Namibia Industries Renew -10% 0% 10% 20% 30% 40%

