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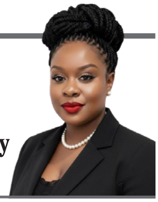

THE BRIEF
News Worth Knowing

Namibia cautious on joining Angola's De Beers consortium bid

MONDAY 29 SEPTEMBER 2025

MAIN STORY

Namibia cautious on joining Angola's De Beers consortium bid

Namibia will take a cautious approach before deciding whether to join a proposed Pan-African consortium to acquire a stake in De Beers, Deputy Prime Minister and Minister of Industries, Mines and Energy Natangwe Ithete has said.

"It depends, to be honest, the diamond industry is going down. It is not a secret that the industry is under pressure and affected by the so-called lab diamonds, the synthetic diamonds. So this is something we need to study very carefully, to determine whether it is worth pursuing or not," Ithete told Namibia Mining & Energy.

He confirmed that Angola is yet to engage the Namibian government on the matter but stressed that this was not due to any difficulties between the two countries.

"We have very good collaboration with Angola. Maybe the communication has not yet come through, or maybe it is still to come. But what I can say is that we have a very good relationship with Angola," he said.

His comments follow Angola's submission of a formal bid for a minority stake in De Beers, with a plan to form a Pan-African consortium of diamond-producing nations, including Botswana, Namibia and South Africa, to acquire and operate the company now being sold by Anglo American.

Angola's Ministry of Mineral Resources confirmed on Wednesday that Endiama, the state diamond company, had lodged a "fully

financed offer." Minister Diamantino Pedro Azevedo said the proposal seeks to safeguard De Beers' independence while ensuring balanced African participation.

"Our bid is designed to foster a partnership

Crucial Dates

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

> We have very good collaboration with Angola. Maybe the communication has not yet come through, or maybe it is still to come.

in which Botswana, Namibia, South Africa and Angola all participate meaningfully, ensuring that no single party dominates and that the company can grow as a truly international commercial entity," Azevedo said.

The move comes in the same week that Botswana, already a 15% shareholder, announced its intention to seek a controlling stake in De Beers. Angola, however, is advocating for a shared ownership structure among the region's leading diamond producers.

Anglo American, which owns 85% of De Beers, valued the company at US$4.9 billion in February, though banking sources suggest current market conditions may force acceptance of lower offers.

The diamond industry is facing mounting challenges, including competition from laboratory-grown stones and declining demand in key markets such as China.

Namibia already plays a central role in De Beers' operations. The Government of the Republic of Namibia and De Beers each hold 50% shares in Namdeb Holdings (Proprietary) Limited, under which Namdeb Mining and Debmarine Namibia operate.

The two also share equal ownership in the Namibia Diamond Trading Company (NDTC).

De Beers and Angola have been partners since 2022, when they signed exploration agreements later expanded to cover processing.

Last month, the collaboration delivered Angola's first major kimberlite discovery in more than 30 years. At the time, De Beers chief executive Al Cook described Angola as "one of the best places on the planet to look for diamonds."

Angola also recently removed Russia's Alrosa from its mining sector, selling the Russian company's stake in the country's fourth-largest diamond mine to Omani investors.

42 youth ventures worth N$14.7m secure funding from N$500m fund

The government has launched the National Youth Development Fund (NYDF), with 42 youth-owned projects valued at N$14.78 million announced as the first beneficiaries.

Prime Minister Elijah Ngurare, officiating at the launch in Gobabis, said the N$500 million fund, with N$257 million allocated in the 2025/26 financial year, will provide affordable loans and grants to youth enterprises across all 14 regions.

"From these, 42 successful projects, 3 from each of the 14 regions, will be announced today. This does not mean out of 11,475 applications, only 42 will be beneficiaries of the N$250 million Youth Fund," Ngurare said.

According to the Prime Minister, the successful projects were selected from 11,475 applications received during the pilot phase and have the potential to create 315 jobs.

He said start-ups will access between N$60,000 and N$200,000 at 2% interest, while growth and expansion enterprises will qualify for up to N$1 million at slightly higher rates.

The fund requires no collateral and includes a grace period of up to 12 months before repayment begins.

Projects from across the regions received between N$80,000 and N$1 million, covering farming, renewable energy, auto repairs, welding, gemstones, leather processing, fisheries, recycling, media, butchery, brick manufacturing, film production and logistics.

Youth cooperatives in Kunene and Oshana also benefited, alongside poultry, agriculture and creative industry projects in Khomas.

Ngurare said beneficiaries will undergo entrepreneurship training, while unsuccessful applicants will be supported through capacity building.

"The criteria is that the youth fund must be clear and must be youth friendly. If and when we find that the criteria are not helpful, let's change them for the benefit of the Namibian youth," he said.

The fund will be managed by the Development Bank of Namibia, Agribank and the Environmental Investment Fund, with NamPost expected to join.

Contributions from NamibRe, DBN, NIPAM and international partners such as the African Development Bank and the United Nations will support its sustainability.

Namibians borrow N$1.5 billion from microlenders in three month

Loans taken up by Namibians from microlenders rose to N$1.5 billion by the end of the second quarter of 2025, marking a 4.7% increase from the previous quarter and a 25.6% rise compared to the same period last year.

"The growth was driven by higher disbursements from term lenders and payday lenders. Term lenders accounted for 59% of the total disbursements and payday lenders contributed the remaining 41%," the Namibia Financial Institutions Supervisory Authority (Namfisa) said.

The authority reported that the sector's loan book value also expanded, reaching N$7.8 billion, reflecting a 2.8% quarterly increase and a 6.9% year-on-year rise.

Term lender loans, which make up 93% of the total loan book, grew by 2.6% quarter-on-quarter to N$7.2 billion.

"Collectively, Entrepo Finance, Letshego Micro Financial Services (Namibia), and Old Mutual Finance (Term) controlled 75.7% of the industry's total loans, holding 28.4%, 28.4%, and 18.9% respectively," Namfisa stated. The total number of household borrowers involved in microlending transactions reached 241,369, up 34.0% from the same quarter in 2024 despite a 6.9% decline compared to the first quarter of 2025.

"Term borrowers continued to exceed payday borrowers at the end of the review period, even with the quarterly contraction in total household borrowing," Namfisa added.

The number of new loans issued climbed to 179,519, representing a 1.8% quarterly increase and a 3.2% annual rise. Payday lenders dominated new loan issuance, accounting for 85.0%, while term lenders issued the remaining 15.0%.

"Higher loan disbursements and a greater number of new loans issued during the review period contributed to the growth in the loan book," Namfisa noted.

Open season on banks

BRIEFLY

Billions in profit, and the critics circle. Namibia's banks report strong earnings, and they are swiftly blamed for household debt. Social media obliges with outrage. It is an easy target — and a lazy one.

Profit is not a windfall squeezed out of the poor. It is what remains after absorbing defaults, setting aside provisions, and meeting capital requirements. Most of all, it is profit after tax. The banking sector contributes hundreds of millions annually to the Treasury in corporate tax, and distributes hundreds of millions more in dividends — income that flows directly into pension funds and unit trusts relied upon by ordinary Namibians. To suggest that profits disappear into offshore vaults reflects either a misunderstanding or a deliberate misrepresentation.

Debt, too, is misrepresented. Banks do not manufacture over-indebtedness; households borrow because wages stagnate while food, fuel and utilities climb. Without a national framework for debt literacy or income growth, arrears will rise regardless of bank earnings. Instead of denouncing banks, it is time to confront the harder truth of stagnant wages and weak fiscal discipline.

The most reckless proposal raised so far is a cap on interest rates. It will not rescue the indebted. It will ration credit. Those with strong collateral will still borrow, while small businesses needing start-up capital will be cut out. Into that gap step informal lenders, charging triple with no protection. The very loan-shark economy so often condemned will, in fact, have been created.

What makes the criticism thinner is its lack of evidence. No case studies, no benchmarks, no comparative data — only slogans. Not one detractor has shown how Namibian banks differ from peers in the region, or explained why margins here should be lower in a high-risk economy. This is not policy. It is theatre.

Scrutiny is fair. Vilification is not. Profits are not theft; they underpin credit supply, retirement income and tax revenue. Undermine them with populist fixes and the cost will fall on the same households said to be defended.

**** Briefly is a weekly column that is opinionated and analytical. It sifts through the noise to make sense of the numbers, trends and headlines shaping business and the economy with insight, wit and just enough scepticism to keep things interesting. THE VIEWS EXPRESSED ARE NOT OUR OWN, we simply relay them as part of the conversation.***

Govt targets more towns for flexible land tenure expansion

The Government is targeting additional local authorities, including Windhoek, Otjiwarongo and Lüderitz, to expand the Flexible Land Tenure initiative following its rollout in Oshakati, Gobabis and now Outapi.

This comes after the Outapi Town Council made 9.4 hectares of land available for the project, which has been surveyed and subdivided into residential plots and common properties.

Speaking at the handover of 173 land hold titles in Outapi, Executive Director in the Ministry of Agriculture, Fisheries, Water and Land Reform (AFWLR), Ndiyakupi Nghituwamata, said the Government had invested N$980,094 in project planning processes, covering feasibility studies, surveying, registration and other preparatory costs to ensure effective implementation.

"I am happy to indicate here that the Government of the Republic of Namibia spent a collective amount of N$980,094.00 in planning processes, feasibility studies, surveying, registration and other related costs, which was done by the Government officials," she said.

She further explained that of the 173 titles handed over, 115 were registered in the names of women, describing this as an important step in promoting women's access to land and property rights.

Beneficiaries were drawn from the O.O. Namakalu, Tutungeni, Petrus Kalipi and Tulongeni settlements.

"It is therefore against the above backdrop that I urge other Local Authorities with informal settlements to approach us at the Ministry, and the Ministry of Urban and Rural Development, to collaborate in formalisation through the Flexible Land Tenure Act in order to provide tenure security to low-income people in a cheaper and simpler manner," she added.

The Flexible Land Tenure Act, a pro-poor policy reform, is aligned with the national goal of delivering 10,000 plots annually for low- and medium-cost housing, as outlined in the ruling party's 2024 election manifesto.

Shadow AI employees: Why your company needs an AI usage policy

By Chisom Obiudo

Your finance manager uploads sensitive client data into ChatGPT to prepare a quarterly report.

Your marketing coordinator inputs proprietary product information into an AI tool to generate social media content.

Your legal assistant uploads confidential contract templates to expedite the contract drafting process.

Each employee believes they are simply working more efficiently. What they don't realise is that they may have just exposed your company's most valuable assets to unknown third parties, violated client confidentiality agreements, and potentially breached international data protection laws.

This is shadow AI usage in the workplace: employees using artificial intelligence tools in their daily work without organisational approval, policies, or oversight. The scale of this hidden adoption is staggering.

According to Microsoft's 2024 Work Trend Index study, 75% of knowledge workers use AI tools at work. Yet, while 79% of leaders agree that AI adoption is critical to remaining competitive, 60% worry that their company lacks a vision and plan to implement it. Even more concerning, 78% of AI users are bringing their own tools to work rather than using company-approved solutions.

In Namibia's rapidly digitalising economy, this percentage continues to increase as professionals realise that these tools help them compete more effectively across sectors, from financial analysis to tourism marketing.

> **"Your legal assistant uploads confidential contract templates to expedite the contract drafting process.**

The challenge becomes more complex because Namibia currently has no data protection legislation, leaving businesses to navigate international frameworks without clear domestic guidance.

The critical insight that most corporate leaders miss is simple: the problem is not the technology itself, but the absence of proper oversight. Your employees are not being reckless—they are being resourceful. However, without AI governance frameworks, training, and oversight, their innovative approaches can create risks that threaten your organisation.

The Hidden Dangers of Unregulated AI Use

Understanding these risks requires examining how shadow AI creates vulnerabilities that traditional business controls never anticipated. For Namibian businesses serving international clients, these dangers appear in three critical areas.

Data exposure and privacy violations represent the most immediate concern. When employees input confidential information into public AI platforms, they may inadvertently share sensitive data with foreign entities. Most employees don't realise that many AI platforms use input data to improve their models, meaning your confidential information could theoretically appear in responses to other users.

This challenge becomes particularly acute for Namibian businesses because the country lacks comprehensive data protection legislation. Companies serving clients in the European Union must comply with GDPR requirements, whilst those working with South African entities must consider POPIA regulations. Without clear domestic guidelines, businesses must navigate this complex web of international frameworks whilst managing legal uncertainty.

Intellectual property risks emerge when proprietary information or trade secrets are shared with AI systems. Consider a mining company engineer who uploads geological survey data to an AI tool for analysis and interpretation. That proprietary information about mineral deposits could potentially be retained by the AI platform and influence responses to competitors asking similar questions.

Reputational damage can occur when AI tools generate inappropriate or factually incorrect content that reaches clients or stakeholders. AI systems can produce biased outputs, fabricate information, or generate content that contradicts company values. The speed and scale at which AI can create and distribute information amplifies the potential impact of such incidents.

Why Banning AI Is Not the Solution

Complete AI bans are largely unenforceable in practice. Employees who recognise AI's value will continue using these tools whilst being more secretive about it, driving the behaviour further underground and eliminating any possibility of guidance or oversight.

AI bans place companies at a serious competitive disadvantage. A 2024 McKinsey study found that companies using AI responsibly achieved 15-25% productivity improvements across knowledge work tasks. In Namibia's competitive business landscape, companies that do not utilise these tools risk being outperformed by more agile competitors.

The solution lies not in prohibition, but in strategic governance that harnesses AI's benefits whilst managing its risks.

Developing an AI Governance Framework

Effective AI governance requires a systematic approach. Begin with a comprehensive assessment: conduct anonymous surveys to understand current AI usage across departments, identify which tools employees are using and for what purposes, and map these activities against your risk framework to prioritise governance efforts. Develop targeted policies that address your organisation's specific risk profile rather than theoretical concerns. Create clear, practical guidelines that specify which AI applications are permitted, prohibited, or require approval. For example, using AI for internal brainstorming may be permitted without restriction, whereas using AI for client communications requires supervisory review.

Risk-based classification systems help organisations prioritise their efforts. High-risk activities, such as processing client data or generating external communications, require stricter controls. Medium-risk applications need moderate oversight with clear guidelines. Lower-risk uses can operate under flexible guidelines while maintaining basic oversight and control.

Building AI Literacy and Implementation

AI literacy encompasses three key areas: understanding the capabilities and limitations of AI tools, understanding the ethical and privacy implications of AI use, and developing practical skills in effective AI interaction.

The Microsoft study reveals that only 39% of employees using AI at work received company-provided training, while just 25% of organisations plan to offer training on generative AI. This creates a dangerous knowledge gap that hampers productivity and elevates risks.

Implement structured training programmes that provide all staff with essential AI literacy skills through workshops or online modules. Offer specialised training for high-risk roles identified during the assessment phase. Make this training ongoing rather than one-time, as AI technology evolves rapidly.

Establish ongoing oversight mechanisms with designated AI governance leads in each department. Implement regular compliance monitoring and establish clear processes for addressing policy violations and adapting to new developments.

The Cost of Inaction

Every day without proper AI governance policies increases your organisation's risk exposure. Meanwhile, competitors may gain strategic advantages through responsible AI adoption. The question is not whether artificial intelligence will reshape Namibian business practices, but whether your organisation will lead that transformation or be overwhelmed by it.

Chisom Obiudo is an admitted legal practitioner of the High Court of Namibia.

She also serves as a member of the NCRST National Artificial Intelligence Technical Advisory Committee.

** Chisom holds a master's degree in Corporate Governance and professional certificates in Non-Executive Directorship, AI Governance, and Legislative Drafting.*

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The future of a recruiter: Marketer, Psychologist, and Data Analyst

By Even Hashikutuva

> **Companies need to present themselves the right way to attract the right people.**

I've been in the marketing space for years now. And I know to some people, that may not sound like a long time, but in today's world, a few years can feel like a decade.

Things move fast. I've seen industries shift overnight, strategies become obsolete, and tools evolve in ways we couldn't imagine just five years ago.

And if there's one thing I've learned, it's this: the way we connect with people matters more than ever, whether you're selling a product or hiring talent.

That's why I believe the future of recruitment belongs to those who can wear multiple hats: the marketer, the psychologist, and the data analyst. Because gone are the days when recruitment was just about posting jobs and waiting for applications to roll in.

The recruiter of today is no longer just a gatekeeper. They're a storyteller, a behavior expert, and a strategist who can read both people and data. If your hiring team hasn't evolved to reflect that, you're already falling behind.

Selling the Job Isn't Enough. You Need to Sell the Mission

Here's something I learned in marketing: people buy stories, not just servicesand recruitment is no different.

People don't just want a job anymore; they want to be part of something. A place that feels like family. A space where they can build, grow, and belong. Considering we spend around 70% of our waking hours at work, that environment matters a lot.

This is why employer branding is no longer optional. Companies need to present themselves the right way to attract the right people. Imagine doing all the hard work to find the perfect candidate, only for them to say no, not because of the offer, but because they couldn't connect with the company's identity.

And that's where the competitors win.

When a company gets its branding right, it doesn't just attract clients. it becomes magnetic to top-tier talent. Because who doesn't want to work at a place where the culture actually aligns with their values?

The Recruiter as a Psychologist

Marketing also taught me that understanding why people make decisions is just as important as what they decide. The same applies in recruitment.

Recruiters need to understand people

beyond the resume. You have to read behaviors, spot personality types, and gauge whether someone's goals align with where the company is headed.

Interviews aren't just for asking questions; they're for listening. Watching. Paying attention to emotional cues, body language, tone, and posture.

These things speak louder than words sometimes.

And it's not just about what candidates want. You have to understand what drives them.

That's how you spot real potential and values alignment, not just experience on paper.

You're also protecting your process from bias. Things like the halo effect or confirmation bias can easily cloud your judgment. But a psychologically intelligent recruiter builds trust and creates a better candidate experience from start to finish.

The Recruiter as a Data Analyst

Now here's where recruitment and marketing overlap again: data.

Just like in campaigns, recruiters need to track the numbers that matter.

Time-to-fill, drop-off rates, quality of hire, and retention after 90 days, these metrics tell us where to adjust, where we're winning, and where we're losing people.

According to LinkedIn's Global Talent Trends report, companies using data-driven hiring practices are three times more likely to improve their recruitment effectiveness.

The thing about data is that it doesn't replace human instinct, it enhances it. When used right, it makes your process smarter and your decisions sharper.

AI is Already Changing the Game

And let's not ignore the obvious: AI is shaking things up.

From automating screening and interview scheduling to writing job descriptions and analyzing candidate sentiment, AI is changing the way we hire. It's making things faster, sure. But speed without strategy is a risk.

AI doesn't replace the recruiter; it forces recruiters to evolve.

The human element, relationship building, understanding motivation, and selling the mission are still things machines can't replicate. Not well, anyway.

The recruiters who thrive in this new age will be the ones who know how to use AI without losing the human touch. They'll combine data with empathy. Tech with storytelling. That's where the future is.

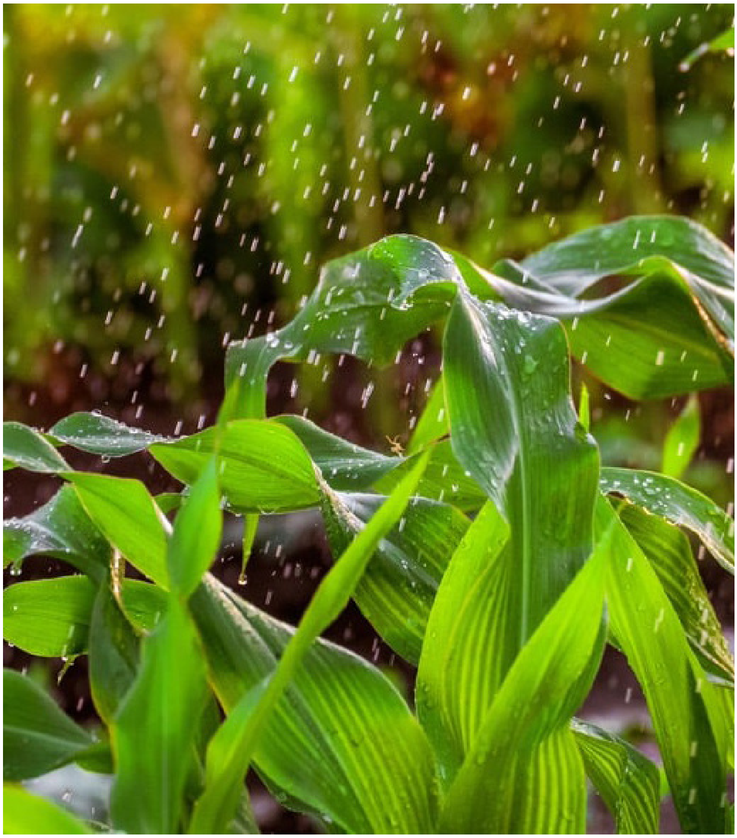
Final Thoughts

Whether you're hiring for your startup, scaling your team, or trying to level up your recruitment game, the formula has changed. The recruiter of the future is no longer a one-trick pony.

They're part marketer, part psychologist, part analyst, and 100% essential to the future of your organization.

And if you're still hiring like it's 2010, you're not just missing talent. You're handing it to someone else.

Even Hashikutuva is an AI-driven automation strategist and entrepreneur focused on helping recruitment agencies streamline their hiring processes. From integrating systems to generating leads and orchestrating full hiring journeys, Even's work is rooted in boosting growth through smart tech.



The basics: Prepare for the rainy season

By Erastus Ngaruka

As Namibian farmers eagerly anticipate a favorable rainy season, signs of climate change persist.

Although the previous rainy season may have ended with a sigh of relief for farmers, every rainy season has become spatially and temporally unique in terms of its initiation, intensity, distribution, and duration.

This means farmers need to continuously prepare for every rainy season, as each season may present different challenges and climate change related risks. These include floods, lightning, heavy winds, cold, drought, disease, and pest outbreaks, among others.

The previous rainy season provided much-needed relief for many livestock farmers in the country as the grazing capacity improved, although not optimally in terms of value. All the while, the density of unwanted plant species has increased as well.

Much of the forage yield from the previous season was underutilized due to poor grazing value, and a significant number of grazing animals, especially cattle, were drastically reduced during the drought years.

This has left significant quantities of grass as fuel load, which can intensify the impact of veld fires that destroy large tracts of grazable land. Moreover, as much as farmers always wish for a good rainy season to improve their grazing conditions, they must also be cautious of and prepare for the veld fire events at the end of the season.

To this end, it is very important that the rangelands are prepared to benefit from rainfall while ensuring that sufficient forage materials are preserved, protected, and available until the next season.

At this point, farmers need to adopt sustainable and restorative rangeland utilization practices such as re-seeding with valuable perennial grasses, bush-thinning, soil rehydration and stabilization to control erosion and excessive run-off, and evaporation.

Moreover, farmers need to adopt the application of sustainable grazing practices to preserve valuable grazing materials.

With the positive hope of good showers, farmers need to prepare and protect farm infrastructure and livestock from possible floods, especially in risky areas such as the northern parts of the country.

Moreover, farmers need to adopt techniques of harvesting rainwater and storage for later use in gardens and other household needs.

On the other hand, moist environmental conditions also predispose the prevalence of insects such as mosquitoes, ticks, and biting flies.

These insects can transmit common diseases such as lumpy skin disease and tick-borne diseases such as sweating sickness and anaplasmosis (gall sickness), among others.

To this end, farmers need to vaccinate their animals, especially against lumpy skin disease by November, as it can also disturb cattle marketing when there is an outbreak.

Similar to the previous rainy season, there will be a high prevalence of internal parasites, more especially the liver fluke, among others.

The liver fluke's intermediate host is a snail, and as it moves around, it leaves parasites on the grass or in water.

It is therefore vital for farmers to understand the seasonal prevalence of parasites and related symptoms such as itching, anemia, bottle jaw, diarrhea, and running nose, and to select the correct anthelmintics or antiparasitic remedies.

As much as rainfall provides relief for livestock farmers, it can also be a disturbance to the well-being of livestock. Apart from diseases and parasite prevalence, rainfall also comes with cold and windy conditions, lightning strikes, and damp environments that can be unhygienic and uncomfortable for livestock, for example, muddy kraals.

Livestock kraals should always be cleaned and sheltered to protect animals from rain, cold, wind, and lightning.

These stressful conditions can result in incidences of lung infection (pneumonia or pasteurellosis), especially in goats and sheep. However, pasteurellosis can be prevented through vaccination.

Furthermore, rainfall also affects livestock foraging activities, limiting their foraging time and daily intake as they run for cover to avoid getting wet.

To that end, extra feed should be provided to compensate for the possible loss of dry matter intake and to enhance the animals' metabolism for them to keep warm from metabolic heat.

Lastly, livestock farmers need to maintain hygienic and safe environments for their animals to ensure that their welfare and performance are not compromised. Moreover, farmers need to keep abreast of information related to climatic activities and prepare for every possible challenge that can come with every rainy season.

Erastus Ngaruka is a Technical Advisor-Livestock & Rangeland Management at Agribank

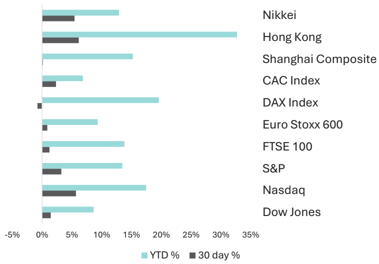
The Market Lens

Enriching Generations

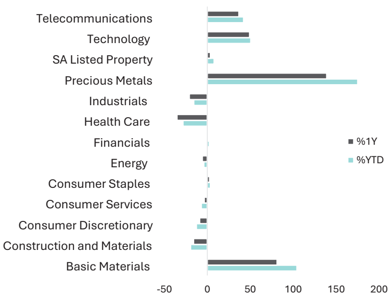
SIMONIS STORM

Commodities		Currencies	
Spot Gold	3823.49	USD/ZAR	17.28
Platinum	1602.19	EUR/ZAR	20.28
Palladium	1272.74	GBP/ZAR	23.20
Silver	42.33	USD/CNY	7.12
Uranium	78.05	EUR/USD	1.17
Brent Crude	68.12	GBP/USD	1.34
Iron Ore (in CNY)	786.50	USD/JPY	148.6
Copper	10181.50	**Namibia CPI**	**3.20%**
Natural Gas	3.20	**Namibia Repo Rate**	**6.75%**
Lithium	9.25	**Namibia Prime Rate**	**10.50%**

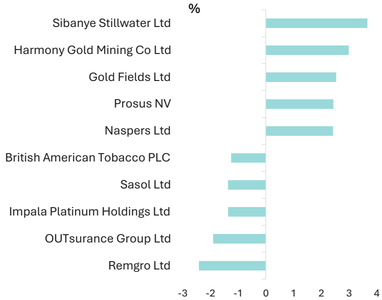
Global Indices in %



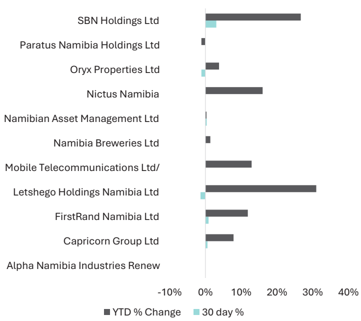
JSE Sectors: Year to Date Performance in %



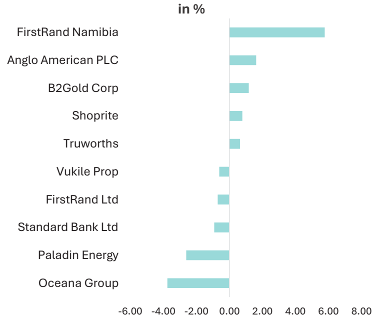
Today's JSE Top 40 Top & Worst Performers in %



NSX Stocks Performance in %



Today's NSX Overall Top & Worst Perfomers in %



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