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THE

# BRIEF

News Worth Knowing



**NSX signals openness to Dangote  
listing as pan-African IPO gathers pace**

TUESDAY 14 APRIL 2026

## MAIN STORY



## NSX signals openness to Dangote listing as pan-African IPO gathers pace

The Namibia Securities Exchange (NSX) has signalled its openness to a potential listing by Africa's richest man, Aliko Dangote, as discussions around a pan-African initial public offering (IPO) gather momentum.

Responding to The Brief about Dangote's reported plans to pursue a multi-exchange listing for his refinery business, NSX Chief Executive Officer Tiaan Bazuin maintained a cautious stance, noting that the exchange

### Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
  - \* 22 April 2026
  - \* 17 June 2026
  - \* 12 August 2026
  - \* 21 October 2026
  - \* 02 December 2026
- **Namibia Oil and Gas Conference 18–21 August 2026 in Windhoek**

does not comment on potential or speculative listings.

However, he said the bourse would “welcome any such listing”, signalling Namibia’s readiness to participate in what could become a landmark capital markets transaction.

“We can’t comment on potential or possible listings, but obviously we would welcome any such listing,” he said.

Momentum around the IPO has been building, with Nairobi Securities Exchange Chief Executive Officer Frank Mwiti confirming that Dangote is exploring a multi-listing strategy across several African bourses.

Reports indicate that Dangote has appointed Stanbic IBTC Capital Ltd., Vetiva Advisory Services Ltd., and FirstCap Ltd. as advisers on the transaction.

If completed, the listing would mark one of the first pan-African IPOs, with the potential to deepen capital markets, boost liquidity and broaden investor participation across the continent.

Dangote has indicated that at least 5% of the refinery could be floated initially, with shares to be released in phases depending on investor demand and market conditions.

His long-term stake could be reduced to between 65% and 70%.

The refinery, built at an estimated cost of US\$20 billion in Lagos, has a processing capacity of

650,000 barrels of crude oil per day, making it the largest single-train refinery in the world. Plans are also in place to expand capacity to 1.4 million barrels per day.

The Dangote Group has also been linked to a planned investment in Namibia, estimated at approximately N\$2.6 billion (US\$140 million), through the development of a petroleum tank farm at the Port of Walvis Bay, with negotiations with the Namibian government ongoing over the final scope of the project.

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## Windhoek erven backlog requires N\$17bn to clear, City warns

The City of Windhoek says accelerating delivery to address the full backlog of approximately 55,000 erven would require investment of about N\$17 billion, underlining the scale of infrastructure needed to tackle the capital's housing crisis.

City representative Theunis Heunis said the funding requirement reflects the cost of bulk infrastructure needed

to service land, including water, sewer and electricity, as demand continues to outpace delivery.

He said government would need to allocate at least N\$900 million annually over a 10-year period to support the delivery of serviced land, as part of a plan to roll out 67,000 erven.

“We have indicated that government needs to consider a phased implementation

period, as timelines are a critical constraint. Delivering 67,000 serviced erven cannot be achieved simultaneously. Based on this, we proposed that if the full 67,000 serviced erven are to be delivered over a 10-year period, an annual allocation of at least N\$900 million from government would be required,” Heunis said.

At this level of funding, the City estimates that about 7,000 erven could be delivered each year, in line with earlier projections of between 5,000 and 8,000 erven annually.

However, Heunis warned that current funding levels fall well short of requirements, with previous allocations significantly reduced or not disbursed.

“This allocation would support the servicing of land and the reduction of the existing backlog, for which we have already provided the quantified stock figures. In the previous financial year, government committed to a specific funding amount; however, this was subsequently reduced, and the allocated funds were ultimately not disbursed,” he said.

The City said bulk servicing remains a major constraint, with infrastructure costs estimated at around N\$1.5 billion per year to service 5,000 erven, excluding additional related costs.

Demand pressures continue to intensify, driven by rapid urbanisation and population growth. Nearly half of Windhoek’s population is estimated to live in informal settlements, with more than

150 such areas now recorded.

The housing backlog is estimated at close to 65,000 units, highlighting the widening gap between supply and demand.

“If the objective is to meaningfully address the housing and serviced land shortage, sustained annual funding at the required scale will be necessary over the medium term,” Heunis said.

The City’s warning underscores mounting pressure on government to unlock large-scale funding and accelerate land servicing if Windhoek is to curb the growth of informal settlements and ease the housing crisis.



## Request For Proposal (RFP) ref number: NARFX11281

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Interested and reputable Namibian-registered companies with proven experience can request the RFP document via the below email address: [procurement@fnbnamibia.com.na](mailto:procurement@fnbnamibia.com.na)

**Submission:** A formal RFP request will be issued through the FNB portal for your submission.

No hand delivered applications will be accepted.

**Enquiries:** Any enquiries relating to this tender should be directed via email to [procurement@fnbnamibia.com.na](mailto:procurement@fnbnamibia.com.na) on or before 10 April 2026.

**Disclaimer:** FNB Namibia Limited shall not be responsible for any costs incurred in the preparation and submission of a response to this tender and furthermore reserves the right to not give any reasons for acceptance or rejection of any offer, and no correspondence will be entered into in this regard.

**Closing date:** Wednesday, 15 April 2026 at 12pm



## Namibia pushes for value addition to close trade gap with China

Namibia has called for increased value addition to its natural resources as a key strategy to address its trade imbalance with China, one of its largest trading partners.

Speaking at the Namibia–Shenzhen Business Roundtable and Networking Cocktail Reception in China, Minister of International Relations and Trade Selma Ashipala-Musavyi said Namibia continues to export mainly raw materials while importing higher-value manufactured goods.

She said value addition is central to government’s development agenda under its national priorities, which include agriculture, sport, creative industries, youth empowerment, quality healthcare, education and training, as well as land, housing and sanitation.

“While our exports to the world have generally increased over the years, we still experience a negative trade deficit with China and many other countries. This deficit can only be closed if Namibia and her cooperation and trading partners add value to its resources. Therefore, the 8th

Administration identified seven national priorities to create sustained economic growth and sustainable development, namely agriculture, sport, creative industries, youth empowerment, quality health, quality education and training, land, housing and sanitation,” she said.

China ranks among Namibia’s top trading partners, with trade volumes increasing from US\$1.2 billion in 2019 to US\$1.44 billion in 2024. The minister also used the platform to position Namibia as an attractive investment destination, citing political stability, sound macroeconomic policies and its strategic location. She encouraged Chinese investors to explore opportunities in agriculture, mining, renewable energy, manufacturing and tourism.

Particular emphasis was placed on mineral processing, green hydrogen, and emerging oil and gas developments, as well as value-added activities in fisheries and agriculture.

Namibia is also positioning itself as a logistics hub for Southern Africa, leveraging its ports at Walvis Bay and Lüderitz to provide access to regional and international

China ranks among Namibia’s top trading partners, with trade volumes increasing from US\$1.2 billion in 2019 to US\$1.44 billion in 2024.

markets.

“Namibia is strategically positioned as a logistics trade hub. Our main ports, Walvis Bay and Lüderitz, are key assets. The Port of Walvis Bay, expanded with Chinese technical assistance, can now handle large cargo volumes and vessels. This positioning makes Namibia a preferred gateway to Southern Africa, particularly for landlocked neighbours such as Botswana, Zambia and Zimbabwe,” she said.

She added that government is finalising amendments to its foreign investment legislation and introducing Special Economic Zones to promote manufacturing and processing. Ashipala-Musavyi urged Chinese businesses to leverage Namibia’s access to regional markets through agreements such as the African Continental Free Trade Area, noting that establishing operations in Namibia offers broader entry into the African market.



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# Innovative leadership: A catalyst for educational transformation in Namibia

By Prof Sulaiman  
Olusegun Atiku

Despite decades of investment in higher education, thousands of youths leave classrooms armed with certificates but lacking the skills in high demand by a fast changing labour market.

The problem is not unique to Namibia; many sub Saharan African education systems still rely heavily on traditional teaching and assessment methods.

With the 44.4% youth unemployment rate (Labour Force Report, 2025), Namibia can no longer afford an education model that fails to inspire creativity, problem solving, and eco-innovation.

Across the continent, there is growing recognition that the traditional model is simply not fit for purpose.

It does little to cultivate the green creativity and eco innovation now urgently needed to respond to growing challenges such as climate change, resource scarcity, and economic inequality.

## Transformative shift

If higher education institutions wish to remain relevant, they must confront this reality with honesty and courage. This is where Education 5.0 becomes an urgent necessity. Education 5.0 represents a transformative shift in education by leveraging artificial intelligence (AI)



**If higher education institutions wish to remain relevant, they must confront this reality with honesty and courage.**

technologies to deliver personalised learning experiences and cultivate essential skills, thereby equipping students for a rapidly changing world.

This educational transformation is more than just a policy recommendation. It places students at the centre using AI technologies to advance teaching activities, enhance personalised learning experiences, support research and development, and enrich stakeholder engagement.

With AI powered platforms offering personalised learning pathways, providing real time feedback and virtual simulations, students can now engage with content in ways that were unimaginable only half a decade ago.

But Education 5.0 will not succeed on its own.

It requires innovative leaders who are willing to disrupt outdated practices, embrace digital transformation, and champion equitable access to

educational technologies. Such leaders should prioritise AI literacy among educators, allocate resources for digital infrastructure, and promote a culture of creativity where students are encouraged to experiment, question, and innovate.

### Not a Distant Dream

When AI is adapted for virtual and augmented reality, it can create immersive simulations for experiential learning. This, while AI-powered adaptive platforms, such as intelligent tutoring systems, can provide tailored feedback on strengths and weaknesses, thereby boosting student engagement and mastery.

Imagine a classroom in rural Namibia where students use virtual reality to simulate sustainable farming techniques or analyse climate data in real time. Instead of memorising isolated facts, students can apply systems thinking and ethical reasoning to develop creative ideas aligned with Vision 2030 and global priorities such as the United Nations Sustainable Development Goals.

This is not a distant dream. These AI technologies exist today and can be integrated with the right leadership buy-in or support.

The potential ripple effects of this educational transformation are profound.

A more dynamic, skill focused education system can nurture a new generation of eco entrepreneurs, innovators, and problem solvers in Namibia.

Graduates can create start-ups, contribute to emerging industries, and help reduce the high youth unemployment rate.

To make this possible, the regulators, quality assurance agencies, and policymakers should lead with purpose. Establishing a national task force of forward thinking executives, engaging industry leaders, and adopting an appreciative inquiry approach can help drive meaningful and sustainable implementation of Education 5.0.

If we are willing to prepare our youth for a green, digital, and inclusive future, the time for incremental reforms is over. Innovative leadership is not just a desirable leadership style; it is the catalyst required for educational transformation to unlock the country's full potential.

***\*\*Prof Sulaiman Olusegun Atiku is the Director: Research at the Namibia University of Science and Technology's Harold Pupkewitz Graduate School of Business. The opinions expressed in this article are entirely his own and not the views of his employer.***

The graphic is a white rectangular area with a background of faint icons related to business and technology. On the left, it says "SCAN HERE" in large blue letters. Below this is a red Adobe PDF icon with the text "Daily PDF version sent via email". Underneath are social media icons for Facebook, LinkedIn, and Twitter, with handles "@thebrieflive" and "@thebriefive". In the center, there is a large QR code. Above the QR code is a blue circle with a white icon of a bar chart and a plus sign, with the word "Finance" written above it. Below the QR code is another blue circle with a white icon of a bar chart and a plus sign, with the word "Business" written below it. To the right of the QR code is a blue circle with a white WhatsApp icon, with the text "for Daily Namibian News" written below it. On the far right, the logo "THE BRIEF" is displayed in large blue letters, with "News Worth knowing" in smaller text below it. Below the logo, it says "TO FOLLOW OUR WHATSAPP CHANNEL" in large blue letters.

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## Inside Namibia's banks: performance, pressure and positioning

Simonis Storm Securities says Namibia's banking sector remains profitable, but performance gaps between institutions are widening as funding strength and earnings resilience become key differentiators.

The firm identified FirstRand Namibia as the strongest performer, reporting headline earnings of N\$1.066 billion and a return on equity of 30.2% in the last financial year. This was supported by lower funding costs, improved margins and reduced non-performing loans.

It said the bank's funding repositioning, including a 9.4% increase in franchise deposits and a 26.7% reduction in institutional funding, has strengthened its ability to absorb potential credit losses.

"The bank does not need a benign outcome to defend returns. With a sub-50% cost-to-income ratio and the lowest funding cost in the system, it has the widest earnings buffer and the most capacity to absorb a credit cycle deterioration," the report said.

Standard Bank Namibia reported profit after tax of N\$1.187 billion and a return on equity of 21.0%, supported by improved asset quality and lower impairments, although deposits declined by 4.5%.

The report said that while valuation remains supportive, the bank faces potential funding risks in a tightening liquidity environment, particularly if deposit competition intensifies and margins come under pressure.

Capricorn Group recorded profit after tax of N\$920

Capricorn Group recorded profit after tax of N\$920 million, with return on equity declining to 15.0% as impairments increased by 53% and operating costs rose.

million, with return on equity declining to 15.0% as impairments increased by 53% and operating costs rose.

“The group enters a more difficult macro phase with a structurally higher cost base, compressing earnings at a time when credit conditions are already deteriorating,” Simonis Storm said.

The analysis added that portfolio

positioning should favour stronger balance sheets, with FirstRand Namibia identified as a core holding, Standard Bank Namibia as a conditional opportunity, and Capricorn Group as more exposed to downside risk.

“Overweight quality, selectively add valuation, and reduce exposure where earnings risk is skewed to the downside,” Simonis Storm said.

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## Calueque pump upgrade nears completion as Namibia moves to secure water supply

The second phase of the Calueque Permanent Pump Station upgrade is nearing completion, as government moves to strengthen water supply to central northern Namibia.

Minister of Industries, Mines and Energy Modestus Amutse said the project will improve water delivery from the Calueque Dam on the Namibia–Angola border, which supplies large parts of northern Namibia.

The upgrade includes the activation of 1MW pump units, hydraulic improvements, integration of SCADA and PLC systems, and electrical upgrades. Additional works include improved drainage and the construction of a new valve chamber linked to the Calueque Water Treatment Plant.

NamWater is working with Angola's water utility GABHIC and contractor Mota-Engil Angola under a trilateral arrangement, although progress has been affected by contractual adjustments.

“In addition, Phase 1 of the commissioning of the permanent pump station at the Calueque Dam was successfully completed on 02 May 2024. Our national water utility, NamWater, is working closely with GABHIC and has made significant progress towards completing Phase 2. A joint technical engagement took place from 23 to 26 March 2026 in Calueque to finalise the scope of works with the contractor, Mota-Engil. Some delays were experienced due to necessary amendments to the original contract, particularly as NamWater was not part of the initial agreement between GABHIC and Mota-Engil,” he said.

The project is partly funded through about N\$40 million secured by NamWater from the Technical Committee of Experts



account.

Phase 2 focuses on commissioning high-capacity permanent pumps to replace ageing temporary units that have struggled to meet Namibia's full water allocation of 6 cubic metres per second under a 1969 agreement with Angola.

The upgraded system will have a combined capacity of 7.4 cubic metres per second, improving reliability and reducing operational risks, while allowing simultaneous water off-take on the Angolan side.

The current phase builds on Phase 1, completed in 2017, which rehabilitated two pumping lines feeding water from the dam into the canal system supplying northern Namibia.

# How purpose, trust and social impact shape resilient brands

By Marlice Horn

In today's environment of instant scrutiny and rising expectations, brands are judged in real time and remembered for how they show up when it matters most.

Trust has become the defining currency of brand strength. It is not something organisations can buy through advertising or influence through messaging alone.

Trust must be earned through consistent, credible action over time.

Across Africa and globally, stakeholders are no longer passive audiences. Customers, employees, regulators, communities and investors are interconnected, informed and vocal.

In this context, brand reputation is shaped not by what organisations say about themselves, but by what their decisions, behaviours and outcomes reveal. Trust is no longer a “soft” concept; it is the foundation of legitimacy, resilience and long-term value creation.

## Credibility Over Volume

The brands that endure are not the loudest. They are credible, with promises that withstand pressure, actions that match words, and verifiable impact.

This shift explains why Environmental, Social and Governance (ESG) performance has become inseparable from brand strength. Not because every organisation needs a sustainability campaign, but because every organisation needs a defensible story, supported by decisions and data, about how



**Brands were once built through messages, vision and mission**

**statements**

**displayed on walls and websites.**

it creates value without extracting it from people, systems or the future.

ESG, when done well, is not a reporting exercise. It is the bridge between stated values and lived reality. It answers the most important stakeholder question: Can we trust you to act responsibly when the stakes are high and the trade-offs are hard?

## Practical Framework for Brand Trust

In my view, Brand trust is built at the intersection of four elements:

1. Brand Purpose – the “why” behind the organisation’s existence and the logic that guides decision-making and trade-offs.
2. Brand Promise – the commitment stakeholders can rely on, consistently, across time and circumstances.
3. Brand Story – the narrative that creates coherence, meaning and emotional resonance.
4. Proof through ESG Action – the measurable evidence that values are embedded in strategy, operations, governance and culture.

When these elements are aligned, trust compounds. When they are disconnected, credibility erodes.

### **Purpose as the Operating System**

Brands were once built through messages, vision and mission statements displayed on walls and websites. Today, brands are built through meaning, which is sustained through behaviour.

Stakeholders now assess organisations based on predictability rather than just promises. They examine how the organisation behaves when unmonitored. Purpose serves as the internal compass, guiding behaviour during pressure and unclear choices.

Purpose is not a slogan, but the operating system of the organisation.

If it cannot survive budget pressure, leadership change or reputational shock, it was not purpose but positioning. When translated into priorities, policies and incentives, purpose becomes a trust advantage that connects financial performance with social and environmental value in one coherent system.

### **The Accountability of a Brand**

### **Promise**

A brand promise is the organisation's commitment to its stakeholders. When clearly articulated and consistently applied, it becomes a strategic centre of gravity, influencing leadership decisions, capital allocation, partnerships, and risk management.

A strong promise not only inspires, but holds the organisation accountable, prompting difficult questions before initiatives, investments or communications. It asks, "Does this genuinely uphold our promise?" Thus, the brand promise serves as a filter for integrity.

In a world where stakeholder engagement is increasingly defined by dialogue rather than broadcast and listening, co-creation and transparency have become core brand capabilities. Reputation is no longer built through campaigns alone, but through sustained, credible engagement.

### **The Role of Brand Story**

Every purpose and promise needs a brand story that gives it depth and resonance across business units, geographies and employees, but it must be supported by substance.

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A credible brand story anchors identity and encodes values. It creates emotional connection without exaggeration. It signals a future in which stakeholders can see themselves. Most importantly, it ensures consistency, helping people recognise what the brand stands for and how it behaves.

The stronger the story, the more its authenticity will be tested. Credibility is earned when stakeholders do not have to “believe” the story because they can verify it through outcomes that withstand scrutiny. Story creates meaning, ESG action creates proof.

### **ESG as a Trust Multiplier**

ESG stands for Environmental, Social, and Governance factors used to assess an organisation’s risk management, sustainable value creation, and long-term operational viability beyond short-term financial performance.

Embedding ESG into strategy and operations improves reputation by influencing capital allocation, product design, customer treatment, people development, risk management, and leadership accountability. Disclosure transforms from mere compliance to a trust multiplier.

Prioritising ESG strengthens trust through four key levers:

- Tangible, measurable impact that can be tracked, explained and improved over time.
- Employees as ambassadors, translating values into everyday behaviour that customers and communities can experience.
- Reputation protection through strong governance, ethics and oversight that reduce the risk of misrepresentation and greenwashing.
- Value-creation systems that embed ESG into incentives, data, decision-making and reporting.

In high-scrutiny environments, the safest approach is to make conservative claims while taking progressive actions.

Communicate supported data and controls, improve performance continuously and build trust through transparency and discipline. Culture Delivers the Brand.

Brand promises are delivered by people, and culture brings purpose and ESG commitments to life. When employees understand the “why,” believe in the promise, and act accordingly, trust is built from the inside out.

Employees are the best credible proof of authenticity. Their actions beyond formal job descriptions indicate whether values are genuinely practised. When organisations allow employees to engage in social and environmental priorities, brand trust grows naturally.

### **Bringing It All Together**

- When purpose, brand, culture, and ESG align, organisations enhance perception and build trustworthy brands. This alignment ensures consistency between statements, actions, and stakeholder experiences over time.

- Purpose provides the why.
- ESG action delivers the how.
- Culture reinforces the way.

Together, they create brand strength, reputation resilience and long-term value that can withstand pressure and change.

The future belongs to brands that prove their promises. While marketing can grab attention, only responsible actions earn trust, which is the most valuable asset for any organisation.

***\*Marlize Horn is Group Chief Brand and Corporate Affairs Manager and Executive Director of the Capricorn Foundation. Her work focuses on brand trust, purpose, ESG and long-term value creation, with a strong emphasis on how organisations can build credibility, strengthen their reputation and remain resilient in a high-scrutiny environment***



## Windhoek building approvals jump to N\$145m in February

**B**uilding activity in Windhoek picked up in February, with the City of Windhoek approving 150 building plans valued at N\$144.8 million, a sharp increase from January.

The latest figures show approvals rose by 50 plans month on month, with total value increasing by 43.2% compared to January and 8.2% higher than the same period last year.

According to IJG Securities, 19 buildings were completed during the month with a combined value of N\$21.7 million, up from

nine completions in January. However, year-to-date completion values remain under pressure, down 67.2% compared to the same period in 2025.

Additions to existing properties dominated activity, with 115 approvals worth N\$54.3 million.

“In February, 115 additions to properties were approved with a combined value of N\$54.3 million. This reflects a 59.7% month-on-month increase in number terms, while the value rose by 7.2% month on month but fell 32.0% year on year. Thirteen additions

worth N\$6.3 million were completed, unchanged in number year on year but down 21.6% in value,” IJG said.

Residential construction also showed strong momentum, with 28 units approved at a total value of N\$65.1 million, reflecting a 29.8% increase month on month and a 20.5% rise year on year.

Five residential units were completed during the month, valued at N\$12.4 million, compared to just one unit worth N\$250,000 in January. Despite the monthly improvement, completions declined by 64.3% in number and 30.9% in value compared to a year earlier.

Commercial and industrial activity recorded a notable rebound.

“Commercial and industrial approvals rose sharply, with seven projects worth N\$25.5 million approved compared to

only one in January. One commercial building was completed, valued at N\$3.0 million, marking an improvement from both January and February 2025 when no completions were recorded,” IJG said.

However, IJG warned that external pressures could weigh on the sector in the months ahead.

“A potential escalation of the conflict in the Middle East poses meaningful downside risks to building activity in Namibia, primarily through indirect economic channels,” the firm said.

It added that rising global oil prices could further strain the sector.

“Namibia’s reliance on imported fuel and construction inputs means that sustained cost increases could delay projects, compress developer margins, and dampen new investment decisions,” IJG noted.

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## MTC Branding and Marketing Indaba grows into key industry platform with N\$4.6m backing

The MTC Branding and Marketing Indaba has emerged as a key industry gathering, with the telecommunications company investing N\$4.6 million in the second edition of the event held in Windhoek this week.

The three-day indaba attracted more than 400 delegates from Namibia and across the continent, including South Africa, Kenya, Zambia, Botswana, Malawi and Zimbabwe, signalling growing regional interest in the platform. Held under the theme “Marketing from the Heart”, the event focused on brand identity, storytelling, digital transformation and data-driven communication, as industry players examined the role of marketing in shaping perception and economic value.

The programme featured 21 speakers from across Africa, offering practical insights into evolving marketing strategies and the increasing importance of authenticity in brand positioning.

Information and Communication Technology Minister Emma Theofelus said the platform contributes to nation-building and the development of Brand Namibia, urging professionals to play an active role in shaping the country’s image.

The indaba comes as Namibia positions itself within Africa’s growing creative economy, with increased focus on professionalising the sector and strengthening collaboration across markets.

MTC Chief Brand, Marketing, Communications and Sustainability Officer Tim Ekandjo said the continent must take control of its narrative.

“If we are to build an admirable African



brand, we must start by changing how we see ourselves as Africans,” he said.

MTC said it plans to expand the platform further, reinforcing its role in developing industry standards and supporting Namibia’s ambitions to compete more strongly on the continental stage.

The event concluded with a gala dinner where 19 Excellence Awards were introduced, each valued at N\$20,000, with a total prize pool of N\$380,000. The awards recognised achievements across branding, marketing, communications and advertising.



## **Nedbank ramps up staff funding to strengthen skills and workforce development**

**N**edbank Namibia has increased its investment in staff education, allocating N\$760,000 in 2026 through its NedNamibia Holdings (NNH) Education Trust as it steps up efforts to build a future-ready workforce.

The trust, launched in 2025, provides financial support to employees and their dependants pursuing accredited tertiary studies across the Southern African Development Community (SADC) region. It is funded through managed shares and investments aimed at creating a sustainable

pool for education support.

In its second year, the trust has maintained support for 23 beneficiaries, signalling sustained demand and a shift from a pilot initiative to a structured human capital development programme.

The latest intake covers a wide range of disciplines, including commerce, business administration, data science, finance, law, information technology, economics, human resources, procurement and microbiology, reflecting growing demand for skills aligned to a changing economy.

Nedbank Namibia Executive for Human Capital, Bianca Muller, said the expansion reflects both need and intent.

“The Trust has, in just one year, demonstrated both its necessity and its potential. The growing demand and quality of applications encouraged us to scale our commitment this year, increasing our allocation to ensure more of our employees and their dependants have access to quality tertiary education,” she said.

Muller said the initiative is positioned as a long-term investment rather than a short-term intervention.

“Our increased investment this year reinforces our commitment to growth and people transformation. The Trust is not an act of charity – it is a strategic investment in our people, our culture, and our future,” she said.

The programme was introduced against the backdrop of Namibia’s low tertiary education enrolment rate, estimated at just over 20%, compared to a global average of around 40%. It also responds to evidence that individuals with tertiary qualifications are significantly more likely to secure employment.

NNH Education Trust Chairperson

Elizabeth Mannasse said the initiative is increasingly taking on a broader national relevance.

“We really are looking to not only solve Nedbank’s problems, but really Namibia at large, and I think that’s also reflected in our Minister of Finance’s national budget speech in terms of what she says in terms of the theme being people, productivity and prudence,” she said.

Beyond funding, the trust forms part of Nedbank Namibia’s wider employee value proposition, which includes career development, flexible work practices, recognition programmes and wellness initiatives.

The bank said the continued expansion of the trust highlights its focus on building internal capacity and preparing its workforce for evolving industry demands, while contributing to broader skills development in Namibia.



*Congratulations to our columnists Junias Erasmus for receiving the PR Personality of The Year Award and Hilda Basson-Namundjebo for receiving the Lifetime Achievement Award*

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