

TAX INCENTIVES

Govt allocates N\$2.8bn for subsidised tertiary education in 2026/27 budget

p. 06



CAPRICORN GROUP

Capricorn Group reports N\$920 million profit in six months

p. 15



PERFORMANCE

Where performance meets the present

p. 17



THE BRIEF

News Worth Knowing



Namibia's instant payment system launch pushed to third quarter of 2026

THURSDAY 26 FEBRUARY 2026

MAIN STORY

Namibia's instant payment system launch pushed to third quarter of 2026

... system to replace NamPost cash disbursements

Namibia's long-awaited Instant Payment System, championed by the Bank of Namibia (BoN) and developed in partnership with India's NPCI International Payments Limited (NIPL), is now expected to launch in the third quarter of 2026 following further implementation delays.

The project was initially scheduled for rollout in September 2025 before being postponed to the first half of 2026.

Government has now confirmed a revised timeline as preparations for the country's first real-time digital payments platform continue.

Finance Minister Ericah B. Shafudah provided an update on the initiative while tabling the 2026/27 Budget Statement in the National Assembly on Thursday, informing lawmakers of progress made in implementing Namibia's first fast and instant payment solution aimed at supporting Government-to-Person (G2P) payments.

She said the system is designed to expand financial inclusion by providing affordable digital payment services, particularly targeting rural communities and participants in the informal economy.

"The Ministry of Finance, the Bank



Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
 - * 18 February 2026
 - * 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**

of Namibia, and payment service providers are working together to improve financial inclusion through affordable digital payment services, focusing on rural communities and the informal sector,” Shafudah said. The Minister confirmed that government plans to transition from NamPost’s cash-based disbursements to digital payment channels under the new framework.

“This initiative will facilitate quick, secure government payments, reducing travel distances and queues for pensioners. The transition from cash disbursements with NamPost to digital channels will occur under the Instant Payment System, set to be launched in the third quarter of this year,” she said.

Once operational, the platform is expected to enable real-time transfers between bank accounts, mobile wallets and other financial platforms, lowering transaction costs and improving efficiency across the financial system.

The Bank of Namibia has previously indicated that the system will allow 24-hour instant transactions, strengthening the speed and accessibility of financial services nationwide.

Former BoN Governor

Johannes !Gawaxab said during a public lecture that the platform would support seamless wallet-to-wallet, wallet-to-bank and bank-to-wallet transactions, helping democratise financial services and encourage competition between fintech companies and traditional banks.

He added that the central bank intends to keep transaction costs low while ensuring interoperability, allowing fintech innovators and entrepreneurs to integrate their services into the platform.

The Instant Payment System is being developed following a 2024 partnership between the Bank of Namibia and NIPL, the international arm of the National Payments Corporation of India.

The platform will be modelled on India’s Unified Payments Interface (UPI) and forms part of Namibia’s National Payment System Vision and Strategy, which prioritises affordability, accessibility and security in digital payments.

Authorities say the system is expected to support broader financial sector modernisation, strengthen trade efficiency and accelerate the country’s transition towards a more inclusive digital economy.



Fly Namibia
our most recent edition!

We rise by lifting others.

Click below to read the latest issue of FlyNamibia Magazine – your onboard guide to travel inspiration, aviation and proudly Namibian stories.

[READ ONLINE](#)



Govt allocates N\$38.5bn for public hospital modernisation and medical staff hiring

Government has allocated N\$38.5 billion over the next three years to modernise Namibia's public healthcare infrastructure, with funding aimed at upgrading state hospitals and clinics to standards comparable to those in the private sector.

The allocation forms part of the 2026/27 to 2028/29 Medium-Term Expenditure Framework (MTEF) and was announced by Finance Minister Ericah Shafudah while delivering the national budget statement in Parliament on Thursday.

For the 2026/27 financial year, the Ministry of Health and Social Services (MoHSS) has been allocated N\$13.1 billion, including N\$259 million earmarked for the recruitment of additional health professionals.

"The Ministry of Health and Social Services has been allocated a total of N\$13.1 billion, which includes N\$259 million for the recruitment of health professionals. Over the MTEF period, the ministry will receive a total of N\$38.5 billion to upgrade public hospitals and clinics to match the private sector's standards," Shafudah said.

The investment is intended to strengthen service delivery across the public health system while improving access to quality healthcare, particularly in underserved areas.

Shafudah noted that remote health facilities

will benefit from broader infrastructure development initiatives, including off-grid electrification projects such as the Puros Project, which is currently 80% complete.

In addition to infrastructure upgrades, government is introducing reforms aimed at strengthening financial oversight and improving the efficiency of public spending within the health sector.

The Finance Minister announced the rollout of Outcome-Based Budgeting (OBB), a reform designed to shift government budgeting away from traditional expenditure tracking towards measurable performance outcomes aligned with national development priorities.

"In order to strengthen fiscal discipline and improve the effectiveness of public spending, the Government will pilot Outcome-Based Budgeting in selected ministries. We shall continue to modernise our budget framework to ensure that every dollar delivers maximum impact," she said.

Under the new approach, Offices, Ministries and Agencies (OMAs) will be required to define clear and measurable outcomes linked to national priorities, with funding tied to performance results rather than spending levels alone.

Government has also introduced stricter fiscal controls to safeguard development

Namibia's Healthcare Revolution: A N\$38.5 Billion Modernization Roadmap

Ministry of Health and Social Services: The Investment

N\$38.5 Billion Total Allocation

A three-year investment (2026-2029) to modernize state hospitals and clinics nationwide.

N\$259 Million for New Staff
Dedicated funding for recruiting additional health professionals to improve patient-to-provider ratios.

Immediate 2026/27 Budget Breakdown

Total MoHSS 2026/27 Budget:
N\$13.1 Billion

**Medical Staff Recruitment:
N\$259 Million**

**Puros Off-Grid Project:
80% Complete**

Matching Private Sector Standards

Funding targets facility upgrades and off-grid electrification for remote health centers.

Ministry of Finance: The Fiscal Reform

Outcome-Based Budgeting (OBB)

A new pilot shifting focus

Expenditure Tracking

Measurable Performance Results

Strict Development Safeguards

A prohibition on transferring funds from development budgets to operational expenses.

DEVELOPMENT BUDGET

OPERATIONAL EXPENSES

Vision April 2026 Rollout

A mandate requiring senior public servants to utilize the modernized public healthcare facilities.

spending, including a prohibition on virements to prevent the transfer of funds from development budgets to operational expenditure.

Shafudah added that a comprehensive Public Finance Review will be conducted to identify efficiency gains and eliminate wasteful expenditure within the ministry.

The measures form part of broader efforts to improve fiscal discipline while ensuring that increased investment in healthcare infrastructure delivers tangible

improvements in service quality and system performance.

The allocation comes as government prepares for the rollout of Vision April 2026, a flagship initiative that will require civil servants to use public healthcare facilities, with seven hospitals selected for the programme's initial phase.

The first phase, set to commence on 1 April 2026, will focus on senior public servants, including political office bearers, executive directors and security chiefs.



Govt allocates N\$2.8bn for subsidised tertiary education in 2026/27 budget

Government has allocated N\$2.8 billion in the 2026/27 financial year to fund subsidised tertiary education, as part of efforts to ease the financial burden on households and expand access to higher education.

Finance Minister Ericah Shafudah announced the allocation as part of the

national budget on Thursday, noting that the funding forms part of the N\$28 billion appropriated to the Vote for Education, Innovation, Arts and Culture within the broader N\$54.3 billion social sector envelope.

Education remains the single largest functional allocation in the 2026/27 national budget, reflecting government's continued

 Bank Windhoek | **BR/EF**

The Business Banking Masterclass

Business Planning & Strategy

prioritisation of human capital development. “A total of N\$28 billion has been earmarked for the Vote Education, Innovation, Arts and Culture. Of this amount, N\$2.8 billion is designated for subsidised tertiary education and for alleviating school congestion,” Shafudah said.

The minister said the subsidised tertiary education programme is expected to support approximately 134,079 students projected to register for the 2026 academic year, although final figures will only be confirmed once registration processes are completed.

“Institutions are still enrolling students, and the final figures are available only once the registration period closes,” she added.

The allocation builds on earlier funding provided during the current fiscal year, when government set aside N\$663 million to cover registration and tuition fees for the first quarter of the 2026 academic year, in line with the policy position on subsidised free tertiary education at both public and private institutions.

Shafudah said the programme is aimed at reducing financial pressure on households while improving access to tertiary education and skills development opportunities.

Under the policy framework rolled out in 2026, subsidised tertiary education will apply only to first primary qualifications. These include undergraduate programmes aligned with National Qualifications Framework (NQF) levels 5 to 8, covering diplomas, degrees and honours qualifications, as well as technical and vocational education and training (TVET) trades from NQF levels 1 to 6. Newly enrolled postgraduate students will initially be excluded from the programme, with government support limited to students already covered under existing contractual funding arrangements.

Over the Medium-Term Expenditure Framework (MTEF) period, government has allocated a total of N\$83.6 billion to the



education sector to cover both operational and development expenditure.

Beyond tertiary education, additional investments are being directed toward basic education capacity. Shafudah noted that N\$151 million was allocated during the October 2025 mid-term budget to recruit 665 teachers, while a total of 2,772 teachers have been recruited during the 2025/26 financial year to date.

The expanded education spending comes as government seeks to address school congestion, strengthen skills development and align education outcomes with labour market needs as part of broader socio-economic development objectives.



Excise duty increase to push up cigarette and alcohol prices

Prices of cigarettes, tobacco products, beer, wine and spirits are set to increase following government's decision to

raise excise duties on alcohol and tobacco products by 3.39%, in line with Article 21 of the Southern African Customs Union (SACU)

FANTASY 6

Play 
Fantasy 6
& win

It's simple. Pick 6 players before the match. If they perform, you win bragging rights and instant airtime.

How to play:

1. Dial *101*1# on your MTC phone
2. Pick your **Fantasy 6** before the match starts
3. Score points from runs, wickets, catches, and more.

Play smart. Win instant airtime. Repeat.

TS & Cs apply.



Agreement.

The new excise rates took effect on 25 February 2026 and are expected to filter through to retail prices as manufacturers and retailers adjust to the higher taxes.

Announcing the changes, Finance Minister Ericah Shafudah said the adjustments are part of Namibia’s obligations under the SACU framework, which requires member states to harmonise excise duties on selected goods.

Under the revised rates, excise duties on all tobacco products have increased by N\$3.39. The excise tax on a pack of 20 cigarettes has risen from N\$22.81 to N\$23.58.

Pipe tobacco duties have increased from N\$321.37 to N\$332.26 per kilogram net, while cigars now attract excise duty of N\$6,041.72 per kilogram net, up from N\$5,843.68. The increase also applies to cigarette tobacco and electronic nicotine and non-nicotine delivery systems.

“Lastly, in conformity with Article 21 of the SACU Agreement, the following excise duties on the consumption of alcohol and tobacco took effect on 25 February 2026. It is proposed that excise duties be increased

by N\$3.39 for all tobacco products, including cigarettes, cigarette tobacco, electronic nicotine and non-nicotine delivery systems,” Shafudah said.

Excise duties on alcoholic beverages have also been increased by 3.39% for the 2026/27 financial year.

The duty on sparkling wine has risen from N\$19.03 to N\$19.68 per litre, while spirits now attract excise duty of N\$302.84 per litre of absolute alcohol, up from N\$292.91.

Clear (malt) beer duties have increased from N\$145.07 to N\$149.98 per litre of absolute alcohol. Ciders and alcoholic fruit beverages are now taxed at N\$149.98 per litre of absolute alcohol, compared with N\$145.07 previously.

“It is proposed that excise duties on alcoholic beverages be increased by 3.39% for 2026/27,” Shafudah said.

The increases form part of SACU-aligned annual adjustments aimed at harmonising excise taxation across member states. Government said consumers can expect the higher excise duties to be reflected in prices in the coming weeks.

2026 Namibian Excise Duty Adjustments: Alcohol & Tobacco
Effective February 25, 2026: 3.39% increase in excise duties, aligning with SACU Article 21 harmonization.

TOBACCO PRODUCTS

3.39% GENERAL INCREASE
Applies to all tobacco, including electronic nicotine and non-nicotine delivery systems.

Cigarettes: N\$23.58 per pack
Duty on a pack of 20 cigarettes rose from N\$22.81.

SACU Compliance
Adjustments are mandatory under Article 21 of the Southern African Customs Union framework.

BULK TOBACCO DUTY COMPARISON

Tobacco Product	Old Rate (N\$)	New Rate (N\$)
Pipe Tobacco (per kg)	321.37	332.26
Cigars (per kg)	5,843.68	6,041.72

ALCOHOLIC BEVERAGES

Spirits:
per Litre
Tax is calculated per litre of absolute alcohol, up from N\$292.91.

Malt Beer & Ciders: N\$149.98
Duties increased by N\$4.91 per litre of absolute alcohol.

Sparkling Wine Adjustment
The duty rose from N\$19.03 to N\$19.68 per litre.

ALCOHOL DUTY RATES COMPARISON

Beverage Category	Old Rate (N\$)	New Rate (N\$)
Spirits (L absolute alcohol)	292.91	302.84
Malt Beer (L absolute alcohol)	145.07	149.98
Sparkling Wine (per Litre)	19.03	19.68

Will Namibia follow South Africa's lead on online gambling taxation?

By Erasmus Hamunjela

The South African National Treasury has officially announced a proposal to introduce a 20% national tax on online gross gambling revenue, marking a significant legislative step in regulating and monetising a rapidly expanding digital betting market.

The public comment period closes this week, on 27 February 2026, after which Treasury is expected to hold stakeholder workshops before drafting formal legislation later this year.

South Africa's approach reflects what many analysts describe as a "legalise-to-tax" model formalising a booming industry while attempting to generate an estimated R10 billion annually in revenue. The proposal is also framed as a "sin tax," intended not only to collect revenue but to discourage excessive and pathological gambling.

For Namibia, the development raises an important question: will we follow a similar path, or continue on our more cautious regulatory trajectory?

Unlike South Africa, Namibia currently prohibits unlicensed online gambling under the Gaming and Entertainment Control Act of 2018. The Act, which fully commenced in December 2021, places strong emphasis on regulatory control and enforcement rather than expansion.

In fact, Namibia has been actively cleaning up its domestic gambling environment. Authorities have shut down more than 280 illegal gambling operations in recent years.



Legalising and taxing online gambling could increase transparency and revenue.

A key legal milestone came in May 2025, when the High Court ruled that licensed operators must pay a 10% levy on profits, rejecting arguments that they should be exempt until all illegal houses are closed. The ruling reinforced the government's position that compliance must proceed alongside enforcement.

Namibia's current priority, therefore, is consolidating its land-based regulatory framework not expanding into online licensing.

However, while Namibia does not currently impose a dedicated online gambling tax, digital revenue capture may soon arrive indirectly.

Starting 1 April 2026, Namibia will implement an 18% VAT on imported digital services. Although not targeted specifically at gambling, this measure could potentially capture revenue from offshore betting platforms used by Namibians. In effect, it may serve as a "backdoor" mechanism to tax digital gambling activity without formally legalising it.

This approach contrasts with South Africa's direct taxation model. While South Africa

moves toward a 20% levy on gross revenue, Namibia may first test its digital VAT infrastructure before considering sector-specific legislation.

The broader tax environment also shapes the debate. Namibia's top personal income tax rate remains at 37%, while the non-mining corporate tax rate is gradually being reduced to 28% for the 2026/27 fiscal year. In this context, introducing a dedicated gambling tax raises political and economic considerations. Would an online gambling levy be seen as an appropriate "sin tax" targeting discretionary spending?

Or would it be perceived as additional fiscal pressure in an already high-tax environment?

South Africa's proposed effective gambling tax burden could reach between 26% and 29% when national and provincial levies are combined. Namibia's existing system relies on a 10% levy on profits for licensed operators, a structure fundamentally different from a gross revenue tax.

The distinction is significant. A tax on gross revenue applies regardless of profitability, placing greater pressure on operators and potentially influencing odds, payouts, and promotional structures.

Namibia's approach remains rooted in enforcement and consolidation. South Africa's strategy is revenue-focused and expansionary. Both models carry risks.

Legalising and taxing online gambling could increase transparency and revenue, but it may also

expand participation and social harm. Maintaining prohibition limits formal growth, yet risks revenue leakage to offshore platforms operating beyond Namibian regulatory reach. As South Africa advances toward drafting legislation later this year, Namibia will be watching closely. The regional shift may intensify domestic debate about whether prohibition remains sustainable in an increasingly digital economy.

For now, Namibia is choosing enforcement over expansion.

But as digital borders blur and fiscal pressures mount, the question will persist: should Namibia follow South Africa's lead, or continue to chart its own, more cautious course?

Never Walk Alone

PROJECT NEVER WALK ALONE
INVITES YOU TO THE
**ANNUAL FUNDRAISING
GALA DINNER**
SAT, 30TH MAY 2026 **18H00**

VENUE: MOVENPICK HOTEL
DRESS CODE: BLACK TIE

SPECIAL GUEST:
GAYTON MCKENZIE
(MINISTER OF SPORTS, ARTS &
CULTURE-SOUTH AFRICA)

VIP TABLE: N\$40,000

FOR ENQUIRIES CONTACT +264 81 349 6234 OR
NEVERWALKALONE359@GMAIL.COM

What you need to know about Shafudah's budget

Minister Ericah B. Shafudah on Thursday announced an operational budget of N\$81.3 billion for the 2026/27 financial year, with spending heavily concentrated in the social sector.

The operational budget represents an increase of N\$746 million from the revised preliminary outturn of N\$80.6 billion recorded in the 2025/26 financial year.

Shafudah said the increase was achieved through a targeted review of major cost drivers, which eliminated wasteful expenditure and reduced inefficiencies across ministries, offices and agencies, generating total savings of N\$2.3 billion.

Adjustments were also made to one-off



Standard Bank

Find your
perfect match

When a car feels right, everything clicks.
This February, choose from new and pre-owned cars with our VAF Special.

- Up to 35% Residual Value on New Vehicles.
- Financing at Prime Rate.
- 3-month payment holiday.

Valid until 28 February 2026. #KeepGrowing

[1 standardbank.com.na](https://www.standardbank.com.na)

Ts & Cs Apply



expenditures incurred in previous years, with funds repurposed to support new priority projects.

“The social sector, encompassing education, health, social safety nets and youth empowerment, remains the largest area of government spending. For the 2026/27 financial year, this sector is allocated N\$54.3 billion, accounting for 61.7% of the total budget, excluding interest payments,” Shafudah said.

Within this allocation, the Ministry of Education, Innovation, Arts and Culture receives N\$28 billion, including N\$2.8 billion earmarked for subsidised tertiary education and interventions aimed at alleviating school congestion. A further N\$939 million has been allocated for education development projects.

The Minister said additional social commitments include N\$1.7 billion to enhance the salary structure for civil servants. Effective April 2026, employees in Grades 15 and 14 will receive a standardised monthly increase of N\$700, while employees in Grades 13 to 1 will receive a 5% increase in their basic salaries.

“In FY2027/28, all staff from Grades 1 to 15 will receive a 5% base salary increase, and non-management employees will receive a 7% increase in transport allowance,” she said.

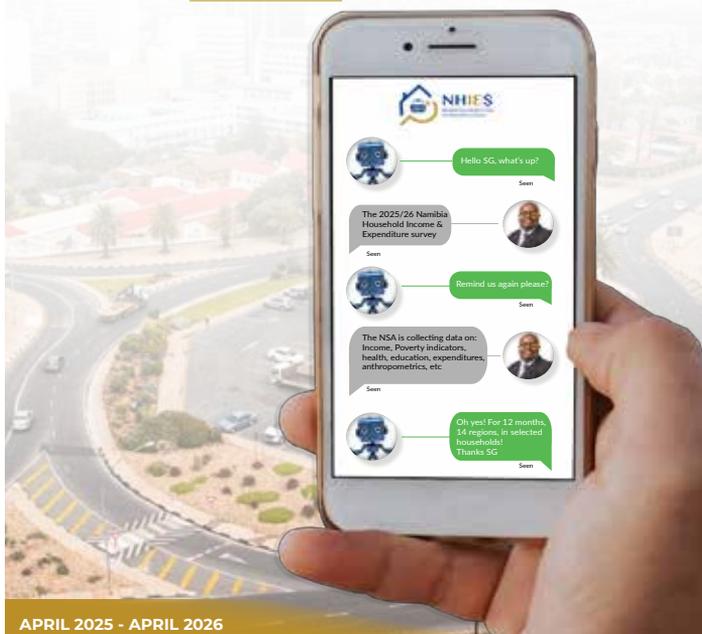
Other allocations include N\$78 million for Judges and Magistrates, N\$259 million for the recruitment of health professionals, N\$108 million for the National Correctional Service, and N\$58 million to improve remuneration and benefits for Public Office Bearers.

The safety and security sector has been allocated N\$17 billion, representing 19.5% of total expenditure excluding interest payments.

“Defence receives N\$7.5 billion,



Hello Namibia



APRIL 2025 - APRIL 2026

Namibia Statistics Agency
PO Box 2133
FGI House, Post Street Mall
Windhoek, Namibia

Tel: +264 61 431 3200
Fax: +264 61 431 3253
Email: info@nsa.org.na
www.nsa.org.na



including N\$587 million for development projects, while the Ministry of Home Affairs, Immigration, Safety and Security receives N\$8.1 billion,” Shafudah said.

The development budget for the 2026/27 financial year is set at N\$6.5 billion for state-funded projects, guided by the implementation capacity of ongoing projects during the 2025/26 financial year.

An additional N\$4 billion in grant- and loan-funded projects is expected to support infrastructure development across several ministries. Development budget ceilings are projected to increase to N\$7 billion in 2027/28 and N\$7.7 billion in 2028/29.

To mitigate reductions in development budget ceilings, Shafudah said several projects will be financed through State-

Owned Enterprises and alternative non-budgetary revenue sources, including housing, road and water infrastructure initiatives.

Revenue for the 2026/27 financial year is estimated at N\$89.8 billion, representing a 2.5% increase from the revised preliminary outturn of N\$87.4 billion in 2025/26.

“The increase is supported by projected Southern African Customs Union receipts of N\$24.3 billion, up from N\$21.8 billion in the current fiscal year,” she said.

The budget deficit is expected to decline to 5.5% of gross domestic product (GDP) in 2026/27, before narrowing further to 3.8% in 2027/28 and 3.3% by 2028/29, reflecting government’s ongoing fiscal consolidation strategy.



**LAUNCH YOUR
BRAND INTO ORBIT
WITH PREMIUM
CORPORATE WEAR**

- 📍 Corporate Lounge Shirts
- 📍 Branded Golf Shirts
- 📍 Formal & Casual Trousers
- 📍 Workwear & Overalls
- 📍 Corporate Dresses & Skirts
- 📍 Branded Winter Jackets
- 📍 Body Warmers & Fleece
- 📍 Safety Boots & PPE Wear
- 📍 Caps, Beanies & Accessories
- 📍 Custom Embroidery & Branding

**CONTACT US TODAY
TO PLACE YOUR ORDER**



orbitalmedianam@gmail.com



+264 81 434 3154

Capricorn Group reports N\$920 million profit in six months

Capricorn Group has reported profit after tax of N\$920 million for the six months ended 31 December 2025, delivering a resilient performance despite margin pressure and rising credit impairments during a demanding operating period.

The Namibia Securities Exchange-listed financial services group, which operates diversified banking and financial services businesses in Namibia and Botswana, achieved a return on average equity of 15.0% for the reporting period.

Group Chief Executive Officer David Nuyoma said the results reflect disciplined execution and continued investment in long-term strategic priorities amid an interest rate cutting cycle.

“Our disciplined execution and commitment to long-term strategic investments allowed us to maintain strong operational momentum despite the challenges posed by the current interest rate cutting cycle. We remain focused on strengthening our diversified business model and supporting our clients,” Nuyoma said.

Net interest income increased by 2.1% to N\$1.69 billion, supported by 2.6% year-on-year growth in gross loans and advances. Non-interest income rose by 3.6% to N\$1.34 billion, driven by a 29.6% increase in net trading income and a 35% rise in asset management fees as assets under management reached N\$63 billion.

Non-interest income contributed 48.8% of total income, up from 46.8% in the corresponding period last year, reflecting the group’s diversified revenue base.



Credit impairment charges increased to N\$286 million compared with N\$187 million in December 2024, mainly due to higher stage three loans in Namibia and Botswana. Non-performing loans rose by 9.0%, resulting in a non-performing loan ratio of 4.9%, up from 4.6% a year earlier.

Operating expenses grew by 11.2% to N\$1.66 billion, reflecting ongoing investment in people and technology. Staff costs increased by 5.3%, while technology-related expenses rose by 20.8% as the group continued to invest in digital transformation and operational capability.

Capricorn Group maintained a strong liquidity position, with liquid assets

increasing to N\$18.9 billion from N\$18.3 billion in the prior period. Statutory liquid assets remained well above regulatory requirements in both Namibia and Botswana.

The group's total risk-based capital adequacy ratio stood at 18.3%, supporting balance sheet resilience and future growth. Gross loans and advances increased by 1.4% since 30 June 2025, driven mainly by growth in term lending and asset finance.

Capricorn Group said it remains cautiously optimistic about economic conditions in its operating markets. Namibia's economy is projected by the Bank of Namibia to grow by 3.8% in 2026, supported by easing inflation and broad-based economic activity, while Botswana's economy is expected to expand by around 3.1% amid stabilising global diamond demand and ongoing structural reforms.

"These macroeconomic trends provide a more favourable environment for our markets and support our expectations for improved performance in the year ahead," Nuyoma said.

During the period, the group generated N\$2.9 billion in direct value for stakeholders, including N\$703 million paid to employees, N\$623 million to government and regulators, N\$563 million to shareholders and N\$680 million to suppliers.

Community investments totalled N\$21 million, while N\$272 million was retained to support future expansion.

The board declared an interim dividend of 58 cents per ordinary share, down from 61 cents in the prior period, reflecting a prudent capital management approach while maintaining sustainable shareholder returns.

A milestone worth celebrating. Namibia Mining & Energy has reached 50,000 followers on LinkedIn. Thank you to our readers, partners and industry stakeholders for being part of the journey. Continue to read, share and engage with us as we tell Namibia's mining and energy story.

50k followers

Namibia
M&E
MINING & ENERGY

SCAN HERE TO FOLLOW OUR WHATSAPP CHANNEL

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

[@miningandenergy](https://twitter.com/miningandenergy)

Namibia Mining and Energy

Namibia Mining and Energy

Where performance meets the present

By Chaze Nalisa

Across the globe, conversations about artificial intelligence and the future of work are no longer theoretical.

They are practical, urgent, and unfolding in real time. Performance today is no longer measured only by effort or experience. It is increasingly shaped by how effectively human capability works alongside intelligent technology.

Where performance meets the present is at the intersection of human judgement and artificial intelligence.

Human AI synergy does not mean machines replacing people. It means collaboration. Artificial intelligence processes vast amounts of data at remarkable speed.

Humans provide context, ethics, creativity, and emotional intelligence. AI can detect patterns. People interpret meaning. AI can automate routine tasks. People can focus on strategy and innovation.

When these strengths combine, performance improves. Decision making



Human AI synergy does not mean machines replacing people.

becomes faster and more precise. Operations become more efficient. Risk is managed more intelligently. Customers receive more personalised services. Organisations become more agile.

For Namibia, this reality is not far fetched.

There is a perception that advanced AI adoption belongs only to global technology giants. Yet across the Namibian landscape, digital transformation is already underway. Financial institutions rely on data analytics to strengthen risk management and improve service delivery.

The mining sector uses automation and predictive systems to improve safety and efficiency. Telecommunications companies deploy intelligent systems to manage customer interactions. Government services are steadily moving

SCAN HERE

Finance

Business

THE BR/EF

TO FOLLOW OUR WHATSAPP CHANNEL

for Daily Namibian News

Follow us on social media: @chazenalisa, @TheBriefNam, @TheBriefNam, @TheBriefNam

toward digital platforms.

These are not abstract possibilities. They are visible shifts.

Namibia has invested in expanding connectivity, strengthening digital infrastructure, and supporting entrepreneurship. A new generation of professionals is entering the workforce with digital fluency and global awareness. The foundation for human AI collaboration is already present.

The real differentiator now is leadership imagination.

The more business leaders use their imagination to prepare for a dynamic

future of work, the better off we are all going to be. Imagination in this context is not fantasy. It is foresight. It is the willingness to anticipate change before it becomes disruption.

Forward thinking leaders are already asking important questions. What skills will be critical in five years. How should roles evolve to integrate AI tools effectively.

How do we reskill employees before gaps become crises. How do we ensure ethical and responsible use of intelligent systems.

In key Namibian sectors such as agriculture, mining, logistics, and financial services, AI can enhance rather than replace existing strengths.

Predictive analytics can improve crop forecasting. Intelligent monitoring systems can increase operational safety. Data driven insights can expand financial inclusion. Digital platforms can make public service delivery more efficient.

None of this requires abandoning human values. In fact, it demands reinforcing them.

Namibian business culture is deeply rooted in relationships, trust, and community. These qualities cannot be automated.

Ethical judgement, negotiation skills, cultural intelligence,

SPECTRA CONNECT

MTC BUSINESS

Your business runs faster on 5G

Fast installation, no downtime.
Plug in, and get more done

- Flexible contract
- Upgrade/downgrade anytime

5G brings it all.

Switch to Spectra Connect for high-speed, fixed 5G built for business.

13500 (toll-free) | mtcbusiness@mtc.com.na

Ts & Cs apply

fb x ig

mtc

and leadership presence remain distinctly human strengths. AI can amplify these capabilities, but it cannot substitute them.

Performance meets the present when organisations empower their people to work confidently with technology rather than fear it.

This requires practical action. Companies must invest in skills mapping and continuous learning. Leaders must develop digital literacy to make informed strategic decisions. Governance frameworks must ensure transparency and accountability in AI deployment. Collaboration across departments must become the norm rather than the exception.

Most importantly, organisations must view AI not as a threat, but as a strategic partner.

Namibia has demonstrated resilience and adaptability throughout its economic evolution. The same spirit that has driven growth in financial services, mining innovation, and digital entrepreneurship can drive intelligent integration of AI across sectors.

The future of work is dynamic, data driven, and human centred. It will reward those who are proactive rather than reactive. It will favour organisations that place the right people in the right roles at the right time, supported by intelligent

systems that enhance performance.

Where performance meets the present is not somewhere in the distant future. It is here, in boardrooms, offices, farms, and mines across Namibia. With imagination, responsible leadership, and commitment to human development, Namibia can shape a future of work that is both technologically advanced and deeply human.

The opportunity is not tomorrow. It is now.

WANTED
Windhoek, Namibia

BUSINESS DEVELOPMENT MANAGER

Join Lithon as our next Business Development Manager and help drive impact across Namibia. Bring your strategic mindset and passion for excellence to a team shaping projects that matter.

Build here. Grow here. Lead forward.

APPLY NOW

WWW.LITHON.COM/CAREERS
CLOSING DATE: 13 MARCH 2026

HOUSE LITHON

Join Our Team  **Lithon**

CRAZY DISPLAY DEALS

STANDARD PULL-UP Banners

NS\$1 000.00

EXECUTIVE PULL-UP Banners

NS\$1 200.00



NS\$250.00 per SQM



CANVAS FRAME

- A3 - NS\$250.00
- A2 - NS\$400.00
- A1 - NS\$500.00
- A0 - NS\$850.00

Custom Sizes Available
Prices Excludes VAT



CALL US TODAY



+264 81 434 3154



Namibia–Germany skills programme launches with 100 trainees, targets 3,000 youth

Namibia and Germany have launched a new skills development initiative that will begin with 100 trainees, with plans to scale the programme to thousands of young Namibians in the coming years as part of efforts to address skills shortages and expand employment opportunities locally and abroad.

The TalentsBridge Programme, launched in Windhoek, aims to equip participants with German-standard vocational training aligned with the needs of both the Namibian and German

labour markets.

Speaking at the launch, President of the Berlin Chamber of Commerce and Industry and Chairman of TalentsBridge, Sebastian Stietzel, said the first intake will focus on three priority sectors: Industrial Electrical, Hospitality, and Wholesale and Retail.

“That is why we are bringing German-standard vocational training to Namibia and conducting it here locally,” Stietzel said. “The idea is to establish a training centre that combines theoretical instruction with practical

workplace experience within Namibian companies, while also encouraging German companies to establish subsidiaries in Namibia.”

The programme is being implemented in partnership with the Namibia Investment Promotion and Development Board (NIPDB), the Ministry of Education, Innovation, Youth, Sports, Arts and Culture, as well as local and German private sector partners.

Participants, primarily unemployed graduates from Namibian Vocational Training Centres, will undergo language training and intercultural preparation before entering a 24-month apprenticeship programme. Successful graduates will have access to employment opportunities either in Namibia or Germany.

Stietzel said companies supporting the initiative have committed to offering employment pathways to trainees who may not secure placement locally.

“If suitable employment opportunities are available in Namibia, that would

be ideal as it strengthens the domestic economy. However, if opportunities are limited, German companies funding the scholarships will guarantee job placements in Germany,” he said.

Training for the initial cohort will take place at a temporary facility, while long-term plans include the construction of a dedicated education campus near Windhoek. The proposed campus will feature student accommodation, training facilities and space for companies to operate alongside the training centre.

By 2028, the first graduates are expected to enter the workforce, with organisers targeting a significant expansion of the programme to support up to 3,000 young Namibians over time.

Officials say the initiative positions Namibia to turn Germany’s shortage of skilled labour into an opportunity for local workforce development while strengthening bilateral economic cooperation and skills transfer between the two countries.





Industry backs phased mandatory retirement contributions to strengthen Namibia's pension system

Namibia should introduce phased mandatory retirement contributions and strengthen pension preservation rules to improve the long-term sustainability of its retirement system, industry experts have said following the country's inclusion in the 2025 Mercer CFA Institute Global Pension Index.

The recommendations were discussed during an event hosted by the CFA Namibia Chapter in collaboration with Old Mutual's Corporate Segment, where stakeholders assessed Namibia's performance after the country received a C rating in the global index.

While Namibia recorded a strong integrity score, sustainability was identified as the weakest component of the pension system, with experts pointing to low household savings, limited labour force participation and the absence of compulsory retirement contributions as key structural gaps.

Niko Smit, Chief Specialist: Actuarial at Yala Consultants and Actuaries, said reforms

should begin gradually rather than waiting for a comprehensive policy overhaul.

"In my view, the best way to do it is to start with something. We do not need to begin with a grand project. Start at 5% or even slightly lower and build from there, because waiting for a comprehensive overhaul will take too long," Smit said.

He warned that voluntary retirement savings alone are unlikely to deliver adequate coverage in an environment characterised by high public debt, weak economic growth and rising household financial pressures.

"The moment you have high public debt and low economic growth, people simply do not have money for retirement savings in a voluntary environment. From a policy perspective, some level of compulsion will have to come in to strengthen sustainability," he said.

Martinez Fabian, Managing Director of RVs Financial Services, said pension fund investment policies should also evolve to better support economic development

These funds benefit from tax incentives, including deductible employer and employee contributions, tax-exempt investment returns, and a one-third tax-free lump sum at retirement.

and employment creation, particularly by allowing greater flexibility for investment in unlisted and productive assets.

“When you give investors of pension fund monies a bit more freedom, they tend to generate better returns and can invest in productive assets. Pension funds can assist with housing challenges and broader economic development without undermining long-term savings,” Fabian said.

Lovisa Indongo-Namandje, General Manager for Pension Funds and Friendly Societies at the Namibia Financial Institutions Supervisory Authority (NAMFISA), said Namibia’s strong integrity rating reflects a formal pension system that has existed since 1956, but noted that regulatory alignment remains necessary.

“We have had a structure in place for decades. What we are trying to do is bring everybody up to speed with the forerunners in our industry who have voluntarily implemented strong governance and risk management practices,” she said.

Sabrina Jacobs-Hailombe, governance specialist and director of the Retirement Funds Institute of Namibia, said improving coverage and limiting early withdrawals would be critical to strengthening adequacy and sustainability outcomes.

“Our pension funds are a mirror of our labour market participation. If we increase coverage and close loopholes that allow early withdrawals, we can strengthen asset growth and improve our ratings. We also

need financial literacy so that preservation is understood as long-term protection,” she said.

Patricia Olivier, Managing Director of Old Mutual’s Corporate Segment, said Namibia’s retirement framework is structurally sound but incomplete without a fully implemented mandatory national pension pillar.

She noted that Namibia already provides a universal old-age grant of N\$1,600 per month under pillar zero and has occupational retirement funds that have operated for more than five decades.

“These funds benefit from tax incentives, including deductible employer and employee contributions, tax-exempt investment returns, and a one-third tax-free lump sum at retirement. What really stands out is the integrity of our system — the governance gives confidence that whatever I get out is what I have put in,” Olivier said.

She added that the Pension Funds Act of 1956 will be replaced by the Financial Institutions and Markets Act No. 2 of 2021, introducing a modernised regulatory framework.

However, Namibia’s mandatory contributory national pension fund — provided for under the Social Security Act of 1994 — remains unimplemented nearly 30 years later, despite several proposed models, with the Ministry of Labour currently considering an International Labour Organization-backed defined benefit structure.

THE
BR/EF
News Worth Knowing

Year in Review **5** **202** Outlook **6**



 [Click here to
DOWNLOAD](#) 