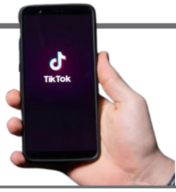
DATA REVENUE

Social media growth pushes telecoms data revenue to N$944m

p. 07



FINTECH

NAMFISA bets on FinTech to tackle access to finance, youth jobs

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APPOINTMENT

Nedbank appoints Janet as Head of Marketing and Communications

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THE BRIEF

News Worth Knowing

French healthcare group CFAO secures conditional approval to acquire Nampharm

FRIDAY 18 SEPTEMBER 2026

MAIN STORY

French healthcare group CFAO secures conditional approval to acquire Nampharm

The Namibian Competition Commission (NaCC) has approved CFAO Healthcare Société Anonyme's proposed acquisition of Nampharm (Pty) Ltd, subject to conditions aimed at preventing anti-competitive practices in Namibia's pharmaceutical wholesale market.

NaCC Corporate Communications Practitioner Dina //Gowases said the transaction was granted conditional approval after the Commission identified potential risks of input foreclosure in the pharmaceutical wholesale market.

Under the conditions, Nampharm must continue supplying scheduled medicines to all customers on fair, reasonable and non-discriminatory terms.

The pharmaceutical wholesaler will not be allowed to favour certain customers and must maintain equivalent pricing and service levels. It will also be required to use objective and transparent procedures when allocating medicine stocks.

Nampharm must further safeguard commercially sensitive and confidential business information and establish a complaints-resolution mechanism for customers.

"The first merger concerned CFAO Healthcare Société Anonyme and Nampharm (Pty) Limited. The first condition states that Nampharm must

Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
  * 29 October 2026
  * 10 December 2026

continue supplying scheduled medicines fairly to all customers," //Gowases said.

"It may not favour some customers over others, must maintain fair prices and service levels, allocate stock using clear and objective rules, protect confidential business information, and have a process in place for handling complaints."

The proposed transaction will give France-based CFAO Healthcare control of Nampharm, a major Namibian pharmaceutical wholesaler and distributor supplying medicines, consumer healthcare products, surgical equipment, dental products and clinical supplies to private and public healthcare facilities.

CFAO Healthcare operates in more than 24 countries in sub-Saharan Africa and six French overseas territories, with operations spanning pharmaceutical distribution, logistics and cold-chain systems.

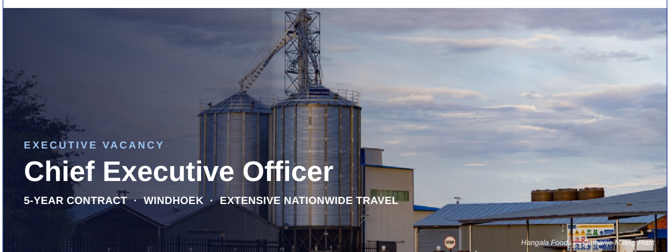
The group is also involved in pharmaceutical manufacturing and healthcare innovation and holds manufacturing licences in several African markets.

CFAO Healthcare does not currently control a pharmaceutical company incorporated in Namibia, although the wider CFAO Group already operates in the country through other business divisions.

These include vehicle rental operations through CFAO Motors Rental Namibia and CFAO Motors Shuttle Service Namibia, trading as Hertz Namibia, as well as CFAO Equipment, which supplies material-handling and warehousing equipment.

The conditions imposed by the NaCC are intended to prevent the acquisition from restricting rival businesses' access to pharmaceutical products or allowing discriminatory treatment of Nampharm customers following the change in control.

Hangala Foods
HITO HR



THE OPPORTUNITY

The Chief Executive Officer will report directly to the Board of Directors and is responsible for the strategic, financial and operational leadership of Hangala Foods. Key responsibilities include driving business growth and diversification, building market confidence in Hangala Foods products, and ensuring sound corporate governance across the organisation.

Key Performance Areas:
- ✓ Provide visionary strategic, financial and operational leadership across Hangala Foods
- ✓ Own the company's financial performance, drive sustainable profitability and safeguard its assets
- ✓ Lead the diversification of Hangala Foods' product range and revenue streams into new markets and categories
- ✓ Build market confidence in Hangala Foods products — strengthening customer relationships and winning new business
- ✓ Direct production, milling and supply chain operations, with regular visits to sites nationwide
- ✓ Develop and manage the annual budget, capital projects and financial reporting to the Board
- ✓ Build a high-performance culture, a sound organisational structure and strong succession planning
- ✓ Ensure robust corporate governance, risk management and regulatory compliance
- ✓ Represent Hangala Foods to the Board, government, industry bodies and strategic partners across Namibia
- ✓ Lead and mentor the executive team, including the Commercial Manager

Competency:
- ✓ Visionary Strategic Leadership
- ✓ Financial Acumen & Budgeting
- ✓ Commercial & Market Development
- ✓ Business Diversification
- ✓ Corporate Governance & Risk Management
- ✓ Stakeholder Engagement
- ✓ People Leadership & Culture Building
- ✓ Production Industry Knowledge

Minimum Qualifications:
- ✓ Bachelor's Degree in Commerce, Finance, Business Administration or a related field
- ✓ MBA or postgraduate business qualification (advantageous)

Minimum Experience:
- ✓ Minimum five (5) years' experience in a senior management role
- ✓ Proven track record of commercial growth and financial performance

Added Advantage:
- ✓ Experience in the production industry
- ✓ Experience engaging with a Board of Directors
- ✓ Track record of diversifying a business into new markets or products

Legal Requirements:
- ✓ Valid driver's license (extensive nationwide travel required)
- ✓ Eligible to work in Namibia

Why Hangala Foods:
- ✓ A household name in Namibian food production, feeding families nationwide
- ✓ A Board committed to backing bold, well-considered growth
- ✓ Genuine room to shape strategy and diversify the business
- ✓ Purpose-driven work contributing to national food security

CLOSING DATE: 30 SEPTEMBER 2026

Apply online at: recruitment.hitohr.com/jobs
For enquiries, contact Lisa Matomola | +264 81 811 2812

HITO HR | *People First* | www.hitohr.com

New Consumer Protection Agency planned to strengthen consumer rights in Namibia

Cabinet has approved, in principle, the establishment of a semi-autonomous Consumer Protection Agency as Namibia moves towards creating a dedicated institution to protect consumers from unfair and deceptive business practices.

The agency will be established through a hybrid institutional model, while the Ministry of Industries, Mines and Energy has been directed to draft a Consumer Protection Bill aligned with the model approved by Cabinet.

"Cabinet directed the Ministry of Industries, Mines and Energy to draft the Consumer Protection Bill in accordance with the institutional model as directed by Cabinet; and Cabinet further approved, in principle, the establishment of the Consumer Protection Agency, through a Hybrid Model, as a Semi-Autonomous entity," the latest Cabinet briefing said.

The planned agency and legislation are expected to provide Namibia with a dedicated framework for addressing consumer complaints and business practices involving issues such as unfair contract terms, misleading marketing, pricing practices and defective products.

The development follows longstanding calls for dedicated consumer protection legislation in Namibia, including advocacy by the Namibian Consumer Association.

The proposed framework would bring Namibia closer to several Southern African Development Community (SADC) countries that have established specific institutions or legislation dealing with consumer protection.

SADC adopted a Declaration on Regional

Cooperation in Competition and Consumer Policies in 2009, aimed at strengthening cooperation and promoting greater convergence between national competition and consumer protection authorities.

Across the region, countries have adopted different institutional models. Some combine competition and consumer protection functions within a single authority, while others have established separate consumer protection bodies.

Botswana operates a Competition and Consumer Authority responsible for enforcing both competition and consumer

VACANCY

DIRECTOR: FINANCIAL INTELLIGENCE CENTRE NAMIBIA

The Financial Intelligence Centre (FIC) is inviting applications from visionary, ethical and results-oriented leaders for the position of Director. This is an exceptional opportunity to lead Namibia's national Financial Intelligence Unit and steer the country's efforts to combat money laundering, terrorist financing and the financing of proliferation while safeguarding the integrity of the financial system as required under the Financial Intelligence Act 13 of 2012 and other applicable legislation.

About the Role

Reporting administratively to the Board of the Financial Intelligence Centre and coordinating the work of the AML/CFT/CPF Council whilst serving as the Accounting Officer of the FIC and providing strategic leadership to ensure the effective implementation of the Financial Intelligence Act and related legislation. The incumbent will champion organisational excellence, foster strong national and international partnerships, and position Namibia as a leader in the global AML/CFT/CPF landscape.

Key Responsibilities

The successful candidate will:

- Provide strategic leadership and overall management of the Financial Intelligence Centre.
- Develop and execute the FIC's strategic plans in alignment with national priorities.
- Lead Namibia's Anti-Money Laundering, Counter-Terrorist Financing and Counter-Proliferation Financing (AML/CFT/CPF) agenda.
- Ensure sound governance, financial management, accountability and operational excellence.
- Oversee the preparation of the FIC's budget, annual audit and Annual Report to Parliament.
- Strengthen collaboration with government institutions, law enforcement agencies, supervisory bodies and accountable institutions.
- Represent Namibia at regional and international forums, including the Egmont Group, FATF, ESAAMLG, and engagements with organisations such as the IMF, World Bank, United Nations, and SADC.
- Drive organisational performance through innovation, technology, people development and continuous improvement.
- Provide strategic advice to the Board, the Minister and other key stakeholders on financial intelligence and AML/CFT/CPF matters.

Minimum Requirements

Educational Qualifications

A Master's degree in Law or Accounting or Economics with a minimum of **10 years of Executive Management experience in Financial Services Regulation.**

OR

An Honours degree in Law or Accounting or Economics with a minimum of **15 years of Executive Management experience in Financial Services Regulation.**

Extensive knowledge of:

- Financial Intelligence Units and their operations;
- The Financial Intelligence Act and related legislation;
- FATF Recommendations and Methodologies;
- United Nations Security Council Resolutions;
- Money laundering, terrorist financing and proliferation financing risks;
- Namibia's financial sector and regulatory environment;
- Governance, public policy and strategic leadership;
- Information technology and emerging trends relevant to financial intelligence.

Key Competencies

The ideal candidate will demonstrate:

Strategic Leadership

- Visionary and strategic thinking
- Innovation and transformation leadership
- Sound judgement and decision-making

People Leadership

- Integrity and accountability
- Relationship management
- Ability to build and lead high-performing teams

Governance & Stakeholder Management

- Collaboration across diverse stakeholders
- Policy formulation and implementation
- Governance and risk management

Conditions of Appointment

The successful candidate will be appointed on a five-year fixed-term contract. Appointment is subject to obtaining the required national security clearance in Namibia.

Application Procedure

Interested candidates who meet the above-mentioned requirements are invited to submit:

- A detailed Curriculum Vitae;
- A cover letter outlining their suitability for the position; and
- Certified copies of qualifications and relevant supporting documentation.

Closing date: 21 October 2026

Applications should be addressed to:

Ms Meriam Kamati-Nkoshi
Manager: HR and Organisational Development
Financial Intelligence Centre
Windhoek
Email: **kamati.meriam@fic.na**

The FIC is an equal opportunity employer committed to affirmative action. Suitably qualified candidates from designated groups are encouraged to apply.

Safeguarding Financial Integrity

protection legislation.

Zimbabwe, meanwhile, has a separate Consumer Protection Commission established under its Consumer Protection Act. Its functions include handling consumer complaints, investigating unfair business practices, consumer education and providing mechanisms for redress.

Cabinet's decision means Namibia will now move to the drafting stage of the Consumer Protection Bill, while the proposed agency remains subject to the processes required for its formal establishment.

SD-GOLD 山金国际 SHANJIN INTERNATIONAL OSINO RESOURCES

NEW VACANCIES RELEASE

LOCATION: TWIN HILLS GOLD MINE SITE (KARIBIB)

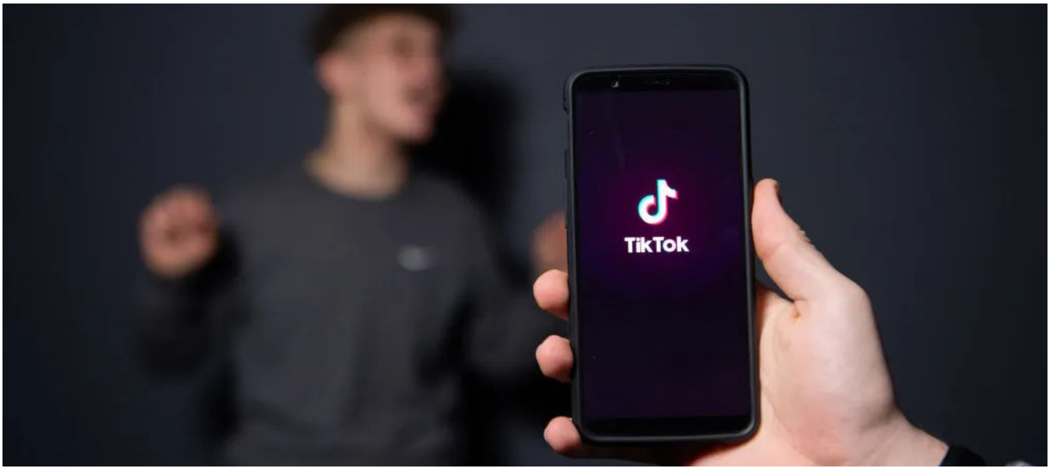
POSITION	QUANTITY	JOB SPECIFICATION	
PLANT SHIFT SUPERVISOR (Permanent)	4	• Grade 12 • Diploma/Higher Diploma in Metallurgy, Chemical Engineering, Process Engineering or related discipline; or relevant extensive processing plant experience. • Minimum 5–8 years' experience in mineral processing or hydrometallurgy, with supervisory experience preferred. • Gold-processing/CIP/CIL experience is highly advantageous. • Valid Namibian Driver's Licence. • Good communication and interpersonal skills	• Monitor DCS trends, alarms, interlocks and key process parameters and take timely corrective action. • Ensure operation in accordance with approved SOPs, operating philosophy and production targets. • Coordinate safe start-ups, shutdowns, isolations, changeovers and responses to process upsets and emergencies. • Enforce Permit-to-Work, lock-out/tag-out, pre-start checks, housekeeping and critical safety controls. • Lead shift toolbox talks, incident/near-miss reporting and immediate response to unsafe conditions. • Coach operators, verify competency and reinforce operational discipline and effective shift handovers. • Maintain accurate shift reports covering production, safety, equipment and process performance.
CHEMIST: LABORATORY (Permanent)	1	• Grade 12 • Bachelor's degree in Chemistry, Analytical Chemistry, Applied Chemistry or closely related discipline. • Minimum 8–10 years' relevant analytical chemistry experience, preferably in mining, minerals processing or gold processing. • Demonstrated experience in a production mining or mineral-processing environment. • Gold-processing experience is highly advantageous.	• Establish and maintain laboratory QA/QC systems, including standards, blanks, duplicates, check assays and control charts. • Review and validate analytical results and drive corrective actions where data quality or turnaround requirements are not met. • Ensure effective sample management, chain of custody, preparation, analysis and reporting systems. • Support metallurgical accounting, reconciliation, process control, production reporting and metallurgical investigations.
COORDINATOR: PROCESSING PLANT (Permanent)	1	• Grade 12 • Bachelors degree in Metallurgy or Process Engineering • 5–8 years relevant experience in a similar role • A valid driver's license • Strong supervision, coordination and problem-solving skills • Sound understanding of reagent handling and process plant utilities	• Establish and implement, including procedures, controls, training, emergency preparedness and compliance requirements of reagents and chemicals. • Coordinate plant housekeeping, signage, waste management and PPE systems. • Conduct routine safety inspections and audits and enforce compliance with SOPs and Permit-to-Work requirements. • Coordinate ancillary crews, shutdowns, start-ups and operational support activities. • Oversee plant mobile equipment utilisation, competency and maintenance compliance.

HOW TO APPLY

Interested candidates should submit a resume, all supporting documents and a letter of motivation detailing relevant experience and potential starting date to recruitment@osinoresources.com by 2 October 2026. Please clearly indicate position applied for in the subject matter line. Failure to do so, may result in disqualification of your application. If you have not heard anything from us two weeks after the due date, please consider your application unsuccessful.

NO HARD COPY CV'S WILL BE ACCEPTED AT OUR OFFICES.

Osino Gold Exploration and Mining and Shanjin International are an equal opportunity employer, committed to fostering diversity and inclusion in the workplace. Preference given to suitably qualified Namibian citizens. People with disabilities are encouraged to apply.



Social media growth pushes telecoms data revenue to N$944m

Namibia's telecommunications sector generated N$944 million in data revenue during the second quarter of 2026, as rising social media use and mobile data consumption continued to drive demand for internet services.

The Communications Regulatory Authority of Namibia (CRAN) said data revenue, excluding Voice over Internet Protocol (VoIP), increased from N$935 million in the first quarter and N$876 million during the same period in 2025.

The latest figure represents an increase of 7.8% year on year and is significantly above the N$702 million recorded in the second quarter of 2024.

"Data and SMS revenue remained largely stable in Q2 2026, recording a marginal increase of 1%. Data continued to account for the largest share of telecommunications revenue, highlighting its growing importance to the sector," CRAN said in its Quarterly Statistics Bulletin for April to June 2026.

The increase comes as overall mobile data consumption rose by 11% during the quarter, accompanied by an 11% increase in social media usage.

TikTok recorded the strongest growth among major platforms, with usage increasing by 21%, followed by YouTube at 15% and Instagram at 9%. WhatsApp usage increased by 5%, while Facebook recorded growth of 1%.

"The broad-based growth across the major platforms suggests that social media continues to play an increasingly important role in internet usage, with video-focused platforms such as TikTok and YouTube showing particularly strong growth," CRAN said.

Among telecommunications operators, Paratus recorded the strongest growth in mobile data usage at 21%, followed by MTC at 11% and Telecom Namibia at 6%.

Data has become an increasingly important revenue source for Namibia's telecommunications operators, with quarterly revenue rising from N$702 million in the second quarter of 2024 to N$944 million two years later.

Data revenue stood at N$694 million in the third quarter of 2024 before increasing to N$800 million in the fourth quarter. It reached N$831 million in the first quarter of 2025, N$876 million in the second quarter, N$928 million in the third quarter and N$934 million in the fourth quarter.

Voice revenue also increased during the latest quarter, rising by 23% to N$138 million from N$112 million in the first quarter of 2026. CRAN attributed the increase mainly to a 29% recovery in domestic voice revenue.

SMS revenue remained relatively stable at N$31 million compared with N$30 million in the previous quarter, despite SMS traffic declining by 15%.

CRAN said the sector continues to show a shift from traditional telecommunications services towards data-based communication.

Paratus recorded a 10% increase in VoIP traffic, driven mainly by a 25% increase in off-net mobile minutes, while Telecom Namibia's fixed-line outgoing traffic declined by 4%. "The continued growth in VoIP traffic, compared with the decline in traditional fixed-line traffic, suggests a gradual shift in consumer preference towards VoIP services," CRAN said.

Fixed broadband subscriptions increased by 1% during the quarter, with wireless broadband subscriptions rising by 42% and MetroNet subscriptions increasing by 23%, although both continued to account for a relatively small share of total fixed broadband connections.

Fibre subscriptions also continued to increase, while ADSL subscriptions declined by 2%. Mobile broadband subscriptions increased by 2%, while dongle and router subscriptions declined by 7%. The proportion of active SIM cards accessing the internet remained unchanged at 64%.

Total active SIM card subscriptions increased by 2%, largely due to growth in prepaid subscriptions, while postpaid subscriptions remained broadly unchanged.

MTC and Telecom Namibia continued to account for the majority of active SIM cards, while Paratus recorded the strongest quarterly subscriber growth at 11%, compared with approximately 2% growth for both MTC and Telecom Namibia

If you don't open your eyes, someone else will decide your path

By Junias Erasmus

> Opening your eyes means becoming aware of your surroundings, your opportunities, your responsibilities, and the decisions that shape your future.

Life gives every person the responsibility to make decisions about where they are going.

However, many people move through life without paying enough attention to the choices being made around them.

They follow what others say, accept what others decide, and sometimes allow circumstances to determine their future. Before they realise it, they are living a life designed by someone else.

The truth is that if you do not become aware of what is happening around you, other people may make decisions that shape your life without you even realising it.

Opening your eyes means becoming aware of your surroundings, your opportunities, your responsibilities, and the decisions that shape your future.

It means asking questions instead of simply accepting everything you are told. It means taking time to understand what is happening before making important decisions.

Life does not always give us clear answers, and sometimes we have to search for information, listen to different perspectives, and think carefully before deciding what is right for us.

The choices we make today can influence where we will be tomorrow.

This is important in education, relationships, work, finances, and personal development.

If you do not understand your rights, someone may take advantage of you. If you do not understand your finances, someone else may make financial decisions for you.

If you do not understand a contract before signing it, you may later discover that you agreed to something you did not fully understand.

If you do not think carefully about your career, you may spend years following a path that was chosen by someone else.

Ignorance can be expensive, while knowledge gives us the ability to make better decisions.

Opening your eyes also means understanding that not everything presented to you is necessarily true or in your best interest.

We live in a world where information is everywhere, but not all information is

> Opening your eyes also means understanding that not everything presented to you is necessarily true or in your best interest.

accurate. People can share opinions as if they are facts, and advice can sometimes be influenced by personal interests.

This is why we must learn to investigate, compare information, and think critically. Being informed does not mean knowing everything.

It means having enough awareness to recognise when you need to ask questions and seek better information before making a decision.

Being open-minded does not mean believing everything you hear. It means being willing to learn, investigate, listen, and make informed decisions.

We should not be afraid to ask questions when something does not make sense. Sometimes one question can prevent a major mistake.

Sometimes reading one document carefully can save you from a serious problem. Sometimes seeking advice from the right person can change the direction of your life. There is no weakness in admitting that you do not know something.

In fact, recognising what you do not know is often the beginning of wisdom.

There are also people who may genuinely want to help us, but their vision for our lives may not be the same as ours.

Parents, friends, colleagues, leaders, and society can influence our choices, and their advice may sometimes be valuable. However, ultimately, we must take responsibility for our own direction.

Advice can guide us, but we must still decide where we want to go. We cannot blame other people forever for a life we allowed them to choose for us.

At some point, we must take ownership of our decisions and accept responsibility for the consequences.

Many opportunities are missed simply because people are not paying attention. A person may be surrounded by knowledge, useful relationships, opportunities, and possibilities but fail to recognise them because they are too comfortable or too distracted to look beyond what they already know.

Sometimes the opportunity we are waiting for is already in front of us, but we are not prepared to recognise it. Awareness allows us to see possibilities where others may only see ordinary circumstances.

The same principle applies to personal growth. If you never question your habits, beliefs, decisions, and direction, you may continue repeating the same mistakes.

Growth requires us to look honestly at ourselves and ask whether the life we are building is the life we actually want.

We should be willing to change direction when necessary. Changing your path does not mean you have failed. Sometimes it means you have finally opened your eyes and realised that you deserve a better direction.

Therefore, open your eyes. Learn about the world around you. Understand your rights and responsibilities.

Ask questions. Read before you sign. Listen before you decide. Question what needs to be questioned. Seek knowledge before making important choices. Listen to advice, but think for yourself.

Do not allow fear, pressure, comfort, ignorance, or the expectations of others to choose your future.

Your life is your responsibility. Other people can advise you, support you, influence you, and even create opportunities for you, but they cannot live your life on your behalf. If you do not open your eyes and take charge of your direction, someone else may gladly decide the path for you.

The earlier you become aware, the greater your ability to choose a future that reflects your purpose, values, and ambitions.

Do not sleep through your own life. Pay attention. Learn. Ask questions. Think. Make informed choices.

Your future is too important to be left in the hands of people who may not understand your purpose. Open your eyes, take responsibility for your direction, and remember that while others may help you choose the road, you are the one who must decide where you are going.

*** *Junias Erasmus is an Interdisciplinary Scholar, Philosopher, and Legal Researcher, with recognised expertise in Artificial Intelligence grounded in a Multidisciplinary foundation in Management Science. He is also a Motivational Speaker. This article is authored in his personal capacity. For enquiries, he may be contacted at Junias99@gmail.com.***

NAMFISA bets on FinTech to tackle access to finance, youth jobs

Namibia is turning to financial technology to tackle persistent barriers to finance, expand financial inclusion and create new opportunities for young entrepreneurs as the country seeks to accelerate the digital transformation of its financial sector. The Namibia Financial Institutions Supervisory Authority (NAMFISA) says technologies such as digital lending, crowdfunding, peer-to-peer lending, InsurTech and digital investment platforms could widen access to capital and financial services for individuals and businesses.

NAMFISA Chief Executive Officer Kenneth Matomola said FinTech should no longer be viewed solely as a technology issue for financial institutions, but as a potential economic development tool capable of supporting entrepreneurship, investment, productivity and employment.

"FinTech is not simply a conversation for regulators and technology companies. It is a conversation about the future of financial services, businesses, jobs, investment and financial inclusion in Namibia," Matomola said.

He said Namibia should increasingly position young people as developers of financial technology businesses rather than viewing them primarily as job seekers.

"Our ambition should therefore be to move beyond viewing young people primarily as job seekers and enable them to become innovators, entrepreneurs, technology developers and job creators," he said.

NAMFISA said digital lending could improve access to capital, while InsurTech could make insurance more accessible to farmers, informal businesses and households.

Digital investment platforms could lower barriers to savings and investment, while pension technology could improve access to pension information and participation in retirement savings.

"These examples demonstrate that FinTech is not merely about technology, it is about solving real problems," Matomola said.

The regulator is now moving to create a controlled environment for some emerging financing models, with the second cohort of its Regulatory Sandbox set to focus on crowdfunding and peer-to-peer lending.

The sandbox allows businesses to test new financial products, services and business models with real consumers on a small scale and for a limited period, while enabling NAMFISA to identify regulatory and consumer risks.

The first cohort focused on microlending and provided the regulator with practical insights into digital lending in Namibia.

"The question before us is therefore no longer whether technology will transform financial services, as it does already. But rather the question is: How do we ensure that innovation takes place responsibly, inclusively and sustainably, while creating meaningful opportunities for Namibian businesses, consumers and young innovators?" Matomola said.

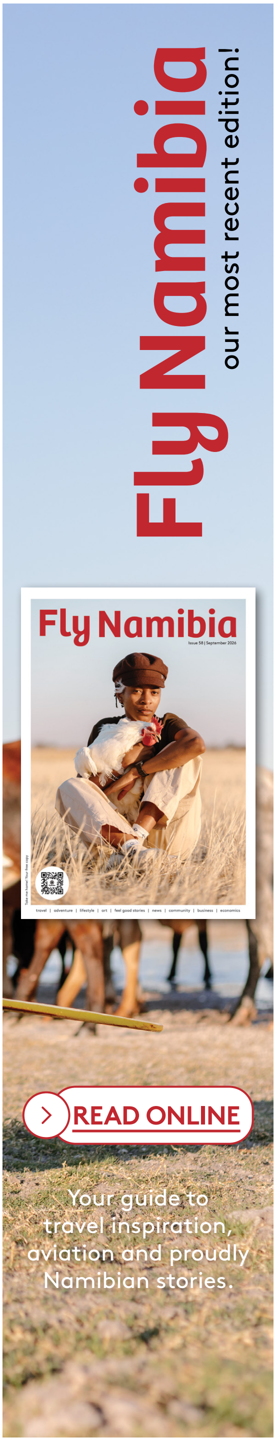
The second sandbox cohort will be launched during NAMFISA's fifth annual FinTech Square on 14 October 2026.

The event will also introduce a Pitch Arena, where vetted Namibian start-ups will present their ideas to investors and mentors as part of efforts to connect emerging FinTech businesses with capital.

An exhibition will showcase local innovations, while an innovator matchmaking initiative will connect early-stage businesses with established companies, investors and mentors.

This year's FinTech Square will be held under the theme, "Innovating Under a New Dawn: Regulation, Collaboration and Capital for Namibia's FinTech Future."

The platform was established in 2022 and has expanded from an awareness initiative into a forum for regulators, businesses, investors and innovators to discuss the development of Namibia's FinTech sector.



Nedbank appoints Janet Kapenda as Head of Marketing and Communications

Nedbank Namibia has appointed Janet Kapenda as its Head of Marketing and Communications.

Kapenda brings more than 15 years of experience in brand management, marketing strategy, integrated communications and stakeholder engagement.

The bank said her appointment is expected to support its efforts to strengthen its brand, deepen stakeholder engagement and advance its business objectives.

Kapenda previously served as Brand Executive for Marketing at Mobile Telecommunications Limited (MTC).

Windhoek building approvals fall to N$161.9 million in August

The City of Windhoek approved 135 building plans worth N$161.9 million in August 2026, as both the number and value of approvals declined on a monthly and annual basis, according to IJG Securities.

The number of approved plans fell 41.0% from 229 in July and was 16.7% lower than in August 2025. The value of approvals declined 20.3% month-on-month from N$203.2 million and was down 24.2% year-on-year.

IJG said the slowdown was broad-based, with approvals declining across property additions, residential developments, and commercial and industrial projects.

Overall, building activity in Windhoek moderated in August, with the number and value of approved plans declining on both a monthly and annual basis.

"Overall, building activity in Windhoek moderated in August, with the number and value of approved plans declining on both a monthly and annual basis," IJG said.

Residential developments accounted for the largest share of approvals by value during the month, with 35 plans worth a combined N$92.2 million approved.

Property additions accounted for 94 approvals valued at N$40.7 million, while six commercial and industrial projects worth N$29.1 million were approved.

Despite the weaker August figures, residential developments and property additions remained ahead of last year's levels on a year-to-date basis. By the end of August, 252 residential plans worth N$533.4 million had been approved, with the value up 8.9% compared with the corresponding period in 2025.

Property additions approved during the first eight months of the year were valued at N$463.4 million, up 7.6% year-on-year.

Commercial and industrial approvals, however, remained sharply below 2025 levels. Approvals in the category totalled N$152.4 million during the first eight months of 2026, down 66.8% from N$459.2 million over the same period last year.

Overall, building plans worth N$1.15 billion were

Public Accountants' and Auditors' Board (PAAB)

The PAAB is a statutory body governing the public accounting and auditing profession in Namibia. The legal mandate of the Board, as derived from the establishing Act, PAA Act No.51 of 1951 as amended, is to regulate Public Accountants and Auditors in Namibia.

VACANCY

RECEPTIONIST AND ADMINISTRATION ASSISTANT (B5)

PURPOSE OF THE POSITION:

To provide high-level front – office reception and administrative support by ensuring seamless communication, effective coordination across departments, and professional representation of the Public Accountants and Auditors Board (PAAB), while supporting administrative, event coordination, finance and operational functions

KNOWLEDGE, SKILLS & ABILITIES:

- Knowledge of office administration and front-office operations.
- Customer service principles and practices.
- Excel, at an intermediate to advanced level.
- Strong Communication, verbal and written skills.
- Good telephone etiquette and interpersonal skills.
- Good time management, multitasking and prioritization.
- Ability to work independently and as part of a team.
- Proactive and positive attitude and creative.
- High level professionalism, confidentiality and discretion.
- Ethical behavior and integrity.
- Emotional, social and intercultural intelligence.
- Technological savvy, comfortable with outlook, word, Canva, and general digital technology.
- Organized and Corporate social media aware.

KEY PERFORMANCE AREAS:

- Reception, front- desk operations and customer service.
- Administrative support and coordination across departments.
- Boardroom, meeting and event coordination.
- Records and information management.
- Coordination and general office administration.
- Finance and operations support.
- Office supplies, procurement and vendor coordination.
- Travel and accommodation arrangements.
- Professional conduct and representation of PAAB.
- Digital communication, manage live chats, answer incoming queries and coordinate virtual appointments.
- Maintain digital Customer Relations.

QUALIFICATIONS & EXPERIENCE

- Diploma in Office Administration, Business Administration or a related field.
- Three (3) years of relevant experience in front- office, administrative or Personal Assistant role.
- Experience in administrative coordination, records management and general office support.
- Relevant training or certification in digital marketing and experience in supporting events and staff will be an added advantage.
- Valid Code B driver's license.
- Preference will be given to Namibian Citizens.

Applications with a detailed CV, accompanied by certified copies of academic and professional qualifications and identity documents should be sent for the attention of:
Human Resources, PAAB, PO Box 11913, Windhoek
Physical Address: 20 Nachtigal Street, Ausspannplatz, Windhoek, Namibia; OR
By email to: hr@paab.com.na

Enquiries should be addressed to HR, Tel 083 727 2500 or hr@paab.com.na
Closing date: 02 October 2026

approved during the first eight months of 2026, compared with N$1.38 billion during the corresponding period of 2025.

Building completions also slowed in August, with 17 buildings valued at N$21.3 million completed, down from 23 buildings worth N$33.6 million in July.

The value of completed buildings declined 36.6% month-on-month and 26.9% year-on-year.

Residential completions accounted for seven buildings valued at N$9.7 million, while 10 additions to existing properties worth N$11.6 million were completed during the month.

No commercial or industrial buildings were completed in August, extending the sector's run without a completion to six consecutive months.

“While these projects generally have long construction lead times, the current stretch represents the longest consecutive period without a completion since 2021,” IJG said.

Year-to-date, only one commercial or industrial project valued at N$3.0 million has been completed, compared with three projects worth N$45.2 million during the same period in 2025.

Despite the weaker August performance, the overall value of completed buildings remained above last year's level. Buildings worth N$330.9 million were completed during the first eight months of 2026, up 27.8% from N$259.0 million over the same period in 2025. Residential completions contributed N$219.3 million, up 36.3% year-on-year, while completed property additions were valued at N$79.5 million, an increase of 50.3%.

“The prolonged absence of commercial and industrial completions, together with the decline in approval values, points to a moderation in construction activity,” IJG said.

Vacancy

Become a Connector of Positive Change and be part of our vibrant and dynamic team.

Position: Sector Team Lead – Oil & Gas (MT5)

Department: Corporate and Institutional Banking

Purpose of Role:
Overall accountability for the growth and development of the Oil & Gas sector portfolio within Corporate and Institutional Banking through the establishment of strategic relationships and effective engagement with key stakeholders, clients, International Oil Companies (IOCs), Tier 1 and Tier 2 contractors, operators, contractors, suppliers, regulators and industry participants across the Oil & Gas value chain.

Minimum Requirements:
- Bachelor's degree in commerce, banking, finance, economics, accounting, business management, engineering, energy studies or a related field, or an equivalent qualification.
- A postgraduate qualification in corporate finance, financial analysis, business management, project finance, energy studies or a related commercial discipline, including an MBA, CFA or a recognised credit qualification, will be an added advantage.
- Relevant industry certifications and/or practical training in Oil & Gas, ESG, HSSE, Trade Finance, Structured Finance, Treasury, or Project Finance will be advantageous.

Experience:
- A minimum of 8+ years' banking experience, of which at least 5 years should be in corporate banking, institutional banking, investment banking, relationship management, structured finance, trade finance, project finance, mining, energy, infrastructure or a related discipline. Knowledge of Namibia's Oil & Gas developments, local-content priorities, regulatory environment, strategic industry stakeholders and broader energy value chain will be advantageous.

Key Responsibilities:
- Strategic Sector Leadership
- Business Origination and Revenue Growth
- Market Intelligence and Thought Leadership
- Client Relationship Management and Stakeholder Ecosystem
- Product Solutions, Transaction Execution and Cross-Sell
- Credit, Risk, ESG and Compliance Discipline
- Portfolio, Financial and Management Reporting
- Cross-Bank Coordination and Service Delivery
- People Leadership and Capability Building

Key Knowledge & Skills:
- Strong financial analysis, credit assessment and solution structuring skills, with sound risk management judgement.
- Knowledge of corporate and institutional banking, including credit, treasury, trade finance, transactional banking and structured solutions.
- Understanding of the Oil & Gas value chain, including infrastructure, suppliers, procurement, local content and market dynamics.
- Knowledge of credit risk, RAROC, covenants, security, ESG, HSSE and compliance requirements.
- Commercially astute, proactive and accountable, with the ability to work independently.
- Strong stakeholder engagement skills across senior executives, public-sector, international and technical stakeholders.
- Collaborative and solutions-focused, with the ability to coordinate multiple teams and banking products.
- Knowledge of the Namibian business and regulatory environment, with awareness of regional and global Oil & Gas developments.
- High levels of professionalism, integrity, confidentiality and continuous learning.

Closing Date: Wednesday, 30 September 2026

We are a diverse and inclusive organisation, and encourage individuals who are driven by results, analytical, digitally savvy, and perceive challenges as stimulating to kindly submit their application to:

http://careers.bankwindhoek.com.na

Bank Windhoek
a member of Capricorn Group

Entrepreneurship at 04:57

By Hilda Basson Namundjebo

It is 04:57 in Windhoek. The city is still asleep, wrapped in the kind of silence that makes you aware of your own breathing.

Somewhere far off, a single car moves through the dark, possibly someone else beginning their day, or ending it.

And here I sit, thinking about the multiple hoops an entrepreneur must jump through to keep a business liquid, a client satisfied, a team motivated, and a dream alive.

People speak about entrepreneurship with a kind of glossy admiration. They talk about freedom, creativity, ownership, the thrill of building something from nothing.

They rarely talk about the unpredictability of payment cycles, how you can deliver excellence, exceed expectations and still wait months to be paid.

They don't talk about the constant pressure of having to be two steps ahead, or five steps ahead, because falling behind is not an option. There is no cushion.

No shareholder equity. No corporate buffer. No board to absorb the shock. It is your money, your risk, your name, your sleepless night.

Corporate life is tough; the KPIs, the politics, the performance dashboards, the C suite demands. But at least in the corporate world, you are protected by an institution.

> **"Your brain learns to operate in survival mode, opportunity mode, innovation mode, and crisis mode; all at once.**

You perform against shareholder equity, not your own bank account. You have a salary that arrives whether the client pays or not.

You have a team with structure, systems, and HR to manage underperformance. You have departments. You have cover.

Entrepreneurship is a different battlefield. The toll it takes on your mental fortitude is hazardous. You need a tough mind and an even thicker skin.

You must manage demands and client deliverables with the dignity of a diplomat and the charm of a seasoned performer.

You must smile through exhaustion, negotiate through frustration, and deliver through uncertainty. You must be calm when your bank balance is screaming and gracious even when your patience is thinning. You must be strategic when your spirit is tired.

And then there is staff. Staff who need coaching, correcting, uplifting, redirecting; all that while you are already carrying the weight of everything else.

You become the strategist, the HR

manager, the finance department, the creative engine, the operations lead, and the emotional shock absorber.

You carry the business on your back while trying to teach others how to carry even a fraction of it.

I wonder if a study exists on the neurological formation of entrepreneurs versus employed people. Because the pressure is constant, relentless, and deeply personal.

Your brain learns to operate in survival mode, opportunity mode, innovation mode, and crisis mode; all at once.

You live with a level of anxiety that is difficult to explain. You are always thinking, always worried, always planning. Even in your sleep, your mind is ticking.

And then, of course, it is even harder for a woman.

Because you still carry traditional responsibilities and societal expectations with you. You must shoulder them with grace, smile through your tears, and still show up as strong, capable, and composed.

You must be mother, daughter, sister, leader, provider, and visionary - all at the same time. You must be soft enough to be loved and strong enough to be respected. You must be everything, everywhere, all at once.

And for black entrepreneurs, the journey is even more complex. Our structures are informal. Our networks are thinner. Our access to capital is limited. Market access is harder to penetrate.

But when you build your own business, you must carve your own path through walls that were not designed for you.

You must create legitimacy from scratch. You must prove yourself twice, sometimes three times, before you are taken seriously.

Then there is the family dimension. You carry the emotional and financial weight of being “the one who made it”, even when you are still fighting to make payroll.

You give because you love, but every act of generosity chips away at your reserves. Yet still, you give.

Entrepreneurship is not a job. It is a psychological marathon. It is a spiritual test. It is a financial gamble. It is a daily negotiation with hope.

It is waking up at 04:57, staring into the quiet, and wondering how you will stretch yourself again today - and knowing that you will.

Because beneath the exhaustion, beneath the pressure, beneath the relentless demands, there is a quiet conviction: I was built for this. Even when it feels like it is breaking me.

And perhaps that is the truth of entrepreneurship; not the glamour, not the titles, not the awards, not the LinkedIn announcements.

The truth is in the early mornings, the silent rooms, the whispered prayers, the private fears, the stubborn resilience, and the decision to keep going.

At 04:57, the city sleeps. But the entrepreneur is awake, carrying a world only she can see, building a future only she can imagine, and fighting battles only she will ever understand.

But this is where my soul breathes – freely.

Hilda is a business leader, public speaker and a seasoned broadcast journalist. Founder of the national brand and organisation Team Namibia, Hilda believes her purpose is to impact the world with kindness, one engagement at a time

Namibia imports 87% of wheat, 64% of maize and pearl millet, 96% of fruit

Namibia remains heavily dependent on food imports, sourcing 96% of its fruit, 87% of its wheat and 64% of its maize requirements from outside the country, as the government moves to increase domestic crop production and reduce reliance on foreign supplies.

Deputy Minister of Agriculture, Fisheries, Water and Land Reform Ruthy Masake said Namibia also imported about 64% of its pearl millet requirements during the 2025/26 season, while approximately 46% of vegetables consumed domestically came from imports.

Potatoes, the country's largest horticultural product by consumption, also remain heavily dependent on imports.

"While considerable progress

Standard Bank

Expression of Interest

EOI/SBN//001/09/2026 – CLIENT AND MARKET RESEARCH- STANDARD BANK NAMIBIA

1. **Request for information**
   Standard Bank Namibia Limited hereby invites registered, experienced, and qualified suppliers, to submit pre-qualification applications for the supply of independent Market Research Services to Standard Bank Namibia.
2. **Description of services**
   Standard Bank Namibia limited requires the Service Provider to provide the below services for a period of 3 years.
   - Independent market, client and stakeholder research services including
   - Research Design & Methodology
   - Fieldwork & Data Collection Services
   - Data Processing & Analysis
   - Reporting and Insights Generation
   - Delivery within compliance to SAMRA & ESOMAR Professional Standards
3. **Standard Bank shall have the right to:**
   - Request clarification during the evaluation process
   - Conduct Site Inspection of offices
   - Reject Companies that fail to submit mandatory documents and do not meet the Standard Bank qualification criteria.
4. **Pre-qualification application**
   Interested Suppliers can request application forms via the email address below.
   SupplierSourcing@standardbank.com.na
   Please note that all applications must be submitted via the online portal.
   No email or hand-delivered applications will be accepted.
   Enquiries via email only
   Once requested, you will receive a formal email invite from Standard Bank Namibia Coupa email address to submit your documentation on the online portal.
   Due to the high demand, please allow up to 48 hours response time to receive the online portal email.
   Closing date: **15 October 2026 at 12H00**
   Note: Only shortlisted companies will be contacted within 4 weeks after the closing date.
   *This EOI does not constitute a commitment by Standard Bank Namibia to award any contract or to engage any responding party.
   For more information, please visit:
   standardbank.com.na

has been made, Namibia still relies on imports to meet a significant share of its food requirements. In the 2025/26 season, approximately 64% of our maize, 87% of our wheat and 64% of our pearl millet requirements were imported," Masake said.

"In horticulture, approximately 46% of vegetables and 96% of fruit consumed domestically are imported. Potatoes, our largest horticultural product by consumption, also remain heavily import-dependent."

Masake said the high dependence on imported food exposes weaknesses in Namibia's domestic food production capacity.

She said reducing imports could create opportunities for local investment, employment and agricultural value addition while retaining more income within the domestic economy.

"Every product we can competitively produce locally represents an opportunity for investment, employment, value addition and income retained within our economy," she said.

The government is now targeting increased domestic food production under the Sixth National Development Plan (NDP6), with a focus on reducing food imports and expanding commercial crop production.

The plan seeks to increase horticultural production, expand strategic crop exports and bring more productive land under commercial and large-scale crop farming.

It also targets increased domestic production of agricultural inputs, expansion of agro-processing, irrigation development, research and innovation, climate-smart agriculture and improved market access.

"Towards 2030, the Plan seeks to increase domestic food production, reduce dependence on food imports, increase the contribution of crop value chains to the economy, raise domestic horticultural production, expand strategic crop exports, develop domestic capacity for agricultural inputs, increase the contribution of agro-processing, and expand productive land under commercial and large-scale crop production," Masake said.

She said Namibia's agricultural sector needs to shift from predominantly primary

Consultancy

MONDJILA
PROJECT ADVISORY & MANAGEMENT

POSITION: INDEPENDENT AUDITOR

Engaged by:	Mondjila Project Advisory and Management CC
Department:	Finance & Compliance
Location:	Windhoek, Namibia
Contract Duration:	One (1) Year
Application Deadline:	25th September 2026

About the Company

Mondjila Project Advisory and Management CC (MPAM) is seeking to appoint a suitably qualified and Independent Auditor to conduct an external audit of the Company's financial statements and project operations, including the A2D Facility (Ammonium Sulfate Fertilizers from Renewable Hydrogen in Namibia) at the Daures Green Hydrogen Village in the Erongo Region. The Auditor will express an independent opinion on the accuracy, completeness, and regulatory compliance of the Company's financial and project records.

For more information about this assignment, including the full Terms of Reference, please refer to the company's official website at www.mondjila-projects.com

Scope of Services

- Financial audit of annual financial statements, accounting records, and supporting transactions.
- Project audit of budgets, expenditures, procurement processes, and contract management.
- Assessment of internal controls, risk management practices, and IFRS, and other applicable regulations.
- Verification procedures, including physical asset checks and third-party confirmations.

Firm / Practitioner Profile

- Demonstrable independence, objectivity, and due professional care, free of conflicts of interest.
- Experience auditing project-based and donor-funded organisations.
- Adequate capacity and technical expertise to undertake a multi-sector engagement.
- Integrity and discretion in handling confidential and compliance-sensitive information.

Qualifications & Experience

- Registered and licensed audit firm or practitioner in Namibia.
- Relevant professional qualification (e.g. CA, ACCA, or equivalent).
- Proven track record conducting audits in accordance with International Standards on Auditing (ISA).
- Experience with donor-funded project audits and compliance reporting is an advantage.
- Preference will be given to Women-Owned Businesses, Youth-Owned Businesses, and Previously Disadvantaged Individuals, subject to meeting minimum compliance and technical thresholds.

How to Apply

Submit your proposal, together with proof of registration, qualifications, and relevant experience, to hr@mondjila-projects.com

Only shortlisted firms/practitioners will be contacted.

Mondjila Project Advisory and Management
www.mondjila-projects.com
hr@mondjila-projects.com
info@mondjila-projects.com

> The government is now targeting increased domestic food production under the Sixth National Development Plan (NDP6), with a focus on reducing food imports and expanding commercial crop production.

and subsistence production towards a more productive, commercial, technology-driven and industrialised model.

The push for greater food self-sufficiency comes as local farmers continue to face erratic rainfall, recurrent droughts, water scarcity, rising production costs, pest pressures and climate change.

Masake said strengthening domestic production would require investment across the agricultural value chain, including farming, research, technology, logistics and processing.

She also called for greater participation by young people and women in commercial agriculture, saying emerging technologies and modern agribusiness could create new economic opportunities.

“The future of agriculture will increasingly be shaped by technology, research, innovation, logistics, processing and modern agribusiness. Young Namibians must therefore be positioned to seize these opportunities,” she said.

Toyota dominates Namibia vehicle market as August sales fall 10%

. . . Powerstar led the heavy commercial vehicle market

Toyota maintained its dominance of Namibia's new vehicle market during the first eight months of 2026, accounting for 51.6% of passenger vehicle sales and 67.1% of light commercial vehicle sales, according to IJG Securities.

The market leadership came despite overall new vehicle sales declining by 10.1% month on month in August, with 1,380 units sold compared with 1,535 units in July.

August sales were, however, 8.6% higher than during the corresponding month in 2025, while year-to-date sales continued to show strong growth.

A total of 10,760 new vehicles were sold between January and August, representing a 12.1% increase compared with the same period last year and the strongest first-eight-month performance since 2015.

Rolling 12-month sales increased to 15,711 units, the highest level since September 2016.

In the passenger vehicle segment, Volkswagen ranked second behind Toyota with a 14.3% market share and 710 units sold year to date.

Chinese vehicle manufacturers continued to expand their presence, with Haval accounting for 5.9% of passenger vehicle sales, Jetour 5.8% and Chery 2.3%.

"Toyota's grip on the market continues to tighten, while Chinese brands steadily take share from the second tier, a competitive dynamic likely to intensify as consumers become more cost-conscious," IJG said.

Passenger vehicle sales fell by 16.0% month on month to 634 units in August from 755 units in July, which IJG said was the strongest passenger vehicle sales month since July 2015.

Despite the monthly decline, August passenger vehicle sales were 5.1% higher than the 603 units sold in August 2025. Year-to-date passenger vehicle sales increased by 8.7% to 4,968 units.

Commercial vehicle sales performed comparatively better, declining by 4.4% month on month to 746 units, but remaining 11.7% above August 2025 levels.

Year-to-date commercial vehicle sales reached 5,792 units, up 15.2% compared with the same period last year.

Toyota controlled 67.1% of the light commercial vehicle market, followed by Ford with 9.5%, representing 474 units. Isuzu held 4.6%, Volkswagen 4.0%, JAC 3.4% and GWM 2.9%.

Light commercial vehicle sales declined by 9.7% month on month to 615 units, although volumes remained 2.3% higher year on year.

Toyota also led the medium commercial vehicle segment with a 42.2% market share, followed by Mercedes-Benz at 16.6%, Hino at 15.2% and FAW at 13.3%.

Medium commercial vehicle sales increased by 66.7% month on month to 30 units and were 3.4% higher year on year. Year-to-date sales stood at 211 units, 0.5% below the corresponding period in 2025.

Heavy commercial vehicle sales recorded particularly strong growth, reaching 101 units in August, the highest monthly level since 1998.

Sales in the segment increased by 24.7% from July and 165.8% from the 38 units recorded in August 2025.

Year-to-date heavy commercial vehicle sales reached 608 units, representing a 51.2% increase from the previous year. IJG attributed the growth to sustained activity in Namibia's mining, logistics and construction sectors.

Powerstar led the heavy commercial vehicle market with an 18.4% share, followed by Shacman at 17.6%, Scania at 14.8%, Hino at 13.5%, FAW at 8.4% and Volvo Trucks at 8.2%.

"Commercial demand in particular has held up, and a record-heavy commercial month would suggest capital spending in the productive sectors of the economy remains firm, though a single month in a segment this small warrants caution before reading it as a trend," IJG said.

The vehicle market is, however, facing increasing pressure from higher operating costs after Namibia's annual inflation rate accelerated to 5.0% in August from 4.4% in July and 3.2% a year earlier.

Transport inflation climbed to 13.2%, while petrol and diesel inflation reached 25.1% following the partial reversal of the fuel levy reduction and a N$2 per litre fuel price increase in August.

Vehicle purchase inflation remained comparatively subdued at 1.9%, indicating that cost pressures were concentrated more on operating vehicles than purchasing them.

"The risks ahead sit on the cost side. September's fuel price increases, layered onto an inflation rate that has climbed substantially over the past year, will test affordability through the remainder of 2026, particularly in the more price-sensitive passenger segment," IJG said.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