

WINDHOEK OBSERVER

DEMOCRACY IN THE MIRROR

Kavango chiefs seek eviction of Bravo settlers



'Smoking crack cocaine like we eat sweets': Inside Rehoboth's drug trade



Bank Windhoek to redeem N$250 million bond



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Lüderitz Waterfront 'fraudster' given 73 years to repay N$2.2m

RENTHIA KAIMBI
Staff Writer

...former employee will be over 100 years old by the time he is expected to fully repay the money

An employee of the Lüderitz Waterfront Development Company (LWDC), who allegedly defrauded the state-owned entity of more than N$2.2 million, was allowed to enter into a repayment arrangement of just N$2 500 per month instead of having the matter reported to the police, according to Independent Patriots for Change (IPC) member of parliament Michael Mwashindange.

Mwashindange has accused the company's chief executive officer, Fluksman Samuehl, of shielding the employee, described as a close associate, after the alleged fraud was uncovered in May 2024.

Mwashindange told the *Windhoek Observer* on Tuesday that the employee was dismissed after the company discovered the fraud and the employee allegedly admitted to defrauding the entity.

"The CEO further facilitated alternative employment and gave the perpetrator a beautiful recommendation letter saying he's a good and honest employee, while he continues to pay the mere N$2 500 which he even failed to pay some months," Mwashindange said.

Instead of reporting the matter to the relevant authorities or opening a criminal case with the Namibian

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At a glance...

- **Lüderitz Waterfront employee allegedly defrauded state-owned company of more than N$2.2 million.**
- **Former employee reportedly allowed to repay N$2 500 monthly, taking approximately 73 years to recover the money.**
- **IPC's Michael Mwashindange accuses CEO Fluksman Samuehl of shielding the alleged fraudster instead of reporting the matter to police.**



Michael Mwashindange



Fluksman Samuehl



Dr Libertine Amathila has died

Staff Writer

Veteran liberation struggle stalwart, medical doctor and former Deputy Prime Minister Dr Libertina Amathila, died in a local hospital at the age of 85 this morning.

She was one of the country's pioneering female leaders, whose contribution to the liberation struggle and post-independence development spanned several decades.

Born on 10 December 1940 at Fransfontein in the Kunene Region, Amathila went into exile in 1962 before receiving a scholarship to study medicine in Poland.

She graduated from the Warsaw Medical Academy in 1969, becoming Namibia's first female medical doctor.

During the liberation struggle, she provided medical services to Namibian refugees and helped establish healthcare and education facilities, particularly in Angola.

Following independence in 1990, she became the first minister of regional and local government and housing, serving until 1996.

She subsequently served as minister of health and social services from 1996 to 2005, playing a key role in shaping the country's healthcare system.

In 2005, Amathila made history again when she became Namibia's first female deputy Prime Minister under former president Hifikepunye Pohamba.

She held the position until her retirement from active politics in 2010, having spent much of her political career championing healthcare access, housing and the welfare of disadvantaged communities.

Her contribution to Namibia's liberation and development earned her several honours, including the United Nations High Commissioner for Refugees' Nansen Refugee Award in 1991.

In 2012, she published her memoir, Making a Difference, documenting her journey through exile, medicine and politics.

Meatco workers face pay cuts as FMD crisis deepens

RENTHIA KAIMBI
Staff Writer

Meatco employees are facing salary cuts, reduced working hours and a possible deferment of their 13th cheques as the state-owned meat processor moves to contain mounting financial pressure caused by the foot-and-mouth disease (FMD) outbreak.

The Meat Corporation of Namibia (Meatco) announced emergency labour cost-containment measures on Tuesday, following consultations with the Namibia Food and Allied Workers Union (NAFAU), as the company battles declining revenue, suspended international beef exports and accumulating unsold stock.

In a media statement issued on 24 November, Meatco said the suspension of international beef exports and declining domestic demand had significantly affected its revenue, leaving it struggling to sustain a monthly wage bill exceeding N$15.5 million.

Under the proposed arrangements, employees without sufficient accrued annual leave will receive only two-thirds of their normal remuneration for December, while those with adequate leave balances will receive their full salaries by utilising their leave entitlements.

The corporation said all employees would receive their full November salaries.

Meatco will also close its offices and production facilities from 4 December 2026 until 4 January 2027, an arrangement agreed upon with NAFAU.

The company is proposing a 50% reduction in ordinary working hours, accompanied by a corresponding reduction in basic remuneration, for a three-month period from 1 January to 31 March 2027.

The proposed arrangement will be

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At a glance...

- **Meatco workers face salary cuts, reduced working hours and possible deferment of 13th cheques as FMD crisis bites.**
- **Export suspension and declining domestic demand leave Meatco struggling with a monthly wage bill exceeding N$15.5 million.**
- **Meatco proposes a three-month 50% reduction in working hours and remuneration to save N$16.7 million and protect jobs.**



NATIONAL



Staff Writer

Kavango Traditional Leaders Forum met with President Netumbo Nandi-Ndaitwah on Monday

Kavango chiefs seek eviction of Bravo settlers

PATIENCE MAKWELE
Staff Writer

The Kavango Traditional Leaders Forum has asked the government to intervene in Bravo and evict people who have settled in an area traditionally occupied by the San community, while also calling for portions of Bwabwata National Park and underutilised land at Mangetti to be made available for farming.

The requests were raised during a meeting with President Netumbo Nandi-Ndaitwah State House on Monday.

The leaders also raised concerns about the deteriorating condition of the Mashare Agricultural Project, poor rural roads, healthcare shortages and inadequate education facilities.

Forum chairperson and Uukwangali Traditional Authority leader Hompa Eugene Kudumo said the delegation had asked the government to intervene in Bravo because the San community was uncomfortable with the growing number of people settling in the area.

He described Bravo as the "area where the San community lives" and said the delegation had asked for those who had moved into the area to be evicted.

Kudumo did not explain the status of the people he said should be evicted.

The President did not publicly respond to the specific request.

The forum also wants parts of Bwabwata National Park degazetted to allow communities to benefit from the land and establish farms.

Kudumo said the Hambukushu community wanted some areas of the park released for these purposes.

The delegation further called for underutilised land at Mangetti to be surrendered to traditional authorities for allocation to individuals interested in farming.

"If the land is not utilized, why can't they surrender some of the land to the traditional authority, and we give it to individual people for farming?" he said.

Kudumo said population growth and young people seeking to enter agriculture were increasing pressure on communal land, making it difficult for those who wanted to start farming to access land.

The request involving Bwabwata comes against the background of a longstanding dispute over land use in the park.

The Hambukushu Traditional Authority petitioned the National Assembly in 2021, seeking a review of a 1999 Cabinet decision prohibiting cattle in national parks in north-eastern Namibia and challenging the park's 2007 proclamation.

A parliamentary committee visited the area in 2022 and heard concerns involving the Hambukushu and Khwe communities living in the park.

The Legal Assistance Centre also raised concerns that the rights and presence of the Khwe San community needed to be considered in discussions about the land.

Kudumo said the delegation also raised the condition of the Mashare Agricultural Project, which he said had previously provided opportunities for people to study and receive agricultural training.

He said the facility was deteriorating and no longer being used for its intended purpose.

"It is not used as it's supposed to be. So we want it to be how it's supposed to be so that the youth can be trained on different aspects of agriculture, horticulture and other things," he said.

On infrastructure, Kudumo said sandy roads made it difficult for residents to travel and for farmers to transport cattle to markets.

He said many residents relied on small vehicles that struggled to navigate the roads, while farmers transporting livestock often needed four-wheel-drive vehicles or trucks.

"If they could gravel there, it definitely will make sense," he said, adding that improved roads would help farmers reach markets and sell their livestock.

The forum also called for clinics to be built in remote settlements and for existing facilities to be provided with more staff.

Kudumo said some clinics operated only until Friday, leaving residents without services over weekends.

He cited cases of people bitten by snakes who struggled to reach medical facilities in time.

The delegation further called for more schools and hostels to accommodate the growing number of learners in the two regions.

Nandi-Ndaitwah said traditional authorities were an important part of Namibia's democratic governance system and that the Constitution recognised the Council of Traditional Leaders.

"Therefore, as the President, the time allows it is really necessary that we can engage our traditional authority," she said.

The Kavango Traditional Leaders Forum comprises five recognised traditional authorities: Uukwangali, Mbunza, Shambyu, Gciriku and Hambukushu.

Lüderitz Waterfront 'fraudster' given 73 years to repay N$2.2m

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Police, the CEO allegedly facilitated a private repayment arrangement with the employee through his personal lawyers.

"After this fraudulent discovery, the CEO did not report this fraudulent activities to the relevant authorities or to open any case with Namibian police. He instead entered into repayment arrangement with the perpetrator of this fraud, (with the intention of protecting the perpetrator of the said fraud)," Mwashindange alleged.

He further claims that the lawyers who facilitated the agreement were also associated with the company, despite allegedly having no contract with the LWDC and not having been appointed through procedures prescribed under the Public Procurement Act.

Under the alleged arrangement, the former employee was required to repay N$2 500 monthly towards the more than N$2.2 million said to have been lost by the company.

Mwashindange questioned the adequacy of the arrangement, arguing that it would take approximately 73 years to recover the money.

"The fraud master is currently 35 years old, meaning he will be more than 100 years at the time he will finish repaying the public money," he said.

The allegations have emerged as the ministry of finance launches an internal audit into the affairs of the LWDC, following mounting pressure over alleged financial mismanagement, questionable payments and governance failures at the company.

According to a notification letter dated 3 November 2026, the ministry's Directorate of Government Internal Audit and Policy Coordination conducted a review covering the company's governance arrangements, financial management, procurement processes and use of funds allocated to the Lüderitz Waterfront project.

The audit team requested access to board resolutions, financial statements, tender documents and asset registers, among other records, and is expected to submit its report within three weeks.

Mwashindange has welcomed the investigation, but insists that the allegations require a thorough and independent examination, with accountability for any wrongdoing established.

"I welcome and commend the leadership of the ministry of finance for taking the decision to audit the dealings of the Lüderitz Waterfront Development Company, following my call last month for an investigation," he said.

He has questioned how a loss of more than N$2.2 million in public funds could result in a repayment arrangement that, at N$2 500 per month, would take decades to settle.

He called for the audit to be thorough, independent and uncompromising, warning that the public deserved accountability over the alleged financial irregularities.

"Namibians deserve answers, accountability and consequences for such corruption. We will not stop demanding transparency until every cent of public money is accounted for. Our people deserve better," he said.

The allegations against Samuehl and the former employee have not been independently established.

Efforts to obtain comment from Samuehl regarding the alleged fraud, the repayment agreement and the claims surrounding the appointment of the lawyers were ongoing at the time of publication.

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‘Smoking crack cocaine like we eat sweets’: Inside Rehoboth’s drug trade

DESMARIUS HANSEN
Staff Writer

Former addict describes how easy it is to enter the drug business, alleging an entrenched network of dealers, customers and suppliers



Behind Rehoboth’s repeated drug arrests lies a wider concern about cocaine use, addiction and the networks allegedly sustaining the town’s drug trade. -*Photo: Hariette-Ann*

“People in Rehoboth smoke cocaine like we eat sweets.”

That is how Daniel (not his real name), a recovering drug addict, addiction counsellor and former gang member, describes what he believes has become a deeply entrenched drug culture in Rehoboth, where the cocaine trade is allegedly thriving and getting involved in selling drugs can be easier than finding a legitimate job.

Drawing from his own experiences in the town’s underworld, Daniel says the drug trade is not necessarily built overnight.

Some people begin as street-level sellers working for established dealers, gradually learning the business, building customer bases and eventually establishing their own operations.

He points to the repeated arrests of Naomi Fisch as an example of how individuals can become embedded in the drug economy, although he maintains that her case represents only a fraction of a much bigger problem.

Fisch is expected to appear in court on Thursday, following her latest arrest in September during an undercover police operation in Block F, Rehoboth, where officers allegedly recovered 15 units of suspected crack cocaine and N$5 100 in cash.

Her arrest followed several previous encounters with law enforcement over alleged drug-related activities.

She was initially arrested in December 2025 alongside her boyfriend, Steve Schneiders, and three other co-accused.

In February 2026, she was granted N$10 000 bail in a case involving 200 grams of cannabis and N$154 000 suspected to be proceeds of crime.

In March, she was arrested again after police allegedly recovered cocaine powder, 26 units of crack cocaine and N$6 320 at her residence.

Following her September arrest, she was denied bail, with the matter postponed to 26 November for further investigations.

But Daniel says focusing on individual arrests risks overlooking the mechanisms that sustain the trade and how people are drawn into it.

According to him, Fisch allegedly started at the lower end of the drug business, working as a seller for other dealers before recognising the financial opportunities and establishing herself independently.

> She didn’t just start this business, she was also used as a merchant, and then she saw how lucrative the business was and that she could also start one herself, and from there on her business grew immensely,”

“She didn’t just start this business, she was also used as a merchant, and then she saw how lucrative the business was and that she could also start one herself, and from there on her business grew immensely,” he alleges.

Daniel says his understanding of the trade comes from years of exposure to drug use, gang activity and the relationships that develop around the business.

He claims Fisch grew up in Rehoboth, where her parents operated a welding business manufacturing window frames. She attended M&K Gertze Secondary School but struggled to find employment after completing her education.

“It’s a thing of she doesn’t get a job, she also had a rough upbringing,” he says.

He describes unemployment and difficult personal circumstances as some of the factors that can make the drug business attractive, particularly to young people who see established dealers making money while legitimate employment opportunities remain limited.

According to Daniel, the transition from being a street-level seller to running an independent operation can happen gradually, with dealers building relationships and gaining customers before expanding their businesses.

He alleges that the quality of the cocaine being sold also plays a role in attracting customers.

“The thing is she also sells cocaine that has very, very good quality,” he says, adding: “En sy verkoop groot.”

“And she has many customers.”

For Daniel, the number of people allegedly buying cocaine in Rehoboth reflects a wider crisis that has normalised drug consumption in parts of the community.

He estimates that the town has as many as 5 000 drug addicts, although this figure could not be independently verified.

He says drug users consume different substances, including mandrax and cannabis, but maintains that crack cocaine has developed a particularly strong following.

“They don’t smoke heavy, but crack cocaine has many smokers, many supporters,” he says.

He believes the accessibility and addictive nature of cocaine have helped create a market in which consumption is no longer confined to a particular group or social class.

“It’s the only drug that’s so well known and is very addictive, so people in Rehoboth smoke cocaine like we eat sweets,” he says.

Daniel further argues that the drug economy is sustained by more than the money exchanged between dealers and customers.

He says the trade can also provide a sense of belonging, recognition and social standing to those involved.

He alleges that Fisch had experienced strained family relationships and that the attention she received from customers contributed to her sense of importance.

“She was also at a time rejected by her parents, so to sell drugs she feels important,” he says.

“Sy het nie liefde nie.”

He describes how even customers arriving with relatively small amounts of money can reinforce a dealer’s sense of status.

“If I now go to her with her N$100 to buy ‘klip’, she feels honoured, sy voel ‘geëerd’, she feels nice,” he says.

“And the more customers come to her the more she feels ‘Queen’.”

Daniel says this relationship between dealers and their customers can create an environment in which selling drugs becomes more than a source of income.

It can become a way of gaining influence and recognition within certain social circles.

Beyond individual sellers, he alleges that Rehoboth’s drug trade operates through interconnected networks, with dealers sharing information and maintaining relationships that allow business to continue.

“But this is a whole Mafia story, these drug dealers in Rehoboth, these people work together like families, and they give each other intel,” he says.

He further alleges that some dealers use their financial resources and connections to secure protection and evade accountability.

These allegations could not be independently verified.

For Daniel, the challenge facing Rehoboth is therefore much bigger than the repeated arrest of one alleged dealer.

He believes that as long as the demand for drugs remains high, new sellers will continue entering the business, replacing those arrested and keeping the supply chain alive.

His account offers a glimpse into what he describes as a cycle in which unemployment, addiction, social acceptance and the promise of quick money intersect, making the drug trade increasingly difficult to dismantle.

While arrests may temporarily remove suspected dealers from the streets, Daniel argues that tackling the market requires confronting the networks, demand and circumstances that allow the business to thrive in the first place.

Meatco workers face pay cuts as FMD crisis deepens

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implemented in terms of Section 12(6) of the Labour Act of 2007, with affected employees expected to receive written notice.

NAFAU secretary general Jacob Penda told the *Windhoek Observer* on Tuesday that the union would only agree to what is favourable to the employees according to their contracts with the meat supplier.

“The contract is law. We cannot agree to something less than what is in their contracts. Otherwise, we at the union are not doing our jobs,” he told the Windhoek Observer on Tuesday.

He further states that the union will approach negotiations for January and February as the situation unfolds but acknowledged Meatco’s handling of the negotiations as “the best in the meat industry so far.”

Meatco estimates that the temporary reduction in working hours and remuneration will save approximately N$16.7 million over the three-month period.

The company has also opened a Voluntary Separation Programme to all employees, irrespective of age, with applications closing on 11 December 2026.

Applications will be assessed against applicable statutory entitlements and the corporation’s operational requirements.

Meanwhile, employees may have to wait longer for their December 2026 13th cheques, with Meatco proposing to defer payment until its operations and cash flow have normalised.

The company, however, said employees’ entitlement to the payment would be preserved, subject to a formal agreement with NAFAU.

The measures come as the FMD outbreak continues to disrupt Namibia’s beef industry, with restrictions on international exports placing additional pressure on producers and the country’s meat processing sector.

Meatco said the measures were difficult but necessary to preserve jobs and ensure that the corporation remains operationally and financially viable during what it described as an unprecedented crisis.

The corporation acknowledged the financial hardship the arrangements could impose on employees and their families, but said it remained committed to engaging with organised labour.

A further review of Meatco’s financial and operational position is scheduled for the first week of January 2027.

The statement was issued by Meatco board deputy chairperson Stephanie de Klerk.

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Closing date: 30 November 2026

NATIONAL

Zambezi villagers question fairness of borehole rollout

...residents says livestock are dying as communities wait for water infrastructure

PATIENCE MAKWELE
Staff Writer

Several Zambezi residents have questioned the distribution of government boreholes in the region, saying some communities continue to struggle for water while villages that already have water infrastructure receive additional installations.

Among those who spoke to the Windhoek Observer is Jeremiah Lyonga, 70, a pensioner and livestock farmer from Mbilanjwe in Linyanti Constituency, who welcomed the government's borehole programme but urged authorities to speed up its implementation and ensure that communities without reliable water access are prioritised.

He said livestock in some areas were travelling long distances to reach water points, exposing both animals and herders to danger from wild animals, including lions and hyenas.

"Some of the cows are becoming too weak to even walk to the water points and they are dying in the process," Lyonga said.

His concerns follow the installation of new livestock boreholes at Nsundwa Village in Kabbe South Constituency and at Lusese Crush Pans 1 and 2.

At Nsundwa, a 65-metre-deep borehole which was drilled in early 2024 and installed in October 2026 is expected to serve five surrounding villages.

Located about two kilometres from the river, the borehole provides farmers with a water source closer to their villages.

Previously, farmers relied on river water, exposing their livestock to crocodile attacks.

At Lusese Crush Pans 1 and 2, two boreholes, each 35 metres deep, were installed in July 2026 and have since been connected.



Residents in Zambezi region to benefit from the borehole project

The boreholes currently serve ministry of agriculture, water and land reform staff, with arrangements for community members to access the water expected after the retention period.

Lyonga said communities were pleased that the government was bringing water infrastructure closer to livestock farmers but questioned the time taken to deliver the projects.

He also raised concerns about what he described as unequal distribution of resources, alleging that some communities receive boreholes and other assistance before areas where residents have little or no access to water.

Mary Lishebo, 45, from Judea Lyaboloma Constituency, also questioned whether the borehole programme was reaching all communities in the region, saying residents in her area were still waiting for a project after measurements were taken last year.

She said livestock farmers in the area had to move their animals to Bungrave in search of water, exposing them to lions, cheetahs and other dangerous animals.

Lishebo said the long distances also placed a burden on herders, who spend hours looking after livestock in dry conditions with limited drinking water.

She said the water shortage was affecting residents as well, forcing them to buy water from people in neighbouring villages when their own supplies ran out.

"We are now having to pay water to other people in the next village, which is a few meters or a few kilometres away from us," she said.

Lishebo said a borehole would benefit both residents and livestock farmers, with the community planning to construct a dam nearby for their animals.

She said residents had been informed that boreholes would be brought to the area and that officials had visited to take measurements, but there had been no visible progress since last year.

"We have not seen any progress, so we are asking the conservancy to see what's going on. They are also telling us that they are also waiting from

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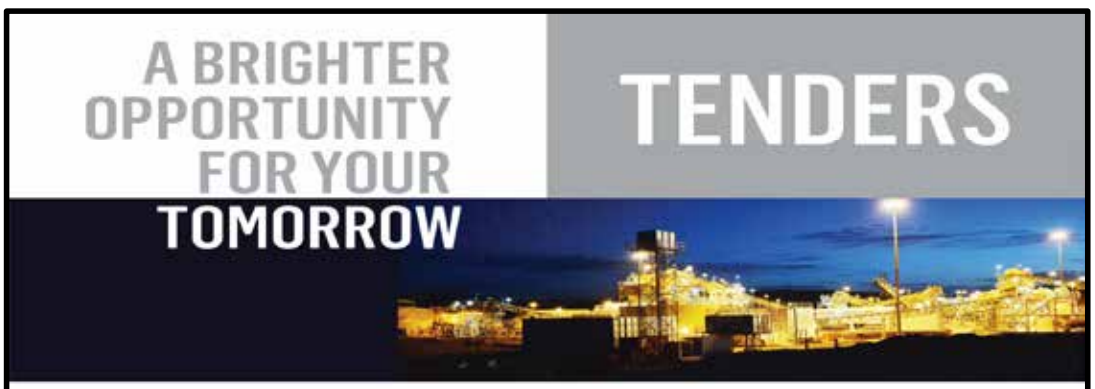

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INVITATION TO EXPRESS INTEREST IN THE PROVISION OF OCCUPATIONAL MEDICAL PRACITIONER SERVICES

1. OVERVIEW

Namdeb operates a private hospital in Oranjemund that serves its employees, contractors and their dependents, as well as the broader community. Namdeb now invites reputable, suitably qualified and bona fide healthcare professionals to submit an expression of interest in providing occupational medical practitioner services.

2. MINIMUM REQUIREMENTS

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a) A registered Occupational Medical Practitioner with the Health Professions Council of Namibia & Ministry of Health and Social Sciences; and

b) Minimum 2 years practical experience as an Occupational Medical Practitioner;

3. EOI DOCUMENT

Interested parties may contact the following person to obtain a copy of the EOI requirements:

Ms. Elizabeth Markowitz
Tel : +264 (63) 238502
Email : Elizabeth.Markowitz@namdeb.com

4. CLOSING DATE

The closing time and date for the tender is **16h00** on **Monday, 30th November 2026**, and tenders must be delivered to the address as specified in the tender enquiry document.

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Closing Date: 30 November 2026

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them," she said.
He cautioned against allocating resources based on tribal considerations and urged authorities to prioritise communities according to their needs.
"You find in a village where there's already two taps. They are also installing a borehole. But they already have a tap, they have a tank that is connected to the solar panels and functions properly, this means they have everything in their village but what about us who have nothing?"
he said.
Lyonga said residents were also concerned about water quality, recalling previous installations where water was too salty for drinking.
He urged authorities to ensure that the new boreholes provide water that is suitable for their intended use.
Betty Muyatwa, the regional head of Rural Water Extension Services in the Zambezi region, said the water from the Nsundwa borehole was suitable for livestock only and would require further treatment and testing before it could be considered safe for human consumption.
Water-quality concerns have also been reported at other borehole installations in the region.
The Namibia Broadcasting Corporation (NBC) reported that boreholes at Sabelo and Sizimbuko had high iron content, making the water unsuitable for human consumption.
The two sites have been identified for possible installation of reverse osmosis treatment systems.
The installations at Sabelo, Sizimbuko and Kasheshe cost more than N$1.7 million, according.
At Sizimbuko, livestock can access water within a 7.5-kilometre radius, while communities within a 2.5-kilometre radius are among the intended beneficiaries.
The developments were reviewed during a Cabinet Secretariat monitoring visit, which also assessed the Nsundwa and Lusese installations.
The monitoring exercise was conducted from 16 to 20 November by a delegation from the office of the Prime Minister.
It was aimed at verifying the implementation of Cabinet-approved projects, assessing their benefits to communities and identifying challenges requiring government intervention.
The government reported in March that it had drilled 94 new boreholes and installed 137 water-supply units across the country during the 2025/26 period, with Zambezi among the regions receiving the highest number of installations.
However, Lyonga said communities without reliable water access were still waiting for assistance.
He said he was pleased that the government was addressing water shortages but called for the process to move faster.
"We are really pleading with the government to consider making this process a thing that moves fast," he said.

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LOCATION
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DEPARTMENT
Geotechnical

EMPLOYMENT
Full-time

REPORTS TO
Managing Director

CLOSING DATE
Monday, 30 November 2026

HOW TO APPLY
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Primarch Laboratories is an international testing laboratory serving engineers, contractors, mines and public-sector clients. As we open Primarch Laboratories Namibia, we are appointing a Lab Manager for its Geotechnical Department, to establish and lead the new laboratory in Windhoek, building a facility whose results can be relied upon from the first sample and guiding it towards ISO/IEC 17025 accreditation.

Scope of Geotechnical Testing

The laboratory's scope, which the Lab Manager will build and maintain, is summarised below.

Group	Tests and services
Classification and indicators	Grading and hydrometer analysis, Atterberg limits, linear shrinkage, moisture content, specific gravity
Compaction and bearing	MDD and OMC by Proctor and modified AASHTO, CBR, field density verification
Shear strength	Direct and large direct shear, vane shear, UCS, triaxial specimen preparation
Permeability and liners	Constant and falling head tests, sand and bentonite mixes, GCL and geomembrane support
Aggregates and rock	ACV and 10% FACT, flakiness index, abrasiveness, rock core preparation and logging
Field and site investigations	CPTu probing, vane shear, diamond core and sonic drilling, test pitting, piezometers

Methods: TMH 1, SANS 3001, ASTM and BS 1377, applied to road layer works, borrow pits, foundations, tailings and ash dams, and landfill containment.

Key Responsibilities

The successful candidate will be expected to:

- Set up and commission the laboratory, its equipment and its calibration regime.
- Manage daily operations and turnaround, and train and authorise technicians.
- Manage and coordinate teams at the home office and at field offices on site.
- Ensure testing conforms to the TMH 1, SANS 3001, ASTM and BS 1377 methods specified.
- Lead ISO/IEC 17025 implementation, internal audits and SADCAS accreditation.
- Review and sign out reports, and coordinate field and site investigations and sample custody.
- Act as client contact and enforce health, safety and environmental compliance.

Candidate Profile

Applicants should be able to demonstrate the following:

- A degree in Civil or Geotechnical Engineering, or Materials Science; a Master's is an advantage.
- 5+ years in geotechnical or materials testing, including 2+ years managing teams.
- Sound knowledge of quality management systems and laboratory accreditation.
- Proficiency in SANS, ASTM, BS, TMH 1 and COLTO; CPTu or drilling exposure a plus.
- Strong leadership, communication and report-writing skills.
- ECN (Engineering Council of Namibia) registration is advantageous.
- Namibian citizenship or permanent residency preferred.

ADVERT

UNIK Construction Engineering Namibia (Pty) Ltd

Unik Construction Engineering has grown from a small building contractor into a competitive large corporation with 20 years' steadfast development, Established in 1996 in Botswana, the company has established branches in Lesotho, Zambia, Namibia and South Africa in 2007, 2009 and 2013 respectively. Unik Construction Engineering Namibia (Pty) Ltd, registered in 2013, located at 26 Rensburger Street, Lafrenz, Windhoek, specializes in larger scale projects ranging from road and bridge construction, water and sewer services, residential, commercial, industrial buildings and infrastructure development.

1. Logistics Manager

Basic requirements :

- Develop and implement project logistics plans to ensure timely delivery of materials, equipment, and supplies.
- Coordinate transportation, customs clearance, warehousing, and distribution activities.
- Monitor inventory levels and ensure uninterrupted project operations.
- Manage relationships with suppliers, freight forwarders, and logistics service providers.
- Coordinate import and export documentation and regulatory compliance requirements.
- Optimize logistics processes to improve efficiency and reduce operational costs.
- Monitor logistics performance and prepare management reports.
- Support project teams with logistics planning and resource allocation.
- Ensure compliance with company policies and local regulations.
- Manage and supervise logistics personnel and contractors.

Minimum Requirements:

· Bachelor's degree in Logistics Management, Supply Chain Management, International Trade, Business Administration, or a related field.
· Minimum 5 years of logistics and supply chain management experience.
· Experience supporting large-scale infrastructure or construction projects.
· Strong knowledge of transportation, warehousing, procurement, and customs procedures.
· Excellent organizational and coordination skills.
· Proficiency in English communication and reporting.
· Experience working in multinational environments is preferred.
· Strong problem-solving and planning abilities.

2. QS (Road/Water Supply/Railway)

Responsibilities:

- Previous working experience as a Quantity Surveyor for +5 years in road construction and/or water supply infrastructure projects would be an advantage
- Prepare and manage project cost estimates, BOQs, and tender documents
- Monitor project budgets and conduct cost control throughout the project lifecycle
- Evaluate subcontractor quotations and prepare comparison reports
- Prepare interim payment certificates and final accounts
- Conduct site measurements and valuation of completed works
- Assist in contract administration in accordance with FIDIC or other applicable contract forms
- Monitor variations, claims, and contractual disputes
- Coordinate with project managers, engineers, and finance teams regarding cost-related matters
- Ensure compliance with contractual, financial, and statutory requirements
- Provide cost analysis and financial forecasting reports to management

Minimum Requirements:

- Bachelor's degree in Quantity Surveying, Civil Engineering, Construction Management, or related field
- Minimum of 5 years' experience as a QS, preferably in road construction and water supply infrastructure projects
- Strong knowledge of FIDIC contracts and construction cost control procedures
- Proficiency in cost management software and MS Office (Excel required)
- Good understanding of Namibian construction regulations and industry practices
- Strong analytical and negotiation skills
- Excellent communication and coordination abilities
- Fluency in English; Chinese language skills will be an advantage
- Namibian citizens or candidates holding valid Namibian work permits will be given preference

3. Equipment/Mechanical Manager

Responsibilities:

· Manage all construction equipment and machinery utilized on project sites.
· Develop equipment deployment, maintenance, and replacement plans.
· Monitor equipment utilization and operational efficiency.
· Coordinate preventive maintenance and repair activities.
· Ensure compliance with equipment safety and operational standards.
· Manage equipment procurement, mobilization, and demobilization.
· Control equipment operating costs and maintenance budgets.
· Maintain equipment records, inspections, and performance reports.
· Supervise equipment operators, mechanics, and maintenance personnel.
· Support project teams with equipment planning and technical guidance.

Minimum Requirements:

· Bachelor's degree in Mechanical Engineering, Mechanical Automation, Equipment Management, Engineering Management, or a related discipline.
· Minimum 8 years of experience in equipment or plant management.
· Experience managing heavy equipment used in road, bridge, railway, pipeline, or civil engineering projects.
· Strong knowledge of equipment maintenance, repair, and operational management.
· Experience managing equipment fleets and maintenance teams.
· Understanding of equipment safety regulations and industry standards.
· Strong leadership and organizational abilities.
· Proficiency in English communication and technical reporting.

4. Specialist Construction Technician

Responsibilities:

- Carry out and supervise technical road construction works, including earthworks, subgrade, sub-base, base course and asphalt or concrete surfacing.
- Interpret construction drawings and specifications, and ensure works are built accordingly.
- Set out and control road alignment, levels, gradients and drainage structures on site.
- Conduct quality control checks, including compaction, material and layer thickness testing.
- Coordinate with foremen, equipment operators and subcontractors to meet construction schedules.
- Monitor site progress and provide technical guidance to site teams.
- Ensure compliance with health, safety and environmental requirements.
- Maintain site records, test results, inspection reports and daily progress reports.
- Identify technical problems on site and recommend practical solutions.

Minimum Requirements:

- Diploma or Bachelor's degree in Civil Engineering, Road Engineering, Highway Engineering, Construction Technology or a related discipline.
- Minimum 5 years of experience in road construction.
- Hands-on experience with road works such as earthworks, pavement layers, culverts and drainage.
- Ability to read and interpret engineering drawings and technical specifications.
- Knowledge of road construction quality standards and testing methods.
- Understanding of site safety regulations.
- Strong technical, problem-solving and teamwork skills.
- Proficiency in English communication and basic technical reporting.

5. Senior Construction Engineer

Responsibilities:

- Lead technical management of road and civil construction works on site.
- Review drawings and specifications, and prepare construction methods and work programmes.
- Supervise site engineers, technicians and foremen to ensure quality, safety and progress.
- Control construction quality, project schedule and cost.
- Coordinate with clients, supervising engineers and subcontractors.
- Prepare technical reports, as-built records and progress documentation.

Minimum Requirements:

- Bachelor's degree in Civil Engineering, Road and Bridge Engineering or a related discipline.
- Minimum 10 years of construction experience, including at least 3 years in a senior engineering role.
- Proven experience on road, bridge, culvert or large-scale civil projects.
- Experience working on overseas projects, preferably in Africa.
- Familiarity with Chinese construction standards (GB) and international standards.
- Ability to work with Chinese management and technical teams; proficiency in Mandarin and English is a strong advantage.
- Strong leadership, planning and problem-solving skills.

6. Project Manager

Responsibilities:

- Lead the overall management of road and civil construction projects from mobilization to completion.
- Plan and control project schedule, budget, quality, safety and resources.
- Coordinate with clients, supervising engineers, authorities and subcontractors.
- Manage site teams, including engineers, technicians, foremen and administrative staff.
- Monitor project progress and costs, and prepare regular management reports.
- Handle contract administration, variations and claims.
- Ensure compliance with health, safety, environmental and local labour requirements.

Minimum Requirements:

- Bachelor's degree in Civil Engineering, Engineering Management or a related discipline.
- Minimum 12 years of construction experience, including at least 5 years as a Project Manager or Deputy Project Manager.
- Proven experience managing road, bridge or large-scale infrastructure projects.
- Experience on overseas projects, preferably in Africa.
- Strong knowledge of contract management, cost control and construction standards (Chinese and international).
- Strong leadership and negotiation skills; proficiency in Mandarin and English is a strong advantage.
- Relevant professional qualification (e.g. PMP, Registered Constructor or equivalent) is an advantage.

7. Procurement Manager

Responsibilities:

- Lead procurement of construction materials, equipment, spare parts and services for project sites.
- Develop procurement plans in line with project schedules and budgets.
- Source, evaluate and manage local and international suppliers and subcontractors.
- Negotiate prices, terms and contracts to control costs and ensure timely delivery.
- Coordinate import, customs clearance and logistics of materials and equipment.
- Monitor inventory, delivery and supplier performance.
- Maintain procurement records, price databases and regular reports.
- Ensure compliance with company procurement policies and local regulations.

Minimum Requirements:

- Bachelor's degree in Supply Chain Management, Procurement, Engineering Management, Business Administration or a related discipline.
- Minimum 8 years of procurement experience, including at least 3 years in a managerial role.
- Experience in construction, road, bridge or infrastructure projects.
- Experience in overseas procurement, preferably in Africa; knowledge of the Namibian or Southern African supplier market is an advantage.
- Familiarity with import and export procedures, customs clearance and international logistics.
- Strong negotiation, cost control and supplier management skills.
- Proficiency in Mandarin and English is a strong advantage.

8. Contract Representative

Responsibilities:

- Manage and administer project contracts, including client contracts, subcontracts and supplier agreements.
- Review contract terms, specifications and conditions, and advise management on risks and obligations.
- Prepare and follow up on variations, claims, extension of time requests and payment applications.
- Act as the company's contact with clients and supervising engineers on contractual matters.
- Coordinate with site, procurement and finance teams to ensure compliance with contract requirements.
- Maintain contract records, correspondence and documentation.
- Monitor contract progress, deadlines and payment milestones, and report to management.
- Ensure compliance with local laws and regulations related to contracts and labour.

Responsibilities:

- Bachelor's degree in Civil Engineering, Engineering Management, Law, Business Administration or a related discipline.
- Minimum 6 years of experience in contract management, preferably in construction or infrastructure projects.
- Experience in preparing claims, variations and handling contract disputes.
- Familiarity with FIDIC or other international construction contract conditions.
- Experience on overseas projects, preferably in Africa; knowledge of Namibian contract practices is an advantage.
- Strong negotiation, communication and report-writing skills.
- Proficiency in Mandarin and English is a strong advantage.

We Offer:

- Competitive remuneration packages commensurate with experience.
- A professional working environment with opportunities for advancement.
- The chance to contribute to major infrastructure projects within Namibia and the Southern African region.

Applications:

Interested applicants should submit a detailed Curriculum Vitae, certified copies of relevant qualifications, and contactable references to:

Email:
Subject line: Application – [Position Title], Namibia
Only shortlisted candidates will be contacted.

Suitable candidates to submit cover letter, relevant qualifications, and certified documentation to **hr.na@unikconst.com** or hand deliver at 26 Rensburger Street, Lafrenz Industrial Area, Windhoek.

Unik Construction Engineering Namibia (Pty) Ltd is an equal opportunity employer in accordance with the Affirmative Action (Employment) Act, Act 29 of 1998.

- **Closing Date: Friday 30 December 2026.** If you have not heard from us within 2 weeks of your application date, kindly consider your application as unsuccessful.



LAND AFTER 36 YEARS: /Khomanin community members stage a peaceful demonstration, calling on government to address their longstanding land grievances and demands for ancestral land restoration. PHOTOS: Contributed

Zaamwani promises /Khomanin 24-hour response after land protest

DESMARIUS HANSEN
Staff Writer

Agriculture, fisheries, water and land reform minister Inge Zaamwani-Kamwi has committed to providing the /Khomanin traditional community with feedback on its land demands by Thursday at 11:00, following a protest at the ministry's offices in Windhoek.

The community had been seeking an audience with the minister over a submission mass in February requesting, among other things, the acquisition of five farms during the current financial year.

The community had initially expected feedback at 15:45 on Tuesday, but was left waiting while ministry officials attempted to establish contact with the minister.

Community members insisted on meeting her directly, with one saying they had been trying to reach her since February.

"We were adamant to see the honourable minister today. We have been trying to get a hold of her since February this year. We are just asking that the minister at least sacrifice her lunch hour," a community representative said.

Zaamwani-Kamwi eventually arrived, explaining that she had been informed about the petition and the planned peaceful demonstration and had delegated her executive director to receive the documents from the community.

She acknowledged receiving the community's communication following a meeting on 13 February, saying it had been referred to the relevant department for consideration and preparation of a response.



Inge Zaamwani-Kamwi

"I have now received a draft response. I'm looking at it before I sign it," she said.

The minister said she expected to send the response by Wednesday or Thursday, eventually committing to provide feedback by Thursday morning at 11:00 after requesting an additional 24 hours.

The February submission was compiled by a 10-member committee representing various /Khomanin community groups, associations and activists, including the Landless / Khomanin People's Association and the Ancestral Land Foundation.

In the letter, the community describes land as central to its identity, spirituality, culture and survival, arguing that poverty reduction and food security cannot be achieved without access to land.

It further claims that the /Khomanin are among the communities that suffered historical dispossession, alleging that their ancestral land in the Khomas region was taken during German colonial rule and continued under South African administration.

The community says it has remained landless on much of its ancestral territory despite Namibia's independence in 1990.

The five-farm request also comes amid concerns over the allocation of land through the Land Acquisition and Development Fund.

Community representatives questioned why returnees from Botswana had benefited from the allocation of six farms while the / Khomanin continued to seek access to land.

The latest protest follows earlier demonstrations and disputes over land allocation, the traditional authority and the removal of Chief Julianne Qawanas.

"We removed her traditionally, yes, but we also want her to be decertified for government contractual purposes." /Khomanin Association chairlady, Verona !Kharuxas previously told urban and rural development minister James Sankwasa.

The community has said it will continue pursuing its demands for land and accountability from the government.

Zaamwani-Kamwi's promised response on Thursday is expected to clarify the ministry's position on the issues raised in the February submission.

Botswana's surprise nominee for the WHO top post offers Africa and small States a New Vision of Global Health Leadership

Staff Writer

As the race to succeed Dr Tedros Ghebreyesus as Director-General of the World Health Organization (WHO) gathers momentum, Botswana's nominee Dr Gevorg Tamamyan is advancing a leadership proposition that could resonate particularly strongly with Africa, and other countries that have historically struggled to secure sufficient influence in global health decision-making.

At the first public candidate forum in Geneva last week, Dr Tamamyan challenged the traditional approach to global health governance, arguing that the WHO must become a more accountable, responsive and results-driven institution, particularly for countries whose health systems face the greatest pressures.

His message comes at a critical moment for Africa and the wider developing world at a time when governments continue to grapple with shortages of essential medicines, limited healthcare financing, workforce constraints, dependence on imported medical products and unequal access to advanced healthcare technologies.

Dr Tamamyan echoed that global health leadership must be measured by what it delivers for people and countries, not by the number of policies, resolutions and

Last week's first debate forum revealed an important divide between the priorities of major donor governments and those of developing countries.

Across the four candidate sessions, 63 questions were raised. Donor governments concentrated on financial discipline, administrative consolidation, normative standards and the elimination of redundant programmes.

In contrast, African, Latin American and Asian delegations raised 19 questions focusing on workforce retention, technology transfer and sovereign biomanufacturing.

Meanwhile, African delegations used the forum to demand practical answers on sustaining primary healthcare, reducing reliance on foreign-manufactured medicines and protecting conflict-affected populations from recurring funding shortages.

Ghana, South Sudan and other delegations pressed candidates on regional manufacturing, technology transfer and the need to build sustainable local production capacity.

As a paediatric oncologist, Dr Tamamyan drew on his experience of working within health systems where institutional shortcomings have direct consequences for patients. That seems to resonate well with the global south.

Recounting how artificial intelligence had calculated his chances of securing a nomination outside Armenia at virtually zero, he used the experience to illustrate the unconventional nature of his journey into the leadership contest.

But his central message was about the responsibility of global health leadership.

"I have had to make health systems deliver where failure has consequences for actual patients," he told delegates.

The statement captured the defining feature of his candidacy which he continued to emphasize that the WHO must be judged by its ability to improve healthcare outcomes, particularly in countries where health systems are under the greatest strain.

Dr Tamamyan is the only candidate at the forum who pledged to step down after a single five-year term if an independent evaluation found that he had achieved less than 80% of his declared targets.

Belgium's nominee, Dr Hans Henri P. Kluge, proposed working with regional institutions and pharmaceutical manufacturers to increase African production of essential medicines.



Dr Tedros Ghebreyesus

He projected that pooled procurement and the African Medicines Agency could help the continent produce between 15 and 20 vital medicines within six years.

The other candidates presented different approaches to addressing the organisation's financial and institutional challenges.

Former Qatari health minister Dr Hanan Mohamed Al Kuwari positioned herself as an operational moderniser, advocating strategic discipline, functional reviews, digital transformation and a renewed focus on WHO's core normative responsibilities.

Dr Kluge presented an assertive defence of pragmatic multilateralism, highlighting digital innovation and proposing direct engagement with pharmaceutical executives to improve access to essential medicines.

China's Dr Song Li emphasised institutional continuity, South-South cooperation and greater representation of developing countries in WHO expert advisory structures.

Dr Tamamyan's reform agenda also attracted questions about his experience navigating the complex structures of international institutions.

When Spain questioned him about the future and transition of UNAIDS, he acknowledged that he was not an expert in the detailed institutional arrangements involved.

"I don't want to get into these details because I'm not an expert on this," he said.

He maintained that WHO must provide leadership on global health matters while drawing on experienced United Nations professionals to manage complex inter-agency relationships.

The exchange highlighted an area where his candidacy will need to demonstrate how his reform agenda can be implemented within the intricate structures of the United Nations system.

However, his willingness to acknowledge the limits of his expertise rather than offer an unsupported answer was consistent with his broader emphasis on honesty and accountability.

Dr Tamamyan's nomination by Botswana gives the election an important African dimension. But last week's forum demonstrated that the next WHO Director-General will inherit an organisation facing competing demands.

As the selection process advances, the world will decide not simply who occupies the WHO's highest office, but what kind of global health leadership it wants for the next five years.

In January 2027, the 34-member Executive Board will interview a shortlist of five candidates and nominate up to three finalists ahead of the final vote at the World Health Assembly in May 2027.



Kornelia Shilunga, Special Advisor to the President and Head of the Upstream Petroleum Unit, with Standard Bank Namibia representatives and stakeholders at Tuesday's report launch in Windhoek. *-Photo: SBN*

Namibia oil could add N$313.74bn to GDP annually

Study projects major economic gains, but local participation and investment decisions will determine the benefits.

ELVIS MBOYA
Staff Writer

Namibia's emerging offshore oil industry could contribute an estimated N$313.74 billion annually to the country's Gross Domestic Product (GDP), according to an independent macroeconomic study commissioned by Standard Bank Namibia.

The projection, equivalent to US$18 billion converted at the indicative exchange rate of N$17.43 to the US dollar published on 24 November, following the launch of *Namibian Oil: An Independent Macroeconomic Study* at the Hilton Hotel in Windhoek on Tuesday.

The study assesses the potential economic impact of the Venus, Capricornus and Mopane offshore projects, including their contribution to economic growth and employment.

The projection signals the scale of the opportunity, but it is not guaranteed economic output. Namibia has yet to begin commercial oil production, and the eventual contribution will depend on investment decisions, project approvals, development timelines and production levels.

Turning discoveries into national value

The economic challenge is to ensure that oil development benefits the wider economy beyond offshore extraction.

Namibian businesses could secure opportunities in engineering, logistics, construction, transport, catering, marine services and technical support. Realising these opportunities will require investment in skills development, supplier capacity and the ability of local firms to meet industry standards.

Kornelia Shilunga, Special Advisor to the President and Head of the Upstream Petroleum Unit in the Office of the President, attended the launch and reiterated the government's focus on local content.

Cabinet approved the National Upstream Petroleum Local Content Policy on 4 August 2026, providing a framework for greater Namibian participation in the petroleum industry.

"Its success will depend on whether local companies secure contracts, skilled jobs are created and technology and expertise are transferred into the domestic economy," she said.

Investment and execution risks

The projected GDP contribution should be viewed against the substantial investment and technical requirements of developing offshore oilfields. Major projects must progress from exploration and appraisal to financing, final investment decisions, construction and production.

For Namibia, regulatory certainty, infrastructure capacity, transparent revenue management and disciplined public spending will be critical to translating oil discoveries into lasting economic benefits.

The full study and its underlying modelling assumptions are important for assessing the projected contribution, including how much value could be retained locally. The findings had not been made publicly available in full at the time of reporting.

The oil opportunity could reshape Namibia's economic prospects, but its real value will ultimately be measured by productive investment, jobs, stronger local businesses and sustainable public revenue.



WESTAIR AVIATION

VACANCIES

Westair Aviation (Pty) Ltd has the following vacancies available and invite all suitably qualified candidates to apply before or on Friday, 27 November 2026.

Please use below links on our website to apply for vacancies:

Aviation Maintenance Planner
Position
URL: https://westairgroupofccompanies.breezy.hr/p/dbfbcd82b3d8

CIMA Training Manager
Position
URL: https://westairgroupofcompanies.breezy.hr/p/e7f7a1ee4062

Captain and First Officer H225
Position
URL: https://westairgroupofcompanies.breezy.hr/p/3c7adfd59cdd

Helicopter Engineer H225
Position
URL: https://westairgroupofcompanies.breezy.hr/p/08f2e75f4592

Only shortlisted candidates will be contacted. The Westair Group of Companies is an equal opportunity employer.

OBSERVEROPINION

A supplement of the Windhoek Observer publication

WEDNESDAY
25 NOVEMBER
2026

Editorial

Rehoboth's drug crisis: Arrests are not enough

There is something profoundly disturbing about the description of a town where smoking crack cocaine has allegedly become as commonplace as eating sweets.

If the account of a recovering addict in Rehoboth is even remotely representative of the reality on the ground, Namibia is facing a drug crisis that can no longer be treated as a routine policing matter.

The revelations about Rehoboth should alarm every parent, community leader, law enforcement agency and policymaker. They point to a disturbing ecosystem in which drugs are not merely being sold and consumed but are allegedly sustaining networks of dealers, customers and suppliers, with addiction becoming normalised in parts of the community.

The repeated arrests of suspected dealers, including Naomi Fisch, may make headlines, but they also raise a more uncomfortable question: what happens after the police make an arrest? Who takes over the market? Who supplies the drugs? Who protects the trade? And why does the business appear attractive enough for new players to enter it?

These are questions that cannot be answered by counting arrests alone.

The account presented by Daniel, a recovering addict and former gang member, deserves serious attention. His estimate of 5 000 addicts in Rehoboth has not been independently verified and must be treated with caution. Nevertheless, his description of how individuals allegedly move from street-level selling to establishing their own operations provides a disturbing insight into the mechanics of an illicit economy.

Perhaps the most frightening aspect is the suggestion that selling drugs can appear more rewarding than seeking legitimate employment. When young people begin to see drug dealing as a viable economic opportunity, society has failed them on multiple fronts.

But unemployment cannot become an excuse for criminality. Nor should difficult childhoods, broken family relationships or social rejection be used to romanticise those who profit from other people's addiction. Drug dealers are not entrepreneurs in any legitimate sense. They are participants in an economy that destroys families, steals futures and places enormous pressure on already stretched public health and security services.

There is also a social dimension that deserves greater attention. Daniel's account suggests that the drug trade offers some individuals money, recognition, influence and a sense of belonging. This is particularly troubling because it points to a deeper breakdown in the social fabric. When criminal networks provide the identity, acceptance and economic opportunity that legitimate institutions fail to offer, the consequences extend far beyond drug consumption.

> Perhaps the most frightening aspect is the suggestion that selling drugs can appear more rewarding than seeking legitimate employment. When young people begin to see drug dealing as a viable economic opportunity, society has failed them on multiple fronts.

The police must therefore look beyond individual suspects. If there are interconnected networks operating in Rehoboth, investigations must follow the money, identify suppliers, establish distribution channels and determine whether anyone is facilitating or protecting the trade. Allegations of organised cooperation and protection must be investigated, not simply repeated.

Equally, the Ministry of Health, local authorities, schools, churches and community organisations must confront the demand side of this crisis. Addiction is not defeated through arrests alone. Rehabilitation, prevention, counselling and reintegration must become central components of the response.

Rehoboth should be a warning to the rest of Namibia. No community is immune, and no town can police its way out of an addiction crisis without addressing the conditions that sustain it.

We cannot afford to wait until an entire generation has been lost before recognising the scale of the problem.

The question is no longer whether Rehoboth has a drug problem. It is whether those entrusted with protecting the community have the courage, resources and determination to dismantle the business behind it.

Arresting dealers is necessary. Breaking the market is imperative. Saving the addicts is non-negotiable.



A discount should improve your finances

JANET KAPENDA



Black Friday is often presented as a race to secure the largest discount before stock runs out. That framing gives the sale too much influence over the consumer's money.

A stronger financial position starts with deciding what the money must accomplish before deciding which offers deserve attention.

This is the thinking behind Nedbank Namibia's #GetMoneyFit Black Friday message: plan, budget, verify and spend wisely.

The sequence matters. Planning identifies the need, while a budget establishes what can be afforded. Verification tests whether the offer represents genuine value, while careful spending protects the commitments that remain after Black Friday.

Planning starts by separating an intended purchase from an attractive distraction. If you have already decided to replace a failing appliance, Black Friday may lower that expected cost.

If the appliance is considered only after appearing in a promotional catalogue, the discount has encouraged spending rather than saving.

That difference is easily overlooked because promotions draw attention to the amount supposedly saved instead of the money leaving your pocket.

An item reduced from N$10 000 to N$7 000 appears to offer a N$3 000 discount. Yet if the purchase was not planned, you have still spent N$7 000.

Once the purchase has passed the planning test, your budget sets the financial boundary.

Affordability is not simply about having enough money in your account or wallet on the day, but about completing the purchase without compromising existing obligations or leaving you unable to cover unexpected expenses.

Timing is especially important in November. Black Friday is followed by festive-season spending, while the beginning of a new year usually brings further household commitments.

A purchase may be affordable today but can put pressure on your cash flow when January expenses become due.

An effective spending limit should therefore be based on the money remaining after you have considered essential commitments.

It should also account for known upcoming expenses. This turns your budget into a decision-making tool rather than a record of money already spent.

Credit requires the same forward view. An instalment may seem manageable, but it does not reflect the full cost of the purchase.

Interest and applicable charges can reduce the value of a discount, particularly when repayments continue for several months.

Always compare the total amount repayable with the cash price.

Access to credit confirms that borrowing is available, but it does not automatically mean that the purchase is affordable.

Credit can support a necessary purchase when the terms are understood and the repayments fit comfortably within your future income.

The discount itself should then be tested. You can compare catalogues, visit more than one retailer or check prices directly with established stores.

Comparisons should be made between the same product model because similar-looking items may differ in quality, features or warranty cover.

An appliance advertised at N$7 000 and marked down from N$10 000 appears to offer a saving of N$3 000. If another retailer ordinarily sells the same model for N$7 500, the actual saving is closer to N$500.

It may remain a worthwhile deal, but your decision is now based on market value rather than the advertised discount.

Value also depends on whether the product will be used. Buying regularly consumed household goods at a verified lower price may reduce future expenditure, but buying unnecessary quantities simply because they are discounted can tie up money in items you may not need.

Spending wisely does not mean rejecting every non-essential purchase. An item bought for pleasure can have a legitimate place in your budget when it is planned and affordable.

Financial fitness lies in understanding the impact of a purchase, both today and in the months ahead.

Black Friday can create genuine value when it lowers the cost of a planned purchase without weakening your household's financial position.

The strongest outcome is not getting the largest discount, but making the right purchase, keeping your budget intact and preserving future income for other priorities.

Janet Kapenda is head of marketing and communications at Nedbank Namibia

The views expressed in these articles are the author's own and do not necessarily reflect Windhoek Observer's editorial stance.



MTC PUTS A HOME WORTH N$1 MILLION UP FOR GRABS THIS SUMMER

After giving away cars in 2024, cash prizes in 2025 and SUVs in the beginning of 2026, MTC is taking its annual summer campaign even further in 2026/2027.

Every summer, MTC finds new ways to reward its customers. This year MTC is raising the stakes once again with MTC Summer: ***Win a Home.***

Running from ***24 November 2026 to 22 February 2027,*** the campaign gives customers across Namibia the opportunity to win a home worth N$1 million, plus free Spectra Home internet package for 24 months.

That's not all. With 2,130 prizes worth over N$2 million up for grabs, customers have more chances than ever to win. Prizes include 2,000 daily instant airtime prizes, 67 smartphones, 12 furniture vouchers worth N$20,000 each, 30 grocery vouchers worth N$5,000 each, and 20 monthly cash prizes of N$10,000 each, ensuring winners are rewarded throughout the campaign.

Taking part is simple. Customers can recharge with N$50 or more or subscribe for just N$3.00 per day and answer daily trivia questions. Each correct answer earns points, with customers competing for a place at the top of the leaderboard.

Every morning at 9:00 AM, a special BONUS Question is released via USSD and on MTC's digital platforms, giving participants the chance to earn an additional 500 points.

With a home worth N$1 million for grabs, MTC is giving customers across the country something truly special to play for this summer.

Recharge or subscribe, play and win.

Campaign dates:
24 November 2026 – 22 February 2027

Dial *111*5#
or visit trivia.mymtc.mobi to register.

Ts & Cs apply.

mtc.com.na

make the connection mtc



WIN A HOME WORTH N$1 MILLION

Recharge with N$50 or more or subscribe for N$3.00 per day, answer the daily trivia questions and stand a chance to win instant airtime, smartphones, MTC Maris cash, grocery and furniture vouchers, and a home worth N$1 million.

Daily



Airtime

Weekly



Samsung A08 | iPhone 17e 256GB | Huawei Nova 13i

Monthly



N$5,000
Grocery voucher



N$10,000
Cash



N$20,000
Furniture Voucher

**Grocery and cash prizes are paid via*

Grand prize



A house worth
N$1 million
+
free SPECTRA *home internet for 24 months*

Recharge or subscribe, play and win.

Promotion ends 22 February 2027

Dial *111*5#
or visit trivia.mymtc.mobi to register.

Ts & Cs apply.

mtc.com.na

make the connection
mtc

OBSERVERMONEY

A supplement of the Windhoek Observer publication

WEDNESDAY
25 NOVEMBER
2026

Market Highlights

NAD per US Dollar
Weighted average of the banks' daily rates at approximately 10:30 am.
Weights are based on the banks' foreign exchange transactions.

NAD per British Pound
Weighted average of the banks' daily rates at approximately 10:30 am.
Weights are based on the banks' foreign exchange transactions.

NAD per Euro
Weighted average of the banks' daily rates at approximately 10:30 am.
Weights are based on the banks' foreign exchange transactions.

EXCHANGE RATES

Major Pairs		
N$ / $	17.4623	23 Nov 2026
N$ / £	22.8978	23 Nov 2026
N$ / €	19.1815	23 Nov 2026
N$ / AOA	0.0189	23 Nov 2026

Repo
6.75
Prime
10.25

Bank Windhoek to redeem N$250 million bond

CHAMWE KAIRA
Staff Writer



Bank Windhoek announced that the payment relates to its BWZJ26 notes, which carry a coupon rate of 8.70%.

Bank Windhoek will redeem N$250 million worth of bonds and pay interest of N$5.48 million to bondholders on 27 November 2026.

The bank announced on Monday that the payment relates to its BWZJ26 notes, which carry a coupon rate of 8.70%.

The interest payment covers the period from 27 August to 26 November 2026, with N$5,482,191.78 due to bondholders.

The capital redemption amounts to N$250 million, bringing the total payment to approximately N$255.48 million.

The payment is scheduled for 27 November 2026, in accordance with the following-business-day convention.

Bank Windhoek in August pioneered the first dematerialisation of NSX-listed corporate bonds, advancing Namibia's modern capital-market infra.

The Central Securities Depository (CSD), was launched in December 2025 by the Namibia Securities Exchange (NSX), in partnership with the Bank of Namibia and under the oversight of the Namibia Financial Institutions Supervisory Authority (NAMFISA), representing an important milestone in the modernisation of Namibia's capital markets.

As part of this market-wide initiative, Bank Windhoek became the first bank and the first corporate bond issuer to successfully dematerialise an NSX-listed corporate bond, converting its paper-based security into an electronic record held in the CSD.

At that time, the successful dematerialisation of Bank Windhoek's BWJh28L Sustainability-Linked Bond, issued in August 2025 with a total value of N$250.5 million, marks an important first for Namibia's listed debt market and demonstrates the practical implementation of a key financial-market infrastructure capability.

Under the dematerialised system, ownership of the bond is recorded electronically rather than through physical certificates.

Interest payments and changes in ownership will be managed electronically through the CSD by Bank Windhoek's appointed CSD participant, NSX Financial Market Services (FMS).

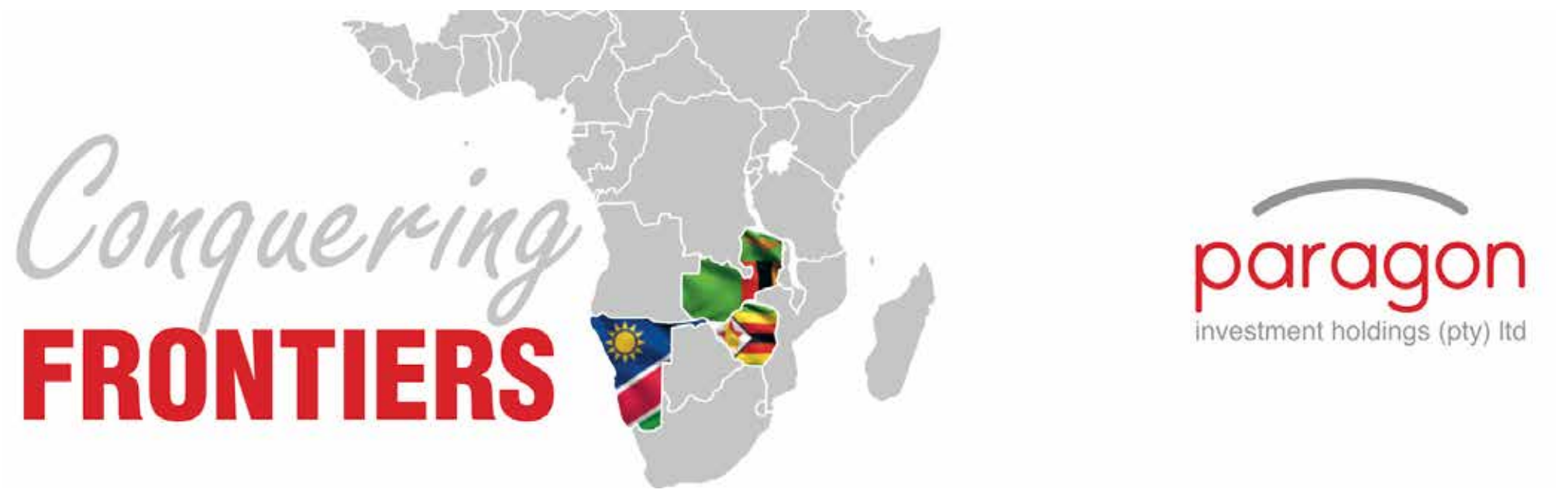
The launch of the CSD is an important development for Namibia's capital markets.

The CSD enables financial instruments, clearing, settlement and ownership registration to be managed electronically.

The move away from paper-based registration and settlement strengthens the efficiency, transparency and security of Namibia's financial markets and supports broader investor participation.

Dematerialisation replaces physical securities certificates with secure electronic ownership records.

Over time, the CSD intends to facilitate the conversion of other certificate-based financial instruments, including bonds, treasury bills, negotiable certificates of deposit and equities, into electronic, or uncertificated, securities.



Clicks expands Namibian employee benefits

CHAMWE KAIRA
Staff Writer

Health and beauty retail giant, Clicks Group Limited has recorded an increase in Namibian staff medical aid participation alongside continued regional operations, according to its newly released 2026 Annual Financial Statements for the financial year ended 31 August 2026.

By the end of the 2026 financial year, 27 Namibian employees were principal members of the Namibia Health Plan, up from 22 in 2025.

Permanent staff in Namibia belong to the Namflex Umbrella Pension Fund. This operates as a defined contribution scheme that provides death and disability cover without placing further liability on the group. Clicks operates around 30 stores in Namibia.

Across its broader southern African footprint, Clicks Group reported steady growth for the 2026 financial year.

Total group revenue rose to R54.41 billion (up from R51.43 billion in 2025), while group turnover increased by 5.4% to R50.41 billion.

Profit attributable to ordinary shareholders climbed to R3.32 billion, compared to R3.24 billion the previous year. Diluted headline earnings per share increased to 1 421.7 cents from 1 361.7 cents.

The retail network expanded to 1 110 stores (including 60 new or acquired stores and 10 closures) and 840 pharmacies across the region.

The board declared a final ordinary dividend of 667 cents per share, bringing the total dividend for the year to 925 cents per share.

Following year-end, the group also moved to increase its stake in premium beauty retailer ARC Stores to 61.0% in a R507 million transaction, pending regulatory approval.

Clicks operates 68 stores across four neighbouring countries (Namibia, Botswana, Eswatini, and Lesotho), comprising 64 Clicks stores (including 6 pharmacies) and 4 The Body Shop stores.

Clicks' Namibia operations remain small relative to South Africa. The group's financial statements show that it operates a Namibian subsidiary, Clicks Group (Namibia) Proprietary Limited.



Clicks Group Limited operates about 30 stores in Namibia.



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TOP Gainers NSX Local		
Share code	Close	1MoM%
Mobile Telecommunications Limited	10.13	4.65%
FirstRand Namibia Ltd	60.21	0.94%
Capricorn Group Limited (prev Capricorn Investment Group Ltd)	30.58	0.69%
SBN Holdings Ltd	15.02	0.67%
Nictus Holdings - Nam	3.40	0.00%

TOP Losers NSX Local		
Share code	Close	1MoM%
Namibia Breweries	32	-5.94%
Namibia Asset Management Limited	0.71	-1.39%
Paratus Namibia Holdings Ltd	12.33	-0.16%
Letshego Holdings (Namibia) Ltd	6.5	-0.15%

TOP 5 Gainers NSX Overall		
Share code	Close	1W%
Stimulus Investments Limited - Pref	127.99	0.00%
Sector - Nonlife Insurance	0.00	0.00%
Oceana Group Limited	70.32	0.46%
Sector - Telecommunications Services	0.00	0.00%
Firstrand Limited	88.35	-8.87%

TOP 5 Losers NSX Overall		
Share code	Close	1W%
Nedbank Group Limited	271.75	-8.61%
FirstRand Namibia Ltd	60.21	0.25%
Anglo-American plc	774.24	-8.02%
B2Gold Corporation	78.57	-6.79%

Currencies				
	Close	1D%	%MoM	%YTD
USD/ZAR	17.300001	2.02%	4.80%	4.14%
EUR/ZAR	19.016476	1.78%	2.18%	-2.66%
GBP/ZAR	22.740852	1.58%	3.43%	1.79%
USD/EUR	0.9097375	0.22%	2.41%	7.03%

Commodities				
	Close	1D%	%MoM	%YTD
Brent Crude Oil (ICE $/bbl)	91.95	-1.28%	-16.30%	51.11%
Gold NYMEX Near Term ($/ozt)	3736.8	-3.16%	-10.16%	-13.61%
Platinum NYMEX Near Term ($/ozt)	1360.10	-4.63%	-16.21%	-33.15%
Copper Cash Official LME ($/mt)	12750.00	-3.60%	-12.64%	1.97%
Uranium Near Term (NYM $/lbs)	90.00	0.06%	-0.06%	10.29%

Money Market Rates				
	3 MONTH	6 MONTH	9 MONTH	12 MONTH
Average Bank NCDs	6.96	7.28	7.43	7.58
Treasury Bill Rates	7.75	7.85	7.98	8.01

JSE INDICES				
Share code	Close	1D%	%MoM	%YTD
JSE ALSI	106,233.67	-3.66%	-3.93%	-7.99%
All Share Industrials	131,996.00	-1.90%	2.30%	-9.84%
Mid Cap	103,208.76	-2.26%	-1.98%	-8.50%
Small Cap	106,357.01	-1.92%	-0.91%	-1.11%
Industrial 25	122,760.46	-1.89%	2.32%	-10.64%
Financial 15	24,752.83	-3.84%	-1.50%	0.19%
Resource 10	105,895.63	-6.05%	-13.16%	-14.93%
Top 40	98,428.70	-3.91%	-4.36%	-8.56%

World Market				
Share Code	Close	1D%	%1M	%YTD
FTSE100	10,551.17	-1.30%	-3.04%	-7.99%
S&P500	7,323.63	-0.23%	-4.38%	-9.84%
DAX	25,725.13	-1.19%	0.44%	-8.50%
ASX	8,730.40	-0.69%	0.17%	-1.11%
NASDAQ	24,429.89	0.42%	-6.54%	-10.64%
NSX Overall	2,213.90	0.94%	-7.84%	6.40%
NSX Local	912.68	0.05%	0.84%	25.52%

This data is provided by FACTSET and YFinance as at 19/11/2026

Mining outlook clouded by rising inflation and interest rates

Staff Writer

The Chamber of Mines of Namibia expects inflation to continue rising into early next year before easing, while higher interest rates could weigh on commodity prices and economic activity in the short term.

The chamber said the outlook comes amid declining mining production, weaker diamond exports and rising operating costs, which are expected to weigh on the sector's contribution to economic growth.

In its October 2026 Monthly Mining Update, the chamber said mining output was expected to contract in 2026, with a further decline anticipated in the fourth quarter.

The overall Mining Production Index declined by 17% between August and September, reflecting reduced output across several major mineral commodities.

Gold production fell by 12% month-on-month, while zinc output declined by 35%.

The reduction in gold production was attributed to transitions to underground mining operations, while lower zinc output was linked to lower grades being mined according to production plans and the ongoing expansion at Rosh Pinah Zinc's RPZ2.0 project.

Uranium production declined by 7% month-on-month but remained broadly unchanged year-on-year.

Diamond production contracted by 21%, reflecting adjustments in the industry amid subdued market conditions.

The chamber said the production trends point to a contraction in mining and quarrying value added during the fourth quarter and for the full year.

The weaker mining outlook is also expected to affect government revenue, particularly from diamonds.

According to the 2026/27 Mid-Term Budget Review, diamond taxes and royalties are projected to decline by 93%, from N$5.8 billion in 2023/24 to N$414 million in 2026/27.

The decline represents an estimated N$5.3 billion shortfall over the medium-term budget framework, with diamonds expected to contribute less than 1% of government revenue compared with between 3% and 5% previously.



Fabian Shaanika, chief executive officer of the Chamber of Mines of Namibia

Non-tax revenue projections have also been revised downward from N$6.1 billion to N$5 billion, mainly because of lower anticipated mineral royalties and reduced profits from public enterprises.

Despite the production slowdown, mining remains Namibia's largest source of export earnings, accounting for 71% of domestic exports in September.

Uranium was the largest mineral export, generating N$3.39 billion, equivalent to 41% of domestic exports. Earnings increased by 1% month-on-month, reflecting stabilisation following planned maintenance shutdowns at the Husab and Langer Heinrich mines.

Non-monetary gold exports declined by 9% to N$1.37 billion but accounted for 17% of domestic exports during September.

Diamond exports fell by 57% month-on-month, from N$1.46 billion to N$627 million, reflecting weaker demand for luxury goods and the seasonal slowdown following the holiday buying period.

Natural polished diamond prices also weakened in October, with the diamond index declining from 82 to 81 points.

Competition from laboratory-grown diamonds, weak global demand and high inventories continued to weigh on the market.

Global commodity prices moderated during October, with gold and zinc declining by 5% and tin by 4% as persistent inflation and higher interest rates weighed on demand.

However, prices remain above their 2025 levels. Gold averaged US$4,105 per troy ounce in October, up 19% year-on-year, while uranium averaged US$89.76 per pound, representing a 23% annual increase.

The chamber said the strength in gold and uranium prices continues to support Namibia's export earnings and cushion the impact of lower production volumes and rising costs.

Operating costs are expected to rise further following increases in domestic fuel prices. Namibia's annual inflation rate increased to 5.6% in October from 5.4% in September, with transport remaining the largest contributor.

Petrol prices increased by N$2 per litre and diesel by N$3 per litre from 4 November, adding pressure to mining companies that rely heavily on diesel for production and logistics.

International oil prices also remained volatile, with Brent crude rising above US$115 per barrel towards the end of October before declining to approximately US$92 by 11 November amid developments in the Middle East and the outcome of the US midterm elections.

Over the longer term, the chamber expressed cautious optimism that easing geopolitical tensions and greater clarity on US economic and trade policies could improve global economic conditions.

Lower energy costs, easing inflation and potentially lower interest rates could support investment, economic activity and mineral demand, creating more favourable conditions for Namibia's mining sector.

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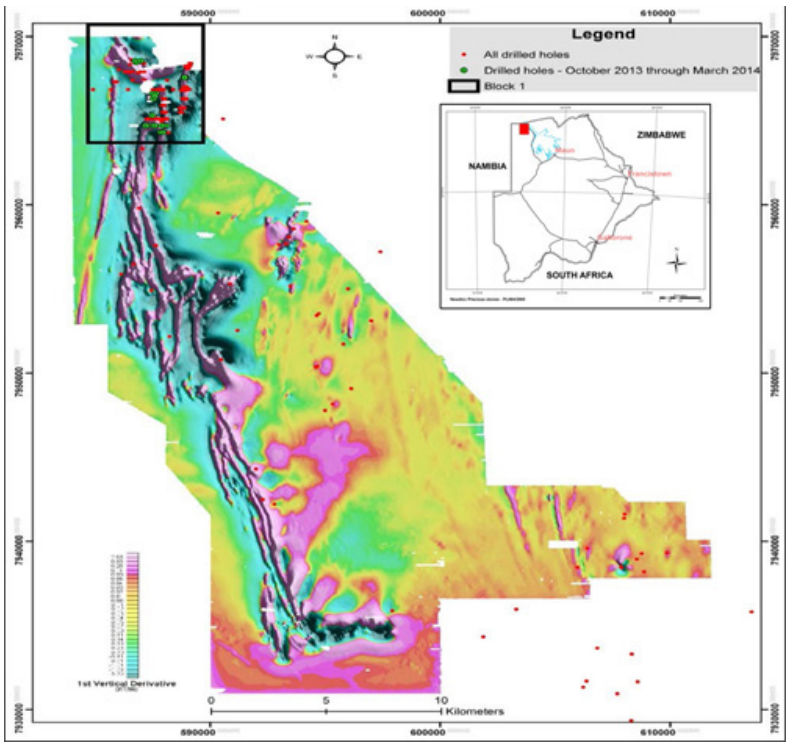


The map showing the ground magnetic signature of the Xaudum Iron Formation

Tsodilo renews Botswana licences near Namibia

CHAMWE KAIRA
Staff Writer

Namibia could benefit from the development of Botswana's iron ore and rare earth projects near Divundu, as renewed exploration licences secure mineral tenure in an area linked to regional transport corridors leading to Walvis Bay.

Tsodilo Resources Limited has secured a further two-year renewal of five prospecting licences in Botswana's North-West District, preserving its exploration rights over mineral deposits close to Namibia's border.

The renewals, granted by Botswana's ministry of minerals and energy, cover licences PL020/2018 to PL024/2018 and take effect from 1 January 2027.

The project area includes the company's C26 and C27 polymetallic rare earth skarn discoveries and the Xaudum Iron Formation (XIF), which hosts an inferred mineral resource of 441 million tonnes in Block 1.

The proximity of the Xaudum iron project to Namibia is significant for potential regional infrastructure and mineral export development, particularly given its location about 22 miles from Divundu and its proximity to planned transport links connecting Namibia, Botswana, Zambia and Angola.

Tsodilo said the XIF extends for approximately 40 kilometers and lies near the planned Walvis Bay-Ndola-Lubumbashi Development Corridor, previously known as the Trans-Caprivi corridor, which is expected to pass through Divundu and provide access to Namibia's deep-sea port.

The project is also located about 43 miles from the proposed Mucusso railway line to Angola's Namibe Port.

The company has defined an inferred mineral resource of 441 million tonnes of magnetite iron ore in Block 1, grading an average 29.4% iron, 41% silica, 6.1% alumina and 0.3% phosphorus.

Exploration modelling has identified a broader conceptual target of between five billion and seven billion tonnes at iron grades ranging from 15% to 40%.

Tsodilo cautioned that further exploration is required before this target can be converted into a mineral resource.

Metallurgical testing has produced an iron concentrate grading 67.2% iron, with 4.2% silica, 0.5% alumina and 0.07% phosphorus through magnetic separation at a grind size of 80 microns.

The company said further exploration would focus on Block 2a, where it expects the resource to increase.

The renewed licences also secure the C26 and C27 rare earth discoveries, where drilling confirmed mineralisation between 20 and 50 metres below the surface.

The deposits contain all 15 rare earth elements included in the United States Geological Survey's 2025 list of critical minerals, alongside copper, cobalt, nickel, vanadium and silver.

Tsodilo plans to begin a 15 000-metre drilling programme in the second quarter of 2027, aimed at supporting its first mineral resource estimate compliant with the NI 43-101 reporting standard.

The company said it was pursuing development of the Xaudum project in line with environmental, health and safety guidelines adopted by the International Finance Corporation.

Tsodilo said its objective was to produce an iron concentrate grading above 67% iron, potentially positioning the project to supply the steel industry with higher-grade feedstock associated with lower emissions during steelmaking.

The company holds a 100% interest in the Gcwihaba project area through Gcwihaba Resources, comprising five prospecting licences in Botswana's North-West District.

For Namibia, the project's significance lies in its proximity to Divundu and planned regional transport infrastructure, which could provide a potential export route through Walvis Bay if the project advances beyond exploration and development stages.

Paladin opens N$780m share purchase plan for shareholders

Staff Writer

Paladin Energy has opened a share purchase plan seeking to raise up to A$50 million (about N$780 million) from eligible shareholders to fund further development of its Patterson Lake South (PLS) project.

The uranium producer said it would allow eligible shareholders in Australia and New Zealand to subscribe for up to A$30 000 worth of new shares without brokerage or transaction costs.

The plan follows Paladin's A$525 million institutional capital raising announced on 12 November, which included an institutional placement and a Canadian private placement.

New shares under the share purchase plan are being offered at A$7.80 each, the same price paid by investors in the Australian placement component of the institutional raising.

The offer price represents a 10.3% discount to Paladin's closing share price on 11 November, the last trading day before the plan was announced, and a 3.1% discount to the five-day volume-weighted average share price preceding the announcement.

Paladin said proceeds from the share purchase plan would be directed towards further development expenditure at the Patterson Lake South project.

The offer is not underwritten, meaning Paladin has no guarantee that it will raise the targeted amount.

The company may accept applications exceeding the A$50 million target or scale back applications if demand exceeds the amount sought.

If a scale-back is implemented, Paladin said it intends to consider shareholders' proportional holdings, although it retains discretion over how allocations are reduced.

New shares are expected to be allotted on 14 December, with trading scheduled to commence on 15 December and shareholder holding statements dispatched on 17 December.



Paladin Energy owns the Langer Heinrich mine in the Erongo Region

Investec buys stake in Shoprite financial services business for R1.9 billion

Staff Writer

Investec has agreed to acquire a 19.99% stake in Shoprite Financial Services for approximately R1.9 billion, strengthening its partnership with the retailer and expanding its exposure to consumer banking and digital financial services.

The investment will be made through SFS Holdings Limited, the holding company of Shoprite Financial Services (SFS), which is ultimately owned by Shoprite Holdings Limited.

Investec said the transaction forms part of its strategy to expand into adjacent markets through partnerships, while maintaining its focus on specialist banking and wealth management clients.

The transaction follows the Alliance Banking partnership announced on 9 November, which brings together Shoprite's retail network and customer base with Investec's banking capabilities.

Under the agreement, Investec will receive board representation at SFS Holdings, while Shoprite will retain majority ownership and continue leading the financial services business.

The parties have also agreed on a mechanism allowing Investec to potentially increase its shareholding to 40% over time, subject to agreed terms.

The final subscription amount will be adjusted depending on SFS Holdings' financial performance.

Investec said the partnership would provide access to a broader retail financial services market and create opportunities to distribute selected products through Shoprite's physical stores and digital channels.

These products could include savings, lending, insurance and investment services, as well as value-added services, merchant acquiring and other financial offerings.

The investment also links Shoprite's retail and digital distribution network with the technology, telecommunications and fintech businesses of DNI, a privately owned South African investment holding company.

Separately, SFS Holdings announced the acquisition of a 40% equity interest in DNI Invest Proprietary Limited, which operates across technology, telecommunications and fintech.

Investec said the combined businesses would support growth across payments, connectivity, devices and financing, while expanding access to financial services.

DNI generates more than 80% of its revenue in South Africa, with consolidated annual revenue exceeding R11 billion and earnings before interest, tax, depreciation and amortisation of more than R1.2 billion in its last financial year.

Shoprite Financial Services includes Money Market, the Money Market Account, Send, Cellular, Computicket, insurance distribution, credit and other financial services.

Investec said the investment would diversify its earnings base over time through participation in everyday financial services and allow it to share in SFS's earnings and long-term value creation.



Investec said the transaction with Shoprite Financial Services forms part of its strategy to expand into adjacent markets through partnerships.



Bank Windhoek supports the Katuka Mentorship Programme because it believes that investing in women is an investment in Namibia's future

Katuka mentorship programme empowers over 600 women

Staff Writer

Founded in 2001 and supported by Bank Windhoek for the past six years, the Katuka Mentorship Programme has empowered 621 Namibian women through guided mentorship.

The Programme hosted its annual awards ceremony on 19 November 2026, in Windhoek, to celebrate 48 women who completed the 12-month programme.

Each graduate received a certificate of completion in recognition of her commitment, consistency and personal growth throughout the journey.

The programme pairs a mentor and mentee for one year, working through various aspects of personal and professional growth.

Through this relationship, mentees are encouraged to build sustainable networks, develop emotional intelligence, foster leadership and strengthen their confidence.

The programme further addresses specific topics, including the adaptation of Artificial Intelligence and future readiness, innovation, preserving wealth for generations and workplace diversity.

Bank Windhoek's head of strategic communication and social impact, Bronwyn Moody, said the bank is proud to support a platform that develops women in Namibia.

"This programme strengthens women to sharpen their life skills and positions them to stand ready to lead in various industries and national initiatives."

Moody added that "Bank Windhoek supports the KatukaMentorship Programme because it believes that investing in women is an investment in Namibia's future. By backing a platform that builds confidence, leadership and sustainable networks, the Bank helps equip women with the skills to thrive in the workplace and contribute to national development, in line with its commitment to creating lasting value for the communities it serves."

Founder and programme director, Deseré Lundon-Muller, said the event was held to celebrate growth stories and the women behind them.

She encouraged mentees to continue learning, take on challenges and apply useful ideas after completing the programme.

The mentees were equally appreciative of the programme and agreed that it was essential to their personal and professional development, highlighting the guidance, support and networks gained through their mentors as key to their growth during the year.

A total of 52 women are selected for the upcoming cycle of the programme to kick off in February 2027.

Namibia's digital banking faces rising fraud risks

Fraud losses reached N$50.3 million in ten months, raising financial and operational risks as digital payments expand.

ELVIS MBOYA
Staff Writer

Namibia recorded approximately N$50.3 million in reported financial fraud losses between January and October 2026, Bank of Namibia deputy governor Leonie Dunn disclosed at the second Namibia Fraud & Cybersecurity Summit in Windhoek on Tuesday.

Dunn also revealed that victims of electronic funds transfer (EFT) fraud recovered only 34% of their losses during the first half of the year.

She said: "Fraud doesn't respect institutions. Behind that figure are people and businesses with financial losses whose financial security and confidence had been threatened."

The summit was hosted by the Bank of Namibia in collaboration with the Bankers' Association of Namibia (BAN) and the Industry Fraud Working Group under the theme, "Strengthening Trust in a Hyper-Digital Era".

The latest disclosure comes amid rising payment fraud documented in the Bank of Namibia and NAMFISA October 2026 Financial Stability Report.

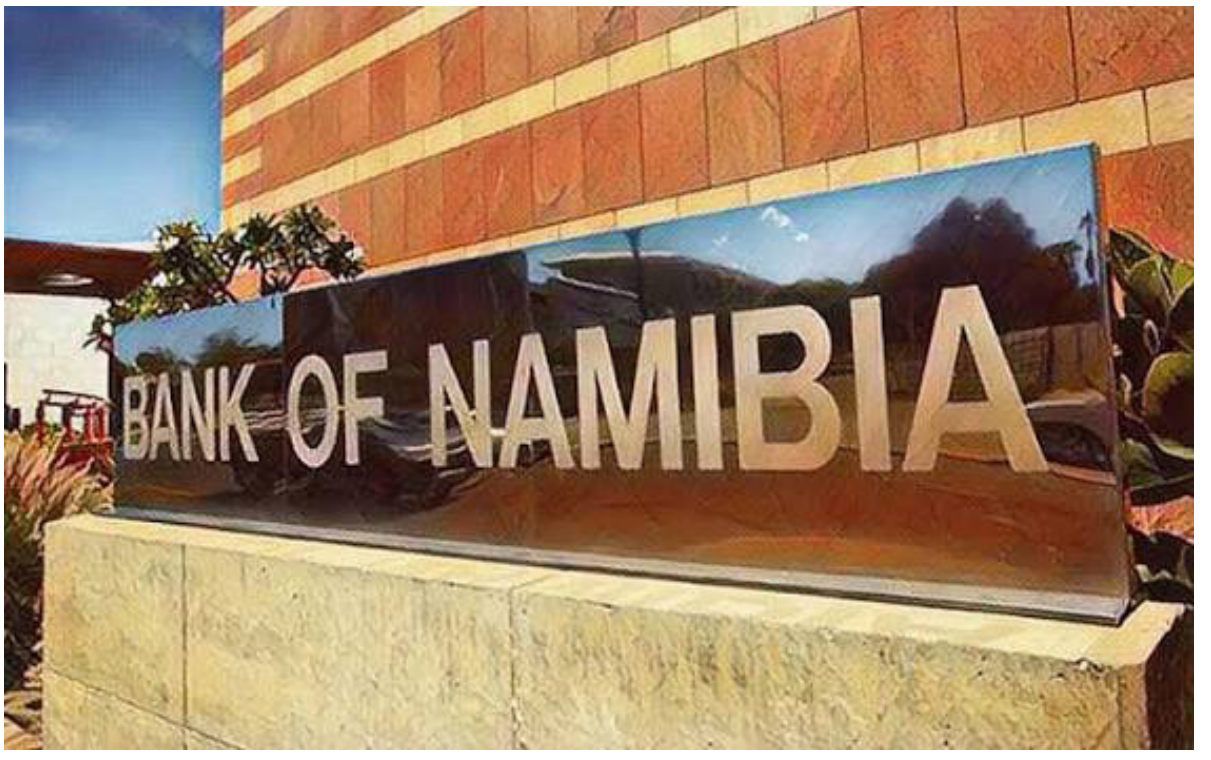
The report recorded N$32.45 million in payment fraud losses within the National Payment System during the first half of 2026, an 18.9% increase from N$27.29 million in the corresponding period last year.

EFT fraud accounted for N$21.87 million, increasing 47.3%. Card fraud declined 9.7% to N$10.36 million, while electronic money fraud fell 72.5% to N$229 000.

The report attributed EFT fraud incidents to phishing, vishing and social engineering, where criminals impersonate banking officials and trusted organisations to obtain confidential customer information.

The N$50.3 million figure covers reported fraud across ten months, while N$32.45 million represents National Payment System losses during the first six months.

The figures therefore cover different reporting periods.



Institutional response

The summit brought together representatives from banking, telecommunications, financial regulation, cybersecurity and law enforcement.

The Bank of Namibia's published programme identified Martha Murorua, BAN chairperson and Nedbank Namibia managing director, alongside Dunn and Dr Pieter Kruger, founding partner of AITech, among the opening-session contributors.

Other speakers included Lehana Nel of the Association of Certified Fraud Examiners Namibia Chapter, Cornelia Shipindo of the Communications Regulatory Authority of Namibia (CRAN), Lara Enslin of TransUnion and Dr Nakarin Amarase of the Bank of Thailand.

Refilwe Matanda of Mastercard Southern Africa addressed consumer protection and digital trust, while Obsidian Shield Cybersecurity specialists Muleka Pandakana Tresor and Marcel Prinzonsky presented a live cyber-enabled fraud demonstration.

A national fraud response panel featured Gerrit Jordaan, Melanie Meiring, Octivius Kahiya of MTC, Josef K. Ihemba of the Ministry of Finance and Ryan Geyser of Bank Windhoek. Uwetha Endjambi of the Bank of Namibia moderated.

A separate cybersecurity panel included Linda Songiso of the central bank, Professor Attlee Gamundani of Namibia University of Science and Technology, Carmen Erasmus of Nedbank Namibia and Thomas Hamata of ISACA Windhoek Chapter.

Regulatory developments

The Bank of Namibia's report also confirms that revised Operational and Cybersecurity Standards within the National Payment System, known as PSD-12, were gazetted in July 2026.

The standards introduce requirements covering information security, operational resilience, third-party risk management, cloud computing and fraud risk management.

The report further notes that the central bank is developing guidelines for instant payments to support safe and interoperable electronic transactions.

For Namibia's banking industry, rising fraud losses have implications for technology investment, transaction monitoring, customer verification and operational risk management.

The summit's discussions placed these challenges within the wider transformation of the country's digital financial infrastructure.

New vehicle sales surge puts pressure on WeBuyCars margins

Staff Writer

South Africa's new vehicle market grew 12.5% in the year to September 2026, driven by competitively priced Chinese and other Asian brands, putting pressure on used vehicle sales and margins at WeBuyCars.

The growth in new vehicle sales saw the country's new-to-used vehicle ratio decline from 1:3.14 in 2024 to 1:2.51 in 2026, reflecting a shift in consumer demand towards new vehicles amid increased competition, attractive financing offers and lower new vehicle price inflation.

WeBuyCars said the expansion of Chinese and other Asian brands in the new vehicle market has intensified competition in the used vehicle sector, with the share of these brands in new passenger vehicle sales increasing from 9.2% in 2024 to 13.8% in 2025 and 20% in 2026.

The company said used vehicle prices experienced deflation in the 12 months to September 2026, forcing it to reduce selling prices, particularly for vehicles competing with competitively priced new models, to maintain liquidity and inventory turnover.

The pressure on margins contributed to an 18.5% decline in headline earnings to R764.2 million for the financial year ended 30 September 2026, from R937.6 million in the previous year.

Headline earnings per share fell 18.6% to 182.8 cents from 224.6 cents, while revenue increased 7.2% to R28.27 billion.

Despite the challenging trading environment, the group increased the number of vehicles bought by 3% to 185 943, while units sold rose 4% to 186 220.

Sales volumes reached a monthly record of 17 209 vehicles in March 2026, with monthly sales exceeding 15 500 units in six of the past 12 months.

WeBuyCars increased its share of used vehicle registrations to 10.7%, from 10.3% in the previous financial year, despite operating in a contracting used vehicle market.

The company said trading conditions deteriorated in the second half of the financial year, with lower consumer confidence compounded by materially higher fuel prices since May 2026.

Net cash generated from operating activities increased 48.2% to R1 billion, from R677.3 million, while its cash conversion ratio improved to 131.3% from 72.2%.

The improvement was attributed to the cash-generative nature of the business, conservative vehicle purchasing in a deflationary market and the timely liquidation of ageing inventory.

WeBuyCars continued expanding its national footprint, opening supermarkets in Montana, Pretoria North; Lansdowne, Cape Town; Witbank; and Bloemfontein during the financial year.

The developments, together with the relocation of its commercial vehicle business to a site along the R21 highway in Centurion, increased its national parking bay capacity by 25.4%, or 3 283 bays.

The group also secured 2.7 hectares of land in Polokwane for a capital-light supermarket development planned for 2027, which will centralise vehicle preparation and trading activities.

The expansion supports its medium-term target of buying and selling 23 000 vehicles a month by financial year 2028.

WeBuyCars said the growing new vehicle market and increasing penetration of Chinese and other Asian brands could provide a medium-term opportunity as those vehicles enter the used vehicle market in larger volumes, expanding its acquisition base.



Wheat producers face slow uptake amid rising production costs

LEIGH-ANN NEHOYA



Namibia's wheat producers are facing challenges in marketing the 2026 harvest, with the uptake of locally produced wheat by domestic millers progressing slower than anticipated.

According to the Namibian Agronomic Board's 2026/2027 Wheat Grain Production Forecast Report, local wheat production is estimated at 20 437 tonnes, compared with 22 624 tonnes harvested in 2025.

This represents a 9.7% decline. Local production is expected to satisfy only approximately 12.5% of Namibia's annual wheat demand, leaving the country heavily reliant on imports.

Harvesting commenced in mid-October, with producers bringing predominantly high-quality, high-protein wheat, classified as B1 and Super Grade, to market.

However, the uptake of these grades by local millers has been slower than producers had hoped.

The delayed uptake is particularly concerning for producers with wheat still standing in the fields.

Recent rainfall poses a risk to crop quality, making timely harvesting and delivery to milling facilities increasingly important.

The relatively small scale of domestic production further highlights the situation. Namibia's entire forecasted wheat harvest is smaller than a single shipment of imported wheat arriving at Walvis Bay.

This puts the local industry's production volumes into perspective and underscores the importance of ensuring that locally produced wheat is effectively absorbed by the domestic market.

Beyond the immediate marketing challenges, the economics of wheat production remain under pressure.

Wheat is predominantly cultivated under irrigation, exposing producers to rising input costs, particularly electricity, fertiliser and diesel.

Meanwhile, producer prices have remained relatively stagnant for an extended period.

With rain threatening wheat still in the fields, producers are hoping to get the crop harvested and delivered as soon as possible.

However, with input costs continuing to rise and wheat prices remaining largely unchanged, the slow uptake is adding further pressure on producers.

Leigh-Ann Nehoya is an agricultural economist at Namibia Agricultural Union

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CAREERS

Why isn't the accounting profession more diverse? Research points to the real levers of change

For the past few decades, universities, employers and professional bodies globally have invested in mentoring programmes, scholarships and student support initiatives to diversify careers such as professional accounting. The assumption has been that if talented students have help to overcome barriers, representation will improve.

For many socioeconomically marginalised people, going to university is seen as the key to a better life. Accounting has been one of the professions that promises stable jobs, financial security and upward social mobility. But while more students are getting through the university gates, building a successful career in accounting has proved much harder than simply earning a degree.

The most recent World Economic Forum Global Gender Gap Report (2025), which has tracked gender disparities since 2006, reports that, at the current rate of progress, full gender parity remains an estimated 123 years away. The gap is clear when you compare educational attainment with career progression. Although women now outperform men in tertiary education globally, they account for only 29.5% of senior managers with tertiary qualifications. Similarly, women's representation in top management increased only modestly, from 25.7% in 2015 to 28.1% in 2024. The pace of progress has slowed since 2022.

In South Africa, too, where I am based as an accounting professor, changing gender and racial representation in the profession has been slower than expected.

To understand why, researcher Joanne Sopt and I reviewed 81 studies examining how minority students globally have been supported over decades, from university entry to professional accounting practice.

We found that early initiatives focused on helping students overcome what were seen as individual shortcomings. The solutions offered were tutoring, scholarships and mentoring. While these programmes remain important, they assumed that the main challenge was preparing students to fit into existing institutions.

More recent research we reviewed tells a different story. It shows that success is shaped just as much by the environments students enter as by their own ability. Across countries, the evidence shows that meaningful support goes beyond financial assistance. It includes visible role models, culturally responsive teaching, strong mentoring relationships and institutions that recognise the diverse experiences students bring with them.

It's also clear from the research that solutions should fit each context (local histories, identities and institutional realities).

Our findings have implications far beyond accounting. It is the responsibility of universities, employers and professional bodies to create environments where everyone has an equal chance to thrive.

The next phase of transformation must be to make changes to institutions to fit the people they were created to serve.

Framing inequality

Our literature review included 81 peer-reviewed accounting research articles. They investigated diversity and marginalisation in accounting education and in the profession worldwide.

The research showed a shift in how scholars understand inequality.

In the early 1990s they tended to frame under-representation as an individual problem. If students struggled to succeed, the response was to provide more support. Tutoring, mentoring and financial assistance programmes were designed to help them catch up.

From around the 2020s, however, researchers began asking a different question. They asked why capable students continued to experience obstacles even after receiving support and why even some qualified professionals did too.

This moved attention away from perceived individual deficits towards the environments in which people were expected to learn and work. The question was how inclusive these environments were.

Persisting patterns

Across continents, countries and demographic groups, the same patterns emerged. Students were attracted to accounting because it promised good jobs.

Yet many reported feeling that they did not belong. They encountered language barriers, limited access to professional networks, few role models who shared their backgrounds, and institutional cultures that assumed everyone entered university or the workplace with similar experiences and resources.

Some interventions proved remarkably effective. Joining professional associations strengthened students' sense of belonging. Small changes, such as using cream-coloured rather than white examination paper for students with dyslexia, improved accessibility. Inclusive language in recruitment material influenced whether women and LGBTQ+ applicants perceived accounting as a profession where they belonged.

Mentoring, culturally responsive teaching and meaningful role models all made a positive difference.

Perhaps the most striking finding from our review was that many of the barriers that professionals encountered had little to do with their technical skills and knowledge. Instead, they related to organisational culture, informal expectations, psychological safety and the pressure to conform to dominant professional norms.

Many professionals described feeling they had to continually prove their competence, adapt their language or behaviour, or hide aspects of their identity in order to succeed. These are not problems that can be solved by another scholarship or mentoring programme alone.

Culture and belonging

Around the world, organisations of various kinds are asking why decades of diversity initiatives have not produced the transformation they hoped for.

Our findings suggest that mentoring, scholarships and student support should continue to form part of the broader strategy of restructuring institutional culture, recruitment practices, promotion systems, curriculum design and the everyday experiences of belonging within organisations.

Success should no longer be measured only by how many people from historically disadvantaged groups enter a profession. It's also about whether those professions have changed sufficiently for diverse talent to flourish.

Mentoring and scholarships open doors. But lasting change depends on what people encounter once they walk through them. **-The Conversation**

Capacity Building with Diamond Training Institute

The local content capability Test

Whenever discussions turn to local participation in major economic projects, I find myself returning to one question: Are we preparing Namibian businesses and professionals to compete for opportunities, or are we simply expecting opportunities to be reserved for them?

The distinction may appear uncomfortable, but it is important. Securing a place in an industry and possessing the capability to succeed in that industry are not necessarily the same thing.

Across Southern Africa, governments are increasingly emphasising local content as a means of promoting economic participation, employment and enterprise development.

In Namibia, this conversation has gained particular importance with emerging opportunities in oil and gas, renewable energy, mining and infrastructure development.

The ambition is understandable. National resources and investments should create meaningful opportunities for local businesses and citizens.

However, achieving this requires more than favourable procurement arrangements or local participation targets.

It requires capability.

Consider a small Namibian enterprise seeking to supply goods or services to a major industrial project. The business may be locally registered, compliant with statutory requirements and eager to participate. Yet, when confronted with demanding quality standards, technical specifications, financial requirements and delivery timelines, its limitations may become apparent.

The challenge is not necessarily a lack of ambition or entrepreneurial potential. Often, it reflects inadequate exposure, limited technical competencies and business systems that have not developed sufficiently to meet industrial expectations.

This is where local content must become a capacity-building conversation rather than merely a procurement discussion.

I believe we sometimes underestimate the institutional preparation required to make economic participation sustainable. Businesses need competencies in financial management, quality assurance, contract administration, operational planning and regulatory compliance. Equally, employees require specialised technical skills, workplace discipline and continuous professional development.

Large companies also carry responsibility. Meaningful local participation should involve supplier development, mentorship, technology transfer and partnerships that progressively strengthen domestic capabilities.

For Namibian organisations involved in training and enterprise development, this presents an important opportunity to rethink conventional interventions. Short workshops may introduce entrepreneurs to industry opportunities, but sustained mentoring, practical exposure and organisational development are what help translate that knowledge into business readiness.

Importantly, capability requirements should not become an excuse for excluding local enterprises. They should provide a clear basis for identifying gaps and investing in their development.

Ultimately, local content should not be measured solely by the number of contracts awarded to domestic companies, but also by the competencies, productive capacity and long-term competitiveness those opportunities create.

The real achievement of local content is not simply ensuring that Namibians participate, but developing the capability for them to participate successfully.

Perhaps the question we should be asking is not only how much of our economic opportunities will remain local, but how much lasting expertise, institutional knowledge and business capability those opportunities will leave behind.



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Keeping Pantsula In The Hands Of Its People

At the DH Williams Community Centre in Katlehong the hall falls still as dancers, schoolchildren, cultural workers and neighbours stand in memory of Buru Isaac Mohlabane.

The pioneering choreographer and dancer died in a motor accident last December, aged 42, as his lifelong mission of formalising and documenting the pantsula dance methodology and transmission came to fruition.

For a moment, the gathering in his hometown holds its movement in reserve. Then a whistle cuts through the hall and the floor answers as 10 performances get under way. Spotis sit low over the eyes; delela dungarees, creased Dickies and tightly laced All Stars make clothing part of the performance. Heels and toes strike out quick patterns. Swashbuckling hips turn against the beat. Crews gather into unison, then release a dancer into a solo that challenges the next one to respond.

The audience is captivated by Mchacho's Entertainment's dramatic Thriller-inspired routine while Shakers and Movers express joy and pain without words. Red Devils turn accounts of imprisonment, death and survival into movement.

Female presence is not overlooked with Skhanda Queens, one of the four all-women groups on the stage, reflecting on the feminine world, domestic demands and personal ambition. Other crews, such as Mshoza Nation from Orange Farm and Siyanqoba Academy for Girls from Soweto, are part of the after-school programme aimed at young women and which benefitted from the festival and the methodology transmission.

Not leaving the young behind, learners from Monde, Reagile and Mogobeng primary schools in Katlehong enter a jika majika circle, taking their place in a language that older practitioners have helped them learn. Their participation is remembrance that looks backwards but they carry the work forward.

This is the public face of Pantsula, My World, an experiment in transmission of the energetic South African dance culture dating from the 1970s and '80s. It is also a tribute to Mohlabane. Behind this community festival lie training sessions, school outreach, roundtables and efforts to document a practice and science usually inherited through crews and community spaces.

The question unfolding on the floor is larger than whether pantsula can enter a syllabus. It is whether the syllabus can learn to move with pantsula, and whether those who keep the dance alive will retain the right to shape its future.

A dance that was never only a dance

Pantsula is an expression developed in South Africa's urban township culture. It joins dance to dress, slang, attitude and music. To recognise only the steps is to miss the social world that gives the steps meaning.

Late, Buru Isaac Mohlabane.

Late, Buru Isaac Mohlabane.

Its discipline is visible in the crews through repetition, synchronisation and attention to another dancer's timing. Its commentary emerges through routines that make every day experiences publicly legible. The accounts of survival performed in Katlehong are not incidental stories pasted onto choreography; they show how movement can carry a community's arguments about its circumstances. Style, too, becomes a way of making presence felt.

Under apartheid, that public presence was inseparable from questions of dignity and self-determination. Under democracy, a dance can celebrate freedom while exposing the distance between freedom's promise and the conditions of township life. Joy and social criticism need not cancel each other out; pantsula makes room for both.



Dance crews from Orange Farm , Soweto and learners from Monde, Reagile and Mogobeng primary schools in Katlehong benefitted from the festival and the methodology transmission.

Mohlabane's ambition grew from practice. He encountered pantsula as a child and joined Via Katlehong as a teenager. Over more than two decades as dancer, choreographer and eventually co-director, he helped take the form onto international stages.

At the centre of Pantsula, My World is a methodology developed through his work. It is an approach connecting movement, rhythm and musicality with communication, identity, discipline, community, social history and collective expression. It is not merely a catalogue of steps.

Mohlabane's larger vision paired a technical training centre with a media and research library encompassing music, fashion, oral histories and stylistic differences. The academy was imagined not only as a place for training but a place to retain context. After his death, the task became how to transmit knowledge without relying on his presence.

From the street to the syllabus

The French Institute of South Africa (IFAS) became the project's institutional home after its work with Mohlabane. The main programme ran from September 2025 to September 2026, linking methodology development and training in which Mohlabane was involved until his untimely passing. The heritage festival presented with Buru Ventures was staged in August in Katlehong.

Its practical components included masterclasses, facilitator inductions, workshops, residencies, cultural exchange, school outreach, focus groups and round-table discussions. The Mshoza roundtable went beyond the methodology and it might become an annual gathering. Performance was one element of a broader attempt to build a transmission network.

The multiplier model was employed with 16 facilitators trained in the methodology. The practitioners can work with further groups rather than leaving every session dependent on the founder or a single visiting instructor. About 156 professional and semi-profes-sional dancers participated and 149 primary and secondary school learners were reached. The overall reach was 357 direct dance beneficiaries.

Katlehong anchors this work. The IFAS in Braamfontein hosted subsequent dialogue. There were community workshops and outreach in Katlehong too.

The festival brought the different strands together: two weeks of preparatory work with schools and pantsula groups, about 450 attendees, some 150 participants and performers actively involved and 10 artistic performances.

More revealing is the combination of dancing with discussion about contracts, artist fees, administration, funding, international presentation, health and wellness. Transmission involves the conditions under which practitioners can sustain their work, not only what they can demonstrate on a floor.

Documentation offers another route beyond the event. It is the completed educational programme, recorded gestures and step sequences, and four filmed teaching sequences that can support later learning. The next test is whether regular teaching, accessible venues and practitioner support continue after the festival calendar has moved on.

Jean Spiri, the IFAS director, said they were proud to support Pantsula, My World as part of a broader cultural collaboration involving exchange, learning and community participation. He described pantsula as a movement rooted in youth, involvement and heritage. He paid tribute to Mohlabane's role in helping the genre earn wider recognition in South Africa, France and beyond.

Preservation must not become permission

There is much to gain when pantsula enters classrooms and archives. Learners can encounter township practice as knowledge worthy of sustained attention. Teachers gain material they can revisit; practitioners gain opportunities to explain their methods; and histories need not disappear when a particular dancer is no longer there to tell them. Institutions can supply space, documentation and continuity that an exhausted crew cannot always provide alone. There is nothing inherently disloyal about wanting those resources.

The danger begins when support becomes authority over the form. Who decides which variation is correct? Who receives the right to teach? Who controls recordings and whose account becomes the official history? These are questions of community ownership in a practical sense, not a claim about exclusive legal title.

-Mail&Guardian

NOTICE FOR ENVIRONMENTAL IMPACT ASSESSMENT

Notice is hereby placed to inform all potentially Interested and Affected Parties (I & APs) that an application for Environmental Clearance Certificate will be made to the Ministry of Environment Forestry and Tourism, in line with the provisions of Environmental Management Act 7 of 2007 and its Regulations of 2012.

Project Name: Environmental Impact Assessment for the establishment of mineral exploration activities for dimension stone, base and rare metals, industrial minerals, precious metals and nuclear fuel minerals on EPL: 11048, Khomas Region.

Project Location: EPL: 11048, Windhoek District, Khomas Region, Namibia

Project Description: The proposed project entails mineral exploration activities for dimension stone, base and rare metals, industrial minerals, precious metals and nuclear fuel minerals on EPL: 11048, Khomas Region. The EIA process will assess potential environmental and socio-economic impacts and recommend mitigation measures.

Proponent: Paragon Investment Holdings (Pty) Ltd



All Interested and Affected Parties (I &APs) are hereby invited to register and request for a Background Information Document (BID) and submit inputs on or before Friday 04th December 2026. A public participation meeting will be convened, and all interested (I &APs) will be notified and informed well in advance on the venue and time. Interest and affected parties (I&APs) are kindly requested to contact the number and email address provided below and register.

For any inquiries please contact;

Consultant: Omapipi Tageya Archaeological and Heritage Consultants cc

☎: +264 81 6680633

✉: otahconsultants@gmail.com

CALL FOR PUBLIC PARTICIPATION

ENVIRONMENTAL IMPACT ASSESSMENT FOR MINERAL EXPLORATION ON EPL 10063

This notice serves to inform all interested and affected parties that an application for the environmental clearance certificate will be launched with the Environmental Commissioner in terms of the Environmental Management Act (No.7 of 2007) and the Environmental Regulations (GN 30 of 2012).

Location: The license area is located about 130 km northwest of Opuwo. The proponent intends to explore for Uranium. Exploration methods may include geological mapping, geophysical surveys, sampling and drilling.

Proponent: Lepidolite Investments CC

All interested and affected parties are hereby invited to register and submit their comments regarding the proposed project on or before **15/12/2026.** Contact details for registration and further information:

Impala Environmental Consulting

Mr. S. Andjamba
Email: public@impalac.com, Tel: 0856630598

IMPALA ENVIRONMENTAL

CLASSIFIEDS

NOTICE OF ENVIRONMENTAL SCOPING ASSESSMENT (ESA) FOR SAND AND AGGREGATE QUARRYING PROJECTS IN OHANGWENA REGION.

As per the Environmental Management Act (EMA), No. 7 of 2007, and its 2012 Environmental Impact Assessment (EIA) Regulations, the public is hereby notified that applications for Environmental Clearance Certificates (ECCs) for new sand and aggregate burrow pits (projects) listed below will be submitted to the Environmental Commissioner at the Department of Environmental Affairs and Forestry (DEAF).

Environmental Consultant: Malta Environmental Consulting Solutions cc (MECS)

1. **The Proponent:** Greenside Trading Enterprises cc
   Project Location: Epale village, Eenhana constituency in Ohangwena Region
2. **The Proponent:** Oukwanyama Traditional Authority (OTA)
   Project location: Ohaihana village, Eenhana constituency in Ohangwena Region

Members of the public are invited to register as Interested and Affected Parties (I&APs) and submit written comments before 30 November 2026 to the following email address and contact number: MECS at maltaenvirosol@gmail.com Tel: +264 81 834 0737

NOTICE OF AN ENVIRONMENTAL IMPACT ASSESSMENT

NOTICE IS HEREBY GIVEN TO ALL POTENTIALLY INTERESTED AND AFFECTED PARTIES (I&APs) THAT AN APPLICATION WILL BE SUBMITTED TO THE ENVIRONMENTAL COMMISSIONER IN TERMS OF THE ENVIRONMENTAL MANAGEMENT ACT (NO. 7 OF 2007) AND ITS REGULATIONS (GN NO. 29 OF 2012) FOR THE FOLLOWING PROPOSED ACTIVITY.

Activity Name
The Proposed Design, Construction and Operation of a Lead-Acid Battery Recycling Plant in Omaruru, Erongo Region, Namibia

Proponent
Vishnu Trading House CC

Project Location
Omaruru Industrial Area *(-21.425549, 15.939149)*

Project Description
The Proponent intends to establish and operate a lead-acid battery recycling plant in the Omaruru Industrial Area, Erongo Region, Namibia. The facility will receive spent lead-acid batteries and recover reusable materials, principally lead and polypropylene plastic, while managing the associated electrolyte and process residues. The proposed activity falls under Activity 9 (Hazardous Substance Treatment, Handling and Storage) of GN No. 29 of 2012 of the Environmental Management Act (No. 7 of 2007). An Environmental Clearance Certificate must therefore be obtained from the Environmental Commissioner in the Ministry of Environment, Forestry and Tourism before the activity commences.

Environmental Assessment Practitioner:
Namib Consulting Services CC.

Public Meeting:
Date: 03 December 2026**,** Time: 10:30 am **,** Venue: Omaruru Municipality Hall

Comment Submission Period:
Open until 8 December 2026

Registration as I&APs:
To obtain the Background Information Documents (BID), register and submit comments or obtain further information, please contact: 081 – 499 4488, **Email**: namibconsulting10@gmail.com

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CLOSING DATE
30 November 2026

PUBLIC NOTICE AND INVITATION FOR COMMENTS: ENVIRONMENTAL IMPACT ASSESSMENT (EIA) STUDY FOR THE PROPOSED DUNE SAND MINING WITHIN THE JURISDICTION OF BLOUWES TRADITIONAL AUTHORITY, //KHARAS REGION

The public is notified that an application for an Environmental Clearance Certificate (ECC) will be submitted to the Environmental Commissioner as required under the Environmental Management Act No. 7 of 2007 and its 2012 EIA Regulations. The proposed project is a listed activity in the EIA Regulations that cannot be undertaken without an ECC, which is issued upon approval of an EIA Study (EIA Scoping Report & Environmental Management Plan).

The Proponent: FIC Trading Enterprise CC

Appointed Environmental Consultant: Serja Hydrogeo-Environmental Consultants CC (*Serja HGE Consultants*)

Project Description and Location: The Proponent intends to extract and collect dune sand for supply to the construction industry and other industries in the area, region, and immediate vicinity. The proposed site is about 6km southeast of the Tses Village and falls within communal land under the jurisdiction of the Blouwes Traditional Authority and in the !Khob !Naub Conservancy. The approximate site GPS coordinates are: -25.910474, 18.169687.

Public/Stakeholder Engagement and Participation: The public is therefore invited to register as Interested and Affected Parties (I&APs) and submit comments, concerns (**in writing**), or receive further information on the EIA Study (such as the Background Information Document (BID)). The deadline for registration and submission of comments, issues, and/or concerns is **Thursday, 31 December 2026.**

The Community Consultation Meeting will be held in Blouwes Settlement as follows:

Date & Time: Thursday, 3 December 2026 **@ 09:30** am**; Venue:** Blouwes TA Gathering Place, Blouwes Settlement.

Contact Person: Ms. Fredrika Shagama; **Mobile No**.: +264 (0) 81 749 9223 (in writing only)

Email: eias.public@serjaconsultants.com

NOTICE FOR ENVIRONMENTAL IMPACT ASSESSMENT

Notice is hereby placed to inform all potentially Interested and Affected Parties (I & APs) that an application for Environmental Clearance Certificate will be made to the Ministry of Environment, Forestry and Tourism, in line with the provisions of Environmental Management Act 7 of 2007 and its Regulations of 2012.

Project Name: Environmental Impact Assessment for the establishment of mining activities for dimension stone on mining claims; 75626, 75628, 76187, 76188 & 76189, situated approximately 8Km, South of Karibib, Erongo Region.

Project Location: (a) The mining claim; 75626 is situated approximately 8Km, South of Karibib, Erongo Region. **(b)** The mining claims; 75628, 76187, 76188 & 76189 are situated approximately 8Km, South of Karibib, Erongo Region.

Project Description: The proposed project includes establishment of mining activities for dimension stone on mining claims; 75626, 75628, 76187, 76188 & 76189, situated approximately 8Km, South of Karibib, Erongo Region.

Proponents: (a) Mr Andreas Nghikeno Kalimbo & (b) Mr. Hailonga Niiro Hilifavali Alivina



All Interested and Affected Parties (I &APs) are hereby invited to register and request for Background Information Document (BID) and submit inputs on the email provided below, on or before 18th December 2026. A public participation meeting will be conducted as follows;

Place: Community Hall, Karibib, Erongo Region
Date: 12th December 2026
Time: 10h00 am
For any inquiries please contact;

Consultant: Omapipi Tageya Archaeological and Heritage Consultants cc

☎: +264 81 6680633

✉: otahconsultants@gmail.com

NOTICE FOR ENVIRONMENTAL IMPACT ASSESSMENT

Notice is hereby placed to inform all potentially Interested and Affected Parties (I & APs) that an application for Environmental Clearance Certificate will be made to the Ministry of Environment, Forestry and Tourism, in line with the provisions of Environmental Management Act 7 of 2007 and its Regulations of 2012.

Project Name: Environmental Impact Assessment for the establishment of mineral exploration activities for base and rare metals, dimension stone, industrial minerals and precious metals at EPL 10303, Kamanjab, Kunene Region.

Project Location: EPL 10303, Kamanjab, Kunene Region, Namibia

Project Description: The proposed project entails mineral exploration activities for base and rare metals, dimension stone, industrial minerals and precious metals at EPL 10303, Kamanjab, Kunene Region. The EIA process will assess potential environmental and socio-economic impacts associated with the project and recommend mitigation measures.

Proponent: Carrilo Investment Pty (Ltd)



All Interested and Affected Parties (I &APs) are hereby invited to register, request for Background Information Document (BID) and submit their inputs on or before 18 December 2026. A public consultation meeting is scheduled to take place on the 04th December 2026 at Kamanjab Community Hall, Kamanjab, Kunene Region.

For any inquiries please contact;

Consultant: Omapipi Tageya Archaeological and Heritage Consultants cc

☎: +264 81 6680633

✉: otahconsultants@gmail.com

CALL FOR REGISTARTION AS INTERESTED AND AFFECTED PARTIES

ENVIRONMENTAL ASSESSMENT FOR THE PROPOSED TENTED-CAMP FACILITY AND SUPPORTING INFRASTRUCTURES AT HOTTENTOTS BAY, WITHIN THE NORTHERN SAND AND SEA CONCESSION IN THE TSAU //KHAEB NATIONAL PARK, ||KARAS REGION

1. PROJECT SITE AND DESCRIPTION

Living on the Edge cc (LoTE, the Proponent), is the holder of the ***Northern Sand and Sea Concession Holder***, which covers the entire Northern Dunes TDA, located Tsau //Khaeb (Sperrgebiet) National Park north of Lüderitz and is bordered on the west by the Atlantic Ocean and to the north and east by the Namib Naukluft National Park.

In order to be able to undertake activities relating to the tourism concession rights granted to it, LoTE intends to develop a non-permanent shelter facilities (Hottentots Bay Campsite). The camp site construction will be implemented in phases of which the first phase will be: installation of ablution facilities, equipment storage and solar power room, and kitchen with a pantry.

2. PUBLIC PARTICIPATION PROCESS

Enviro-Leap Consulting invites Interested and Affected Party (I & AP) to register and receive Environmental Assessment (BID, Scoping and EMP) documents relating to the proposed project for their comments and input. Interested and Affected Parties are herewith request to register by writing to us at the address below no later than **18 December 2026.**

3. COMMENTS AND QUERIES

Please register and direct all comments, queries to:
Mr. Lawrence Tjatindi, Environmental Assessment Practitioner
Email: eap.trigen@gmail.com

ENVIROLEAP CONSULTING cc

NOTICE FOR ENVIRONMENTAL IMPACT ASSESSMENT

Notice is hereby placed to inform all potentially Interested and Affected Parties (I & APs) that an application for Environmental Clearance Certificate will be made to the Ministry of Environment Forestry and Tourism, in line with the provisions of Environmental Management Act 7 of 2007 and its Regulations of 2012.

Project Name: Environmental Impact Assessment for the establishment of mining activities for base and rare metals, precious metals, industrial minerals, precious metals and semi-precious stones on mining claims; 76979 & 76980 situated approximately 30 Km, West of Uis, Erongo Region.

Project Location: The mining claims; 76979 & 76980 are situated approximately 30 Km, West of Uis in Erongo Region.

Project Description: The proposed project includes establishment of mining activities for base and rare metals, precious metals, industrial minerals, precious metals and semi-precious stones on mining claims; 76979 & 76980 situated approximately 30 Km, West of Uis, in Erongo Region.

Proponent: Mr. Sixtus Hashipara Hausiku

In line with Namibia 's Environmental Management Act (No. 7 of 2007 and EIA Regulations (GN 30 of 6 February 2012), all Interested and Affected Parties (I &APs) are hereby invited to register and request for Background Information Document (BID) and submit inputs on the email provided below, on or before 04th December 2026. A public participation meeting will be conducted as follows;

Place: Community Hall, Uis, Erongo Region

Date: 28 November 2026

Time: 10h00 am

For any inquiries please contact;

Consultant: Omapipi Tageya Archaeological and Heritage Consultants cc

☎: +264 81 6680633

✉: otahconsultants@gmail.com

NOTICE FOR ENVIRONMENTAL IMPACT ASSESSMENT

Notice is hereby placed to inform all potentially Interested and Affected Parties (I & APs) that an application for Environmental Clearance Certificate will be made to the Ministry of Environment Forestry and Tourism, in line with the provisions of Environmental Management Act 7 of 2007 and its Regulations of 2012.

Project Name: Environmental Impact Assessment for the establishment of mineral exploration activities for dimension stone, base and rare metals, industrial minerals, precious metals and nuclear fuel minerals on EPL: 11049, Khomas Region.

Project Location: EPL: 11049, Windhoek District, Khomas Region, Namibia

Project Description: The proposed project entails mineral exploration activities for dimension stone, base and rare metals, industrial minerals, precious metals and nuclear fuel minerals on EPL: 11049, Khomas Region. The EIA process will assess potential environmental and socio-economic impacts and recommend mitigation measures.

Proponent: Paragon Investment Holdings (Pty) Ltd



All Interested and Affected Parties (I &APs) are hereby invited to register and request for a Background Information Document (BID) and submit inputs on or before Friday 04th December 2026. A public participation meeting will be convened, and all interested (I &APs) will be notified and informed well in advance on the venue and time. Interest and affected parties (I&APs) are kindly requested to contact the number and email address provided below and register.

For any inquiries please contact;

Consultant: Omapipi Tageya Archaeological and Heritage Consultants cc

☎: +264 81 6680633

✉: otahconsultants@gmail.com

PUBLIC NOTICE

REZONING & ENVIRONMENTAL IMPACT ASSESSMENT FOR REMAINDER ERF 922, KUISEBMOND PROPER – WALVIS BAY

Notice is hereby given in terms of Section 107 of the Urban and Regional Planning Act, 2018 (Act No. 5 of 2018), the Walvis Bay Zoning Scheme and Regulations, and the Environmental Management Act, 2007 (Act No. 7 of 2007) and its EIA Regulations of 2012, that **Plan Africa Consulting CC – Town and Regional Planners & Envirofficient Consultants CC**, on behalf of the registered owner, intends to apply to the Municipality of Walvis Bay and subsequently the Urban and Regional Planning Board for:

- **Rezoning** of Remainder Erf 922, Kuisebmond Proper, from **"single residential" (density 1:300m²)** to **"general business"** with a bulk of **1.0**;
- **Consent** to continue operating the existing Coastal accommodation business while the rezoning is in process; and
- An **Environmental Clearance Certificate (ECC)** for the proposed general business zoning.

Remainder Erf 922 is situated along **David Hambuda Avenue (20th Avenue), Kuisebmond Proper, Walvis Bay**, measures approximately **399m²**, and is currently **zoned "single residential"**. The property currently accommodates a **Coastal accommodation business and lounge**. The proposed rezoning aims to **regularise the existing land use** in accordance with the Walvis Bay Zoning Scheme and Regulations.

PUBLIC PARTICIPATION

The background information, plans and particulars are available for inspection during normal office hours at the **Walvis Bay Municipality – Town Planning Division** and **Plan Africa Consulting CC, No. 8 Delius Street, Windhoek West**.

Electronic copies may be requested from:

Plan Africa Consulting CC
Email: emiliaashitenda1@gmail.com
Tel: 081 493 9107 / 061 212 096

The EIA background information document may be obtained from:

Envirofficient Consultants CC
Email: envirofficient@gmail.com
Tel: 081 307 7370

Any person wishing to object to or comment on the proposed development may submit written objections or comments, including the grounds/motivation thereof, to the applicant or Walvis Bay Municipality **within 14 days** from the last publication of this notice. The Final date for objections is: **Friday, 18 December 2026.**

LOCAL AUTHORITY
Chief Executive Officer
Municipality of Walvis Bay
Private Bag 5017, Walvis Bay
Email: townplanning@walvisbaycc.org.na
Tel: 064 201 3257

CALL FOR REGISTARTION AS INTERESTED & AFFECTED PARTIES

ENVIRONMENTAL ASSESSMENT FOR THE PROPOSED MINERAL PROSPECTING ON EPLs 11790 AND 12024, KUNENE REGION

1. PROJECT SITE AND DESCRIPTION

Mr. Rairirira M. Mbetjiha (the Proponent), intends to apply to obtain an Environmental Clearance Certificate for their proposed prospecting activities in respect to **Base and Rare Metals, Industrial Minerals, Precious Metals and Semi-Precious Stones** on a combined area approximate area of **19913.34 Ha** in the Kunene Region. The key component of the proposed activity entails geological mapping and survey and manual sample collection for laboratory analysis. Access to the sampling or survey sites will be by existing tracks and on foot where vehicle access is limited.

2. PUBLIC PARTICIPATION PROCESS

Enviro-Leap Consulting invites all Interested and Affected Party (I & AP) to register and receive Environmental Assessment (BID, Scoping and EMP) documents relating to the proposed project for their comments and input. Interested and Affected Parties are herewith request to register by writing to us at the address below no later than **18 December 2026.**

3. COMMENTS AND QUERIES

Please register and direct all comments, queries to:
Mr. Lawrence Tjatindi, Environmental Assessment Practitioner
Email: eap.trigen@gmail.com

ENVIROLEAP CONSULTING cc

CALL FOR REGISTARTION AS INTERESTED & AFFECTED PARTIES

AMENDMENT OF ENVIRONMENTAL LEARARANCE FOR MINING CLAIM 69356 TO INCLUDE DIMENSION STONE, KUNENE REGION

1. PROJECT SITE AND DESCRIPTION

Mr. Hosea Kazepurua (the Proponent), intends to amend their Environmental Clearance Certificate for Small-scale mining activities on **Mining Claims 69356** to include the mining of Dimension Stone Commodity.

The current activity footprint remains un-altered, while the mining site and scale operations also remaining the same. The key component of the proposed activity entails the quarrying of marble in blocks, loading and transportation to the harbour for export. Access to the quarry site shall be by the existing tracks and on foot where vehicle access is limited.

2. PUBLIC PARTICIPATION PROCESS

Enviro-Leap Consulting invites all Interested and Affected Party (I & AP) to register and receive Environmental Assessment (BID, Scoping and EMP) documents relating to the proposed project for their comments and input. Interested and Affected Parties are herewith request to register by writing to us at the address below no later than **18 December 2026.**

3. COMMENTS AND QUERIES

Please register and direct all comments, queries to:
Mr. Lawrence Tjatindi, Environmental Assessment Practitioner
Email: eap.trigen@gmail.com

ENVIROLEAP CONSULTING cc

AUGITE ENVIRONMENTAL CONSULTANCY CC

PUBLIC NOTICE

ENVIRONMENTAL IMPACT ASSESSMENT (EIA) AND APPLICATION FOR AN ENVIRONMENTAL CLEARANCE CERTIFICATE (ECC)

Proponent: Otjongaru Women in Mining and Exploration CC

Environmental Assessment Practitioner: Augite Environmental Consultants CC

Notice is hereby given to the public and all Interested and Affected Parties (I&APs) that Augite Environmental Consultants CC has been appointed by Otjongaru Women in Mining and Exploration CC to undertake an Environmental Impact Assessment (EIA) and facilitate an application for an Environmental Clearance Certificate (ECC) for proposed mineral exploration activities within EPL 11187.

The environmental assessment will be undertaken in accordance with the Environmental Management Act, 2007 (Act No. 7 of 2007), and the Environmental Impact Assessment Regulations (Government Notice No. 30 of 2012).

PROJECT LOCATION:

The proposed exploration area is situated within the Karibib Magisterial District, Erongo Region, Namibia, covering approximately **19,914.437 hectares**. The project area is located in the vicinity of the Rüimte, Emeritus and Kraaipoort localities.

NATURE OF THE PROPOSED ACTIVITIES:

The proposed exploration programme will target Dimension Stone, Base and Rare Metals, Industrial

PUBLIC PARTICIPATION AND REGISTRATION OF INTERESTED AND AFFECTED PARTIES:

Members of the public, landowners, neighbouring communities, relevant authorities and other Interested and Affected Parties are hereby invited to register and submit comments, concerns or recommendations regarding the proposed exploration activities.

PUBLIC COMMENTS AND ENQUIRIES:

All Interested and Affected Parties are requested to register and submit their written comments within **14 days from the date of publication of this notice**, using the contact details below.

Environmental Assessment Practitioner:

Augite Environmental Consultants CC

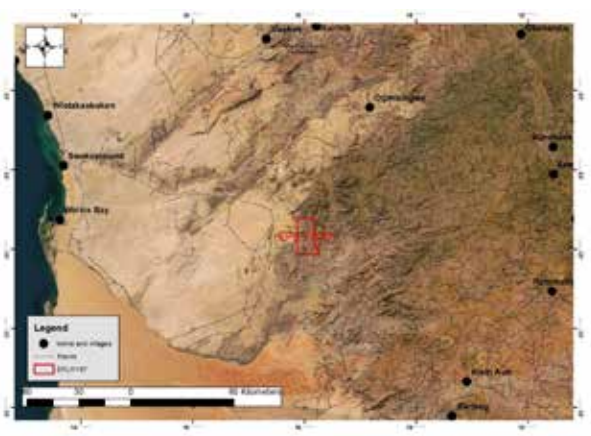
Attention: Dr. Ismael Kangueehi

Email: k**kangueehi0@gmail.com**

Cell: +26481 7069027

Closing date for comments: 25/11/2026

All comments received will be considered during the environmental assessment process and incorporated into the relevant environmental assessment documentation for submission to the Ministry of Environment, Forestry and Tourism for consideration.



OBSERVERSPORTS

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PARAGON MEDIA



Sadio Mane's Senegal have been confirmed as Afcon 2025 winners following their appeal to the Court of Arbitration for Sport, giving the Teranga Lions a second continental title

Senegal reinstated as Afcon 2025 winners by court ruling

Senegal have been reinstated as winners of the 2025 Africa Cup of Nations after a ruling by the Court of Arbitration for Sport.

The court's award overturns a previous decision which had stripped the West Africans of the title they won on the pitch during a chaotic final against host nation Morocco in January.

With the game goalless, Senegal left the field of play in second-half stoppage time in protest at a penalty awarded against them. The match in Rabat was delayed by over 15 minutes before Morocco's Brahim Diaz had his spot kick saved.

The Teranga Lions then triumphed 1-0 after extra time, with Pape Gueye scoring the winner.

However, the result was overturned almost two months later when a Confederation of African Football (Caf) appeals board decreed Senegal had breached competition regulations by leaving the field of play after the penalty was awarded.

Senegal's football federation (FSF) subsequently appealed to the Court of Arbitration for Sport (Cas), sport's highest legal authority, with a three-man panel hearing its case behind closed doors in Lausanne on 8 October.

In a unanimous verdict, the Cas panel has effectively backed the decision by referee Jean-Jacques Ndala to restart the game after Senegal returned to the field and the match was played to a conclusion. The result of the final stands and Senegal are now confirmed as Africa Cup of Nations (Afcon) 2025 winners.

A statement issued by Cas said the court considered that "the referee's decision to resume the match or to stop it fell definitively within his sole authority".

"By blowing his whistle to restart play, the referee considered that the conditions for resuming the match had been met - both teams were on the pitch again, and both expressed their willingness to resume."

The FSF immediately reacted with a social media post featuring a picture of the side lifting the trophy in January captioned with the phrase "again and always champions of Africa".

"The FSF welcomes this ruling with deep satisfaction," it later said in a statement.

"This decision affirms, above all, the triumph of sporting fairness and reaffirms a fundamental principle: the true outcome of a match is determined exclusively on the field of play, under the protection of sports law."

Meanwhile, Morocco's football federation (FRMF) expressed "surprise" at the ruling and added that it would "pursue all available legal avenues to challenge the decision".

Caf is yet to comment but its president Patrice Motsepe has repeatedly said that his organisation will respect and adhere to the Cas ruling.

The full grounds for the decision will be published by Cas in due course unless the parties request confidentiality.

Senegal walk-off during the final in Rabat has already brought about a change in football's rules.

"The referee may sanction with a red card any player who leaves the field of play in protest at a referee's decision," said Ifab, the game's lawmaking body, in April.

"This new rule will also apply to any team official who incites players to leave the field of play. A team that causes a match to be abandoned will, in principle, forfeit the match."

Morocco and Senegal have both changed coach since the Afcon 2025 final and earlier this month secured their places at the 2027 edition of the tournament with two rounds of qualification remaining.

What happened in the Afcon final?

A tightly-contested match between the continent's top-ranked sides produced two moments of controversy in second-half stoppage time, with referee Jean-Jacques Ndala at the centre of the drama.

First the Congolese official denied Senegal a near-certain goal, blowing his whistle for a challenge by Abdoulaye Seck on Morocco right-back Achraf Hakimi moments before Ismaila Sarr nodded in.

The free-kick looked soft, but the video assistant referee (VAR) was unable to get involved because Ndala had awarded the foul before the ball crossed the line.

Three minutes later came a flashpoint in the Senegal box, when El Hadji Malick Diouf tugged Morocco playmaker Brahim Diaz back before heading a corner clear.

Diaz vehemently claimed a penalty and Ndala eventually awarded a spot kick after being sent to consult his pitchside monitor by VAR.

Senegal coach Pape Thiaw called his players over to the touchline, and Thiaw subsequently headed down the tunnel to the changing room in protest against the decision - accompanied by several players.

They eventually returned, but over 15 minutes had elapsed since the award of the penalty by the time Real Madrid's Diaz failed to convert, with his Panenka-style attempt easily saved by goalkeeper Edouard Mendy.

Meanwhile, there was unrest inside the Prince Moulay Abdellah Stadium as a small contingent of Senegal supporters clashed with security staff.

The game went into extra time, with midfielder Pape Gueye scoring the goal which settled the contest in Senegal's favour.

But, off the pitch, another match involving disciplinary boards and lawyers would soon begin.

What was the fallout?

Senegal celebrated their second continental title but the FRMF quickly lodged an appeal with Caf, arguing their opponents had breached Article 82 of Afcon regulations, which covers withdrawals.

It states that if a team "refuses to play or leaves the ground before the regular end of the match without the authorisation of the referee" it shall be "considered [the loser] and shall be eliminated for good from the current competition".

A disciplinary board from the continental game's governing body rejected the FRMF's protest days after the final as it sanctioned and fined those found guilty of unsporting conduct during the match.

Yet in March, almost two months on from the final, a Caf appeals board ruled that Senegal had forfeited the match and awarded Morocco a 3-0 victory.

The FSF described the ruling as "unfair, unprecedented and unacceptable" and swiftly lodged its case with Cas.

The director general of the Switzerland-based court said arbitration proceedings would be conducted "as swiftly as possible", but it was over five months until all parties descended on Lausanne for a one-day hearing.

The Cas panel was led by Frenchman Gerald Simon, founder of the Sports Law Laboratory at the University of Burgundy and a Cas member for 23 years.

Both the FRMF and FSF were able to nominate an arbitrator to exercise an independent judicial function once their appointment was confirmed.

The FRMF nominated Italian international law professor Luigi Fumagalli, while the FSF nominated Hamburg-based attorney and professor of law at the University of Zurich Ulrich Haas. Those two men completed the Cas panel.

Over six weeks on from that hearing - and 10 months since the Afcon 2025 final - Senegal have been proclaimed champions once again.

But the debate and damage done to the reputation of African football is likely to linger for some time yet.-

BBC

GOSSIP

Arsenal have spoken to representatives of Norway winger Antonio Nusa with RB Leipzig looking for 80m euros (£67m) for the 21-year-old. (Teamtalk), external

However, Paris St-Germain, who have had France winger Desire Doue, 21, and 25-year-old Georgia forward Khvicha Kvaratskhelia ruled out with long-term injuries, are also keen on Nusa. (AS - in Spanish), external

Liverpool, PSG, Real Madrid, and Barcelona would all be interested if Manchester City are open to selling Norway forward Erling Haaland, 26, next summer. (Fichajes - in Spanish), external

Tottenham's wonderkid forward Luca Williams-Barnett, 18, is on the brink of signing a new long-term contract with the club, which will disappoint Chelsea and Borussia Dortmund. (Telegraph - subscription required), external

Manchester United will target a new striker in the January transfer window, with new coach Mauricio Pochettino keen for a more reliable option than injury-prone Slovenia forward Benjamin Sesko, 23. (Times), external

Chelsea manager Xabi Alonso retains the backing of the club's hierarchy, despite the Stamford Bridge side's struggles. (Telegraph - subscription required), external

Liverpool have opened contract extension talks with 34-year-old Brazil keeper Alisson, who wants a new deal running until 2029. (Nicolo Schira), external Brighton and Liverpool are among a number of clubs keen on Borussia Monchengladbach's 17-year-old German attacking midfielder Wael Mohya. (Teamtalk), external

Crystal Palace's new manager Thomas Frank is set to decide whether the club sign former player and 34-year-old Ivory Coast winger Wilfried Zaha, who is a free agent and has been training with the Eagles. (Football Insider), external

France midfielder Adrien Rabiot, 31, is close to signing a new contract with AC Milan in a deal which is expected to run until 2030. (Calciomercato - in Italian), external