

### 3. APPENDICES

#### APPENDIX (1): Newspaper advert 1

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Market Watch

MONDAY 13 OCTOBER 2025

# Spar Oranjemund signs payroll deduction deal with NamitVest

**Agreement enables employees to invest in Just Transition Investments through automated salary deductions over 60 months.**

**Enabler**  
**STAFF REPORTER**

**N**amitVest signed a payroll deduction agreement with Spar Oranjemund, allowing employees to

invest in Just Transition Investments (JTI) Public Company through automated salary deductions. The agreement, signed at the REC Club in Oranjemund, enables current and former Mineworkers Union of Namibia

(MUN) members and their dependants to purchase shares through monthly payroll deductions over 60 months. The arrangement removes the need for manual payments such as EFTs or debit orders. A set amount is deducted before salaries are disbursed, ensuring consistent investment contributions. NamitVest has in the



EMPOWER: Representatives of NamitVest, Spar, and the Mine Workers Union of Namibia ink a payroll deduction agreement.

meantime deployed field agents across four regions—Northern, Central, Western, and Southern—to visit workplaces, hold activations, and assist members with share applications.

Jason Kasuto, principal officer of NamitVest and MD of Monasa Advisory & Associates, said: "Today, we are not merely imagining a future of financial freedom for employees, we are taking concrete steps to make that future possible. This agreement marks a defining milestone in our shared journey towards economic empowerment and inclusive growth."

Kasuto said employers



*The opportunity to get those shares at such prices and have financial stability for years to come is not going to last forever.*

Arthur Conry, manager of Spar Oranjemund.

discount of N\$8.48 per share. "Looking at the trajectory at which these shares have grown, the opportunity to get those shares at such prices and have financial stability for years to come is not going to last forever. Therefore, this is once-in-a-lifetime opportunity, one that you cannot pass," he said.

NAMITVEST has issued 10 million shares, of which approximately 6.3 million have been taken up, leaving 3.7 million shares available. The company has over 1,600 subscribers and has declared dividends twice—N\$1.00 per share in November 2024 and N\$0.50 per share in April 2025.

who entered into payroll deduction agreements allow employees to pay over a sixty month period," he said. "Spar has followed the trend, just like we have done with Swakop Uranium and similar with Erongo Red, these are companies that are

now moving and thinking forward and allowing their employees to pay over a sixty month period," he said. Arthur Conry, manager of Spar Oranjemund, said the share value currently stands at N\$15 per share, with members receiving a

**CGN**  
Swakop Uranium  
**VACANCY**

Swakop Uranium, a Namibian world class uranium mining company, invites people who are self-motivated, energetic and wish to work in a high performance culture environment, to apply for the following role:

**Specialist: Organisational Development**

To apply, please upload your CV and other recently certified AND verified/validated relevant documents plus a Certificate of Conduct not older than 6 months to <https://swakopuraniumcareers@freemove.com> or scan the QR code, and for apply on the JTI's platform by following this link <https://jti.com.na/jti/apply>.

NOTE: Please note that all relevant qualifications (Namibian qualifications included) must be recently certified and verified by the institution where it was obtained or the NDA. For more information regarding evaluation of qualifications, please visit [www.nadpa.org](http://www.nadpa.org)

SCAN ME



#### PUBLIC AUCTION

FIX EAGLE INVESTMENTS AUCTIONEERS WILL HOST A PUBLIC AUCTION TO SELL THE FOLLOWING REDUNDANT ASSETS.

NAMPOWER TRAINING CENTRE - NORTHERN INDUSTRIAL AREA	
REDUNDANT LOOSE, OFFICE, HOUSEHOLD AND BUILDING GOODS	
<b>OFFICE EQUIPMENT AND RELATED FURNITURE</b>	Discovery 4 drawer cabinet, L-shaped desks, white desk with steel frame, white board, glass door cabinet, high back chairs, visitors' chairs, steel frame shelves, brown coffee table, small white table with steel frame, bench with attached chairs, water dispensers, and redundant household and industrial Aircon units.
<b>OTHER ASSETS</b>	Curtains, big rope, washing machine (top loaded), various sizes round, rectangular paint pots, double beds, green roll up door parts, wooden doors, various types of pickup tyres, mesh wire off cuts, +-300 -210L empty drums, farm gates, Hiab buckets, +- 50 x camping tents, steel reels 20, stillegies - cages used for packaging x 6, couch set - (2 x seater x 1 seater x 2) steel toolboxes, and much more household and office furniture.
<b>BUILDING AND OTHER ASSETS</b>	Various sizes wooden poles, aluminium frames, industrial ladders, scaffolding set, and much more assorted redundant steel structures.
<b>AUCTION DETAILS</b>	Location: NamPower Training Centre - Northern Industrial Area Registration: Refundable - N\$ 3,000.00 Viewing: 16 - 17th October 2025 Times: 09H00AM - 18H00PM
<b>AUCTION DATE</b>	Saturday 18th October 2025 @ 10H00am
<b>AUCTION TERMS AND CONDITIONS</b>	Terms And Conditions To Apply

For any inquiries, please contact the auctioneer on:

• +264 81 864 6906

**Auction Registration Desk:**

• Nandi: +264 81 410 5266

• Fransiska: +264 85 780 0949 / +264 81 302 4423

**OMDis**  
Building Futures

Tortoise Environmental Consultants(TEC)

**PUBLIC NOTICE**  
**ENVIRONMENTAL IMPACT ASSESSMENT**  
**DEVELOPMENT OF A LODGE, CAMPSITE AND ASSOCIATED ADVENTURE ACTIVITIES IN THE ORANGE RIVER TOURISM CONCESSION OF THE TSAU //KHAEB (SPERREGEBIET) NATIONAL PARK & INVITATION TO A PUBLIC MEETING**

Tortoise Environmental Consultants (TEC) hereby notifies all Interested and Affected Parties (I&APs) that an application for an Environmental Clearance Certificate will be submitted to the Environmental Commissioner, in accordance with the provisions of the Environmental Management Act (No. 7 of 2007) and EIA Regulations (GN 30 of 2012) as follows:

**Proponent:** OMDis Town Transform Agency  
**Project Location:** The Tsau //Khaeb (Sperregebiet) National Park, Orange River Concession

**Public meeting:**  
**Venue:** Youth Club Hall  
**Date:** 25<sup>th</sup> October 2025  
**Time:** 09H00 am - 12H00 pm

**Deadline for Comments:**  
14<sup>th</sup> November 2025

**Register as I&APs @:**  
**Email:** [info@tec.com.na](mailto:info@tec.com.na)  
**Postal Address:** P.O. Box 35473,  
**Cell phone:** +264811220114 or +264814077616

## APPENDIX (2): Newspaper advert 2

FRIDAY 24 OCTOBER 2025

Market Watch

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### PUPKEWITZ MEGABUILD GRADUATES PROGRAMME 2026 APPLICATIONS NOW OPEN!

Are you a recent graduate looking to **kick-start your career with real-world experience?** Join Namibia's leading hardware store and take the first step towards building a brighter future!

#### WHAT YOU'LL GAIN:

A 6-month paid internship across key business areas  
Hands-on experience in retail, logistics, operations, and more

#### WHO SHOULD APPLY?

- Namibian citizens aged 25 or younger
- Recent graduates ready to learn, lead, and serve
- Individuals who want to build a career with purpose

#SettingTheIndustryStandard

Deadline: 31 October 2025

VISIT OUR CAREERS PAGE ON [WWW.MEGABUILD.COM.NA](http://WWW.MEGABUILD.COM.NA)



**OMDis**  
Building Futures

Tortoise  
Environmental  
Consultants(TEC)



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Time: 09H00 am – 12H00 pm

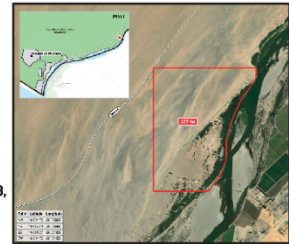
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14<sup>th</sup> November 2025

Register as I&APs @:

Email: [info@tec.com.na](mailto:info@tec.com.na)

Postal Address: P.O. Box 35473,

Cell phone: +264811220114 or  
+264814077616



City of Windhoek

Vision: To be a Sustainable and Caring City by 2027



## PUBLIC NOTICE

Procurement Management Unit (PMU)

PO Box 59 – 80 Independence Avenue, Windhoek, NAMIBIA

Tel: (+264) 61 290 2270 • Fax: (+264) 61 290 2331

E-mail: [BiddingInvitation@windhoekcc.org.na](mailto:BiddingInvitation@windhoekcc.org.na) / [16503@windhoekcc.org.na](mailto:16503@windhoekcc.org.na)

Procurement Management Unit Portal / Website: [www.windhoekcc.org.na](http://www.windhoekcc.org.na)

### INVITATION FOR BIDS (IFB)

**BID NO: W/ONB/COW-367/2025**

Description:	CONSTRUCTION OF MUNICIPAL SERVICES INFRASTRUCTURE AT HAVINA EXTENSION 8 FOR A PERIOD OF TWELVE (12) MONTHS
Bid Documents:	The bid document will be available as from Friday, 24 October 2025 from 10:00am (Namibian Time), at the Customer Care Centre, Counter No. 7 of the Municipal Council of Windhoek Head Office, No. 80 Independence Avenue.
Pre-bid meeting:	A pre-bidding meeting is scheduled for Thursday, 30 October 2025 at 10:00am. Venue: Municipal Council of Windhoek, Council Chambers Function Hall, No. 80 Independence Avenue, Windhoek
Closing Date:	Tuesday, 25 November 2025 at 10:00 am (Namibian Time)
Levy:	N\$ 1000.00 (Non-refundable)
Technical Enquiries:	Mr. Vilho Nghipulle Tel: +264 61 290 2955 E-mail: <a href="mailto:Vilho.Nghipulle@windhoekcc.org.na">Vilho.Nghipulle@windhoekcc.org.na</a>

\*\*Clarification closing date Tuesday, 11 November 2025 at 10:00am (Namibian Time)

**BID NO: EOI/COW-366/2025**

Description:	THE DESIGN, DEVELOPMENT & IMPLEMENTATION WEB-BASED BUSINESS APPLICATIONS
Bid Documents:	Download documents from <a href="https://www.windhoekcc.org.na">https://www.windhoekcc.org.na</a> / or Email request at: <a href="mailto:BiddingInvitation@windhoekcc.org.na">BiddingInvitation@windhoekcc.org.na</a> , as from Friday, 24 October 2025 from 10:00am (Namibian Time)
Closing Date:	Thursday, 4 December 2025 at 10:00 am (Namibian Time)
Levy:	Available at no Cost

\*\*Clarification closing date Friday, 14 November 2025 at 10:00am (Namibian Time)

**BIDS WILL BE OPENED AT 10:15AM AT THE CUSTOMER CARE CENTRE, BOARDROOM - ROOM NO 65, MUNICIPAL COUNCIL OF WINDHOEK, NO. 80 INDEPENDENCE AVENUE, WINDHOEK**

PMU  
Enquiries: Shikupo Shapwa  
Tel: +264 - (0)61 - 290 2270  
E-mail: [BiddingInvitation@windhoekcc.org.na](mailto:BiddingInvitation@windhoekcc.org.na) / [16503@windhoekcc.org.na](mailto:16503@windhoekcc.org.na)  
Delivery address: Municipal Council of Windhoek Head Office, 80 Independence Avenue, Windhoek, Namibia, at the Customer Care Centre - in the bid box.  
For bid information, visit our PMU portal at [www.windhoekcc.org.na](http://www.windhoekcc.org.na).

Notice No.: 26/2025

PROPOSALS TO BE DEPOSITED IN THE MARKED BID BOX



Issued by:  
Office of the Chief Executive Officer • Corporate Communications, Marketing, and Public Participation  
E-mail: [cwccommunication@windhoekcc.org.na](mailto:cwccommunication@windhoekcc.org.na)






**01 NOV 2025**

**THE WINDHOEK JAZZ FESTIVAL**  
*Let's Jazz it up!*

**GET READY TO GROOVE**  
AT WINDHOEK'S JAZZFEST GET - TOGETHER



**Starring SIPHO HOTSTIX**

**TICKETS N\$350**  
AVAILABLE AT: [web tickets](http://webtickets.com)

**ARTIST LINEUP:**  
BONGANI SOUL | ZAMAJOB | ESMÉ SONGBIRD | KELLY KHUMALO | MOREIRA CHONGUICA  
HARMONIC GROOVES | HENRY PHILEMON | BOTSELO | SIGERA JAZZ JAZZ | SEREETSI & THE NATIVES  
THE SWINGERS JAZZ BAND FEAT. ALLSTAIRE VAN VYK | UGLY CREATURES

**HAGE GEINGOB STADIUM**

