

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

NamitVest 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 RECCubin 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 setamount 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.

who entered into payroll deduction agreements allow employees to pay over 60 months, whilst others pay in 12 months. "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."

Arthur Conry, manager of Spar Oranjemund, said the share value currently stands at N\$15 per share, with members receiving a

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 a 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.

CGN
Swakop Uranium
VACANCY

Swakop Uranium, a Namibian owned class uranium mining company, invites people who are reform-oriented, 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/authenticated relevant documents plus a Certificate of Conduct not older than 6 months to <https://swakopuraniumrecruitline.com/careers/currentopportunities>, or scan the QR code, and / or apply on the MTC platform by visiting the link <https://www.mtcplatform.com>. Note: Please note that all relevant documents (including certificates) submitted must be recently certified and verified by a credible source if not submitted or the NQA. For more information regarding evaluation of applications, please visit www.sanopa.org



SCAN ME

OMDIS
Building Futures

Tortoise Environmental Consultants(TEC)



PUBLIC NOTICE
ENVIRONMENTAL IMPACT ASSESSMENT
DEVELOPMENT OF A LODGE, CAMP SITE AND ASSOCIATED ADVENTURE ACTIVITIES IN THE ORANGE RIVER TOURISM CONCESSION OF THE TSAU //KHAEB (SPERRGEBIET) 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 (Sperrgebiet) National Park, Orange River Concession
Public meeting:
Venue: Youth Club Hall
Date: 25th October 2025
Time: 09H00 am - 12H00 pm
Deadline for Comments:
14th November 2025
Register as I&APs @:
Email: info@tec.com.na
Postal Address: P.O. Box 35473,
Cell phone: +264811220114 or +264814077616



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	
OFFICE EQUIPMENT AND RELATED FURNITURE	Discovery 2 draws cabinet, 1x shaped desk, white desk with steel frame, white board, glass door cabinet, high back chairs, visitors' chairs, metal frame shelves, brown coffee table, small white table with steel frames, bench with attached chairs, water dispensers, and redundant household and industrial Alcon units.
OTHER ASSETS	Carts, big rope, washing machine (top load), various sizes round, rectangular plant pots, double beds, green roll up door parts, wooden slopes, various types of pick-up tyres, mesh wire off cuts, +/- 300-210L empty drums, farm gates, Habi buckets, +/- 50 x camping tents, steel reels 20, 30 litres - cages used for packaging x 6, couch set - (2 x seater x 1 seater x 2) metal toolboxes, and much more redundant household and office furniture.
BUILDING AND OTHER ASSETS	Various sizes wooden poles, aluminium frames, industrial ladders, scaffolding, etc, and much more assorted redundant steel structures.
AUCTION DETAILS	Location: NamPower Training Centre - Northern Industrial Area Registration: Refundable - N\$ 3,000.00 Viewing: 16 - 17th October 2025 Times: 09H00AM - 18H00PM
AUCTION DATE	Saturday 19th October 2025 @ 10h00am
AUCTION TERMS AND CONDITIONS	Terms And Conditions To Apply

For any inquiries, please contact the auctioneer on:

- +264 81 864 6808

Auction Registration Desk:

- Nandi: +264 81 410 5266
- Franziska: +264 85 780 0949 / +264 81 302 4423

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



OMDIs
Building Futures

Tortoise
Environmental
Consultants(TEC)
One Step @ a time

PUBLIC NOTICE

ENVIRONMENTAL IMPACT ASSESSMENT

DEVELOPMENT OF A LODGE, CAMP SITE AND ASSOCIATED ADVENTURE

ACTIVITIES IN THE ORANGE RIVER TOURISM CONCESSION OF THE TSAU

//KHAEB

(SPERRGEBIET) NATIONAL PARK

&

INVITATION TO A PUBLIC MEETING

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Proponent: OMDIs Town Transform Agency

Project Location: The Tsau //Khaeb (Sperrgebiet) National Park, Orange River Concession

Public meeting:

Venue: Youth Club Hall

Date: 25th October 2025

Time: 09H00 am - 12H00 pm

Deadlines for Comments:
14th November 2025

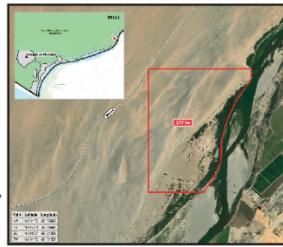
Register as I&APs @:

Email: info@tec.com.na

Postal Address: P.O. Box 35473,

Cell phone: +264 81220114 or

+264 814077616



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 / 16503@windhoekcc.org.na

Procurement Management Unit Portal / Website: www.windhoekcc.org.na

INVITATION FOR BIDS (IFB)

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

Description: CONSTRUCTION OF MUNICIPAL SERVICES INFRASTRUCTURE AT HAVANA 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 at 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 Ngipulile

Tel: +264 61 290 2955

E-mail: Vilho.Ngipulile@windhoekcc.org.na

****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 [https://www.windhoekcc.org.na](http://www.windhoekcc.org.na) or Email request an BiddingInvitation@windhoekcc.org.na, as from Friday, 24 October 2025 from 10:00am (Namibian Time)

Closing Date: Thursday, 04 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 10:16AM AT THE CUSTOMER CARE CENTRE, BOARDROOM - ROOM NO G6, MUNICIPAL COUNCIL OF WINDHOEK, NO. 80 INDEPENDENCE AVENUE, WINDHOEK

PMU: Shalene Shabangu
Enquiries: Tel: +264 - (61) - 290 2270
E-mail: BiddingInvitation@windhoekcc.org.na / 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.

Notice No.: 26/2025

PROPOSALS TO BE DEPOSITED IN THE MARKED BID BOX



Issued by:
Office of the Chief Executive Officer • Corporate Communication, Marketing, and Public Participation
E-mail: cowcommunication@windhoekcc.org.na

