



TRUSTCO GROUP HOLDINGS LIMITED

Incorporated in the Republic of Namibia

(Registration number 2003/058)

NSX Share Code: TUC

JSE Share Code: TTO

ISIN Number: NA000A0RF067

("the Company" or "Trustco")

Sens Announcement – appointment of junior board of directors

The Trustco Board is pleased to announce that, following the overwhelming interest shown by young professionals in response to the Trustco board member recruitment campaign that was run in March 2018, Trustco took the decision to implement a Junior Board of Directors ("Junior Board") mentorship program. In a groundbreaking initiative to acknowledge and develop skills of talented Namibian leadership in business and State Owned Enterprises, Trustco has appointed both an external and an internal Junior Board.

The number of talented young male and female individuals on an extended short list compelled Trustco to recognise their skills and reward their enthusiasm. The skills development, training and mentorship program of the Junior Board members will be conducted in accordance with the very best international practices that the main board of Trustco has set as its benchmark. With a need for high level exposure identified amongst the Namibian youth and the pressure of consistent performance required for sustainable success, the Trustco Board of Directors approved the appointments and also availed their time, expertise and experience to mould the young Namibian business leaders of tomorrow.

Confirming the appointment of the Junior Boards, Adv. Raymond Heathcote, chairman of the board of directors of Trustco, said that this initiative endeavours not only to empower young Namibians, but to assist in fast tracking a female board presence in the boardrooms of the nation. The Junior Boards speaks to the hub of Trustco innovation, entrepreneurship and strategic transformation. This unique set of challenges and opportunities will surely produce individuals that will have the strength of will and sense of commitment to forge a successful nation and private sector with efficient governance on all levels. They will follow in a legacy of a long line of Trustconians who broke convention in propelling this group to where it is today.



The newly appointed Junior Board will be tasked, trained and tested on a series of responsibilities and challenges which will require research capabilities, practical problem solving capacity and the encouragement of strategic thinking.

The training of young talent for the demanding board room environment has begun and the intensive Trustco mentorship program will continue at least until May 2019. Their induction and first lesson was conducted by Prof Lana Weldon and encompassed the principles of King IV and its importance to good corporate governance.

The Junior Board consists of 4 external candidates and 5 internal (Trustco-employed) candidates.

The external Junior Board members are:

- **Loide Ndahafelao Angula – age 26.** Loide has a B.Juris and a LLB from the University of Namibia. She is busy with her final year at University of South Africa for a Master of Law (LLM) in Corporate Law. She is employed as a senior legal officer at the Ministry of Justice and an admitted Legal practitioner of the High Court of Namibia.
- **Kristofina Shimpanda (Kristofine) – age 35.** Kristofine has a Master of Business Administration (MBA), degree of Bachelor of Science in Civil Engineering (Honours), Degree of Bachelor of Education and is registered as engineer in training with the Engineering Council of Namibia. She currently works at Roads Contractor Company as a Civil Engineer.
- **Tulimekondjo Ruben Ilishile – age 37.** Tulimekondjo has a Master of Philosophy in Future Studies (long term strategic planning) from the University of Stellenbosch and a Bachelor Degree in Economics from the University of Namibia. She is currently employed by the Khomas Regional Council as a Deputy Director: Rural Services and is responsible for the implementation and management of income generating and livelihood improvements projects.
- **Lydia Mbahepa – age 35.** Lydia has Master of Business Administration from Bremen University and a Bachelors degree in Business Administration – Strategic marketing management. She is employed at the International University of Management as a lecturer.

The Internal Trustco Junior Board members are:

- **Hipa Murangi – age 33.** Hipa has a Diploma in Personal Computers Engineering (NQF:6) and a Bachelors degree of Business management (NQF7) first year. He is currently COO of ICT Learning and Distribution at Trustco and is a member of the Top 40 employees of Trustco.
- **Jaco Klynsmidt – age 33.** Jaco has a Diploma in Professional Acting for Camera and BTech Degree (Cum Laude) in Public Relations Management from Cape Peninsula University of Technology. He is appointed as Head of Media at Trustco and serves as a Top 40 member.



- **Elizabeth Lukas – age 31** Elizabeth has a National Diploma and Bachelors of Technology in Natural Resource obtained from the Polytechnic of Namibia (now NUST) and Nelson Mandela University (NMU) (previous NMMU), South Africa, respectively as well as a Certificate in ISO 14001: Environmental Management System from FIRI. She is currently completing her Masters of Science at Cape Peninsula University of Technology (CPUT). She currently holds the position of Environmental Officer at Trustco.
- **Marlida Jacobs – age 34.** Marlida commenced employment at Trustco more than 12 years ago as a debtors clerk. The growth opportunities and challenges at Trustco has made her whole career an exciting and enriching journey. Marlida was appointed to the Trustco Top 40 and has now served 3 consecutive years. Marlida holds the position of acting Head: Treasury.
- **Katrina Basson – age 34.** Katrina is currently enrolled for a Bachelor of Business Administration and holds the position of COO of the regional offices. She manages and oversees the operations of all the regional offices in Namibia, is a Top 40 member and has been in the employ of the group for more than 13 years.

Trustco would like to take this opportunity to wish its Junior Board all the best for the 12 months ahead. The chairman of the board concluded that by being elected as the future custodians of a promising and vibrant Namibian economy will require that they must fly to where there are no limits, in order to reach greater heights. They will ensure that more individuals share in the growing wealth and improvement of the Namibian House.

By order of the board

A Bruyns
Company Secretary
12 July 2018

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