



TRUSTCO GROUP HOLDINGS LIMITED

Incorporated in the Republic of Namibia

(Registration number 2003/058)

NSX Share Code: TUC

JSE Share Code: TTO

OTCQX share code: TSCHY

ISIN Number: NA000AORF067 ("**the Company**" or "**Trustco**")

MEDIA RELEASE

DELOITTE "BEST COMPANY SURVEY" CROWNS TRUSTCO

Trustco Group Holdings is Namibia's 2019 Best Company To Work For according to the respected and internationally recognized Deloitte's Best Company Survey. The results were announced at a prestigious event this morning in Windhoek, the capital of Namibia.

This makes it the sixth consecutive year that Trustco ranks amongst the top three Namibian employers after the company won consecutively in 2015 and 2016.

FirstRand Namibia came in second in the large company category behind Trustco, while in the small/medium company category, the Road Fund Administration was victorious as the only company to achieve the required scoring threshold in this category. All the winners achieved a gold standard of excellence.

The Group Head of Corporate Affairs, Elmarie Janse van Rensburg, dedicated the award to the more than 900 staff members of the group and expressed gratitude to the Boards of the different Trustco segments whose guidance and support to management contributes to overall sustainable success.

In a statement at the event, Deloitte pointed out that "The Best Company Survey" has been a Deloitte initiative in Namibia for almost a decade, continuously undergoing review and re-design to ensure best practice research methodology in order to gauge both employee attraction to and engagement with an organisation.

This year the survey was conducted under the theme "maximising the power of your people", with the survey delivering strategic insight for increased effectiveness centred around a company's employees. It offers the ability to understand how employees perceive the current workplace environment in an effort to determine where improvements can be made and equally, what attributes can be celebrated.

According to Priscilla Husselmann, Human Capital Lead for Deloitte, the new approach to change allows for faster decision-making; it is dependent on information (data) and provides reliable and insightful trends and patterns as the change journey advances.

With a strong brand amongst HR professionals, the Best Company survey remains a reputable source of comparable data for companies and the competition remains an esteemed annual event attended by Managing Directors and HR professionals across sectors and industries.

Deloitte Country Managing Partner, Ramsay McDonald, explained that the survey acknowledges that attraction and engagement are intrinsically linked and are necessary in gaining a complete picture of what attracts and retains an employee, versus how it impacts and affects levels of discretionary effort. Therefore, the survey is comprised of two parts:

The survey provides comprehensive and insightful reports, with dynamic reporting through access to the Deloitte Portal, which allows participants to take immediate responsive action. The survey also includes 100% coverage of employees broken down in five demographics, including job role, tenure, age, race and gender. The survey is conducted in Afrikaans, English and Oshiwambo to ensure good comprehension levels.

Should you have any additional questions, please contact Neville Basson at NevilleB@tgh.na

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Pictured: (L-R) Ramsey McDonald (Deloitte Country Managing Partner), Neville Basson (Trustco Public Relations), Mignon du Preez (Deloitte & Touche Senior Manager Clients & Industries) and Elmarie Janse van Rensburg (Head Corporate Affairs, Trustco)