



TRUSTCO GROUP HOLDINGS LIMITED

Incorporated in the Republic of Namibia

(Registration number 2003/058)

Registered as an external company in South Africa

(External registration number 2009/002634/10)

NSX share code: TUC

JSE share code: TTO

OTCQX share code: TSCHY

ISIN Number: NA000A0RF067

("Trustco" or "the Group")

VOLUNTARY UPDATE: TRUSTCO'S JUNIOR BOARD MENTORSHIP PROGRAMME

Trustco pioneered board level skills development programme in 2018 when it launched and appointed its first Junior Board mentorship programme. This initiative forms a key part of the group's Namibian vision to develop the skills of talented young Namibians in the private and SOE sectors.

In the wake of the success of the inaugural Junior Board training programme, the group is now ready to introduce Trustco's newly appointed Junior Board trainees for 2021. The Trustco Board members and executive management have again availed their time, expertise and experience to mould the Namibian business leaders of tomorrow and to equip them with essential boardroom experience.

Confirming the appointment of the trainees for the Junior Board programme, Dr Quinton van Rooyen, CEO of Trustco, said "Those who have climbed to the top of the ladder of success have always received assistance from those at the bottom still holding the ladder tight. Trustco is now paying it forward by supporting those still busy climbing. Trustco owes its success to those who helped us rise to the top, and now we'll do the same."

The skills development, training and mentorship of the Junior Board members is set to benefit Namibian corporate culture and will be conducted in accordance with the very best international governance practices as followed by the various boards of the different Trustco subsidiaries.

With a need for high level exposure identified amongst the Namibian youth and the pressure of consistent performance required for sustainable success, the newly appointed Junior Board will be tasked, trained and tested on a series of responsibilities and challenges which will require research capabilities and practical problem-solving ability in a high-level corporate governance setting, and the development of strategic thinking.

The training of young talent for the demanding board room environment has already commenced and the intensive Trustco mentorship programme will continue until November 2021. This programme is being led by Group CEO, Dr Quinton van Rooyen and Mrs. Amanda Bruyns, Trustco's external Compliance Advisor, supported by top Trustco executives.

The Junior Board consists of eight external young Namibian candidates and four internal (Trustco-employed) candidates.

The Trustco junior board members for 2020 consist of:

- **Vetjevera Mercy Handura – age 33.** Mercy has obtained a Masters of Management in Finance and Investment at the University of Witwatersrand. She also has a Bachelor's of Commence, Certificate in Fundamentals of Banking and Risk Management as well as an ACI Dealing certificate. Mercy is currently employed as a Senior Accountant: Treasury at Nampower.
- **Fwafwa Lysen Sifu – age 31.** Fwafwa has a Master's Degree in Financial Management (NQF:9), a Bachelor's Degree in Accounting (NQF:8) as well as a Certificate in Financial Risk Management (NQF:6). He is currently employed by NAMFISA as a Financial Analyst.
- **Chairmaine Taati van der Smit – age 30.** Taati has a Master of Laws Degree (LLM) in Commercial Law from the University of Cape Town as well a Bachelor's Degree (LLB) (Hon) from the University of Namibia, Taati is the current Senior Legal Officer in the Legal Advice Directorate of the Attorney-General's office.

- **Ndapwa Tulina Kwedhi – age 30.** Ndapwa holds a Degree in Economics and has over six years' experience in the financial services sector. She is currently enrolled at the University of the Free State for a Postgraduate Diploma in Financial Planning with plans to undertake the CFP certification examination in 2021.
- **Sister Kashala – age 26.** Sister Kashala is enrolled at the University of Cape Town for a Master's Degree in Commercial Law as well as a Master's Degree in Property Studies. She also completed an Honours Degree in Quantity Surveying as well as a Degree in Construction studies at the same institution. In 2019 she was selected out of a group of 30 000 applicants for the Mandela Washington Fellowship programme where she completed a certificate in business and entrepreneurship at the Clark University in the USA, and in 2020 Sister was selected for the Mandela Rhodes Scholar.
- **Hosea Kambonde – age 30.** Hosea is currently enrolled at Namibia Business School for a Master's in Business Admin: Business Strategy and Leadership. He has also completed a Degree in B.IT Software Engineering and a National Diploma in Information Technology from the Namibia University of Science and Technology. Furthermore, Hosea has also completed Certificates in Project and Business management at the University of Stellenbosch Business School. He is currently heading up his own start-up company, iMarketing Consultant.
- **Kerikora Kavari – age 26.** Kerikora is currently enrolled at the University of Witwatersrand Business School pursuing a Master's Degree in Management. He has also completed a Bachelor's Degree in Engineering (NQF:8) from the Namibia University of Science and Technology and during this time received merit awards for being the best third (2017) and fourth year (2018) student. Other certifications acquired include Financial Modelling & Analysis as well as Investment Fundamentals & Data Analytics. Kerikora is currently employed at Standard Bank Namibia as a Corporate Analyst.
- **Mayase Kutsi Mbazima – age 31.** Mayase is currently enrolled at the Institute of Chartered Secretaries and Administrators and has completed a Bachelor's Degree in Financial Accounting at the University of Stellenbosch. She has also completed an Advanced Diploma in Accounting Science through UNISA with online certification from the University of Cape Town in Commercial and Contract Law. Mayase is the current Group Compliance Officer at Old Mutual.
- **Lilian Mbaeva – age 33.** Lilian is a PHD Student in Commercial Law at the University of Cape Town, she holds a Baccalaureus Juris from the University of Namibia, a Bachelor of Laws (LLB Honours) from the University of Namibia, a Master of Laws degree with specialisation in International Trade Law

from the University of Cape Town and is an admitted Legal Practitioner of the High Court of Namibia since October 2013. Lilian currently holds the position of Compliance & Corporate Governance Advisor at Trustco.

- **Auriel Aweries – age 40.** Auriel has been part of the marketing and advertising industry since 2005 with extensive experience working for some of the country’s leading corporates and agencies. She is currently the Chief Operating Officer (COO) for Trustco’s Mixed Marketing department and has been with the group for nearly four years. Auriel attended the Foundation Leadership Programme at the 2010 Global Leadership Centre, where she completed a course in Managerial Training.
- **Iyaloo Akuaake– age 28.** Iyaloo has a BSc Hons: Environmental Management from the University of Cape Town and is currently pursuing a PgDip: Renewable Energy and Sustainability at the University of Stellenbosch in South Africa. With a passion for the environment, Iyaloo is the current Environmental Officer at Trustco Group Holdings.
- **Hilya Herman – age 36.** Hilya holds a Master’s Degree in Commercial Law (LLM) from the University of Witwatersrand, a Bachelor of Laws Degree (LLB) from Rhodes University as well as a Master’s in Philosophy in Development Finance from the University of Stellenbosch Business School. Other qualifications include a Diploma in Banks and Financial Institutions, Strategies and Management through Galilee International Management Institute and a short course in Pension Fund Law done through UNISA. Hilya is also a member of the Law Society of Namibia.

Windhoek, Namibia,

19 November 2020

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