

MINEWORKERS UNION OF NAMIBIA

MINEWORKERS UNION OF NAMIBIA
(MUN)



THE MUN JOURNAL

A PEOPLE UNITED, SHALL NEVER BE DEFEATED.

40 YEARS OF STRENGTH

A union built by people, for people

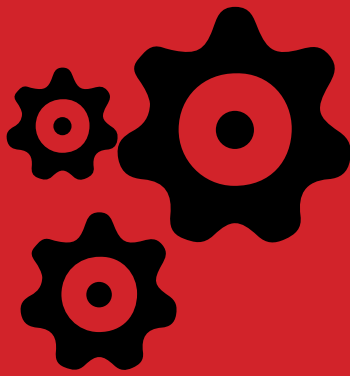
EDUCATION CHANGES LIVES

Inside the NAMIT Edu Fund

FROM IDEAS TO ENTERPRISES

How the NAMIT SME Fund supports
members

ISSUE 01
OCTOBER 2026



MINEWORKERS UNION OF NAMIBIA
(MUN)



MUN is believed to be the first union in Namibia and among the first in SADC to ensure full legal cover for its members.

Education, employment, legal security and ownership in a single package make it a model with few equals on the continent.

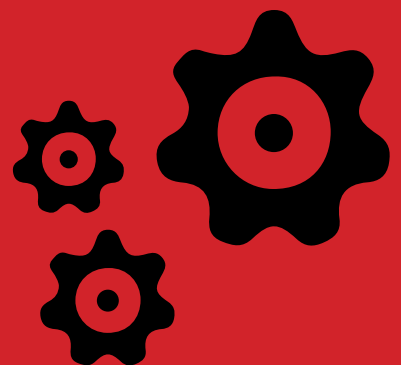


TABLE OF CONTENTS



INSIDE MUN

Message From Leadership

04

Two leadership perspectives on MUN's purpose, decent work and the road ahead.

Our People – NEC & MUN Staff

07

Meet the leadership and staff working behind the union.

Main Story

09

Regional roundtables bring workers' voices into the national reform conversation.

The MUN Ecosystem

10

An overview of MUN and the entities and initiatives connected to its members.



BUILDING ECONOMIC OPPORTUNITY

NAMIT – The Trust

11

Understanding the trust and its role in supporting members and their families.

NAMMIC – The Holding Company

12

How MUN's investment interests are structured to create long-term value.

NAMITVEST – The Investment Vehicle

13

Giving members an opportunity to participate in investment and share in its benefits.

Edu Fund Impact

15

Supporting education opportunities for members, former members and their dependants.

Member Benefits

16

An at-a-glance look at the support and opportunities available through MUN.

MUN IN ACTION

MUN Quick Wins

17

Recent milestones, achievements and progress from across the union.

The President's Story

18

Looking back at the people and leadership that have shaped MUN's journey.

Action Board

19

Important dates, notices and information for members.





FORTY YEARS ON

President Reflects on the Union's Purpose

As MUN's 40th anniversary approaches this November, President Poco-Key Mberiuana has used a series of public and media engagements to reflect on what four decades of organising has built — and what still needs to be done.

Speaking at a media relationship-building event in Windhoek in June, Mberiuana was clear that the anniversary is a moment to take stock, not a finish line. "As we approach 40 years of service, we reflect on the impact we continue to make in the lives of workers and communities," he told attendees.

He has also been direct about the union's internal priority for its next chapter: closing the gap between national leadership and the branch floor. "Our focus and commitment is always on what we can achieve," he said. "It was important for the leadership to go to the grassroots, so that we can be guided from the ground and be directed from there, and close the gap."

President Mberiuana

— President Poco-Key Mberiuana



As we approach 40 years of service, we reflect on the impact we continue to make in the lives of workers and communities.

MESSAGE FROM LEADERSHIP

DECENT WORK MUST BECOME A DAILY REALITY

Putting Workers at the Centre of Labour Reform

Speaking at the National Public Dialogue on Decent Work in the Mining Sector, held 16 February at Droombos and hosted by Parliament's standing committee on poverty eradication, labour and industrial relations with support from the Friedrich-Ebert-Stiftung, General Secretary George Ampweya delivered one of the union's most direct public statements in recent years.

Ampweya told delegates that four decades of organising has taught MUN one lesson above all: decent work is not a policy document, it is a daily reality that either exists on the mine floor or it doesn't. He singled out three trends the union is watching closely — subcontracting arrangements that erode job security, deteriorating living conditions at some operations, and the introduction of new technology without, in his words, a human plan for the workers it displaces.

The dialogue brought union representatives, employers and government officials together to shape labour reform heading into MUN's 40th year. For Ampweya, the timing is deliberate: our work is not only about representing workers, he has said, but about clear and honest communication between the union, its members and the public.

Cde. Ampweya

General Secretary Cde. George Ampweya



Decent work is not a policy document, it is a daily reality that either exists on the mine floor or it doesn't.

OUR PEOPLE



THE NATIONAL EXECUTIVE COMMITTEE

The elected leadership behind every region, as at November 2025.

NATIONAL LEADERSHIP

Poco-Key Mberiwana
President (Acting)

Shavuka Mbidhi
Vice President (Acting)

Rebekka Bengela
National Secretary

Naftal Nghipitwako
Vice Secretary (Acting)

Maria Shikongo
Treasurer

Vacant
Vice Treasurer

Filleppuss George Ampweya
General Secretary

Paulus Situmba
Assistant General Secretary

Brian Tjihero
National Ed. & Research Co-ordinator

04 REGIONS

SOUTHERN

Mayamelo Kalumbu – Chairperson
Hashondali Kakuti – Secretary
Elvis Bekele – Organizer

WESTERN

Niklaas Afrikaner – Chairperson (Acting)
Josef Nyundu – Secretary
Gift Katjuanjjo – Organizer

NORTHERN

Veiko Haupindi – Chairperson
Theresia Marthin – Secretary
Reginald Kock – Organizer

CENTRAL

Veronica Paulus – Chairperson
Johannes Paulus – Secretary
Sakaria Simon – Organizer

OUR PEOPLE

NATIONAL EXECUTIVE COMMITTEE

The people carrying the union's work forward.



Poco-Key Mberiuana
President (Acting)



Shavuka Mbidhi
Vice President (Acting)



Rebekka Bengela
National Secretary



Naftal Nghipitwako
Vice Secretary (Acting)



Maria Shikongo
Treasurer



Filleppuss George Ampweya
General Secretary



Paulus Situmba
Assistant General Secretary



Mayamelo Kalumbu
Southern Regional Chairperson



Hashondali Kakuti
Southern Regional Secretary



Elvis Bekele
Southern Regional Organizer



Niklaas Afrikaner
Western Regional Chairperson (Acting)



Josef Nyundu
Western Regional Secretary



Gift Katjiuanjo
Western Regional Organizer



Desmond Ortner
Northern Regional Chairperson



Theresia Marthin
Northern Regional Secretary



Reginald Kock
Northern Regional Organizer



Brian Tjihero
National Educational & Research Co-ordinator



Veronica Paulus
Central Regional Chairperson



Johannes Paulus
Central Regional Secretary



Sakaria Simon
Central Regional Organizer



“

They must transcend the operational circumstances and confinement, so that it finds its way into policies, plans and legislation.

Hon. Wise Immanuel

MAIN STORY

40 YEARS, ONE UNION:

Inside the National Reform Push



When MUN's leadership set out to mark 40 years of organising Namibia's mineworkers, they made a decision that says as much about the union's culture as any anniversary gala could: instead of starting the celebrations in Windhoek, they took the programme on the road.

The result is a series of Regional Roundtable Discussions now under way across the country's mining regions, built to do one specific job — put national leadership in a room with regional membership and keep them there until the conversation gets real. The agenda at each roundtable is deliberately unglamorous: Labour Act reform, the

government's beneficiation strategy, equity participation in mining projects, local content development, skills transfer, and social protection frameworks for mineworkers and their families.

"Workers' voices must not remain confined to the shaft," Minister of Justice and Labour Relations Hon. Wise Immanuel told participants at the series launch. "They must transcend the operational circumstances and confinement, so that it finds its way into policies, plans and legislation."

The roundtables are as much about listening as they are about policy. At the

Western Regional Roundtable in Erongo, members raised issues ranging from subcontracting practices to the pace of mechanisation at some operations — concerns that feed directly into the national reform agenda MUN is now pushing in Windhoek.

For a union about to turn 40, the roundtable series is also a statement of intent: the next four decades of MUN will be shaped as much by what happens in regional halls as by what happens at head office.

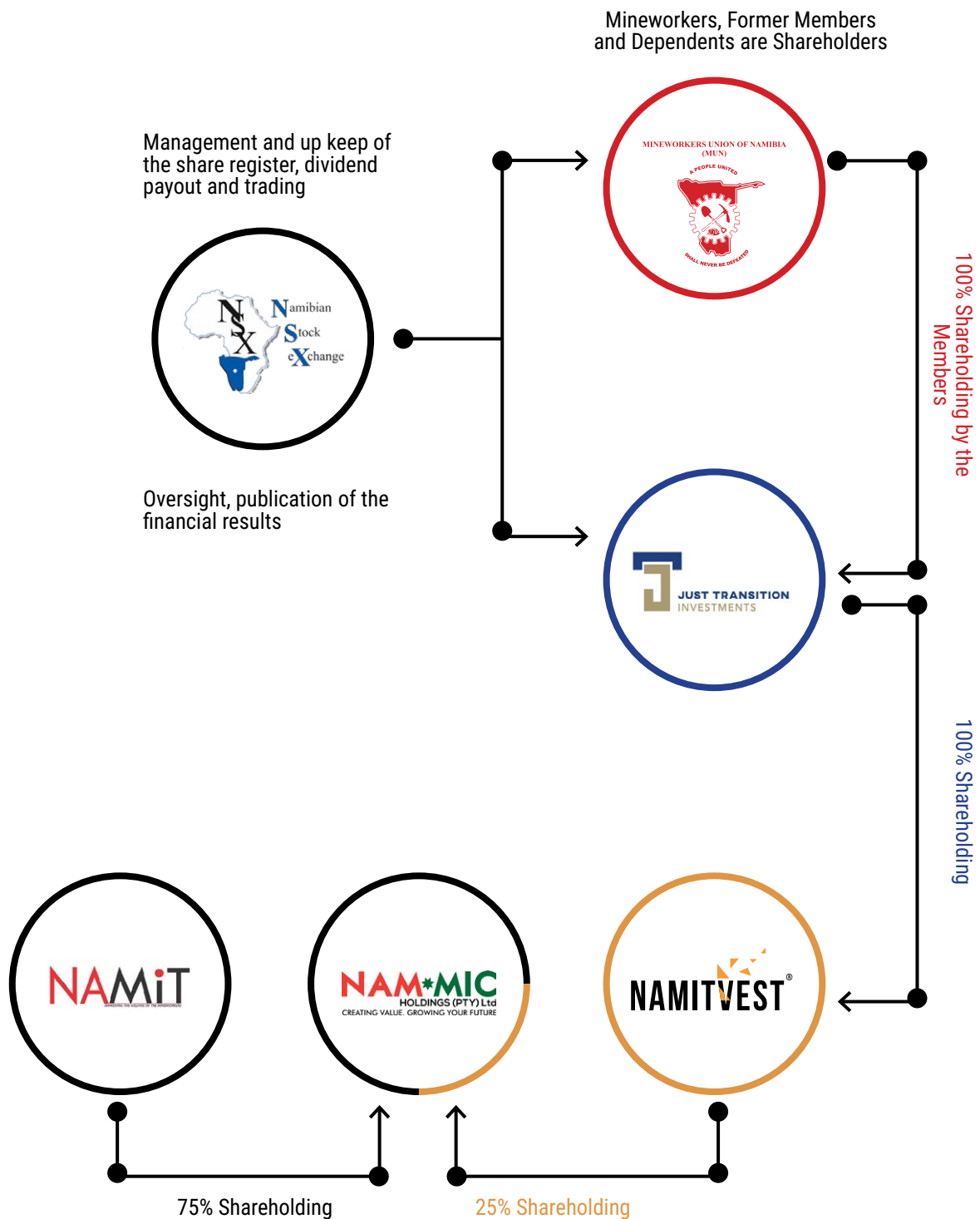
HOW IT STARTED

In April 1986, mineworkers at Rossing Uranium and Namdeb organised themselves into the Rossing Mineworkers Union. That branch-level union grew into the Mineworkers' Union of Namibia, with John Shaetonhodi serving as its first president from 1986 to 1995. Four decades on, MUN represents workers across Rossing Uranium, B2Gold, Namdeb Diamond Corporation, Swakop Uranium and beyond.



Workers' voices must not remain confined to the shaft.

Hon. Wise Immanuel

MEMBER VALUE – MUN ECOSYSTEM

THE TRUST



NAMIT - THE TRUST BEHIND THE WEALTH

Before there was NAMMIC, NAMITVEST, or the EduFund, there was a decision by MUN's own leadership to build something that would outlast any single mine.



The Namibia Miners Investment Trust (NAMIT) was incorporated on 7 July 1997, when MUN's National Executive Committee set aside N\$600,000 to create a trust that would work for members long after their shifts ended. NAMIT wholly owns the Namibia Mineworkers Investment Holdings Company (NAM-MIC) - the commercial engine that has since grown that initial capital into a diversified portfolio worth more than N\$900 million.

Who NAMIT is for

Current and former MUN members, energy-sector workers, their dependents, and the communities they come from - not just the members still on shift today.

NAMIT's most visible member benefit is the SME and EduFund.



Our partnership with NAMMIC and NAMIT has been a cornerstone of our mission to empower the next generation. Together, we have created a sustainable financial ecosystem that prioritises education as a key driver of generational wealth.

Paulus "Smokey" Situmba, Assistant General Secretary, MUN

MAIN STORY

NAMMIC

Turning Membership Into Ownership



For most of MUN's history, member value has meant wages at the table and legal cover when things go wrong. NAMMIC represents something different: a stake in the outcome. NAMMIC - the union's commercial investment arm – is built to convert collective membership into collective ownership. Through NAMITVEST, ordinary mineworkers, including former mineworkers and their dependants, hold a direct 25% shareholding in the company, funded through a modest monthly payroll deduction at NAMDEB, Swakop Uranium and SPAR Oranjemund.

It's a structure most unions never attempt. Instead of simply representing members at the negotiating table, MUN has built a vehicle that lets members share directly in value created outside of it. President Poco-Key Mberuana addressed members on NAMMIC's role and direction at a recent institutional address in Windhoek, part of a wider push to make sure members understand not just that they own a piece of NAMMIC, but what that ownership means for them. For a union built on the principle that workers should never again depend entirely on decisions made without them, NAMMIC takes that principle to its logical conclusion: not just a voice in the room, but a seat at the table as an owner.

Full NAMMIC shareholding statements and dividend information are available to members through your regional office.

OWNERSHIP

25%

Member
shareholding in
NAMMIC via
NAMITVEST

HOW IT'S FUNDED

Payroll
Deduction
Agreements



**Not just a voice
in the room,
but a seat at
the table as an
owner.**

NAMITVEST - CREATING GENERATIONAL WEALTH

The detailed NAMITVEST shareholding and dividend record.

SHARES ALLOCATED

7,000,000
Non-Vulnerable
3,000,000
Vulnerable

SHARES TAKEN UP

10,447,999.50
Oversubscribed by
447,999.50

SHAREHOLDERS

2,753 beneficiaries
2,201 are vulnerable
members

CURRENT
SHARE PRICE
N\$14.57

DIVIDENDS PAID TO DATE
N\$7,308,312.00
across 4 dividend periods

Nov 2024
N\$1.00 / share

Apr 2025
N\$0.50 / share

Dec 2025
N\$1.00 / share

Jun 2026
N\$0.50 / share

Payroll Deduction Agreements

Namdeb Diamond Corporation

Erongo Red

B2Gold

Mineworkers Union of Namibia

Swakop Uranium

Spar Oranjemund

Carbon 12

Debmarine

“

This grant is designed to take care of our members — including our former members and their dependents.

President Poco-Key Mberiuana, Acting Chairperson of NAMIT

MEMBER VALUE

EDU-FUND IMPACT



**Investing
in today.
Empowering
tomorrow.**

The Fund doesn't just pay for one year — it's been opening doors since it started, with 50 graduates already out in the world because of it. Money goes out twice a year, every January and July, and lately it's mostly supporting members and their children pushing on to postgraduate study.

N\$748,181

awarded this year alone

584

students
supported
since
the Fund
began

70%

of this
year's
recipients
are women

147

students
funded for
the 2026
academic
year

MEMBER VALUE

DIRECT MEMBER BENEFIT

By simply being a member, ex-member or a direct descendent of a member (to the third generation), you have access to the following benefits that the MUN, through the trust and the investment holding company.

This is active demonstration of member value.

NAMIT

Namibia Mineworkers Trust

NAMIT

Investment Holdings Company

NAMITVEST

25% direct member ownership

NAMIT DIRECTLY FUNDS:

MEMBER SUPPORT (Direct support for members and their families.)



MEMBER FUNERAL BENEFIT

N\$10,000

RETIREMENT INCENTIVE

N\$5,000 – N\$10,000

BUSINESS & ENTERPRISE FUNDING (Creating opportunities beyond the mine)

SME PURCHASE ORDER FINANCING

N\$5,000 – N\$200,000

INVOICE DISCOUNTING FACILITY

Up to N\$200,000



SECURED SME TERM LOAN

N\$100,000 – N\$250,000

MINING CONTRACTOR FINANCING

Up to N\$500,000

EXPLORATION SUPPORT FUNDING

Up to N\$200,000

DEVELOPMENT (Building skills and stronger members for the future.)



LABOUR LAW TRAINING

100+ qualified members



MUN QUICK WINS

WAGE WINS & REAL OWNERSHIP

Rossing Uranium

A phased multi-year deal covering all bargaining-unit employees through 2026, giving members predictable, above-inflation increases rather than a single hard-fought annual negotiation.

Cheetah Cement

10% over two years, secured without disruption to production.

Namdeb Oranjemund

A three-year agreement covering 1,159 employees, negotiated without a single day of lost production.

Through Namitvest

Ordinary mineworkers — including former mineworkers and their dependants — hold 25% shareholding in NAMMIC, the union's commercial investment arm, funded through payroll deduction at NAMDEB, Swakop Uranium and SPAR Oranjemund.



THE PRESIDENT'S STORY

FROM ORPHAN TO PRESIDENT

A story only the MUN could write

There is a version of Poco-Key Mberiuana's biography that reads like any senior union leader's: regional structures, national office, now Acting President of MUN and Acting Chairperson of its investment trust. And then there is the version he tells himself, in a single on-the-record line that says more about why MUN exists than any policy document could.

"I lost my parents at the age of seven," he has said. "My father was working in Oranjemund and was supposed to take care of my registration fees." What followed was years of struggle to get into university at all. For Mberiuana, the difference was that his father had been a MUN member. When the registration fees he couldn't afford became the union's problem to solve, the fund now known as NAMIT stepped in.

The story doesn't end at one registration fee. Mberiuana went on to complete a Master's degree in Oil and Gas, and this year is registered for a PhD in Extractive Industry Oil and Gas — every stage of it, by his own account, funded by MUN.

For an issue built around 584 students funded, 70% of them women, and a union turning 40 this November, it is hard to find a more direct answer to the question every member eventually asks: what does this union actually do for someone like me? Poco-Key Mberiuana's answer has been sitting in the President's office the whole time.



Stay Connected

UPCOMING DATES



NOV 2026

25-27 November,
Swakopmund.



**SEPTEMBER
2026**

NAMIT
EduFund
application
window
open



*40th Anniversary
Gear*

Official anniversary T-shirts are available through your regional office ahead of the November celebration - wear the 40 years with pride.

ONGOING

Regional Roundtables
continue across all
4 regions.

*Join the
Conversation*

Visit our social media pages and give us your thoughts on **The Journal – Issue 01.**

Be on the lookout for the second issue as well as season 2 of the UN podcast titled The Journey.

MINEWORKERS UNION OF NAMIBIA
(MUN)



FIND YOUR REGIONAL OFFICE

HEAD OFFICE

7353 Mungunda
Street, Windhoek
+264 61 261 723
mun@mun-na.com

NORTHERN REGION

Erf 1625, Sam Nujoma,
Tsumeb
+264 67 221 476 tsun.
mun@mweb.com.na

SOUTHERN REGION

Rosh Pinah
+264 63 274 064
mun@mun-na.com

WESTERN REGION

Erf 2011,
Ostrich Street
+264 64 510 065
munwest@mweb.com.na



www.mun-na.com