



## 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: NA000A0RF067

("the Company" or "Trustco")

## MEDIA RELEASE

25 March 2025

### TRUSTCO LAUNCHES NEXT GENERATION TALENT PROGRAM

**Windhoek, Namibia** – Trustco Group Holdings Limited ("Trustco" or "the Group") today announced the launch of its innovative Employee's Children Internship Program, designed to provide valuable work experience and professional development opportunities to the children of current and former Trustco employees.

The program offers a structured pathway for employees' children who have completed their secondary education, are pursuing tertiary studies, or are recent graduates seeking to gain practical experience in their field of study.

Speaking on the initiative, Janene van den Heever, chairperson of the Board Remuneration Committee, emphasized the company's dedication to investing in future professionals: "At Trustco, we recognize that the future of Namibia lies in the hands of its youth. By equipping our employees' children with real-world skills and knowledge, we are not just preparing them for the workforce – we are creating a pipeline of capable leaders who understand the complexities of the business world."

"Namibia has been carried through difficult time periods in its history by family-owned businesses, and this initiative continues that tradition by strengthening the bonds between our company and the families who contribute to our success," Trustco's Deputy CEO, Quinton Z van Rooyen noted.

"It builds a legacy of excellence that spans over more than three decades and reinforces our

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DIRECTORS: ADV. R. HEATHCOTE (CHAIRMAN) (NON EXECUTIVE), DR. Q. VAN ROOYEN (MANAGING DIRECTOR), MR. F.J. ABRAHAMS (FINANCIAL DIRECTOR)  
MR. W. GEYSER (NON EXECUTIVE), MR. R. J. TALJAARD (NON EXECUTIVE), MS. J. VAN DEN HEEVER (NON EXECUTIVE), KOMADA HOLDINGS (PTY) LTD (COMPANY SECRETARY)



commitment to Namibian talent development. And while these young minds may not realize it yet, they're about to be 'punished' with more opportunities than their parents ever dreamed of — opportunities that, let's be honest, exist thanks to all the HR policies we had to create because of their parents!" he noted.

Approved by the Remuneration Committee of the Board, this program reflects Trustco's commitment to employee development and family support. During their internship, participants will engage with and learn from Trustco employees across all levels, from experienced frontline professionals to management and executive leadership. Interns will gain hands-on experience, mentorship, and exposure to Trustco's diverse portfolio, including insurance, micro-finance, education, real estate, mining, and shared corporate services.

Additionally, they will benefit from international exposure within Trustco's dynamic, globally connected business environment, gaining insights into international best practices at a leading Namibian enterprise.

### **About Trustco:**

Trustco Group Holdings Limited is a holding company headquartered in Windhoek, Namibia, that owns subsidiaries engaged in diverse business activities spanning the real estate, mining, insurance, micro-finance, and education sectors.

### **About Namibia:**

Namibia is a Southern African country with a population of approximately three million and a GDP per capita of USD 4 168 in 2023. The country is endowed with rich natural resources, with recent major discoveries of oil and gas reserves, lithium deposits and rare earth minerals that are vital for technology demand globally, with developments also underway in its green hydrogen projects. The Namibian government has heralded these discoveries as a transformative period, holding the potential to double the nation's GDP by 2040.

The country's economy expanded by 4.2% in 2023 and is projected to expand by 3.5% in 2024 and 4.0% in 2025, following a recovery of 5.3% in 2022 from the COVID-19 pandemic. With its wealth of natural resources, pro-business environment, political stability and increasingly skilled workforce, Namibia offers attractive investment prospects across all sectors.

### **Forward-Looking Statements:**

#### **TRUSTCO GROUP HOLDINGS LIMITED**

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All statements made in this media release with respect to Trustco’s current plans, estimates, strategies beliefs and other statements that are not historical facts, are forward-looking statements. In some cases, you can identify forward-looking statements because they contain words such as “anticipate,” “believe,” “contemplate,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “plan,” “potential,” “predict,” “project,” “should,” “target,” “will,” or “would,” or the negative of these words or other similar terms or expressions. Such statements reflect the current views of management and are subject to a number of risks and uncertainties. The Company may not actually achieve the plans, intentions or expectations disclosed in its forward-looking statements, and you should not place undue reliance on these forward-looking statements. The statements are based on many assumptions and factors, including general economic and market conditions, industry conditions, and operating factors. Any changes in such assumptions or factors could cause actual results to differ materially from current expectations.

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