



## Vision

To be Namibia's most preferred, high-performance information communication technology (ICT) service provider of world-class standards.

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## Mission

To anticipate, understand and satisfy the telecommunications/ information needs and wants of our customers. We will address these demands through the development of solutions, sales and support of quality electronic, voice, data, image and text services at competitive rates.

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## \*\*BHAG2010

Telecom Namibia is the trusted, first choice solution for communications customers, and towers head-and-shoulders above the competition. We will double our \*EVA per employee and generate shareholder value through superior service to our customers at home, and by seizing opportunities in selected African regional economic markets. Furthermore, we are welcomed as a leading corporate citizen in the communities in which we operate because of our commitment to social responsibility. Our fast, simple and leading edge operations will serve as a benchmark for world telecommunications. We are well known for "doing things right the first time." Therefore, we are an employer of choice, and our employees are recognised for their excellent performance and valuable contributions.

\*EVA - Economic Value Added using 2003 as a baseline.

\*\*Big Hairy Audacious Goal

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## Values

**INTEGRITY** described as trustworthy by others and known for being reliable.

**CARE** sensitive to the needs and happiness of others.

**COMMITMENT** a passionate determination for achieving goals.

**ACCOUNTABILITY** takes every task assigned to them personally, and ensures its completion.

**EMPOWERMENT** proactively provides support and helps employees understand the company's vision and strategic plan.

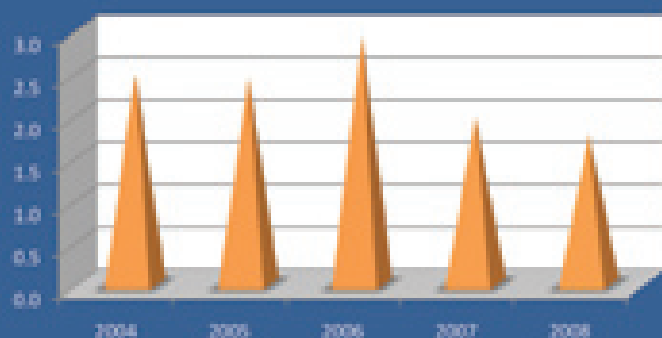
**TEAMWORK** a team player that sacrifices personal needs to help the team as a collective success.

**MUTUAL RESPECT** acknowledges and celebrates the knowledge and achievements of others and sensitive to other people's rights, customs and wishes.

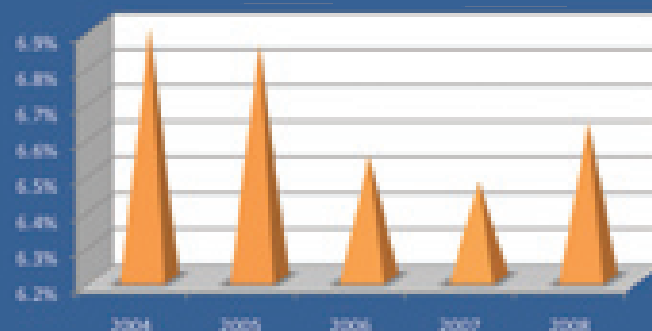


# Network Statistics

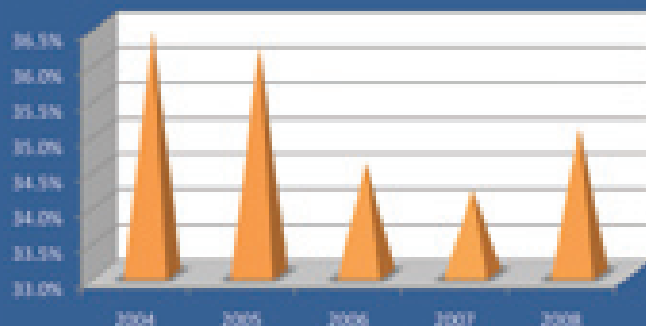
Public Phones per 1000



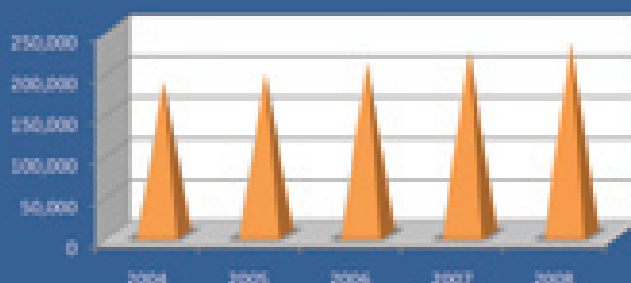
Direct Exchange Line (DEL) Penetration



Penetration per Household



Port Capacity (Network Switch Capacity)



We guarantee fast data connections of between

**5Mbps - 100Mbps**  
for enterprise customers

We're able to deliver broadband connections between

**256kbps - 3.1Mbps**  
adsl, wimax & 3G-evdo

A team of

**1 134**

Around the country

408 000 km of primary copper cable, and

**7 060 km**

of fibre routes

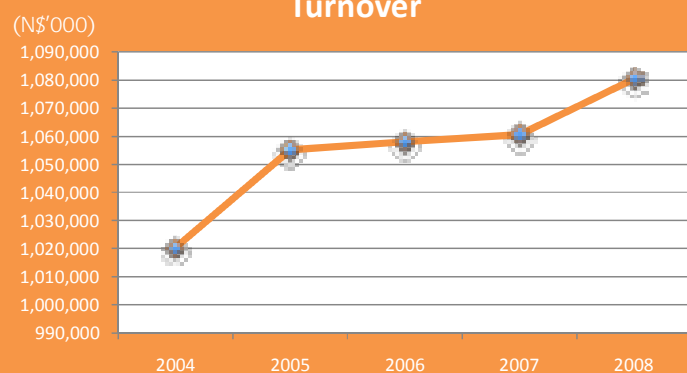
Internet & e-commerce  
website hosting & e



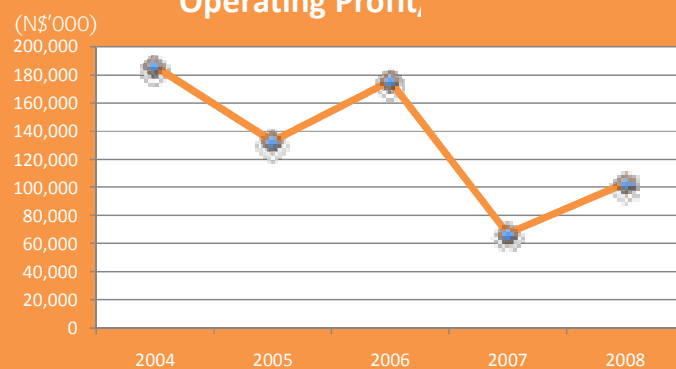
[www.iway.com](http://www.iway.com)

# Telecom Financial Highlights 2004 - 2008

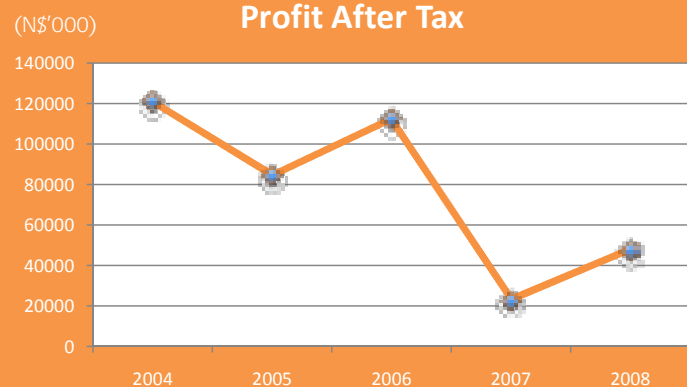
## Turnover



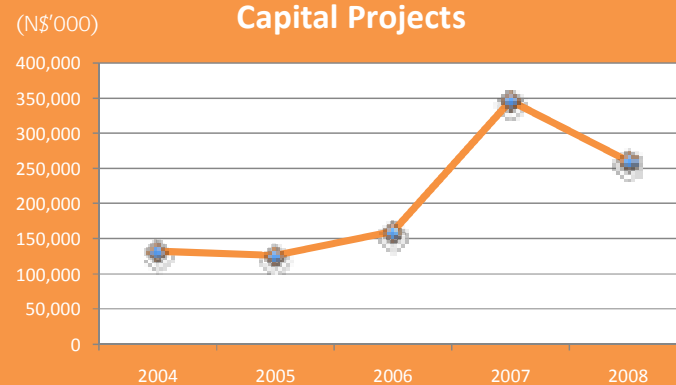
## Operating Profit



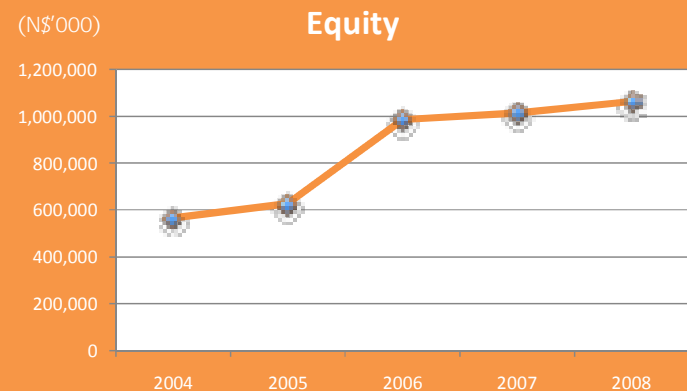
## Profit After Tax



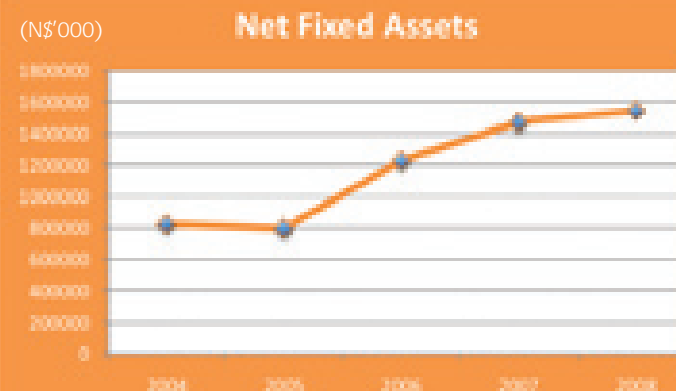
## Capital Projects



## Equity

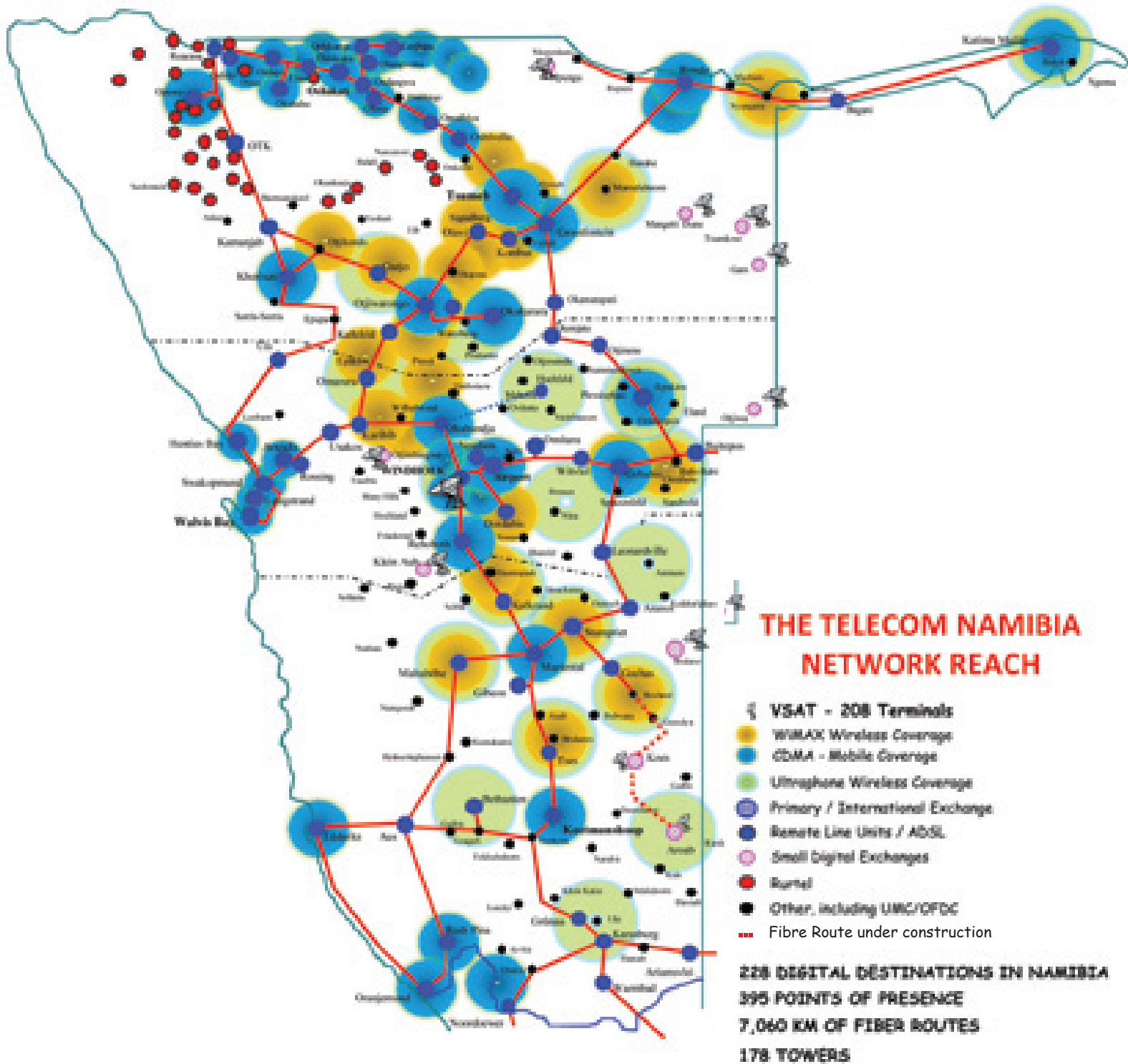


## Net Fixed Assets





# Network Map







## Board of Directors



Roger Gertze, Frans Ndoroma (Managing Director), Joseph Iita (Chairman), Feitjie Veldskoen and Michael Mukete

## Management Structure



Hein Bader (GM: Technology), Dr Ben van der Merwe (Head: Internal Audit and Risk Management), Chie Wasserfall (GM: Service Provisioning & Assurance), Frans Ndoroma (Managing Director), Amanda Hauuanga (GM: Marketing & Sales), Andrew Kanime (GM: Human Resource & Strategic Training), Coenraad Coetzee (GM: ICT & Corporate Business Solutions)



Oiva Angula (Senior Manager: Corporate Communications & PR), Laban Hiwilepo (GM: Network Provisioning & Assurance), Robert Offner (GM: Finance & Administration), Wessel van der Vyver (GM: International Services), Stanley Shanapinda (Head: Legal Services & Company Secretary) and Theodorus Klein (GM: Corporate Strategy)