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Capricorn Group is a responsible corporate citizen with a strong sense of accountability to our stakeholders. We are proud of our contributions to society in pursuit of our purpose of being Connectors of Positive Change.

This is the first standalone Social Value report ("the report") of Capricorn Group Ltd ("the Group" or "Capricorn Group"). It reflects our approach to corporate social responsibility ("CSR"), which refers to a company's practices and policies to create a better world.

In this report, we describe the work of the Capricorn Foundation ("the Foundation") and the CSR activities within the Group, including those of our subsidiaries in Namibia and Botswana. The entities that constitute the Group are set out in Capricorn Group's integrated annual report, which is available online.

The report covers the financial year 1 July 2021 to 30 June 2022. In terms of our business model, CSR relates to our social and relationship capital, as well as to natural capital. Our CSR activities correspond with the Group's material matter of "making a positive impact in society". We strive to be open, transparent and accountable in reporting on our CSR programmes and their impact.

Approval of this report

This report was compiled with input from the Group and Foundation's management teams. The content was reviewed by the Foundation board and the Group board sustainability and ethics committee ("BSEC"). The Foundation board and the BSEC acknowledge their responsibility to ensure the report's integrity, and members applied their collective minds during the preparation and final approval of the report. Detail of the Foundation board members is set out on pages 14 and 15 of this report, while membership of the BSEC is laid out in the Governance report, available online.

Additional information about our CSR activities can be found at www.capricorn.com.na.

For more information or feedback on this report, contact the Foundation's executive officer, Marlize Horn, at marlize.horn@capricorn.com.na or +264 (61) 299 1226.

Our first Social Value report



About Capricorn Group

Capricorn Group is a Namibian-owned financial services group listed on the Namibia Stock Exchange (“NSX”). We have two banking subsidiaries in Namibia and Botswana (Bank Windhoek and Bank Gaborone), with other subsidiaries, such as Capricorn Asset Management and Entrepo, as well as associates, providing complementary financial products and services. Although each entity has its own CSR initiatives, the Capricorn Foundation is the Group’s main vehicle for making a positive impact in the communities in which we operate.

Capricorn Group’s approach to CSR

The Group CSR Policy governs decisions and actions applicable to the Capricorn Foundation and all other CSR initiatives within the Capricorn Group and its subsidiaries. It outlines the Group’s CSR vision, philosophy, principles and social investment areas, and provides a framework for the management of all CSR activities throughout the Group to ensure proper administration of funding and to put our CSR funding to optimal use.

The Group invests in a range of social and community-based projects that aim to make a sustainable difference in the lives of the beneficiaries. All the subsidiaries in the Group must consider the following aspects when selecting CSR activities to support:

- > The Group’s CSR vision
- > Country-specific national development plans
- > Relevant financial sector strategy and charters
- > Community needs
- > National emergencies, such as a pandemic
- > Compatibility with the Group’s purpose, brand values, CSR philosophy and ethical standards

Our CSR vision

As a responsible corporate citizen, the Group’s CSR vision is aligned to its purpose: To be an inspiring Connector of Positive Change by creating economic value in a responsible way that creates sustainable opportunities for advancing and improving economic and social conditions in the communities in which the Group operates.

Our definition of CSR

For Capricorn Group and its subsidiaries, CSR refers to our sense of responsibility towards our communities and commitment to integrating social concerns into our business operations. This sense of responsibility helps us to be socially accountable to ourselves and our stakeholders and to minimise any negative effects on society, so that we make an overall positive impact.

Our CSR philosophy

The Group sees itself as an integral part of the broader society, with responsibilities and obligations to the communities and regions in which it operates.

We need successful communities to create demand for our products and provide a suitable environment for us to operate sustainably. At the same time, communities depend on Capricorn Group’s success, which enables us to create and preserve value for all our stakeholders. This enhances our competitiveness while advancing and improving our communities’ economic and social conditions.

As a Group, we aim to make a deep and lasting impact in areas that are aligned with our strengths and areas of competence. The Group’s approach to being a responsible local, regional and global citizen is built into the DNA of all its businesses in Namibia and Botswana and is supported through its aim to be open, transparent and accountable in its reporting on the Capricorn Foundation and Group CSR activities and programmes and their impact.


For us, corporate social responsibility means doing the right thing, for the right reasons.”
 – Gerhard Fourie, chairperson

Alignment to frameworks

We pursue our commitments to society in alignment with relevant national and international frameworks, the most pertinent of which are mentioned below.

Harambee Prosperity Plan II

In March 2021, the Namibian government unveiled the Harambee Prosperity Plan II for 2021 to 2025, building on the foundation of the inaugural plan for 2016 to 2020.

The plan aims to address Namibia’s most pressing challenges through initiatives under five pillars:



The Group and the Foundation support the plan through our ethics initiatives, governance structures, commercial offerings and growth plans, community investment, renewable infrastructure and sustainable financing.

In our CSR activities, we focus on the Social Progression pillar, which takes a people-centred approach to development to ensure improved quality of life for all Namibians, especially the most vulnerable members of our society. This pillar’s desired outcome is providing the basic amenities for a dignified life, social mobility and human development. This outcome is pursued through five goals:

- > Arresting hunger poverty
- > Urban land, housing and sanitation delivery
- > Improved access to healthcare
- > Improved access to quality education and sports
- > Arresting gender-based violence (“GBV”) and violence against children

United Nations Sustainable Development Goals

In 2015, all 193 United Nations (“UN”) member states, including Namibia, adopted a plan to achieve a better future by 2030. This laid out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of this plan are the 17 Sustainable Development Goals (“SDGs”), which clearly define the world we want, applying to all nations and leaving no one behind. The Group prioritised the following six SDGs in our CSR Policy:



In addition to these six SDG’s, the Capricorn Foundation also supports and contributes to these two SDG’s:



United Nations Global Compact

Capricorn Group is a signatory to the UN Global Compact (“UNGC”). This is a voluntary initiative based on chief executive officers’ commitments to implement sustainability principles in their businesses. More detail about our actions to uphold the 10 principles of the UNGC can be found in our 2022 integrated annual report online.

Leadership messages



The Capricorn Group aspires to be accountable to our stakeholders and to positively impact society.”

Message from the chairperson

Through our work in the communities of Namibia and Botswana, we give expression to the Group’s purpose of being Connectors of Positive Change and respond to our material matter of making a positive impact in society.

I am proud to present Capricorn Group’s first Social Value report, in which we share many of our CSR stories to encourage and inspire, but also to promote transparency and accountability.

This report explains how the Group, its subsidiary companies and the Capricorn Foundation improve economic and social conditions in the communities in which we operate. At the same time, we believe that CSR, if done for the right reasons and in the right way, contributes to loyalty and goodwill from stakeholders, including customers and employees. CSR has, therefore, become a strategic imperative for the Group’s future growth and sustainability.

As we emerge from the COVID-19 pandemic, our nations need CSR investments more than ever. Both Namibia and Botswana, to varying degrees, face the triple burden of having to resolve inequality, unemployment and poverty. In Namibia, unemployment – especially among the youth – remains the biggest threat to our democracy. Both countries need to work harder to achieve gender equality and combat the scourge of GBV. There is still much that can be done to address the needs of society, but with every action taken, we are one step closer to creating a better tomorrow for everyone.

It is important to note that our CSR initiatives rely on collaboration with strong non-profit partners. We do not wish to reinvent the wheel but rather support non-governmental organisations (“NGOs”) and programmes with a good track record. Similarly, we wish to collaborate with the government, rather than attempt to replicate government services. For example, we contribute to improving outcomes in early childhood development (“ECD”), as this is a space where the government does not have sufficient capacity.

Bank Windhoek’s proud history of CSR

As we mark the 40th anniversary of Bank Windhoek this year, we reflect on its positive legacy of corporate giving. The Bank Windhoek Cancer Apple Project has become one of Namibia’s largest and longest-running fundraising initiatives since it was launched in 2000. It has generated N\$31.9 million in funds donated to the Cancer Association of Namibia. These funds contribute to cancer outreach programmes, screening and educational activities across Namibia. Read more on page 48. Bank Windhoek established its Social Investment Fund in 2001 and contributed to significant positive change in Namibia over the years.

The Capricorn Foundation in 2022

Establishing the Capricorn Foundation in February 2020 significantly improved the strategic focus and impact of the Group’s CSR investments. Over the past two years, the Foundation has positioned itself as a thought leader in CSR with a portfolio of 16 impactful projects operating across Namibia.

The Foundation was established as a Section 21 company and registered as a Welfare Organisation (WO499) in Namibia. The board of directors consists of two Capricorn Group independent non-executive directors and three executives from the Group and its subsidiaries. We also have an independent director, Lavinia Shikongo, who is passionate about social development and has an extensive network in this space.

A management committee, representing all of the Group’s Namibian subsidiaries, is in place to support the Foundation and to ensure that proper governance is followed when assessing and recommending projects to the board.

In June 2022, Marlize Horn, who has been acting as the Foundation’s head since it was established, was appointed as its executive officer. She will take on this role in addition to her existing responsibilities as Group executive: brand and corporate affairs of Capricorn Group. She was involved in every stage of the Foundation’s development, including conception, launch and subsequent operations.

Marlize will continue to chair the Foundation’s management committee and report to the Foundation board. A coordinator position was created to support her in the Foundation’s day-to-day management and administration. We wish her the best in bringing our purpose to life and vision to fruition.

The Group’s Changemaker platform

Most employees would like to work for an employer that embraces its CSR role. Capricorn Group’s Changemaker programme adds substantial value to our CSR initiatives. Enabling our employees to volunteer their productive time to support communities builds pride in our brand, enhances employee engagement and connects our employees to our purpose. Employees volunteered at numerous Foundation-supported programmes and other standalone Changemaker initiatives this year. Read more on page 44.

In pursuit of greater sustainability

CSR is only one dimension of a broader sustainability approach. Bank Windhoek showed leadership in sustainable finance by listing Namibia's first green bond in 2018 and its first sustainability bond in 2021, which has enabled the Group to facilitate and contribute to the sustainable growth and development of Namibia. As a financial services Group, we are committed to responsible banking principles and strong corporate citizenship.

While we are proud of our solid ethical foundation, we appreciate that we are still in the early stages of our sustainability journey. This year, Capricorn Group workshopped sustainability with our board members, BSEC and senior management to raise awareness and garner support for greater strategic focus in this aspect of our operations. We also assessed the Group's sustainability initiatives using external consultants.

In 2023, we aim to deepen our actions in support of sustainability under the leadership of Ruan Bestbier, the new Group head of sustainability. Ruan was involved in developing Bank Windhoek's sustainable finance capabilities for several years. He will be responsible for shaping the Group's sustainability approach and framework in collaboration with internal and external stakeholders. A Group-wide sustainability integration programme will be considered to ensure optimal coordination and alignment across the organisation in all sustainability issues as well as environmental, social and governance ("ESG") matters. We look forward to the next stage of our sustainability journey.

A note of appreciation

I acknowledge the Group, subsidiary and Foundation boards for their sound leadership in 2022. Our success as a business and continuing our CSR activities throughout the pandemic was only possible thanks to responsible decision-making. I am proud that we continued supporting our non-profit partners when many other companies trimmed their CSR budgets.

A special thank you to our many Changemakers who demonstrated great heart and energy in their engagements with communities. Our CSR contributions would not be possible without extensive coordination and hard work. I thank my colleagues at Capricorn Group, our subsidiaries and the Foundation for making sure we add value to society.

Gerhard Fourie
Chairperson

Capricorn Group's board and management are committed to deepening our understanding of stakeholder needs and taking it into account in our business decisions."



Meet our executive officer

In February 2022, Marlize Horn celebrated 25 years of working at Capricorn Group. She was instrumental in the launch of Bank Windhoek's Social Investment Fund and Cancer Apple Project. She led the bank's department of marketing and corporate communication for more than 12 years. In 2016, she moved into a Group position as executive: brand and corporate affairs. In 2020, with the establishment of the Capricorn Foundation, she was appointed as the acting head of the Foundation, and in 2022, as executive officer.

Message from the Capricorn Foundation executive officer

The Capricorn Foundation is proud to partner with like-minded organisations within our chosen focus areas of education and economic advancement, as well as vulnerability, health and sustainability programmes. We remain committed to transforming lives and being Connectors of Positive Change.

The Capricorn Foundation was established in February 2020 as the vehicle for the Group's CSR initiatives. The Foundation is registered in Namibia as a Section 21 company as well as a Welfare Organisation (WO 499). In our first year of operation, we focussed on setting up the necessary structures, including a board of directors and a management committee, and defined our mandate. We also spent time networking and developing important relationships with non-profits, the government and communities.

In 2022, we further defined our strategy and goals and deepened relationships with our non-profit partners. This year, the Group's Namibian subsidiaries contributed N\$7,737,500 towards the Foundation's activities. This report shares details of the 16 projects we supported in 2022. Each initiative has made a valuable contribution to the communities we serve. As we emerge from the shadow of COVID-19, there is a tangible enthusiasm for making a positive difference in communities and building back stronger than before.

We have a solid financial management system and issued our first audited annual financial statements in compliance with the requirements of the Ministry of Health and Social Services. We are a registered welfare organisation and received confirmation of our tax status from the Namibian Revenue Agency.

Our plans for next year include identifying signature projects, increasing the frequency of our site visits to partners and sharing more stories about the impact of our programmes. We also want to extend our fundraising to attract other corporate partners and local and international donors who share our vision. The Foundation will also formally adopt frameworks and indicators to report our progress against the Harambee Prosperity Plan II and the SDGs.

Supporting government

In April 2022, we hosted an early childhood development conference, themed "The Namibian Child", which provided many opportunities to connect with government, other corporates and NGOs while sharing information on our initiatives in this field to enhance collaboration. Subsequently, the Ministry of Gender Equality, Poverty Eradication and Social Welfare invited us to join a panel to review Namibia's ECD policy. We will support the Ministry when it launches a new national ECD curriculum towards the end of 2022.

We are proud of our strong relationships with various government departments, including the Office of the President. In May 2022, the Capricorn Foundation board and management committee held a strategic planning session where we discussed Namibia's social development agenda and plans, and how the private sector can support government efforts. We were also joined by Daisy Mathias, the Presidential Advisor on Youth Matters, for a discussion on the social progression pillar of the Harambee Prosperity Plan II, especially as it pertains to youth unemployment and early childhood development.

Systemic approach

The Foundation identifies ways to address systemic challenges and their root causes, for example, the issue of hunger. In Namibia, more than 20% of our population lacks food security. While hunger relief, including food donations and soup kitchens, is important, we have to consider more sustainable solutions. These include such options as investing more resources to help communities establish vegetable gardens. While we do not have all the answers, we believe it is important to go beyond immediate needs in search of solutions.

We try to balance addressing long-term systemic issues and short-term societal needs. The pandemic taught us that social investment plans could change quickly. For example, in the previous financial year, Namibia's dire shortage of medical oxygen demanded a swift response from the private sector. This meant CSR resources, including Foundation funds, were diverted to help meet this need.

Selecting the right non-profit partners is critical. The Foundation undertakes a thorough due diligence process before funds are distributed to beneficiary organisations. In addition, quarterly status reports are required, which include a financial report on how funds are being used. We also conduct regular on-site visits.

Capricorn Foundation Food Waste Challenge

I am very pleased to share our latest project, the Capricorn Foundation Food Waste Challenge.

Heaps of consumable food are discarded in Namibia every day. We need solutions urgently. We therefore launched a challenge to find solutions that would effectively lead to more food, which would have been wasted otherwise, reaching vulnerable communities. The challenge should provide new ideas on how this can be done.

The Foundation is offering a prize of N\$100,000 for the winning solution, to be selected by an expert panel representing various industries in Namibia. Read more on page 30.

The Foundation's goals for 2025

At the strategy session for the Foundation board and management committee, we clarified our vision and set goals. Our 2025 goals are as follows:

- > To embrace our role as a Connector of Positive Change and drive collaboration between government, NGOs and the private sector
- > To become the government's preferred partner for initiatives such as the Social Impact Bond
- > To widen our funding base by attracting local and international donor organisations
- > To focus on three key issues: food waste, youth unemployment and education
- > To align with the Group's sustainability framework and support the Group in embedding ESG aspects in its business model and reporting

Thank you

I want to thank the boards of Bank Windhoek, Capricorn Asset Management ("CAM") and Entrepo for entrusting the Capricorn Foundation with their funds. A special word of thanks to my colleagues serving on the Foundation's management committee as well as the board of directors for their support.

Our work this year would not have been possible without implementation partners. These organisations are run by special people who put the needs of others before their own. We appreciate their incredible examples of what is possible in community development and remain proud to be associated with them.

Marlize Horn
Executive officer

Consolidated groupwide CSR

Creating value for communities

The value created by the Group's improved performance is shared by all its stakeholders, including the communities within which we operate.

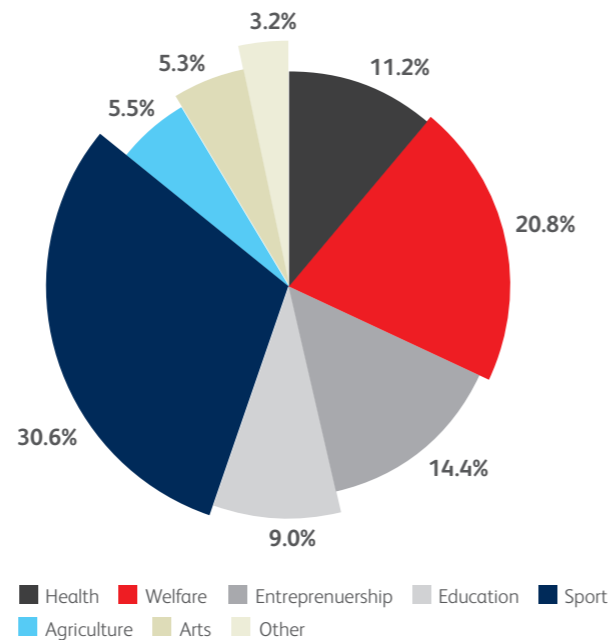
During the period under review, the Capricorn Group and its subsidiaries in Namibia and Botswana, including the Capricorn Foundation, invested N\$ 15.4 million in corporate social responsibility initiatives. This represents 1.3 % of profit after tax (2021: N\$12.1 million), in line with the Group's CSR policy guideline of 1 % of profit after tax.

In addition to the Capricorn Foundation's activities, focusing on such key areas as education, economic advancement and vulnerability programmes, Capricorn Group and its subsidiaries invested in the following sectors of the community:

CSR investment by Capricorn Group and subsidiaries

	N\$
Capricorn Foundation*	7,737,000
Capricorn Group	1,622,385
Bank Windhoek	5,277,514
Bank Gaborone	153,818
Capricorn Asset Management	210,749
Entrepo	394,250
TOTAL	15,395,716

* The Capricorn Foundation is funded by the Group's Namibian subsidiaries – Bank Windhoek, Capricorn Asset Management and Entrepo. Refer to page 12 for a detailed overview of the Capricorn Foundation.



 *The value created by the Group's improved performance is shared by all stakeholders, including the communities within which we operate.*
– Marlice Horn, executive officer



The Capricorn Foundation



Over the past two years, the Foundation has positioned itself as a thought leader in corporate social responsibility in Namibia, building strong networks and promoting collaboration with both NGOs and the government.

The Foundation's vision

The Capricorn Foundation agreed on a new vision statement in May 2022, aligned with the Group's CSR vision.

The Capricorn Foundation aspires to be a Connector of Positive Change by being accountable to ourselves and to our stakeholders. It seeks to make an overall positive economic and social impact on society by responsibly investing in sustainable programmes that addresses national priorities in line with national and Sustainable Development Goals.

What we do

The Foundation's main aim is to identify and fund programmes, projects or organisations that need support to impact local communities positively. We want to:

- > Act as the main "vehicle" through which the Group manages its CSR activities in Namibia
- > Solicit funds from other donor companies, individuals and organisations which share our vision
- > Seek collaboration and partnerships between the programmes, projects or organisations supported by the organisation to achieve greater impact and consolidation of efforts
- > Provide financial and non-financial (in-kind) support to identified projects, programmes or organisations
- > Implement and maintain a well-defined process for monitoring and evaluating the progress and impact of our support

What we want to achieve

The Foundation seeks to support the Group's CSR vision, definition and philosophy through the central coordination of CSR activities. We aim to achieve the following objectives:

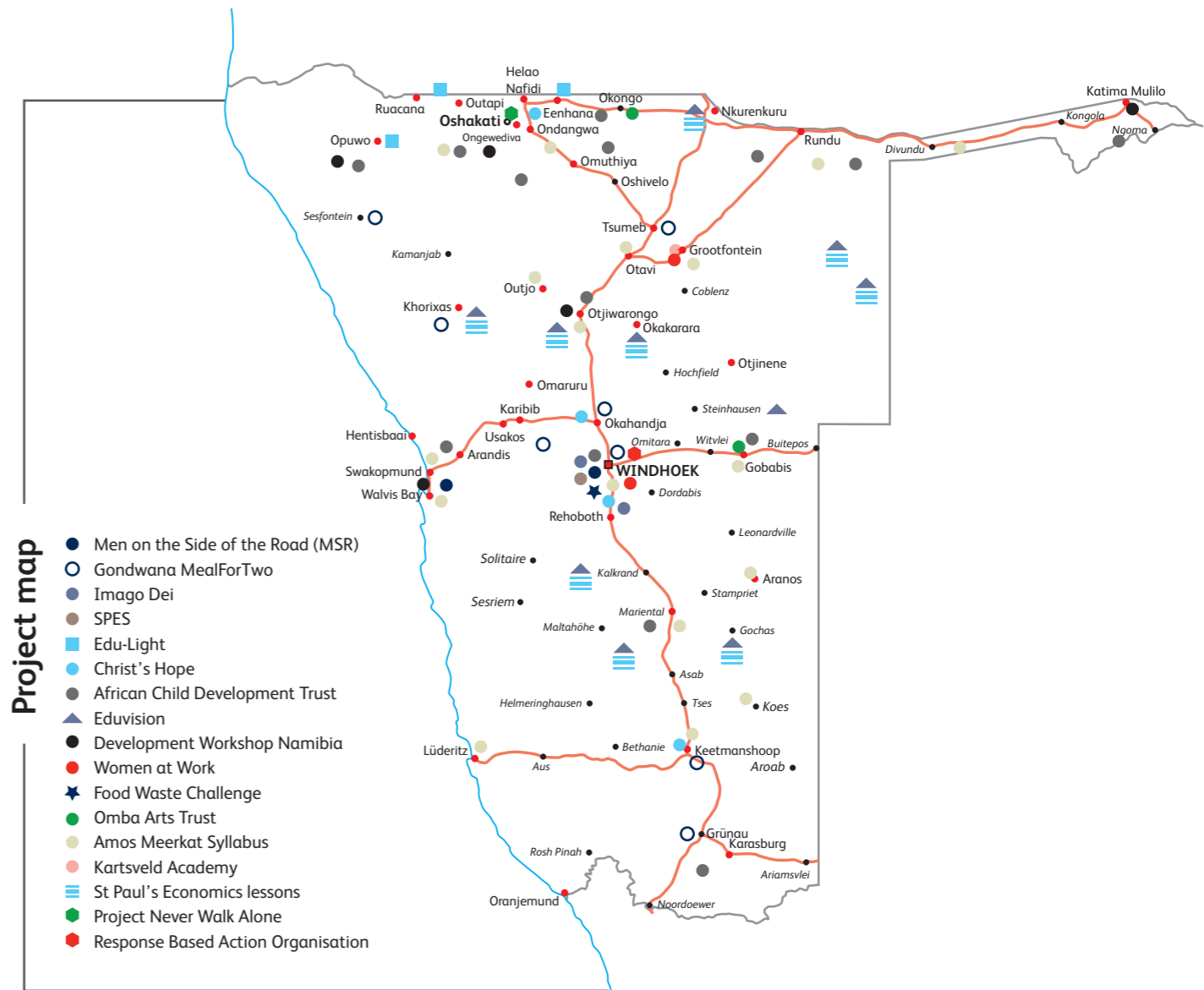
- > Live up to the Group's purpose of being "Connectors of Positive Change"
- > Move away from charitable and ad-hoc corporate social investment ("CSI") to create meaningful value for society
- > Run the Foundation on the principles of sustainability
- > Support fewer but more impactful projects
- > Improve the measurement of and reporting on the impact of our projects
- > Align our CSR closer to our business model and competencies
- > Partner with like-minded foundations and institutions to address national concerns
- > Actively engage our stakeholders to identify community needs

Key focus areas

The Capricorn Foundation has five key focus areas, divided into primary and supplementary areas:



Capricorn Foundation project footprint



The Capricorn Foundation aspires to be a Connector of Positive Change by being accountable to ourselves and our stakeholders. We seek to make an overall positive economic and social impact on society by responsibly investing in sustainable programmes that address national priorities in line with the SDGs."

Foundation board and governance


The Foundation has a board of six directors and is chaired by Gerhard Fourie, who is also chairperson of the Capricorn Group. The Foundation's management committee includes representatives from Capricorn Group subsidiaries Bank Windhoek, CAM and Entrepo.

Profiles of our directors



DANIEL GERHARDUS FOURIE (64)
BCom (Hons), CA(SA), CA(Nam)
Chairperson
Appointed to the Foundation board in 2020

The Capricorn Foundation continued



BARONICE HANS (47)
BCom (Hons), CA(Nam)
Director and managing director of Bank Windhoek
Appointed to the Foundation board in 2020



MARTHINUS JOHANNES PRINSLOO (51)
BCompt (Hons), CA(SA) Cert. Director
Director, Capricorn Group CEO and executive director
Appointed to the Foundation board in 2020



LAVINA SHIKONGO (54)
BA (Social Work) Masters (Public Administration)
General Manager at IntraHealth Namibia
Independent director
Appointed to the Foundation board in 2020



GIDA NAKAZIBWE-SEKANDI (69)
LLB, Accredited Public Relations Practitioner (APR)
Director, independent non-executive director of Capricorn Group and chairperson of the Group BSEC
Appointed to the Foundation board in 2020



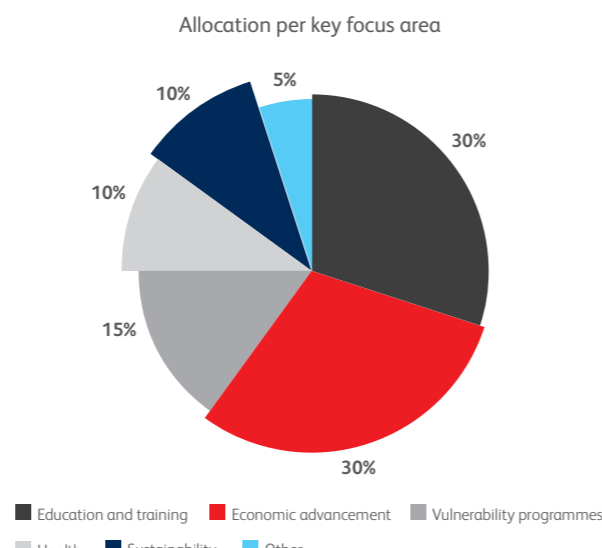
LEONARD LOUW (32)
Director and chief executive officer of Entrepo
Appointed to the Foundation board in 2021

The Foundation's funding model

The Foundation is funded by Capricorn Group and its Namibian subsidiaries – Bank Windhoek, Entrepo and CAM, including Capricorn Unit Trust Management Company. Capricorn Group supports the Foundation with in-kind support from various departments, as well as covering the salaries of the Foundation's executive officer and coordinator.

The Foundation will also solicit funds from other donor companies, individuals and organisations which share the Foundation's vision.

The Foundation received a contribution of 0.75% of profit after tax ("PAT") to the value of N\$7,737,500 from our Namibian subsidiaries in 2022. In 2023, this percentage will increase to 0.85% of PAT. The Foundation allocated N\$6,957,655 to projects and programmes across the following primary and supplementary focus areas during the period under review. Unspent funds will roll over to the new financial year to fund new applications.



Spend per key focus area

Education and training

N\$3,206,796

Economic advancement

N\$1,056,150

Vulnerability programmes including Changemaker programmes

N\$2,179,314

Health

N\$350,000

Sustainability

N\$165,395

Total

N\$6,957,655

Funds unspent and transferred to new financial year

N\$779,845

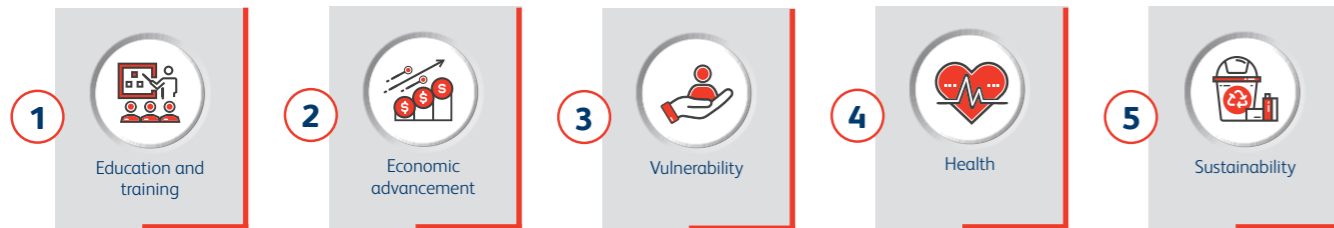
Financial report for 2022

The Foundation's annual financial statements have been prepared following the International Financial Reporting Standards for Small and Medium Entities and the requirements of the Companies Act of Namibia. The directors believe that the Foundation has adequate financial resources to continue operating for the foreseeable future, and the annual financial statements have been prepared on a going-concern basis.

Extract from the annual financial statements for the year ended 30 June 2022

	N\$	
	2022	2021
Revenue		
<i>Donations received</i>		
Bank Windhoek	5,479,000	4,773,000
Entrepo Holdings	1,754,500	1,550,000
Capricorn Asset Management (Pty) Ltd & Capricorn Unit Trust Management Company Ltd	504,000	400,000
Capricorn Group Limited		100,000
GIZ (ring-fenced for Business Rescue Task Force)	578,430	
Other	2,926	40,000
Total revenue	8,318,856	6,863,000
Operating expenses		
Stamp duty	5	5
GIZ - Business Rescue Task Force	578,430	
<i>Donations paid</i>		
Namibia Media Holdings Early Childhood Development Programme		250,000
Imago Dei, including Response Based Action Group	890,000	300,000
Men on the Side of the Road	326,150	159,797
COVID-19 third-wave oxygen supply		1,050,000
SPES charity	135,000	
Christ's Hope International	514,000	
Women at Work	610,000	
Development Workshop Namibia	800,000	
Amos Meerkat Syllabus	300,000	
SKILD open innovation platform (Food Waste Challenge)	335,096	
Kartsveld Academy	879,296	
Omba Arts Trust	120,000	
St Paul's College online and recorded Economics lessons	187,500	
African Child Development Trust	500,000	
Gondwana Care Trust	480,000	
Greenville Solar (Edu-Light)	164,395	
Eduvision	540,000	
Buks Gous 24-hour charity run	14,400	
Hope Village (Changemaker outreach)	60,818	
Shilongo Leather (Project Never Walk Alone)	100,000	
State Lottery Trust Fund registration	1,000	
Rhino Momma Project	10,000	
Total expenses	7,546,090	1,759,802
Investment income		
Interest received	18,231	
Surplus for the year	790,996	5,103,198

Capricorn Foundation programmes and projects



The Capricorn Foundation has since its establishment in 2020 been collaborating with other role-players in pursuit of human development. In the section below, we report on our activities in this regard in 2022. The various programmes and projects supported by us are presented under our five key focus areas.

But first, we turn our attention to an initiative aimed at overall coordination in the field of corporate social responsibility.

Donor workshop

In October 2021, the Capricorn Foundation co-hosted a donor workshop with the Lithon Foundation, a fellow non-profit and welfare organisation. The event, titled "Get together in your community", brought together like-minded companies and individuals for a discussion about how companies could best fulfil their role as responsible corporate citizens.

The meeting received a briefing on Namibia's social development focus areas, the government's efforts to address societal needs, and gaps where corporate organisations could get involved. Areas such as education, infrastructure, sanitation and nutrition were highlighted, and companies were requested to consider a regional approach.

Various NGOs spoke about their projects, and a panel of experts discussed particular challenges in the field, including the need to tackle sustainability and the importance of measuring impact.

We plan to continue seeking collaboration with a wide range of partners, explore synergies and consolidate efforts to achieve the greatest impact – to the benefit of the most vulnerable members of society.

Education and training

All nations need education and training to make progress. That is why development programmes the world over aim to empower individuals with knowledge and skills.

This area is therefore a primary focus for the Capricorn Foundation. In 2022, we supported six relevant projects – from a new secondary school and e-learning to educational material and ECD. But our focus is increasingly shifting to the latter.

The early years of a child's life are critical in terms of building a strong foundation for healthy development, well-being and lifelong learning. ECD investment is one of the most cost-effective strategies for the development of the human capital required for economic and social progress.

Unfortunately, Namibia's ECD investment is relatively low compared to other areas of education spending and international benchmarks. Public education spending is skewed towards primary and secondary education, with only 0.12% going to ECD, compared to the 1% recommended by the United Nations Children's Fund.

As a result, we want to strengthen ECD services through broadening access and improving quality. We are supporting projects in this field and are also working with the government and other partners to take ECD forward.

ECD networking session

In April 2022, the Capricorn Foundation hosted a workshop bringing together key ECD players from both the public and private sectors in Namibia. The event, titled "The Namibian Child", featured an assessment of ECD in Namibia. It was attended by government representatives, development partners, NGOs and corporates – all eager to improve ECD in Namibia.

Attendees heard that Namibia has 2,900 registered ECD centres, but that they only cater for approximately 20% of children between the ages of 0 and 6 years old. There is, therefore, a great need for collaboration with community-run ECD centres, NGOs, development partners and corporates. The Ministry of Gender Equality, Poverty Eradication and Social Welfare highlighted efforts by the government to improve the sector, such as a review of the National Integrated ECD Policy.

The workshop provided participants with a valuable opportunity to share ideas and learn from each other. A safe, healthy and conducive learning environment is critical for children to maximise their early learning and build a strong foundation for their development. That is why the Foundation will continue to bring ECD role players together and collaborate with partners doing important work in this field.



Development Workshop Namibia

DW DEVELOPMENT WORKSHOP

FUNDING
N\$800,000

BENEFICIARIES
1,700 children
0 - 6 years old
10 ECD centres
100 teachers

AREA
Oshakati

AREA
Opuwo and Katima Mulilo

BENEFICIARIES
652 children
25 ECD centres
52 educators

1 NO POVERTY, 4 QUALITY EDUCATION, 10 REDUCED INEQUALITIES

Social Progression

Nearly 50% of Namibia's urban population live in shacks due to a lack of affordable land and housing. Most residents are unemployed or earn only a small income, and few have access to good early learning opportunities for their children.

Development Workshop Namibia ("DWN") is an NGO working to address these problems by focusing on sustainable urban development with interventions in residential land and housing, urban sanitation, infrastructure and ECD.

In 2022, the Foundation funded a project to improve the quality of ECD in informal settlements through physical infrastructure improvements, pedagogical support and literacy opportunities. The project was rolled out in Oshakati in northern Namibia.

- > 10 ECD centres were identified for improvements to physical infrastructure, including classrooms, toilets and outdoor play areas.
- > Each centre received a library box containing at least 20 children's books in English and Oshindonga.
- > 100 ECD teachers received training on cognitive and language development, as well as on child literacy.
- > 100 educators were trained on the importance of early literacy, including how to read aloud to young children.

The library boxes are also accessible to other ECD centres in the area and to parents, who may borrow the books so they can read stories to their children at home.

In June 2022 the project further expanded to Opuwo and Katima Mulilo, benefitting 652 children from 25 ECD centres. Many of these ECD centres do not have toilets or playgrounds and the financial support from the foundation will enable DWN to upgrade the ECD centres.



"I like reading stories to my learners as it improves their language development and communication skills."

– ECD teacher Hileni Shekudja



Amos Meerkat Syllabus



FUNDING
N\$300,000

BENEFICIARIES

4,380 children
219 teachers
23 monitors



Social Progression



AREA
Kunene, Kavango East,
Oshana, Erongo, Hardap,
Karas, Khomas, Otjozondupa,
Omaheke

Young children in remote areas of Namibia often do not have the opportunity to attend a formal ECD facility to ensure that they are on par with other learners when they enter Grade 1.

The Amos Meerkat Syllabus project addresses this problem by equipping informal preschools on farms and nearby settlements with an appropriate curriculum and teaching aids.

The easy-to-use material empowers any literate adult – including mothers and fathers – to prepare five and six-year-olds for school readiness. A series of 12 teacher guides and learner workbooks are provided, accompanied by complete lessons and wall posters. Topics covered in the Amos Meerkat Syllabus include My School, Myself, Senses, Colours, Shapes, Farm, Town, Namibia, Transport, Wild Animals, Christmas and Off to the Big School. Each topic stretches over three weeks.

Since its launch in 2012, the project has reached around 5,000 preschool children across Namibia every year, from Lüderitz in the south to Katima Mulilo in the north.

The funding provided by the Foundation in 2022 was used to train teachers and project monitors.



African Child Development Trust






FUNDING N\$500,000	BENEFICIARIES 360 000 learners in over 900 schools and 500 ECD centres
AREA Nationwide	

When COVID-19 struck in 2020, schools nationwide were closed to prevent transmission. However, very few learners had access to the internet or even a television, so the vast majority could not participate in existing e-learning programmes in Namibia. This would compound the problem of high repetition and drop-out rates, especially in rural areas.

The need was clear: quality educational materials in children’s language of instruction that could be provided nationwide. The Ministry of Education, Arts and Culture (“MoEAC”) and Namibia Media Holdings, through its newly established African Child Development Trust, formed a partnership to provide material for the pre-primary and primary phases.

Books covering the entire 36-week curriculum for all grades were designed, printed on newsprint in 12 languages and distributed to all 14 regions of Namibia as newspaper inserts. The numbers are staggering – over 12 million books were delivered in 2020 and 2021, reaching 360,000 children in over 900 schools and 500 ECD centres.

The Foundation is one of the main financial partners of the African Child Development Trust.

Eduvision






FUNDING N\$540,000	BENEFICIARIES 10 schools 5,800 Grade 8 – 12 learners 265 teachers
AREA Otjozondjupa, Kunene, Kavango West, Omaheke, Hardap, Oshana	

Namibia’s wide-open spaces pose numerous educational challenges, especially in remote areas. Here, a shortfall of infrastructure deprives many learners of effective teaching.

Eduvision Online Learning uses technological advances in e-learning to improve the reach and richness of teaching in Namibia. This way, learners in rural areas are provided with opportunities similar to their urban school counterparts.


The starting point is to capture lessons in mathematics, physics, chemistry and biology, for grades 10 to 12. These are recorded by well-qualified, competent and experienced teachers.

Smartboards are installed, and if necessary, internet access is provided. Teachers get training in blended learning, and schools receive recorded lessons. In addition, live interactive lessons are conducted on request. Regular school visits take place to monitor the system.

In 2022, 10 schools in remote areas were reached, to the benefit of 5,800 learners and 265 teachers. The overall target is 50 schools in all regions.


The Foundation’s funding covered internet fees and software licences. In addition, a teacher was sponsored to record economics lessons for the platform.



 *E-learning has promoted learners’ interest and led to better understanding and retention of content, resulting in better grades.”*
– A teacher participating in the Eduvision programme




St Paul's College online and recorded Economics lessons




our foundation, your success

FUNDING
N\$187,500

BENEFICIARIES
Grade 11 learners in Namibia with Economics as a subject as well as the general public interested in Economics



Social Progression



4 QUALITY EDUCATION


AREA
Nationwide

Founded in 1962, St Paul's College in Windhoek is internationally recognised for its academic excellence. The school uses modern technology that allows it to extend its reach. Lessons in Economics are being recorded and provided to other schools, made available online and supplied to a television station and e-learning provider. This is specifically for the Namibia Senior Secondary Certificate, Ordinary Level, Grade 11.

The funding provided by the Foundation contributed to the production and distribution of 49 lessons. The finalised content is supplied to OneAfrica and Eduvision on an ongoing basis.




Karstveld Academy




FUNDING
N\$879,296

BENEFICIARIES
27 teachers
225 learners



Social Progression



4 QUALITY EDUCATION

AREA
Grootfontein

The Karstveld Academy, a private school in Grootfontein, opened its doors in January 2021 for learners from Grade RRR to A level on the Namibian school curriculum. The school aims to be a symbol of excellence.

The school provides quality education at affordable rates and offers learners the opportunity to participate in sports and culture and other extra-curricular activities. It also has hostel accommodation, which makes the academy a viable choice for learners from across Namibia.

It aims to produce well-rounded and responsible individuals who respect others and embrace diversity, young people with the ambition to expand their horizons and become valuable members of society.

The funding that the Foundation provided to the school in 2022 was used to supplement the school's ongoing operating costs. The school opened its doors during the COVID-19 pandemic, which had a substantial financial impact on the new school.



Economic advancement



Economic advancement

Economic advancement is just as important as education and training. For any society to function properly, it needs to provide individuals with the opportunity to apply their knowledge and skills productively, to the benefit of all.

This is reflected in national and global development programmes. Economic advancement is therefore Capricorn Foundation's second primary focus area. It is our way of promoting entrepreneurship and job creation to stimulate economic growth.

In 2022, we supported three projects in this focus area.

Women at Work Training Centre



PROMOTING A CULTURE OF INDEPENDENCE

FUNDING
N\$610,000


BENEFICIARIES
76 students enrolled
in hospitality courses



Economic Advancement



Social Progression



1 NO POVERTY



2 ZERO HUNGER

AREA
**Windhoek
Grootfontein**

The Women at Work Training Centre is a non-profit organisation that lives up to its slogan of "Promoting a culture of independence". Since its establishment in 2009, it has trained thousands of students, placed hundreds with employers, and empowered many more to earn a living of their own with the skills they gained at the centres in Windhoek and Grootfontein. The organisation aims to be a bridge for Namibian youth. It primarily caters to those who have not completed their schooling, are unemployed and underemployed by empowering them with basic skills. Courses offered include cooking, baking, cleaning, dressmaking, au pairing and life skills.

Through close collaboration with the hospitality industry, the centre allows trainees to do on-the-job training at suitable lodges, guest houses, hotels and restaurants, opening doors to future employment opportunities.

In 2022, the Foundation's funding subsidised students attending the centre's hospitality course. It would be difficult to operate without the support of organisations such as the Capricorn Foundation. They enable us to continue running with our mandate. To date, we have trained 1,035 people in the hospitality course and 726 people in other courses such as dressmaking and patternmaking.





It is an all-too-common sight in many towns and cities all over Namibia – unemployed men sitting at the roadside in the hope that they will be approached for piecework. This is exactly the target group that the non-profit organisation, Men on the Side of the Road (“MSR”), was founded in 2007 to benefit.

MSR provides training in life skills, financial literacy and entrepreneurship to motivated unemployed individuals to give them a better chance in the job market. The organisation operates from Windhoek and Swakopmund, with more than 2,000 members on its database. It has connected more than 300 people to full-time jobs, 1,440 temporary and 331 part-time job opportunities.

In addition to job placements, MSR provided 572 people with training opportunities in various vocational trades, such as plumbing, electrical work, bricklaying, welding and motor mechanics.

In 2022, the Foundation funded MSR to establish a furniture refurbishment workshop following the signing of a memorandum of agreement with the Ministry of Education to repair broken school desks and chairs. This workshop will employ many of the organisation’s job seekers and generate much-needed income for them and their families.



The Omba Arts Trust is a not-for-profit social enterprise supporting the sustainable livelihoods of artisans and artists living in rural communities in Namibia. The trust has been operating for over 30 years, supporting the development, marketing and sale of some of the country’s most iconic handicrafts and contemporary San art.

The trust facilitates sustainable livelihoods in communities with few formal employment opportunities. It works with 465 artisans, 95% of whom are women, in nine regions, many living in marginalised remote areas of the country.

By celebrating the country’s cultural diversity, Omba assists artisans to make a living by embracing and exploring their cultural heritage. All its products reflect traditional skills and ancient techniques merged with a contemporary design suited to different markets.

Omba believes that craft is a conduit for broader community development. As a member of the World Fair Trade Organisation since 2007, Omba has developed practices, training and relationships to build skills and promote resilience, social connectivity, hope and environmental awareness.

The funding provided by the Foundation supported Omba’s work with San artisans in Omaheke and Ohangwena.



Vulnerability



Vulnerability

More than 43 % of Namibia’s population live in poverty, according to the Namibia Multidimensional Poverty Index Report 2021. Various indicators in education, health and living standards show their level of disadvantage. The youngest children in Namibia are the poorest, with the highest incidence of poverty reported among children aged 1 – 4 years (56 %), followed by 5 – 9 years (50 %) and 10 – 14 years (48 %).

According to the World Food Programme, an estimated 42 % of Namibia’s population is undernourished due to high rates of poverty, unemployment (28 %), HIV and Aids (16 %) and household income disparities.

That is why the Capricorn Foundation supports programmes aimed at meeting the basic needs of vulnerable groups – in line with Namibia’s Harambee Prosperity Plan II and the UN’s SDGs.

Capricorn Foundation Food Waste Challenge



FUNDING
N\$335,096

AREA
Nationwide

BENEFICIARIES
42% of
Namibia’s population
that is considered
undernourished

According to the World Food Programme, one-third of food produced for human consumption is lost or wasted globally. This amounts to about 1.3 billion tons per year, worth approximately US\$1 trillion.

Heaps of consumable food are discarded in Namibia every day, which would have made a huge difference to the many people in our nation who often go hungry. We need solutions urgently. While it is true that there are ongoing efforts to address food insecurity, new approaches can result in exponential benefits to the whole of society.

The Capricorn Foundation launched its Food Waste Challenge at the end of June 2022. We hope to find solutions to addressing food waste, increase awareness of how food waste compounds the problem of food insecurity and encourage better collaboration throughout the food chain.

We are looking for a domino effect that can result in exponential benefits. A solution to this problem would not only address the food insecurity suffered by the most vulnerable people in Namibia but would also positively impact the rest of society.

Ultimately, we seek solutions that would effectively lead to more food, which would have been wasted otherwise, reaching vulnerable communities. The challenge should provide new ideas on how this can be done.

Based on an open innovation platform (<https://capricornfoodwastechallenge.skild.com>), the challenge allows anyone to compete for a prize of N\$100,000 to be awarded for the winning solution. An expert panel of judges representing various sectors of the economy will select the winning solution. We look forward to reporting on the outcomes of this initiative in next year’s report.

Imago Dei



Social Progression



FUNDING
N\$540,000

AREA
Kunene, Kavango East,
Oshana, Erongo, Hardap,
Karas, Khomas, Otjozondupa,
Omaheke

BENEFICIARIES
405 children
30 women
450 elderly persons
1,500 persons
affected by violence
and neglect
2,000+ indirect
beneficiaries

Imago Dei acts as a bridge between the haves and the have-nots by mobilising resources and channelling these to deserving projects in a well-governed, responsible and transparent manner.




The organisation receives contributions from both individual and corporate givers. It supports various community-based organisations that apply for project funding in the categories of basic needs, psychosocial intervention, education and training, or job creation.

The recipients benefit from the funding they get to run their programmes and the assistance provided to operate effectively and efficiently while seeking to become self-sufficient.

Imago Dei has been a strategic partner of the Foundation since its establishment, and apart from investing the funds of the Foundation into a range of programmes benefiting the vulnerable in society, Imago Dei also supports the Capricorn Group in organising its employee Changemaker programme initiatives.



Gondwana Care Trust

FUNDING N\$480,000	BENEFICIARIES 2,000 children 1,200 adults
AREA Karas, Hardap, Khomas, Erongo, Kunene and Oshikoto Regions	

The Gondwana Care Trust began as a philanthropic project driven by employees of Gondwana Collection. This Namibian company combines its tourism business with nature conservation and social commitment in a sustainable manner.

Its MealForTwo project was initiated in response to Namibia's increasing problem of food insecurity. Basic staple food prices have been rising steeply, and more than 20% of Namibians suffer from hunger. The COVID-19 lockdowns and restrictions aggravated the country's high unemployment and poverty rates.

The project benefits vulnerable communities by channelling surplus meat from the Gondwana butchery to soup kitchens, nursing homes and school hostels in the rural communities close to their lodges in the Karas, Hardap, Khomas, Erongo, Kunene and Oshikoto regions.

A longstanding partnership with Bank Windhoek, and lately with the Capricorn Foundation, has allowed the trust to add dry goods. The project continues to grow, as can be seen from these figures:



	2018	2019	2020	2021
Meals donated	18,500	24,000	146,000	254,000
Meals per day	200	400	4,497	8,383



Step out of Poverty through Education and Support








FUNDING N\$135,000	BENEFICIARIES 25 informal preschools 80 teachers 1,700 children
AREA Vulnerable Windhoek communities (Okuryangava, Havana, Hakahana, Otjomuise, Greenwell Matongo, Katutura)	

The Step out of Poverty through Education and Support ("SPES") charity provides holistic assistance to informal preschools, helping them to develop a well-functioning and high-impact ECD facility. This creates opportunities for the attending children to reach their full potential and realise their dreams.

SPES operates in and around Windhoek, specifically in the informal settlements of Okuryangava, Havana, Hakahana, Otjomuise, Greenwell Matongo and Katutura, where it supports 25 informal preschools with a total of 80 teachers serving 1,700 children. Children often face multidimensional poverty, hopelessness, abuse, and neglect in these impoverished areas.

In 2022, the impact of COVID-19 exacerbated these challenges. The Foundation stepped in to help the children and their families while schools remained closed. SPES used the funds for food parcels, home activity booklets, and relief funding for the teachers, who were not earning salaries at the time.





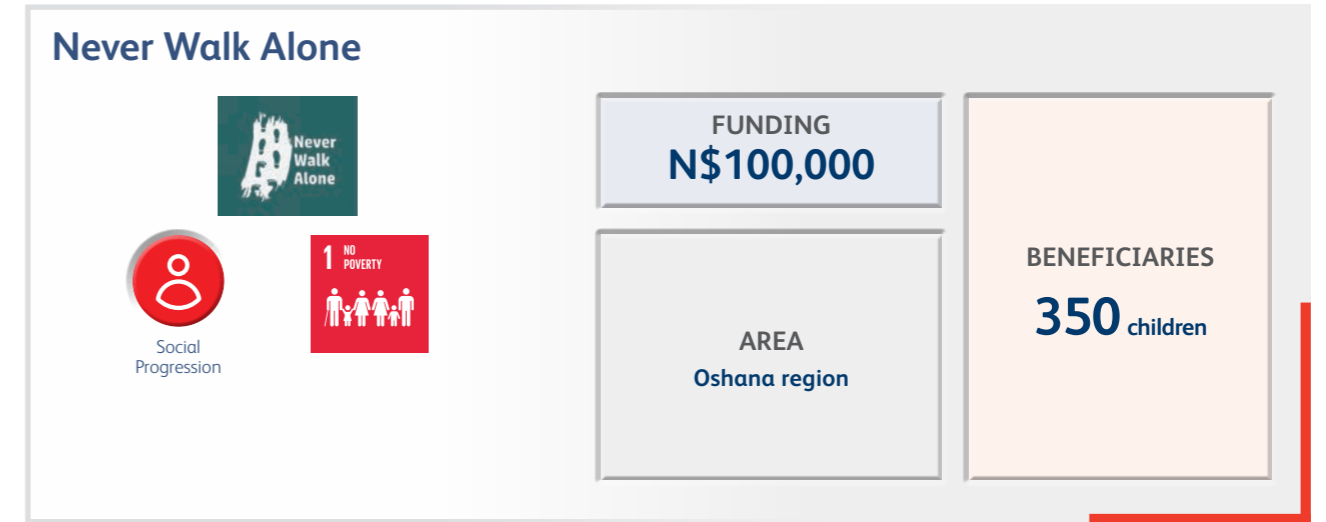
Christ's Hope International was established as a non-profit organisation in Namibia in 2003 and has since spread its wings to seven other African countries. In Namibia, the organisation operates in the Hardap, Karas, Omusati and Otjozondjupa regions, supporting orphans and vulnerable children with school wear, stationery, after-school care, and coaching.

The children come from vulnerable homes with parents or guardians who have HIV/Aids. They are supported to enable them to complete their secondary education.

The financial assistance provided by the Foundation was used to train caregivers, roll out a reading programme, provide families with food, and purchase uniforms and stationery for children returning to school.



"I love reading and now read better at school since we started reading at the care point in the afternoons."
– Mary, one of the children supported by Christ's Hope Namibia



A child without shoes is one of the most visible signs of poverty, Namibian non-profit organisation Never Walk Alone says on its website. Founded by Tim Ekandjo, the organisation has made it its mission to ensure that every child in the country owns a brand-new pair of shoes, providing them with dignity and allowing them to step into their destiny.

The Capricorn Foundation wholeheartedly supports this goal and made a donation to Never Walk Alone partner Shilongo Leather Works for the provision of 350 pairs of school shoes for children in the Oshana Region, northern Namibia.



"To the learners: we are here for you. You will never walk alone. When you put on the shoes, we want you to become the best that you can be."
– Tim Ekandjo, Founder

Health



In developing nations, the health of the population is frequently a major challenge – and Namibia is no exception. The Harambee Prosperity Plan II calls for increasing access to healthcare and arresting GBV and violence against children, and at the global level, the UN’s SDGs have good health and well-being as one of its goals.

For the Capricorn Foundation, this is an area that we would like to develop further. We supported one project in 2022, after significant resources were spent in 2021 in supporting government and vulnerable communities in the fight against the COVID-19 pandemic.



Zachary Itodo started the Response Action Based Organisation to help in cases of violence, neglect, abuse, suicide attempts and conflict in and around Windhoek. There was a need for someone to get to the scene fast, support those involved and help them get the necessary assistance. The organisation acts much like a first responder service, stepping in to rescue victims, providing transport to a hospital, mediating where necessary and offering further referrals to social workers and other service providers. To provide this much-needed service, the organisation needed reliable transport. In May 2022, the Foundation funded the organisation to purchase a new vehicle. The vehicle will be used to respond to calls for assistance and to visit schools and communities, where it conducts campaigns against gender-based violence, substance abuse and other social ills. They work very closely with the police and other government agencies. The vehicle will also help the organisation get to meetings, where various stakeholders regularly review the situation in a particular community and brainstorm how best to provide emergency and preventative interventions.



Sustainability



Climate change has become a global threat, with Africa set to experience a rise in temperatures and a reduction in rainfall. This is of particular concern for an arid country such as Namibia, which is why we must all do what we can to promote the conservation of our natural resources.

In 2022, the Capricorn Foundation supported an innovative initiative providing solar lights to households without electricity, which also contributes to other goals of both the Harambee Prosperity Plan II and the SDGs, such as health and education.



Namibia is famous for its sunshine, so iconic that the sun appears on the nation’s flag. But at night many households have to make do without a safe and clean light source due to a lack of electricity in parts of the country.

Using candles and paraffin lamps can damage human health by causing respiratory problems, and there is always the risk of burns and fires. An added challenge is that relying on these energy sources limits children’s study time.

The Edu-Light initiative of private company Greenville Solar aims to overcome these challenges by providing solar lights to learners living in informal and rural settlements. The goal is to improve their school performance by providing them with the opportunity to study longer in a healthier, safer and brighter environment. This also enables the family to save on energy costs.

The funding provided by the Foundation enabled Greenville to provide 671 learners attending three different schools in Eenhana in northern Namibia with solar lights.



“We do not have torches at home, and we struggle to read our books more. I am happy with this solar light because I can read and study anytime,”
– said Sarafina Linus from Eenhana Secondary School.

The Group's social investments

Capricorn Group

There is still much that can be done to address the needs in society, but with every action taken, we are one step closer to creating a better tomorrow for everyone.

Apart from the Capricorn Foundation, Capricorn Group, through the Group Brand and Corporate Affairs department, allocates sponsorships and donations to reputable entities that focus on education and training, welfare (including food security), health and sport in line with the Group's corporate social responsibility policy. We also provide our employees with a platform to volunteer their time to worthy causes through our signature Changemaker Programme. During the period under review, Capricorn Group invested N\$1,622,385 in various corporate social responsibility programmes. In addition, Capricorn Group supports the Capricorn Foundation with administrative support. Highlights of the CSR activities of Capricorn Group are outlined below.

Transforming Namibia, one mother at a time



Studies¹ have shown that single mothers are more likely to be young, unemployed, employed in low-paying jobs, and poor. However, single mothers who are financially stable and economically independent can take good care of their children, which results in positive outcomes.

Sometimes, single mothers cannot take up employment because of their child's needs, especially if their child is still young. One study showed that single mothers end up engaging in low-paying jobs to cope with single motherhood to take care of their children and families.

An initiative that aims to address this problem is the Oyayone Foundation, founded by Namibia's Presidential Advisor on Youth Matters, Daisry Mathias, in February 2022. The Oyayone Foundation works for and with under-resourced single mothers in Namibia to break the cycle of poverty by accelerating women's economic empowerment and social progression.

With the slogan, "Transforming Namibia, one mother at a time", the Oyayone Foundation supports skills development for young single mothers from vulnerable communities so that they can begin to create their own opportunities and jobs, contributing to economic progression.

In 2022, Capricorn Group provided financial support to the Oyayone Foundation to develop a website.

 *Capricorn Group aspires to be connectors of positive change and pride ourselves on the commitment of our employees to be Changemakers"*
– Marelize Horn: Group Executive: Brand & Corporate Affairs

Rhino Momma Project



With poaching increasing and numerous baby rhinos being left orphaned, a countrywide call for assistance towards the Rhino Momma Project was made in June 2022.

The Capricorn Foundation made a financial contribution, and also called on its employees to support the initiative. In their capacity as Changemakers, staff members joined hands to donate fat-free milk to ensure that the much-needed nutritional support could be provided. Our employees donated over 180 cartons of milk.



¹ Odimegwu, CO, Mutanda, N and Mbanefo, CM. "Correlates of Single Motherhood in Four Sub-Saharan African Countries". In Journal of Comparative Family Studies, Volume XLVIII Number 4 Autumn 2017.

Stopping the rot



2022 contribution:
N\$58,000

"While corrupt individuals with political power enjoy a lavish life, millions of Africans are deprived of their basic needs like food, health, education, housing, access to clean water and sanitation."

This was said by José Ugaz, Transparency International Chair, commenting on a survey that describes how citizens experience corruption on our continent.

An initiative hard at work to do something about corruption is the Business Ethics Network of Africa ("BEN-Africa"). Their stated mission is to strengthen Africans' commitment and competence to do business with moral integrity.

They connect people and facilitate dialogue at events such as their 20th annual conference, which was held in Swakopmund in November 2021. One of the many relevant discussion points was how to reinvigorate ethics in African business to restore its transformative and development impetus.

Capricorn Group supported the conference in line with our conviction that key role-players – including businesses, governments and civil society – need to improve transparency and good governance and create more awareness of ethical practices and behaviour.

We specifically sponsored a breakfast event where BEN-Africa bestowed its Order of the Baobab on whistleblower Jóhannes Stefánsson, who had exposed corruption and wrongdoing against the people of Namibia by his Icelandic employer Samherji and complicit Namibian officials.



Doing all we can



2022 contribution:
N\$200,000

Accountants help organisations by ensuring that they comply with financial laws and regulations and by analysing financial data to provide feedback that will assist decision-making. It is therefore in the interest of a financial services group committed to responsible banking principles and strong corporate citizenship to do its bit to ensure a healthy accounting profession.

Capricorn Group provided professional sponsorship to the Institute of Chartered Accountants of Namibia ("ICAN") in 2022. The Institute strives for a high standard of professional conduct and works hard to preserve and maintain the integrity and status of the accounting profession in Namibia.

ICAN utilised our sponsorship for hosting training and professional development to its members, and to create opportunities for 140 students studying to become chartered accountants.



Single-mindedly pursuing upliftment



2022 contribution:
N\$16,000

In 2016, Namibia's first lady, Monica Geingos, established the One Economy Foundation to help realise the dream of a country where "inequality is significantly reduced and the formal and informal economy increasingly becomes one".

Since then, the One Economy Foundation has worked hard to help people transcend their circumstances by building a bridge to inclusivity for as many Namibians as possible. The One Economy Foundation is guided by the notion that opportunity needs to be underpinned by support. It undertakes such initiatives as microfinancing, entrepreneurial training, bursaries for disadvantaged youth and social development.

Capricorn Group contributed to the One Economy Foundation at an annual fundraising event towards the end of 2021, where it was reported that financial support and mentorship had been provided to 46 micro-entrepreneurs.



Matters of the heart



2022 contribution:
N\$60,000

Namibia has a high prevalence of cardiovascular diseases, contributing up to 30% of all deaths in the country. The Namibia Heart Foundation ("NHF") was established in 2019 to make a difference by equipping Namibians with life-saving knowledge and promoting a healthy lifestyle.

NHF creates awareness, educates people about heart-healthy choices, and supports patients with heart conditions. They focus on the early detection of heart problems and advocating for good emergency care and medical treatment. NHF volunteers regularly visit hospitals and nursing homes.

Capricorn Group has supported the NHF from inception, and in 2022, we contributed to the NHF's fundraising efforts. The NHF reported that they assisted 13 children and 33 adults, including 24 older people, suffering from heart conditions this year.



Capricorn Group Schools Netball League



2022 contribution:
N\$60,000

Sport can play an important role in the lives of young people by promoting healthy living, building character, and holding up positive role models. In addition, women's sport advances gender equality. So, it was a double blow when COVID-19 struck in 2020, and netball was halted in its tracks due to school closures and sports restrictions.

In April 2022 Capricorn Group relaunched the national netball league for schools when government lifted the restrictions on sport. The competition carries the official endorsement of the Namibia Schools Sport Union. A total of 16 schools, 47 teams with around 450 players ranging from under-12s to under-19s, will compete for the national title in their respective age groups. Games commenced in May, and the national play-offs were scheduled for August.

Our sponsorship will lay the foundation for advancing netball in Namibia by developing the sport in primary and secondary schools. The focus on women's sports will also contribute to gender equality.



 *Netball plays an important role in the lives of many girls in Namibia.* – Liezel Garbers, chairperson of the Capricorn Group Schools Netball League

Giving women's cricket wings



2022 contribution:
N\$250,000

Capricorn Group is delighted to be the official naming partner of Namibia's national women's cricket team. The Capricorn Eagles are 21st in the world on the ICC's Women's T20 International rankings, the 5th highest placed team from Africa.

Our sponsorship, which started in 2021, extends to all women's cricket in Namibia, including cricket festivals and the girls' cricket school league. The Capricorn Women's Tri-Series between Namibia, Uganda and Zimbabwe took place at the Wanderers Cricket Ground in Windhoek in April 2022. And in May, 12 teams participated in the Capricorn Outjo Annual Girls' Cricket Festival.

Together with Cricket Namibia, we are developing women's cricket in our country by providing a platform for girls and women who play cricket to compete locally, continentally and internationally. Equally important is that we support women's empowerment through equal opportunities in sports. By nurturing women's cricket, we want to increase female sports participation. This promotes healthy living and holds positive role models for girls and women everywhere.



 *The Capricorn Eagles have made great strides. They fly the Namibian flag high wherever they go, and we are proud to be associated with these inspirational women.* – Marlize Horn, Group Executive: Brand & Corporate Affairs, Capricorn Group

A ride like no other



2022 contribution:
N\$250,000

The inaugural Ride the Ridges mountain bike stage race in March 2022 exceeded all expectations. The exclusive and unique event, co-sponsored by Capricorn Group and PSG, turned out to be an epic adventure over three days on the scenic ridges around Windhoek.

A total of 150 riders had access to seldom used jeep and game tracks in and around Heja Lodge. They covered 30km on day one, 70km on day two, and 40km on day three.

Capricorn Group sponsored the ride in the interest of promoting healthy lifestyles. Hosting a world-class cycling event also contributed to the positive positioning of the country on the global sporting stage.



Changemaker programme

Employee volunteerism adds great value to corporate social responsibility initiatives. When a company is willing to allow its employees to volunteer their productive time to support communities, it shows its heart. Not only does it build brand pride and enhance engagement among employees, but it also allows them to experience a sense of fulfilment.

Capricorn Group's Changemaker Programme allows our employees to become part of the solution to some of the problems that our communities face. The programme embodies our Group's purpose to be Connectors of Positive Change.

We are proud of our Changemakers and thank them for making a positive difference in our communities.



Green Week supports vulnerable communities

Food insecurity in Namibia is on the rise, and hundreds of thousands of people in vulnerable communities need help. Vegetable gardening is a sustainable method of securing a steady supply of nutritious food. Additionally, by selling excess produce, community members can earn much-needed income.

It is against this backdrop that Capricorn Group initiated a Green Week in the third quarter of 2022, during which around 50 of our employees volunteered their afternoons to do vegetable gardening in the informal settlements of Windhoek.

The Changemakers worked four hours a day for a week on preparing the soil and planting spinach, cabbage, tomatoes, onions, carrots, beetroot and potatoes.

 *It was an eye-opening experience. It made me realise how privileged we are to have jobs and food. On my own, I would not have been able to make such an impact.*
– Eon Brendell, Exchange Control Compliance, Bank Windhoek



School feeding scheme boosted

More than 100 children rely on Rehoboth Primary School's feeding scheme for a nutritious meal, but ever since its greenhouse and irrigation system had fallen into disrepair, the school was finding this an increasingly tall order to fulfil.

Michelle Strauss, an alumna of the school now serving on its board, working at the Capricorn Branch of Bank Windhoek, entered the school's Greenhouse Project in the Changemaker Competition. She indicated the need for assistance to plant and harvest vegetables, which will be used for the soup kitchen.

Her entry was selected as the winning project and as the winner, the team received the necessary financial support from Capricorn Group to purchase nets, tools, seeds, irrigation pipes and a water tank to revive the school's vegetable garden.



Special assistance to early intervention centre

The Side-by-Side Centre in Goreangab, Windhoek caters for special needs children, offering a day-care centre, early intervention sessions, neonatal clinic, home visits and workshops for parents.

In 2022, the centre was selected for assistance by the Capricorn Group, which sponsored the construction of three ramps to allow wheelchair users to access classrooms.

In addition, 33 Capricorn employees volunteered to help out at the centre as part of the Group's Changemaker Programme. They painted, gardened and spent time interacting and playing with the kids. One of the highlights was the creation of an outdoor sensory path.



Hope and warmth for vulnerable children

At the start of June 2022, as winter descended on Namibia, Capricorn Group once again reached out to the community.

More than 40 employees, in their role as Changemakers, warmed hearts with a donation of blankets, socks, beanies, scarves and gloves to Windhoek's Hope Village. Employees made personal donations of these

items, supplemented by Capricorn Group. The facility in Goreangab, Katutura, provides a home to orphans and abandoned children, many of whom are infected with or affected by HIV/Aids.

The Capricorn Group employees also lent a helping hand with the upgrading of the centre. They painted baby rooms and a jungle gym, served meals and interacted with the children.

Bank Windhoek Managing Director Baronice Hans and members of her executive management team joined the Changemakers to show support for the Hope Village by making a donation on behalf of the Bank.



 *We are very happy that every child has received a new blanket and other items for the winter, all thanks to the generosity of our employees.”*
– Marelize Horn, Group Executive: Brand & Corporate Affairs, Capricorn Group

Supporting senior citizens during the festive season

Christmas can be a lonely time for senior citizens. In December 2021, Capricorn Group ensured that for 400 elderly people in Khomasdal a cheerful festive season would be on the cards by assisting the Namibia

Christian Women Aid Society, a non-profit organisation active in vulnerable communities.

Capricorn Group employees, in their role as Changemakers, spent time with pensioners, serving meals and drinks, playing games, singing carols, and spoiling them with haircuts and manicures. In the run-up to the event, employees who could not attend were encouraged to contribute financially, so that grocery hampers could be provided to the beneficiaries.





Subsidiaries' social investments

Capricorn Group's two banking subsidiaries, operating in Namibia and Botswana, and other subsidiaries, such as CAM and Entrepo, run their own projects to create social value. These are over and above the work of the Capricorn Foundation as our main vehicle for CSR, to which Bank Windhoek, CAM and Entrepo contribute annually.

Bank Windhoek

During the period under review, Bank Windhoek invested N\$5,277,514 in various corporate social responsibility initiatives over and above its contribution to the Capricorn Foundation. In addition, Bank Windhoek, Capricorn Group's flagship brand, was the first commercial bank in southern Africa to issue and list green and sustainability bonds. The Sustainability Bond allowed the Bank to raise additional sources of funding to the amount of N\$407 million solely earmarked to finance a wide array of projects offering broad societal, economic and environmental benefits throughout Namibia. Bank Windhoek is the only bank in Namibia that is a member of the Nasdaq Sustainable Bond Network.

The Bank has a strong track record of driving financial inclusion in remote areas of Namibia through its extensive branch network.

Bank Windhoek also launched a unique sustainability loan offering, which aims to encourage investments in energy efficiency, renewable energy and sustainable agricultural projects to support Namibia's transition toward a low-carbon and climate-resilient economy. This initiative allows the bank to unequivocally set the tone of its commitment to sustainable finance in the local market.

The Bank believes that organisations, globally and countrywide, share in the responsibility to protect the environment for future generations and can only move forward by being involved in the communities in which they operate.

Highlights of the CSR activities of Bank Windhoek follow below.

Bank Windhoek Cancer Apple Project



Cancer Apple Project

FUNDING

N\$500,000

to run project, raising

N\$1.4 million

BENEFICIARIES

Cancer patients and vulnerable communities



Social Progression



3 GOOD HEALTH AND WELL-BEING

AREA

Nationwide

The objective of the Bank Windhoek Cancer Apple Project is to help raise funds for the Cancer Association of Namibia ("CAN"). The annual fundraising initiative enables CAN to create cancer awareness and carry out its Patient Financial Assistance and the National Outreach programmes, aimed at screening Namibians for cervical and prostate cancer throughout the 14 regions at no cost.

Since its inception in 2000, the project has become one of Namibia's most significant fundraising initiatives. To celebrate the project's 21st anniversary in 2021, Bank Windhoek launched the innovative e-Apple platform and introduced the juice element. Through the platform, contributors can order apple juice and physical apples or make a financial contribution by purchasing virtual apples.

To date, the project has raised N\$31.9 million (N\$1.4 million raised during the 2021/2022 campaign). In 2022, up to 1 April, a total of 2,251 women and 446 men were screened. Namibian schools remain the most prominent contributors to the Cancer Apple Project. The best participating schools are rewarded with cash prizes and stationary vouchers. Bank Windhoek branches and departments also play a crucial role as apple project representatives, with branches and departments acting as sales points.

For 2021, Bank Windhoek contributed N\$500,000 as a donation towards the project coordination and cost which excluded the time employees across Namibia invested in the Project.



We can again take to the vast open roads of our country and provide preventative cancer screening through the National Cancer Outreach Programme to the value of N\$500,000, while the Patient Financial Assistance Programme will receive an injection of N\$900,000 to aid financially vulnerable Namibians fighting cancer, all thanks to this project.”
– Rolf Hansen, CEO: Cancer Association of Namibia



Bank Windhoek Empathy Project



The Bank Windhoek Empathy Project is a bank-wide annual initiative that provides branches and departments with funding to support community projects of their choice. As a Connector of Positive Change, Bank Windhoek believes every staff member plays a vital role in uplifting the community they operate in. Consequently, the bank is expanding its social footprint as a responsible corporate citizen.

Over 2,000 individuals were supported under the bank's CSR theme of vulnerability, focusing on:

- > Agriculture – gardening initiatives and education, access to clean water
- > Education – early childhood development and support for children with special needs

A total of 30 schools and ECD centres received stationery, uniforms, gardening and renovations. The bank's Empathy Project also supported orphanages, children with special needs, GBV and health centres.

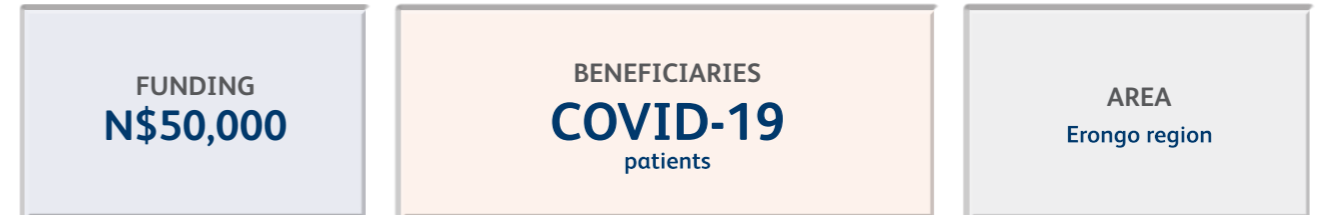


You have set an example as a corporate that is willing to step up and help us.”

– Hon Doreen Sioka, Minister of Gender Equality, Poverty Eradication and Social Welfare



COVID-19 Task Force



At the height of the third wave of COVID-19 infections in 2021, there was a dire need for better home care management for patients because hospitals were overflowing. Bank Windhoek stepped in with support for a task force comprising doctors and nurses who volunteered their services in Walvis Bay, Swakopmund and Henties Bay. The funds were used to procure equipment, including oxygen cylinders, and provide patients with nutritious meals.

National Orphanage Outreach



Through the Bank Windhoek COVID-19 Support Fund, Bank Windhoek supported The National Orphanage Outreach Programme and enabled much-needed support to children across the country in 2021. A total of 1,007 vulnerable children were impacted through the outreach, receiving items such as food parcels, clothes, toys, blankets and mattresses.

MTC and Namibia Breweries also supported the initiative. Bank Windhoek believes that it is through such collective efforts that we can build a sustainable future and what we do today, counts towards this. Organisations that received support include, Eros Children's Home in Windhoek, Christ Hope International Namibia, Oshikuku, Omusati region and Nkurenkuru Maternity Shelter.



We want to ensure that Namibia is a better place because Bank Windhoek is here.”

– Baronice Hans, managing director



WorldSkills Africa

<p>FUNDING N\$1,000,000</p>	<p>BENEFICIARIES Support towards technical and vocational education and training</p>	<p>AREA Swakopmund</p>
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In an increasingly competitive global environment, Namibia recognised Technical and Vocational Education and Training (“TVET”) as a crucial vehicle for social equity, inclusion, and sustainable development. TVETs have the potential to contribute to lower unemployment and poverty alleviation by enhancing the levels of self-confidence of individuals in becoming productive citizens. It is in this realm that Bank Windhoek sponsored the WorldSkills Africa Swakopmund 2022 Skills Competition. Organised by the Namibia Training Authority, the competition created a platform for nine teams of youth from across Africa to compete in 16 skills, including technology, construction and building and creative arts and fashion. As a gold sponsor, Bank Windhoek pledged N\$1 million towards this platform.

Bank Windhoek believes that the event was an essential step in leveraging technical and vocational training as a prominent actor of socio-economic development. Our support to Namibia’s TVET sector is contributing to the establishment of inclusive growth and job creation policies, as emphasised in various national strategies of the Namibian Government, including the Harambee Prosperity Plan II, the National Development Plan 5 and Vision 2030.

The bank also saw this international event as an opportunity to support the generation of knowledge, the sharing of experiences, benchmarking, and innovation in skills development. The event included an international conference and a careers exhibition. It had 70 competitors from nine African countries and attracted thousands of audiences on traditional and social media platforms.



Hope Village

<p>FUNDING N\$210,000</p>	<p>BENEFICIARIES 80 children</p>	<p>AREA Windhoek</p>
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Bank Windhoek through its CSR programme, donated N\$210,000 to Hope Village, an orphanage in Goreangab, Windhoek.

Funds donated to Hope Village will be used towards food security to help feed the 80 children permanently housed at Hope Village. Hope Village is a loving and caring home for orphans, vulnerable, abandoned and children infected and affected with HIV/Aids. The Village’s homes provide for basic needs, including food, protection, and accommodation in a secure environment surrounded by love and affection. It accommodates children from as young as nine months old.

Bank Gaborone

Bank Gaborone is a 15-year-old financial services provider in Botswana with a network of 12 branches nationwide. We offer financial solutions across a full range of banking and related financial services. Our corporate social investment policy sets out broad guidelines for projects addressing socioeconomic challenges. Our funding is mostly focused on health, education and gender equality. During the period under review, Bank Gaborone invested BWP117,419 in CSR initiatives. Highlights of these initiatives follow below.

The Diabetes Association uses the funds to raise awareness of diabetes and care for people with diabetes. In 2022, the Bank hosted free diabetes testing at our branches for both our staff and the public, and also endorsed in a five-kilometre walk to encourage people to stay fit by exercising.

Bank Gaborone Diabetes Apple Project



2022 contribution:
BWP9,500

The Bank Gaborone Diabetes Apple Project was launched in 2014 to raise funds for the Diabetes Association of Botswana in the fight against the disease, which is a growing problem in the country. So far, more than BWP500,000 has been raised.



I am so grateful I took the test. It was discovered that my sugar count was low, and I had to get help immediately.”
– A Bank Gaborone staff member





We are happy to know that we have a company like Bank Gaborone which cares about students' welfare and the future of our country"

– Kago Keofithile, Headmaster: Kang Primary School

Adopt-a-School Project

2022 contribution:
BWP4,834

Over its 15 years since its establishment, Bank Gaborone has supported education from primary to tertiary levels because we believe that children can mould a community and ultimately lead a country to a better place.

The bank has encouraged all its branches to adopt a school and invest in activities at the school. In 2022, the bank sponsored learners at Kang and Lekgwapheng primary schools with stationery. It also ran a training programme at Mahusane Primary to teach children financial literacy.



Down Syndrome donation

2022 contribution:
BWP10,000

Bank Gaborone supported the Down Syndrome Association of Botswana with funds to raise awareness of the condition and how to interact with those living with it.



The earlier a child who has Down Syndrome is integrated into society, the quicker they will be able to adjust, and society will also be more receptive to them."

– Mrs Marina Ngwako, DSAB chairperson



2022 contribution:
N\$394,250

Entrepo is a focused and innovative financial services group providing lending and credit protection products to government employees in Namibia. Besides contributing funds to the Capricorn Foundation, it deploys its own CSR budget towards grassroots upliftment projects. During the period under review, Entrepo invested N\$394,250 in CSR initiatives, with a focus on poverty alleviation, hunger relief and education. Highlights of the CSR activities of Entrepo follow below.

The main project supported by Entrepo was the Side-by-Side Early Intervention Centre in Goreangab, Windhoek, catering for special-needs children (read more on page 45). Entrepo's contributions were used for

training and awareness programmes for the children and their carers, maintenance of the centre and food parcels.

Dagbreek and Oshilimeya schools received funding for school supplies.

Hope Village, which provides a home for abandoned, orphaned and vulnerable children, received funding for cooking gas.

The Happy Land Safe Haven, a place of refuge for abused and abandoned children in Henties Bay, received gift packs for their Grade-11 prizegiving.

The Janine & Suzelle Davin Sport Trust received a donation towards the development of Namibian sport talent.

The Namibia Heart Foundation received a donation for creating awareness and supporting heart ailment sufferers.



Entrepo is committed to improving the lives of Namibians; it gives us great joy to help uplift the community through our contribution to the Capricorn Foundation."

– Leonard Louw, CEO

Capricorn Asset Management

2022 contribution:
N\$210,749

Capricorn Asset Management ("CAM") is a Namibian-owned asset manager offering a wide range of investment products and services across the risk spectrum to retail, affluent, corporate and institutional investors. This includes pension funds and insurance companies, and financial intermediaries and their clients.

The main portion of its CSR contribution is to the Capricorn Foundation, however, CAM also uses a portion of its CSR budget to fund key projects. During the period under review, CAM spent N\$210,749 on CSR activities in education, sports development, poverty relief and health awareness.

Working with its CSR partner Anusa and in collaboration with PEP, CAM ran its signature Class of 2024 Project by purchasing school clothes for less fortunate Grade-1 learners. In the reporting period, the project provided a set of school uniforms and reusable masks to 476 learners across nine schools in Katutura and Khomasdal. In supporting this initiative, as a true Connector of Positive Change, we not only help shape our future generation, but also support the community who are making the school uniforms to make an honourable living for themselves, since Anusa also appoint temporary workers to assist with large orders.

CAM employees were invited to visit some of the schools, where they engaged with the children and assisted with handing out the school uniforms. These outings highlighted the importance of the outreach and how something as basic as a school uniform may seem insignificant, but is crucial for these children to kickstart their academic careers and give them a sense of belonging.

By partnering with Anusa, this has also created additional work opportunities for the women in the community.



CAM contributed to the Janine & Suzelle Davin Sport Trust to continue supporting top junior Namibian athletes and providing them with opportunities to compete nationally and internationally.

CAM contributed to the annual Winter Knights campaign, which is driven by the Round Table organisation and their media partner, Future Media. The contributions were used to provide warm clothes and blankets to those in need, especially during the coldest time of the year.

Through CAM's Employee Impact Fund, CAM contributed to a renovation project at Baby Haven Orphanage. CAM employees visited the orphanage and assisted with the renovations. This included a thorough clean-up of the yard where the children play as well as the removal of broken and dangerous parts of their jungle gym. The teams also constructed a vegetable garden out of recycled wooden pallets that were donated by one of CAM's clients. In the garden, they planted various kinds of fruits and vegetables while passing on instructions on how to take care of the plants going forward. Lastly, the team repainted the orphanage's TV room and built three new bedrooms with bunk beds and bedding for the children.



In collaboration with the SPCA, Border Collie Rescue Namibia and other animal rescue organisations in the country, CAM sponsored the printing costs of Pako Kids Magazine, a publication aimed at teaching children about animals and nature.



CAM supported the annual "Movember" drive of the Cancer Association of Namibia to raise funds for the organisation and bring attention to men's health issues, such as prostate cancer, testicular cancer and men's suicide. For the event, the CAM men collaborated with Parted Barbershop where they all received hot-towel shaves to kick off their Movember journey. For everyone that signed up, CAM donated the same value to the Cancer Association.

In 2016, Namibia's first lady, Monica Geingos, established the One Economy Foundation to help realise the dream of a country where "inequality is significantly reduced and the formal and informal economy increasingly becomes one". The One Economy Foundation is guided by the notion that opportunity needs to be underpinned by support. It undertakes such initiatives as microfinancing, entrepreneurial training, bursaries for disadvantaged youth and social development. CAM contributed to the One Economy Foundation at an annual fundraising event.



As a Namibian company, we have a responsibility to and the wish to make a better Namibia. We believe the more privileged in society should make a positive difference in our country, thereby creating hope for our nation.
– Tertius Liebenberg, managing director

Conclusion

We are proud of the positive impact that the Capricorn Group, through the Foundation and the initiatives of our subsidiaries, has made in the communities during the past year as reflected in our Group's first Social Value report. We remain committed to being Connectors of Positive Change, in line with our Group's purpose. We are fortunate to benefit from the Group's positive financial performance and to be able to give back to the communities in which we operate in a meaningful way.

The social challenges and needs of our communities are great and resources are scarce. Therefore, Capricorn Group will continue to call for more collaboration between private partners, NGOs and the government to address the most pressing social challenges.

To get involved, visit www.capricorn.com.na or send an email to foundation@capricorn.com.na.

