

# DEUTSCHER SCHULVEREIN WINDHOEK (1949)

(INCORPORATED ASSOCIATION NOT FOR GAIN – REG.NO. 21 -472)

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## Documents Annual General Meeting 2026 Deutscher Schulverein Windhoek (1949)



**Directors:** G. Friedrich, R. Gerdes, J. Iben, M. Horsthemke, K. Schünemann\*, A. Stritter\*, W. von Lieres,  
W.-D. Wohlers (Chairman)

\* German



All members of

## **DEUTSCHER SCHULVEREIN WINDHOEK (1949)**

are invited to the

### **78<sup>th</sup> ANNUAL GENERAL MEETING**

to be held on Thursday, 18 June 2026 at 19h00 in the Dr. Wilhelm Weitzel school hall at the DHPS in Windhoek.

#### **AGENDA**

1. Opening by the Chairman
2. Additions to the agenda under point 9 "General"
3. Address by the Ambassador of the Federal Republic of Germany
4. Approval minutes of the 77<sup>th</sup> Annual General Meeting held on 12 June 2025
5. Annual reports of
  - a) the Chairman
  - b) the Principal
  - c) the Head of Boarding School
  - d) the Chairperson of the Parents' Committee
  - e) the Students' Representative Council
  - f) the Chairlady of the "Altschülerverband"
6. a) Presentation of the audited annual financial statements and the annual report of the Treasurer for the financial year ended 31 December 2025.
  - b) Approval of the audited annual financial statements for the year 2025
  - c) Exoneration of the financial administration department
  - d) Appointment of auditors for 2026
7. Exoneration of the Board of Directors for its activities during the 2025/2026 term of office
8. Election of Directors
  - a) Appointment of an election committee by the Annual General Meeting
  - b) The following Directors retire by rotation: Mrs. A. Stritter and Messrs J. Iben, W. von Lieres and W.-D. Wohlers. Furthermore, Mr. Schlabitz has left the board prematurely and one additional position is vacant. Five positions need to be filled.
9. Information new primary school
10. Miscellaneous
11. End of the 78<sup>th</sup> Annual General Meeting.

# DEUTSCHER SCHULVEREIN WINDHOEK (1949)

Minutes of the 77<sup>th</sup> ANNUAL GENERAL MEETING,  
held on 12 June 2025 at 7:20 pm at Dr Wilhelm Weitzel Auditorium

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| Chairperson:       | Ms H. Daun   |
| School Board:      | Mmes A. Stritter and K. Schünemann<br>Messrs J. Cronjé, J. Iben, R. Gerdes, T. Mai and W. von Lieres                   |
| School management: | Messrs J. Przybilla and D. Stamer, Ms C. von Blottnitz   |
| Administration:    | Mmes D. Haindongo, A. Dinkelmann   |
| Embassy:           | Mr F. Seitz  |
| Minutes taken by   | Ms A. Zeise  |
| Members:           | 187 voting members, including the persons listed above.  |
| Excused:           | Mr R Coelho, Mr H and Ms C Hecht, Ms B Herma, Ms M Reiff,<br>Mr F von Krosigk, Mr A and Ms A Walter and Mr W-D Wohlers |

## **1. *Opening by the Chairperson of the Schulverein***

At 7:20 pm Ms Daun welcomes the representatives of the Embassy of the Federal Republic of Germany, the principal, Mr Przybilla, all honorary members, members, staff and friends to the 77th Annual General Meeting of the Deutscher Schulverein Windhoek (1949).

Simultaneous interpretation is provided to all members who do not speak German. Headsets are available in the back of the auditorium.

A moment of silence is observed in memory of all members and patrons who passed away in the past year. Ms Daun then welcomes all new Schulverein members. The Board members present introduce themselves to the meeting; Ms Daun excuses Mr Wohlers who is abroad due to professional commitments. Ms Daun explains that, in accordance with the provisions of the Schulverein's statutes, all documents for the Annual General Meeting have been submitted to the members in due time. The Association is quorate if at least 10% of the voting members (1,276) are present. With 187 members present, the quorum is thus reached. The AGM is therefore duly convened, members are entitled to vote and the meeting proceeds to the agenda.

There are no additions to the agenda. However, members have the opportunity to make comments under Item 9. No objections are raised from the meeting. Ms Daun hands over the floor to the Acting Representative of the German Embassy, Mr Seitz.

## **2. *Message from the Acting Representative of the Ambassador of the Federal Republic of Germany***

On behalf of the German Embassy in Windhoek, Mr Seitz welcomes Ms Daun and all other Board members, Mr Przybilla, the members of the school management and administration of DHPS, as well as all members present.

He notes that it is a special honour to address the Annual General Meeting of DHPS, or the Deutscher Schulverein, for the first time. The German Ambassador, Dr Hutter, sends his apologies, but extends his warm greetings.

Mr Seitz highlights that DHPS achieved many positive results over the past year. In particular, he emphasises the accomplishments of the 62 Abitur graduates and the 27 Cambridge Certificate graduates who left the school last year. It was a numerically strong grade, which is very encouraging and is expected to positively influence continued support from the Federal Republic of Germany. With an impressive overall average of 2.25 and 22 top marks, DHPS graduates performed very well, as in previous years, both in written and oral examinations and in their presentations. As the embassy representative, Mr Seitz could personally witness this.

He also congratulates the learners on their outstanding sporting and musical achievements over the past year, citing, for example, participation in the orchestra weeks of German schools in Southern Africa and first-place finishes in both the primary and secondary categories at the Pupkewitz

Swimming Gala. As a recognised German School Abroad offering the German International Abitur, DHPS remains a flagship institution within the diverse and lively relations between Namibia and Germany. Due to its size, history and significance, the school occupies an outstanding position in Germany's foreign cultural and educational policy. It makes a vital contribution to promoting the German language and culture in Namibia and fostering long-term personal connections. Mr Seitz confirms that he has observed these contributions during his nine months in Namibia since his arrival last year

He highlights, in particular, the educational fair organised jointly with the Goethe-Institut in February, attended by around 30 exhibitors from Germany, Namibia and various sectors including companies and charitable organisations. Approximately 2,000 visitors received initial information and guidance on opportunities after school. Such initiatives, combining language promotion, educational relations, economic ties and increasingly important German efforts in attracting skilled professionals, have been recognised by the German Federal Foreign Office as best practice.

Additional projects involving "Team Germany," of which DHPS is naturally a part, are planned for the second half of the year as part of the German Weeks 2025.

Mr Seitz then outlines the support provided to DHPS by the Federal Republic of Germany. This support includes the deployment of German teachers, seconded from their respective federal states and released from their regular schools, to teach at DHPS while continuing to be paid by Germany. In addition, the German school receives continued financial support from the Federal Government, through the Foreign Office. Strong Abitur groups are particularly beneficial, enabling the transition from two-stream to three-stream support.

He also notes less favourable developments, namely general budgetary constraints in Germany due to the federal budget situation. This year, following a government change and provisional budget management, funds could not be disbursed as usual and less money is likely to be available in the coming year. Consequently, no additional voluntary financial support could be provided this year and the situation for next year is not clear. The school and the Schulverein must compensate for these limitations and future budget constraints should be anticipated. Mr Seitz assures that the embassy, together with the school management and the Board, will continue to make every effort to achieve the maximum possible support for the school, despite these limitations. He emphasises that the mentioned academic achievements are only possible thanks to the dedicated Schulverein and its highly professional Board, which again overcame numerous organisational and financial challenges this year through creativity and commitment.

A new Board is to be elected today and three long-serving and highly valued members will be stepping down. On behalf of the embassy, Mr Seitz thanks Mr Thorsten Mai, who has served as Financial Officer since 2019; Mr Jürgen Cronjé, who has been HR Officer since 2013 and Ms Heilke Daun, who has served on the Board for 14 years and as Chairperson since 2017, guiding the school's direction to a great extent. From the embassy's perspective, all have performed excellent work. As a token of appreciation, Mr Seitz presents the departing Board members with a small gift. He wishes the AGM every success and the new Board members, who will be elected today, a steady hand, engagement and professionalism comparable to their predecessors. Mr Seitz reiterates that he and the staff of the German Embassy will continue to advocate for the school, both locally and in Berlin. DHPS can rely on the embassy and Germany's support. Thank you.

Ms Daun thanks Mr Seitz and moves to the next item on the agenda.

### **3. *Adoption of the minutes of the 76<sup>th</sup> Annual General Meeting held on 19 June 2024***

Ms Daun informs the members that the minutes were provided in advance as part of the meeting documents. She invites amendment proposals. No amendments are submitted. Mr Grimm proposes that the minutes be approved and the motion is seconded by Mr Keding. No counter-proposals are made and the minutes are approved.

### **4. *Annual reports***

#### **4.1 Report by H. Daun, Chairperson of the Board**

The report had been submitted in writing.

Ms Daun adds:

Ms Daun adds that, as already mentioned by Mr Seitz, she is particularly pleased that the school will receive support for a three-stream structure under the Foreign Schools Act in the coming year. She reiterates the significance of this three-stream funding. As a recognised German School Abroad, DHPS receives support from Germany, which consists of a statutory component and a voluntary component. The voluntary component has been completely suspended this year due to the budget situation in Germany, but the statutory component continues. The Foreign Schools Act, effective since 2014, provides both personnel and financial support, which depends on the annual number of Abitur graduates. Currently, DHPS is classified as a two-stream school, based on fewer than 50 Abitur graduates per year. Due to stable Abitur numbers, DHPS will receive three-stream funding from 2026 onward, which will also finance three additional teachers (ADLK) from Germany. Ms Daun takes the opportunity and expresses her gratitude to the Federal Republic of Germany for the excellent collaboration.

In November, a federal-state inspection will take place at the school. Based on a quality guideline, inspectors from Germany will evaluate teaching, cooperation between school management, administration and the Board, as well as the work of the administrative staff. Together, further goals and improvements for the next period will be defined.

Ms Daun is also pleased with the growing interest in the school's graduates. Grade 10, 11 and 12 learners are regularly provided with opportunities to explore career options. Potential employers from Germany, universities and industry representatives actively approach the school to recruit learners. It is a special situation, involving a lot of opportunities. She encourages parents to motivate their children to make use of these opportunities, potentially securing an apprenticeship or university place. Tertiary education in Germany at a public university is free for learners who graduate domestically and vocational training or dual studies may even provide a basic salary. Ms Daun thanks Mr Ritzer, who coordinates career guidance at the school.

Ms Daun continues by providing an update on planning for the new primary section. The location has been determined, initial drawings completed and a preliminary cost estimate prepared. Given the current budget situation, no funding from Germany is expected, so independent financing from school reserves and sponsors is being explored. She emphasises that ongoing school operations must continue during the construction phase. Project costs will not be covered by tuition increases, which will continue to adjust only for inflation.

Regarding cooperation with German schools in Namibia, Ms Daun notes that relations have significantly improved thanks to AGDS. In economically challenging times, sustainable resource management, rapid learning and mutual support are particularly important. The WDA, the World Association of German Schools Abroad, brings together all German schools abroad and represents

their interests collectively, especially to politicians, industry representatives and funding bodies in Germany.

Ms Daun expresses special thanks, on behalf of the Board, for personnel and financial support from Germany. She also acknowledges the cooperation between German and Namibian teachers as an essential part of DHPS's character and added value. Further, she thanks the German Ambassador, Dr Hutter and his Acting Representative, Mr Seitz, for their support in various matters, including Board meetings. She emphasises the excellent and trusting collaboration. She also thanks the Ministry of Education, led by Minister Steenkamp, for their supportive cooperation. Ms Daun extends particular gratitude to Principal Mr Przybilla, who manages DHPS daily across all departments with a thoughtful yet flexible approach. Cooperation with the Board, school management, teachers representatives and educator representatives is always trusting and excellent. She also thanks the administration for ensuring smooth school operations and for making events like this possible. She thanks her fellow Board members for their expertise, commitment and time, noting that their collaboration has always been a pleasure. She thanks parents and members of the Schulverein for their trust, support, constructive contributions and suggestions. All these factors define DHPS and everyone has once again learned a great deal over the past year. This is the way it goes at a school that is 116 years old and is kept very much alive by everyone, especially the children and learners.

Ms Daun then invites questions.

Ms U Pack asks about the location of the new primary section and the future of the Kreuzberger Building.

Ms Daun responds that the new primary school for grades 1–4 will be built on the current site of the Kreuzberger Building, formerly Kreuzbergerheim. The building, originally planned as a boarding school, has reached its capacity and is not ideal for teaching. It will remain in use until the new primary section is completed, after which it will be demolished and replaced by a schoolyard.

Dr T Honer asks whether potential sponsors for the primary section are individuals or institutions expecting a return.

Ms Daun replies that donations are primarily sought, but it can be negotiated how donors might be acknowledged.

Dr Honer also asks about the co-option of Mr Esslinger and Mr Wohlers, who was elected to the Board at the last AGM.

Ms Daun explains that Mr Jens Iben was elected as a new Board member last year, while Mr Bernd Esslinger was not. However, Mr Esslinger had previously performed outstanding work on the Building Committee and the Board asked him to continue contributing his expertise. He agreed and was co-opted. Mr Wohlers resigned due to an incident involving one of his sons. As the matter was quickly resolved, the Board asked him to reconsider his resignation. He agreed and was co-opted by the remaining Board members.

No further questions are raised and Ms Daun hands over the floor to Mr Przybilla.

#### **4.2 Report by the Principal, Mr J. Przybilla**

The report had been submitted in writing.

Mr Przybilla welcomes Mr Seitz, the parents and members of the Schulverein, noting how proud they can be to have attended in such large numbers. He observes a positive, forward-looking spirit, which makes it unfortunate that approximately two-thirds of members leave after the vote on the statutes. Nevertheless, he is pleased that participation in the Annual General Meeting (AGM) is higher than last year.

He acknowledges the Board and highlights that this is Ms Daun's final meeting after 14 years of service. Since Mr Przybilla assumed management of the school one and a half years ago, there have been many

Board and HR committee meetings. Weekly discussions with Ms Daun cover the welfare of the school, individual decisions and challenging issues. He emphasises that the school Board and management have developed a strong partnership during this time, assuring everyone that their focus is always on the best interests of DHPS. The Board, as he has come to know it, dedicates considerable effort and time to this cause, as do members such as Mr Wohlers, who is absent due to business commitments and all others who volunteer their expertise to support school management, including planning projects. The work on the statutes is highlighted as a major achievement deserving special recognition. Assuming that part of the attendees has read his report, Mr Przybilla recommends reviewing it, as it contains valuable information about school activities and areas for improvement. He hopes it will motivate some parents to increase their own engagement.

He mentions the school's Steering Committee, which includes parents, learners, Board members, management and teachers, as a key body for implementing school projects.

A major ongoing initiative is the Federal-State Inspection (BLI), scheduled from 11 to 17 November, shortly after the Abitur. The inspection involves three inspectors and one back-office staff member. Prior to the visit, an online survey will be conducted. Information letters and a TAN list will invite parents to provide feedback. High participation is encouraged. Unlike the learner and teacher satisfaction surveys, which are practically mandatory, parental participation has been low in the past. Mr Przybilla stresses that the survey should not be used to express general complaints, but to provide constructive, systematic feedback. Mr Przybilla hopes he will not be misunderstood when he says that he would prefer the online survey not to be used just for negative comments. Instead, he would like concerns to be raised directly at school – for example, by taking part in the Steering Committee, attending PRC meetings, speaking to or writing to him, or contacting the teachers to point out problems. Criticism should always be addressed directly and not necessarily through the online survey with the BLI inspectors. Mr Przybilla does not believe that this is a suitable place for that. The survey is an opportunity to express things that one finds systematically good or not so good, but in a factual manner.

Again, this year, an approximately ten-percent change in the teaching and educational staff is expected, which is a significant turnover and challenge for the school operations. It means that every tenth staff member must familiarise themselves with school procedures, traditions, our culture and school culture, as well as the spirit of the school - a process that takes time. This will also be the case again this year. For this, Mr Przybilla already asks for understanding and gives a very concrete example. The Diagnostic and Support Centre plays a key role in supporting children who need additional assistance, there is a change of leadership. The successor of Ms Hoffmann by Ms Kunz has already started. Ms Berens, who provides school psychological counselling, will also be leaving the school. Her successor, Ms Kehne, unfortunately can only begin her work in mid-September. There is an interim solution so that learners, but also parents, have contact persons at the school who are also trained in psychology. These are Ms Strydom, Ms von Blottnitz and Ms Campbell.

Another aspect that has already been mentioned is career and study guidance. Mr Seitz used the example of the cooperation model between the school and the Goethe-Institut, a large career and study fair was organised in February. During this fair, it became clear how many people, mainly from Germany but also from South Africa, are interested in our learners. Mr Przybilla gives an example to encourage parents as well to talk to their children about this. The director of the Baden-Württemberg Cooperative State University has started a cooperation with the DHPS. He has offered that each year five learners from our graduating class will be provided with an apartment in Karlsruhe, a place at university and thus also employment in a company. This is linked to a monthly salary of more than 1100 euros, which means that for non-German nationals the blocked account requirement is no longer necessary. In other words: a top-level education served on a silver platter in a country where workers are in high demand. Although this cooperation already exists, unfortunately, in this school year, only one learner has taken advantage of this offer. The range of opportunities is so large, which is why Mr Przybilla wanted to share this information once again.

Next, he addresses the topic of 'White Letters', as there has already been some concern about this. The number of White Letters has not increased compared to previous years, but has rather decreased. But even if they had increased, the White Letters should not be regarded as a threat or as negative feedback. The White Letters serve as information, a suggestion for parents and for the children to show in which areas work needs to be slightly intensified and concentration somewhat increased. In the last PRC meeting, the impression arose that these White Letters were perceived as negative feedback. Although Mr Przybilla can understand this perception, it is important to him that it changes. No pressure should therefore be placed on the children, as this will in no way lead to better performance. This can instead be achieved through support, encouragement and guidance.

Another important point that has recently occurred, but is not included in his report, is the Wi-Fi access, which until now has been freely available to senior secondary learners. After a meeting with the IT team here at the school, it was discovered that already at 6:40 am the school's very high bandwidth was 100 percent utilised. There were well over 800 users, although only about 300 should have been possible. This was partly due to, of course, an unfortunate way of choosing the passwords and access names. There was need for a change, which now took place. The internet at the school should naturally not be used for downloading all kinds of material for private purposes. Mr Przybilla asks for understanding in this matter and emphasises that media education will, of course, continue to remain part of the lessons.

With regard to the Big Walk, Mr Przybilla thanks all colleagues, the janitorial department, the parents and everyone else who organised and supported this event. The proceeds will be used to further equip the school with media resources.

In the week after the May holidays there was first a fire drill and a few days later a real fire alarm. This was triggered by a smouldering fire in a ceiling lamp in the administration building, where there was concern that the fire might have originated from the chemistry room above. By the time the fire brigade arrived, the fire had already been extinguished. Nevertheless, it was naturally a big event at the school. There was cheering and photos were taken of the firefighters and fire engines. Although there was no danger, the drill on the Monday helped ensure that everyone evacuated very quickly. This was also confirmed by the fire brigade. They also did a short walk through the school and it was agreed to organise a full inspection of the school so that any possible minor safety gaps can be identified and eliminated.

Mr Przybilla briefly addresses the topic of school development. School development means that every school should continuously strive to change, improve, or introduce new initiatives. As already noted in his report, it is evident that many efforts are being made on several fronts to bring about change. A central concern is the promotion of the German language at the school, which remains a matter of great importance. This is also reflected in the new primary-section building. If this primary section is not made attractive enough to encourage parents who do not speak German to send their children and ensure that these children receive a good education, there is a risk that the number of German speakers in Namibia will continue to decline and eventually become insignificant. For this reason, continuous efforts are being made in the Kinder-Campus, the Primary and the Secondary Section to strengthen German language support.

Mr Przybilla provides information on the teacher-parent evening. On some sign-up sheets, up to five parents had registered for the final time slot at 7:30 pm. Naturally, at those times, it is longer possible to provide adequate consultation for these parents. In the future, the teachers' email addresses will also be included on the lists. Colleagues are instructed and obliged to respond within three working days. Parents are encouraged to make use of this opportunity at any time if something is not in order, if there is a problem, if a child is uncomfortable, or if there are any questions. It is not necessary to wait until the day of the parent-teacher evening; meetings can also be arranged at any other time.

Mr Przybilla reminds everyone to ensure that learners wear the school uniform. For the winter season, warm school clothing is available from the school shop; therefore, there is no need to wear private clothing due to the weather.

In conclusion, Mr Przybilla thanks the German Embassy for the excellent, warm and mutually supportive relationship. It is a pleasure to work with the members of the Embassy. This includes Mr Seitz, Dr Hutter, as well as the new consular section under Mr Haas, who is making a strong effort to resolve the difficulties with visas. For example, the visas for the participants of the French class, who are travelling to Paris today, have never been processed with so few problems as this year. He therefore extends his sincere thanks to the Embassy for the outstanding cooperation with the DHPS. Mr Przybilla also thanks his colleagues and staff at the school, who do excellent work. He is aware that there will always be grounds for criticism, but he asks everyone to keep the bigger picture in mind and believes that the DHPS is a highly functional school.

Once again, Mr Przybilla expresses his gratitude to the Board, which contributes such a high level of voluntary work, without which the school would likely not be able to function. Finally, he thanks all parents and members for their attendance, their support and their trust.

No questions are raised.

#### **4.3 Report by the Head of the Boarding School, Ms U. Behring**

The report had been submitted in writing.

Ms Behring adds:

Although the boarding school is a relatively small section of the DHPS, it is an important part. In her speech, Ms Daun mentioned the three-stream target and how the boarding school enables learners to attend school up to grade 12, even if their parents are unable to bring them to school every day. This opportunity also adds to achieving three streams.

Ms Behring takes the opportunity to personally inform parents about the boarding school's fresh produce sale on 27 June. The proceeds will go to the boarding school reserve.

No questions are raised.

#### **4.4 Report of the Parents Representative Committee**

The report had been submitted in writing.

Mr Honer adds:

Dr Honer thanks Mr Grimm for chairing the Parents Representative Committee over the past 8 years and for his commitment, also on behalf of all parent representatives and parents. He also thanks all parent representatives for their efforts, especially in motivating participation in today's meetings. Dr. Honer takes up Mr Przybilla's previously mentioned remarks on the topic of the school satisfaction survey and the Steering Committee. In this regard, it is very important to look at the shortcomings and to work cooperatively with all parts of the school in order to close both small and larger gaps. There should be an open and honest approach to each other and not work against one another.

No questions are raised.

#### **4.5 Report by the Learners Representative Committee**

The report had been submitted in writing.

There are no additions or questions.

#### **4.6 Report by the Alumni Association**

The report had been submitted in writing.

There are no additions or questions.

Ms Daun passes the floor to Mr von Lieres.

### **5. *Presentation of the Audited Annual Financial Statements as of 31 December 2024 and the Annual Report of the Treasurer***

Members could obtain a copy of the audited balance sheet for the 2024 financial year from the administration. The written financial report was part of the AGM documentation and could be accessed via the School Communicator.

Mr von Lieres welcomes everyone present. The annual financial statements are presented in English and therefore no interpretation is necessary.

Mr von Lieres recalls that last year there were heated discussions about finances, reserves and school fee increases. He will not present the financial reports in detail, as they were already available in advance for inspection in the administration office, but he is happy to answer any questions. He proposes instead to speak about the principles of how the school and the Board wish to manage finances in order to offer high-quality education at a fair price. Using a PowerPoint presentation (**Appendix 1**), he explains the overview of income and expenditure. As a rule, the aim is to close the financial year with a small surplus. This can then be invested in building up reserves, which in turn benefit the school. For example, the renovation of the façades was financed from reserves.

With reference to slide 4, Mr von Lieres explains that the already mentioned subsidy agreement has existed since 2015. The financial report shows that in 2024, due to the discontinuation of voluntary subsidies, less financial support was provided from Germany. To adequately support the learners preparing for the Abitur, the Board decided that the Schulverein would finance two additional teachers from Germany.

This ensures three streams and from 2026 it is hoped that a new subsidy agreement can be concluded for three years; however, the ZfA is only able to approve it for one year at a time. Related information will be communicated to parents during the course of the year at parents' evenings. Another important source of income is school fees. Unfortunately, the trend of declining learner numbers is continuing (slide 5). Fewer learners obviously mean less income, which in 2024 led to an operating deficit of approximately 3 million Namibian dollars.

Learner numbers are therefore crucial and a steady enrolment of around 1,000 learners is necessary to continue advancing the school. According to Mr von Lieres, one of the main reasons for the new primary section is also the improvement of teaching quality, which may help achieve the basis of 1,000 learners per year. Next, Mr von Lieres addresses the topic of school fees. These have risen by 6% compared to the previous year, placing them at the lower end of private school fees in Windhoek as well as in comparison to German schools abroad in South Africa (slide 6). Despite the complete discontinuation of voluntary subsidies from Germany and the refinancing of some teachers, it was decided not to increase school fees beyond the rate of inflation. Last year, in connection with reserves, the question was raised as to why reserves were not being used to cover part of the fees or losses. In this year, this is indeed the case. A deficit has been planned and in 2025, reserves will have to be used. The majority of the school's operations will, however, continue to be financed by all those present at tonight's meeting (and also those absent) (slide 7). The German support is a smaller item this year compared to previous years – for the reasons already mentioned (discontinuation of voluntary financial support, refinancing of additional teaching staff). The actual costs or salaries of these

teachers do not appear in the financial reports, as they are paid directly by Germany. They are therefore not recorded as additional expenses, but rather as reduced funding from Germany, which is the main reason for the operating loss of 3.5 million Namibia dollars for 2024 (slide 8). Added to this was the loss caused by the exchange rate. In addition, learner numbers decreased.

In detail, an increase in expenses of about 7% can be identified. Overall, however, the budget was well managed last year and a solid profit and loss statement is available, which ultimately turned out better than originally forecast.

A positive aspect is that the exchange rate loss could be offset by interest income from the existing reserves, resulting in a surplus of approximately 5 million Namibia dollars, which was then allocated back to the reserves (construction).

The general overview of revenues again shows a significant decline in German subsidies. From an accounting perspective, it must be noted that the International Financial Reporting Standards for small and medium-sized enterprises are applied. An exchange rate loss in expenditures for the current year is reported, which was not the case in the previous year.

With regard to HR costs (slide 11), a decision was taken last year to change the contract structure to a so-called "Total-Cost-to-Company" model. This change, which came into effect this year, brought additional costs – for example, in terms of health insurance and similar benefits. A few years ago, the issues of teacher retention and remuneration levels were discussed. All of this was taken into account to ensure that a competitive salary level can be offered and high-quality education maintained. Financial income (slide 12) consists mainly of interest from local investments of the reserves. The reserves of more than 100 million Namibia dollars are invested at around 30% in Germany and around 70% in Namibia. At the beginning of 2024, the reserves stood at 114 million Namibia dollars; the year closed with 111 million Namibia dollars (slide 13). The majority of expenditures went into renovation work at the school. The final phase of the façade renovation is currently being completed. The next steps are being taken – for example, improving classroom space and providing additional teaching equipment. These are precisely the purposes for which the reserves can be used in the future. Mr von Lieres clarifies that this year a decision was made to possibly draw on reserves to cover some of the operating deficits (slide 18). The reason for this lies in the unfortunate timing of the discontinuation of voluntary support from Germany. However, the principle in budget planning is to set a budget just above break-even while at the same time generating additional income to build reserves. The aim is to plan a budget that does not continuously consume reserves. Any questions in this regard can of course be discussed.

Mr von Lieres emphasises that Mr Carsten Peters has donated 13 million Namibia dollars to DHPS over the last two years. This deserves a big round of applause. One of the conditions of his donations was that part of the money be allocated as a form of additional incentive remuneration to DHPS staff. This was done both in 2023 and in 2024. The remaining portion of these 13 million Namibia dollars was invested. The Board is currently discussing how these donations can be used in the future for scholarships to support learners who may require financial assistance. This is also under consideration this year.

Mr von Lieres now explains how a portion of the reserves will be spent. A central principle is to elevate the school and particularly the classroom experience, to a new level. This is also an opportunity to invest in digitalization and digital transformation to ensure that learners are taught and supported using appropriate, modern technologies.

A question from the audience asked why such a high amount was necessary for the renovation of the bathrooms in the Zingelhaus. Mr von Lieres reminds that all bathrooms were renovated. Renovating entire bathrooms is not a small investment – new tiles, new sinks, new toilets, plumbing replaced where necessary. In this regard, it was a comprehensive investment.

Regarding the allocation of reserves, a large portion – 53 million Namibia dollars – is currently held in the construction reserve. Ms Daun has already indicated the considerations regarding the new primary section. The construction of the primary section will not be financed through above-inflation increases in school fees. Part of the financing will come from accumulated reserves. At the same time,

preparations and efforts will begin to raise donations or other contributions. The goal is to raise approximately 60 million Namibia dollars through donations. The school itself would then contribute a further 60 million Namibia dollars from reserves, covering the total estimated 120 million Namibia dollars needed for the potential construction of the primary school. These are the considerations and the work that has been started so far. It will probably take another 18 to 24 months, depending on the receipt of donations, before construction can begin. Some reserves already have specific purposes, such as the school orchestra, sports promotion, or similar initiatives. The Board naturally has the authority to reallocate reserves where they are deemed necessary. This is reviewed and decided regularly or annually as needed.

This year, the focus is again on completing many of the renovation measures so that the entire school complex is finished before work on the interiors and similar projects can begin in 2026 and beyond. Mr von Lieres asks whether there are any further questions beyond the two topics of construction reserves and donations. A question is raised regarding the reasons for planning a new primary section. The idea is to merge grades 1 to 4 together at a single location. Currently, the lower grades are split: grades 1 and 2 in the Kreuzberger Building and grades 3 and 4 on the main campus. The estimated cost for a new building is 120 million Namibia dollars. This amount may increase slightly by the time construction begins. At this still conceptual stage, a 50/50 financing model is being considered: 50% from reserves, 50% from fundraising and other efforts. For current planning, approximately 100 learners per year grade are being considered. For the entire school, a constant number of approximately 1,000 learners is required to ensure long-term sustainability. Unfortunately, a very small grade 1 group was enrolled this year. The Board, together with the school management and administration, is actively working on learner recruitment. In his speech, Mr Przybilla emphasised the value of a German education, which provides graduates with access to study and work opportunities in Germany. This is the area that needs to be addressed. Mr von Lieres gives the floor to Mr Przybilla. He adds that the quality of teaching at the school is so high that several dual universities in Baden-Württemberg, domestic organisations such as SIGNA Corporation, clinics in Germany and others seek cooperation with DHPS, because they value the quality of the graduation certificate and the additional skills that school leavers bring. To maintain standards and keep school fees rising only in line with inflation, the number of learners must be secured and thus a certain level of income ensured. The Schulverein, the Board, the school management and administration are all working on this.

As usual, the auditors' report mentions two qualifications (slide 19):

- "Completeness of Income," which is standard for non-profit organisations.
- "Non-Capitalisation of Moveable Assets," which means that the Deutscher Schulverein records capital expenditures, such as furniture, through the profit and loss account.

Dr Honer asks why the costs of municipal administration have increased by 50% compared to last year. Mr von Lieres explains that he would need to review the detailed list, which is not currently available to him, but assures that costs are regularly monitored. Dr Honer also inquires about the total renovation expenses over the past three years and whether similar costs are expected next year. Mr von Lieres replies that since 2022 approximately 10–12 million Namibia dollars have been spent on renovations. For next year, similarly high costs are expected for digitalisation and the improvement of classrooms. At the last AGM, members requested that the budget be presented to them. This request will now be reviewed and discussed by the Board.

No further questions are raised.

### **5.1 Adoption of the Financial Report for 2024**

Mr von Blotnitz proposes the adoption of the financial report. Mr Böhme seconds the proposal. There are no objections.

Ms Redecker proposes discharging the management and financial administration of the Deutscher Schulverein Windhoek (1949) for the past fiscal year 2024/25. Mr von Blottnitz seconds the proposal. There are no objections.

The financial report is thus adopted and the management and financial administration of the Deutscher Schulverein Windhoek (1949) are discharged.

## **5.2 Appointment of the Auditor for 2025**

Mr von Lieres mentions that the question of a possible change of auditors was already raised last year. This was discussed at the AGM and a change was rejected. For the 2026 financial year, other providers will again be considered.

Mr Daun proposes FCS/PKF as auditors for the current financial year. Ms J. Daun seconds the proposal. There are no objections.

It is thus approved that the firm FCS (Financial Consulting Services) / PKF will audit the books of the Deutscher Schulverein Windhoek (1949) for the 2025 financial year.

Mr von Lieres once again expresses his sincere thanks: To all parents who actually pay their school fees and thereby contribute to the implementation of the renovations, improvements and other initiatives mentioned earlier. Last year, a record low in outstanding school fees was achieved, reflecting good management. Everyone present should give themselves a round of applause for this. To the German government and institutions, which, even though the shortened financial support from Germany was discussed about two hours earlier during the session on the amendment of the statutes, enable the ongoing school operations to run at a very high standard through their support. And last, but not least to Mr Peters. A donation of 13 million Namibian dollars to the school can certainly not be taken for granted. This sum will benefit learners in the future through scholarships and other initiatives and thereby also support maintaining the three-stream structure, which in turn ensures continued quality support.

## **6. *Exoneration of the Entire Board for Its Activities in the 2024/2025 Fiscal Year***

Ms Pack suggests the exoneration of the Board. The proposal is seconded by Mr Grimm. There are no objections. The 2025 Annual General Meeting thus unanimously discharges the Board of the Deutscher Schulverein Windhoek (1949) for the past fiscal year 2024/2025.

Before moving on to the next agenda item, Ms Daun wishes to thank the outgoing Board members. She thanks Mr Cronjé, who served on the Board in the HR Committee from 2013 to 2018 and again since 2021, actively supporting it with clear, swift and well-structured processes. He not only contributed to discussions on other topics addressed by the Board but also ensured that the resolutions were implemented. Furthermore, he made a significant contribution to the cohesion of the team.

Next, Ms Daun thanks Mr Mai, who has actively supported the Board, especially in financial matters, since 2019. Financial aspects are involved in almost all projects or departments and his knowledge and experience were crucial for decision-making. For many years, he presented the financial report at the AGM and ensured that projects to be implemented were sustainable and meaningful.

Ms Daun also thanks Mr Esslinger, who, in the past year as a co-opted Board member, contributed his expertise primarily to the Building Committee.

## **7. Election of Board Members by the Annual General Meeting**

Ms Daun again points out the “imbalance.” According to the Articles of Association, approximately four or five Board members may stand for election at any time. As previously explained, Mr Wohlers temporarily stepped down from the Board and was shortly thereafter co-opted again. A co-option is valid only until the following Annual General Meeting. Mr Wohlers was elected last year for a two-year term; therefore, the end of his term must still be confirmed by the members of the Schulverein until 2026.

In accordance with the rotation, the following five Board members are stepping down: Mr Cronjé, Ms Daun, Mr Gerdes, Mr Mai and Ms Schünemann. Six Board nominations (Mr Friedrich, Mr Gerdes, Ms Horsthemke, Mr Schlabit, Ms Schünemann and Mr Wohlers) were submitted on time. There are no objections from the members and the election can be conducted without an election committee, ballots or election assistants. All nominees introduce themselves.

Ms Daun explains that the election for each nomination will now be conducted by a show of hands. The majority approves all nominees. The Board of the Deutscher Schulverein Windhoek (1949) for the 2025/26 term is therefore composed of the following persons:

1. Mr Götz Friedrich, 2. Mr Roland Gerdes, 3. Ms Marion Horsthemke, 4. Mr Jens Iben, 5. Mr Hanjo Schlabit, 6. Ms Karoline Schünemann, 7. Ms Astrid Stritter, 8. Mr Waldemar von Lieres and 9. Mr Wolf-Dieter Wohlers.

## **8. Miscellaneous**

On behalf of DHPS, all members of the Schulverein, the learners, the administration, the school management and the new Board, Mr von Lieres once again expresses a sincere thanks to the outgoing Board members, Mr Cronjé and Mr Mai. Finally, he thanks Ms Daun, who has served on the Board since 2011 – for 14 years – many of those years as Chair, with great energy, perseverance and wisdom. Since 2019, she has also served on the Board of the WDA, where she was elected Chair last year and will continue in this role until 2027.

## **9. Conclusion of the 77<sup>th</sup> Annual General Meeting**

Ms Daun thanks all Board members for the good cooperation in the interest of the members and, of course, the learners. Even though there were occasionally people, matters, or situations that were not so pleasant, these are part of the experience and much can be learned from them. The interesting and positive aspects of Board work have certainly prevailed.

She would like take the opportunity to promote the DIA, the German International Abitur. This special bilingual qualification, which allows for study worldwide, is offered in Namibia only here at DHPS. Before closing the meeting, she addresses Mr Seitz and the German Embassy, asking that in all discussions with colleagues and policymakers they continue to speak about the “1,000 little diplomats” who complete their school careers here at DHPS. For 116 years, they have not only lived out Germany’s foreign cultural and educational policy but also brought it into their families and throughout Namibia – a sustainability par excellence, which is certainly worthy of support.

Ms Daun thanks the participants of the 2025 Annual General Meeting and wishes everyone a good evening.

The 77th Annual General Meeting of the Deutscher Schulverein Windhoek (1949) adjourns 9:30 pm.

## Principal's Report for the Annual General Meeting 2026

Dear Parents and Members of the Schulverein

The past year has been one in which the DHPS has been closely scrutinised by a range of stakeholders – not only by the Federal State Inspection (BLI), whose results we will present in due course, but also by the press, the Namibian Ministry of Education and the Standing Conference of the Ministers of Education and Cultural Affairs (KMK) in Germany.

In October, the KMK representative responsible for our school, Dr Feuerstein from Saxony-Anhalt, visited us and, in his capacity as examination chair, conducted the oral Abitur examinations. Following his week-long stay, he reached a thoroughly positive conclusion and attested to the DHPS's outstanding educational work – an assessment that was impressively confirmed shortly afterwards by the (BLI) in November. We have once again been awarded the "Excellent German School Abroad" seal of quality, of which we can be justifiably proud, as it reflects consistently strong and reliable school work.

We have achieved a great deal this year: All school curricula are up to date and approved by the KMK and the handover of the management of the Kinder-Campus to Mr Treuke was completed smoothly. At the end of the school year, the former Abitur Coordinator, Mr Rauhut and Dr Prinz left us. Their successors are Mr Kötter for the Senior Section, who was introduced by Mr Rauhut prior to his departure. The new Coordinator of the Junior Secondary Section is Mr Viertel, who is also the new Head of the Orchestra. With Mr Zundel, we have a new coordinator for the subject area "German in Subject Teaching (DFU) and language-sensitive teaching" and Ms Ernst has taken up her important role as the new social pedagogue.

In this context, a further in-school training session on bullying prevention is planned for June.

The transition to 45-minute lessons and a timetable approved by the KMK has been successfully completed. At the same time, FORUM lessons (grades 5–9) have been introduced, enabling more individualised support and promotion for learners. These are currently scheduled in parallel time slots so that learners can access all five options and work across classes. As previously communicated at the PRC meeting, both the Forum programme and the new timetable will be evaluated during the school year and adjusted if necessary.

### **Digitalisation**

The newly acquired digital boards have been installed in the C and F blocks and in parts of the G block. This now gives all Grades 8 to 12 access to digital boards. The deinstalled projectors and SmartBoards will be reused in classrooms with older or defective equipment. Several training sessions on the new boards have already been offered to support their effective use in lessons – another step in further driving development forward.

Teacher training on the use of AI for individual feedback was offered prior to the pedagogical day before Easter and further training opportunities have already been announced or planned. The school has acquired a fee-based AI tool Fobizz, which is available to all colleagues free of charge.

### **WebUntis**

The digital class register has been introduced. The current focus is on identifying and addressing any issues arising in day-to-day use. Learners from grade 10 up to grade 12 now have their own WebUntis accounts, allowing them to access the up-to-date substitution timetable at any time. There are plans to extend access to parents via personalised accounts before the end of the school year.

The system offers a wide range of possibilities. In the future, for example, sick notes and absence notifications could be processed via the platform, as well as appointment booking for parents' evenings and simplified communication with teachers. We are also working step by step on modernising our digital systems. This is a gradual process that requires time and the introduction of new subscription-based digital tools for the school.

### **Organisational Matters**

The safety policy has been revised and submitted to the German Embassy. A fire drill was successfully carried out on the main campus and the Kreuzberger site.

For safety reasons, trees in the school playground had to be assessed and one large tree was removed.

The substitute teacher policy has been revised to ensure more reliable delivery of substitution lessons.

A revision of the rules governing digital devices (mobile device policy) is currently still in consultation. A draft has been prepared and is being discussed with the teaching staff. The Learners' Representative Committee (LRC) is involved and parents (PRC) have been consulted via information letters, a PRC meeting and the opportunity to provide feedback.

We are also currently revising the existing dress code and updating it where necessary to reflect contemporary standards.

## Principal's Report for the Annual General Meeting 2026

In the primary section, learner numbers are increasing due to numerous lateral entries and strong enrolment in grade 1 for the 2025–2026 academic year.

Following a long renovation period, the external appearance of the main campus is now in mint condition. The administration is doing exemplary work in this regard, with support from the Board. The next step will be the renovation of classrooms. During this phase, the new digital whiteboards will be properly installed and wired, new noticeboards will be purchased and the school's externally excellent appearance will also be reflected in the interior spaces.

### **German at DHPS**

Thanks to the continuation of consistent class groups in German lessons, it is now possible for the first time to work with even smaller learning groups in all grades 5 to 9. There is now one additional German course in each of these grades compared to the number of classes. Whether this expansion leads to improved German language support will be evaluated in due course by school management and the German teaching staff. Mr Zundel supports the teachers in delivering language-sensitive teaching (DFU) across all subjects and grades. A training course for all relevant teachers has already taken place and additional teaching materials are being continuously acquired.

To offer learners more choice in their Abitur, the language of instruction in mathematics, physics and chemistry in the senior section has been switched from bilingual or English to German.

In the junior secondary sections, these subjects are therefore increasingly taught in German (language-sensitive), while still including English components for learners whose first language is not German. Training sessions are provided for this purpose, ensuring that all learners are supported at their current language level. In 2025, the primary section's reading competition in July was once again part of Book Week. We were also represented by two primary section learners at the AGDS Horst Kreft Reading Festival.

As part of the Fulda learner exchange programme, we hosted learners from Fulda in September. This is an important part of school life, which not only supports language development but also gives learners who do not regularly travel to Germany a clearer understanding of the country – an important foundation for future vocational training or higher education.

The concept of the BiLi classes (formerly the English-speaking stream) has been in place since last year. After the Kinder-Campus fully transitioned to German as the language of instruction in 2024, the language of instruction in the former English-speaking stream of the primary section was also adapted at the beginning of the 2025 school year. Learners started with 10 lessons (each 40 minutes) in German, including the subjects music, art, sport and, of course, German as a foreign language (DaF). At the beginning of this school year, the timetable was expanded to include mathematics and individualised learning, bringing the total number of lessons to 15 (45 minutes each). This has significantly strengthened the focus on German. At the same time, it continues to allow for the admission and targeted support of learners who join the school later and those whose German language skills are not yet sufficient for exclusive instruction in German.

### **Graduations, Achievements and Emotions at DHPS**

In the Abitur classes of 2025, the top mark was 1.2. 34% of learners attained a final grade with a 1 before the decimal point. The average score of 603 out of 900 points, corresponding to an average grade of 2.3, shows that our 53 Abitur learners have once again achieved above-average results compared to the national average (2.37, source: NDR). We warmly congratulate all our Abitur learners on this success and are proud of what they have achieved!

20 learners from our Cambridge stream were registered for the AS-level examinations, which – if passed with sufficient marks – grant entry to UNAM in Namibia. 45 learners were registered for the IGCSE exams.

In total, 500 learners took Cambridge examinations at the school, a figure partly due to the large number of external candidates. We also extend our warmest congratulations to them. These results are impressive proof of the strength of our Cambridge stream and the commitment of everyone involved.

Teachers regularly take part in further training courses organised by Cambridge International. The Cambridge stream is becoming increasingly popular among our learners. We now have two classes in grade 10 for the second year. It is important to note in this context that the entry requirements for further education and training in Germany have been further tightened and the Abitur should therefore remain the first choice wherever possible and provided the necessary conditions are met.

In Grade 11, the renewed participation of a DHPS learner in the "NASA United Space School" programme was once again a particular distinction for DHPS. For many years, we have been the only school in Namibia whose learners qualify for this international project in Houston.

## Principal's Report for the Annual General Meeting 2026

Another memorable event was the joint grade 12 celebrations, where parents, with great dedication, organised not only a first-class buffet but also a celebration for the Grade 12 learners and their families. This year, the vast majority of Grade 12 learners did not leave for another party after the meal. At the traditional Abicup, I found myself somewhat concerned about our learners' joints and bones while observing the event. The competition for victory was intense, with rules of its own.

### **Orchestra Week in Johannesburg**

The Orchestra Week, held from 9 to 13 March 2026, brought together almost 160 musicians from all four German schools in southern Africa in Johannesburg. This resulted not only in a moving final concert, which parents were able to watch live on YouTube, but also in many new friendships and strong cooperation between the schools' music departments.

### **Events**

Thanks to the great commitment of learners, teachers and parents, the school bazaar in the 2025 school year once again attracted many visitors and provided the school with valuable financial support.

As part of Namibia's German community, we maintained close contact with German organisations in the country. Particular mention should be made of the AGDS, which we supported by participating in the Family Festival, organising the Festival of the German Language (formerly the Culture Festival) and offering courses at the Dieter Esslinger Conference. Exchanges with other German schools in Namibia are also being actively promoted.

Another major and popular event this year was the anniversary Big Walk for Grades 1–6. It served not only as an educational outing but also as a strong community-building activity. Even older learners enjoy returning to Aris Farm for a hike on this day. This event reflects the excellent cooperation between teachers, learners and parents. The 2026 Open Day took place on 28 February, once again involving the entire school.

At the same time, DHPS hosted this year's vocational training fair. In cooperation with the Goethe-Institut, the event attracted around 1,500 visitors from Thursday afternoon onwards.

Feedback from exhibitors particularly highlighted the professionalism and precision of the event, which appears to have a real impact on many participating companies.

Under the motto "Anyone can be a helper", our primary section learners receive first aid training twice a year. Special thanks go to the Johanniter, who offer these sessions with the support of a sponsor.

The variety of secondary school trips was already outlined in my previous report.

In the primary section, grade 4 class trips to nearby Omalala Farm provide an important first opportunity for learners to work as a team and take on responsibility away from home.

At an early stage, learners develop awareness of environmental and nature conservation, as well as independence and initiative.

A new initiative this year was the World Café for grades 10–12 during the first week of term. In changing group settings, learners discussed the topic of discrimination and shared personal experiences. The maturity shown in the subsequent plenary discussion was impressive. It demonstrated that most learners were able to reflect on different perspectives of discrimination – such as causes and the roles of those affected and those responsible – in a critical yet respectful way.

The topic of discrimination also includes dealing with bullying, for example recognising when behaviour constitutes bullying and how it can be addressed effectively at an early stage. In collaboration with the heads of department and the social pedagogue Paula Ernst, opportunities for individual discussions were offered and implemented, along with activities involving whole classes. Addressing the diverse behaviour of children and young people, as well as bullying in the school environment, was also a focus of compulsory workshops. These were conducted with educators from the boarding school, CYC and all teaching staff.

### **Curriculum development**

With the introduction of the subject 'Individual Learning' (IL – known to learners as 'Explorer Time') for grades 1 and 2, the primary section is creating a further opportunities for interaction, while also addressing the individual needs of the learners. These lessons offer a playful approach to developing basic skills in German, Mathematics and English within a relaxed learning environment. Five lessons per week are offered in grade 1 and three lessons per week in grade 2.

An interesting area of development for the DHPS in the coming period will be "data-driven school development".

This involves systematically collecting results from centralised examinations, comparing them over time and thereby gaining insight into the effectiveness of school development measures. In this context, reference

## Principal's Report for the Annual General Meeting 2026

should be made to the Grade 5 learning status assessments, the comparative tests (VERA 8), the central class tests and the Abitur examinations. The parallel class tests agreed upon within each year group also provide valuable insights and help to ensure greater comparability of results. There are plans to expand the comparative tests. The principles of marking have been adopted and subject departments are currently working towards a consistent approach to marking and, in particular, to other forms of assessment. The aim is to achieve greater transparency in the marking process and improved comparability across learning groups.

### **Career Guidance**

The job shadowing for grade 9 will once again take place before the October holidays.

Parents are kindly asked to support their children in finding and selecting a suitable placement, as gaining insight into the world of work is extremely important for our learners.

The school is happy to assist in this process; Mr Hertel, Mr Bange or Ms Helm are the relevant contact persons. After the job-shadowing session, learners will write a report which served as a substitute for a written exam and allowed for an in-depth reflection on this experience.

Our partnership with the Baden-Württemberg Cooperative State University provides special opportunities for our Abitur learners in technical fields. For dual study programmes, training partners, supervision and accommodation are organised in the North Baden region (Karlsruhe area).

### **THANK YOU**

I would like to take this opportunity to express my special thanks to you, dear parents. The fact that you have taken the time to read this report and attended the recent AGM on the amendments to the constitution – together with your involvement in many other events and in the PRC – demonstrates that we can rely on an active and supportive parent body. This gives us strength. As the developments of recent months have once again shown, we need a strong and united community to fulfil our mission: to remain a first-class educational institution and to keep the German language alive in Namibia.

Jörg Przybilla on behalf of the DHPS School Management Team

Report from the Head of the Boarding School  
for the Annual General Meeting 2026

58 DHPS learners (including two guest learners) are attending the boarding school. The groups are organised as follows:

|             |                                     |                            |
|-------------|-------------------------------------|----------------------------|
| Bredowhaus: | Grades 9-12                         | 19 learners                |
| Zingelhaus: |                                     |                            |
| Middle:     | Grades 1-4                          | 11 learners plus 2 mentors |
| Bottom:     | Grades 4-8                          | 19 learners                |
| Top:        | Grade 12 (supervised accommodation) | 7 learners                 |

Since June 2025, our team has been back to full strength with the arrival of our new colleague, Ms Julia Pichler. Our team is also supported by interns. Until January 2026, these were Ms Hannah Dared and Ms Leonie Böhme. Since February 2026, Ms Nele Thielbeer and Ms Annelie Seeland have been working with us. Ms Thielbeer is changing to the CYC on 1 April at her own request. Ms Pichler-Steiner has settled into her role very well, and both parents and children are very satisfied.

The general parents meeting for boarding school parents took place in July 2025. This evening also serves as the Ochsenfund's AGM.

Our new grade 1 learner for 2026 had her first over-night stay with us on 22 November. Our boarding school year-end function was held in November as every year. The Boarding School Learner Representatives (ISV), in collaboration with Ms Hella Coetzee, organised a candlelit dinner for all boarders. During the event, the ISV certificates and mentor reports were handed out.

In February 2026, the ISV weekend took place here on the boarding school grounds, led by Ms Stevanovic. Together, we compiled a annual programme including activities like soap football. Over the same weekend, the children who took part in the German cultural weekend stayed overnight in our lounge.

On 11 and 12 March, nine grade 7 and 8 children and two accompanying adults from Otjiwarongo stayed overnight at our boarding school. They had a taster day at the school and took the opportunity to explore the boarding facilities. Everyone was very enthusiastic and will hopefully join us in grade 10.

In line with the parents' wishes, we have decided that there will be no more activity weekends from 2026 onwards. Instead, one of the activities that would otherwise have taken place at the weekend will be moved to a weekday each month. This will allow all learners, including those who would not normally have stayed at the boarding school at weekends, to take part in the activities.

A "Wine Fest and More" is planned for 29 April on the boarding school grounds.

The refurbishment work that began last year will also continue. During the April holidays, new curtains and curtain rails will be fitted in all rooms. Last year, the Zingelhaus was repainted. The black bunk beds were spray-painted in a lighter colour and all beds were fitted with new mattresses in January. The first chairs and tables will be refurbished and reupholstered during the May holidays. The entrance area has also been fitted with a stylish carpet and new chairs, making it much more welcoming.

Ulrike Behring (7 April 2026)

## Report of the Parents Representative Committee for the Annual General Meeting 2026

In early 2026 the first PRC meeting was conducted, on request of school management without involvement of the school bodies. A new Committee had to be partially elected.

- Dr. Thomas Honer (Chairperson) - retained
- Eileen Tjirimuje (Vice Chairperson) - retained
- Christian Trede (Secretary) - retained
- Burghardt Grimm (Steering Committee, Secondary I) - retained
- Zenlea Harris (Steering Committee) – newly elected
- Terence Kandjii (Secondary II Cambridge) - retained
- Kenneth Main (Kinder-Campus) – newly elected
- Daniela Metzger (Primary) – newly elected
- Margaret Mutschler (Steering Committee, Secondary II DIAP) – retained

For the first time in many years, the committee of 2026 consists of more than 7 members, which shows increased interest in parents to actively contribute to the school community.

We sincerely thank Mr. Jürgen Rannersmann for his commitment over many years in the PRC Committee and in the Steering Committee.

The new Regulations of the PRC were finally accepted by the School Board in the 2nd half of 2025. The new Regulations ensure more continuity and a better definition of the role and responsibility of the PEC committee.

The abolition of the informal PRC meetings to collect the questions of the parents proved to be very effective. Questions are now collected upfront in writing and are answered by the relevant school bodies before the meeting, also in writing. This enables the PRC meetings to have open and positive discussions on recent matters and gives the meetings a positive connotation.

One of the highlights of 2025 was surely the mobilisation of members of the “Schulverein” to attend the Special AGM, ensuring that the new Articles of Association could be adopted. It can be stated without exaggeration that without the efforts of the parent representatives, the quorum would not have been achieved.

The PRC Committee regularly met internally and with the school board, school management, school administration and other stakeholders. We see a continuous positive change in open and clear communication and discussion, and it is the aim to further strengthen the communication and feedback within the school community. In the past year, the minutes of the PRC meetings, together with the questions and answers, were distributed to parents in less than one week, ensuring that the feedback reaches the parents in a timely manner. In addition, the committee informs the parents via WhatsApp and e-mail actively on school topics.

We appeal to everyone to engage in the school community to ensure that we have the best possible school for our children.

Thomas Honer  
PRC Committee Chairperson 2025/26

Report from the Learners Representative Committee (SMV/LRC)  
for the Annual General Meeting 2026

The SMV/LRC can once again look back on a school year marked by numerous successful and varied projects. Thanks to strong commitment, good organisation and the support of the school management, the team played an active and positive role in shaping school life at DHPS.

**SMV/LRC Members 2025/2026**

Head Girl: Jara Reiff

Head Boy: Zurique Benjamin

Vice Head Girl: Lucy Ipinge

Vice Head Boy: Henzo Dos Santos

Secretary: Caden Bosman

Vice Secretaries: Jana Mutschler, Larissa Redecker

Public Relations: Phileas Janka

Vice Public Relations: Smilla Janka, Lily Hahn

IT: Jannik Kollnitz

Vice IT: Ayden Jiao, Chiwoniso van den Bosch

Treasurer: Jane Hilger

Vice Treasurers: Kyra Marschall, Alexandra Kapapa

**Liaison Teachers**

Saara Amutse (from Feb. 2025)

Alexandra Scharnow (from June 2025)

**Events:**

**Quiz during German Weeks**

A major highlight was the quiz rounds held as part of German Weeks. Turnout was impressive – even the Principal took part and contributed to the lively atmosphere. The winners were delighted with attractive rewards, including a meal voucher, 1000 NAD in prize money and other prizes. The initiative was very well received by the learners.

**“Charlie and the Chocolate Factory” – Sweet Bag Campaign**

Another creative project was the “Charlie and the Chocolate Factory” campaign.

This was not a cinema event, but rather the sale of sweet bags. A total of five bags contained a winning ticket for a prize of NAD 100 for the school kiosk. The surprise bags were very well received and created great excitement and enjoyment among the learners.

**Casual Dress Days and Special Themes**

The LRC organised several popular casual dress days throughout the year. Creative themes such as Halloween, Valentine’s Day, Pyjama Day, Culture Day and other ideas allowed learners to express their individuality while adding variety to the school day.

**“Have a Nice Day” Boxes**

The “Have a Nice Day” social project was particularly close to the LRC’s heart.

The LRC received lovingly prepared Christmas boxes from DHPS learners which were distributed to children in Katutura. The initiative once again highlighted the school’s strong sense of community and social commitment.

Report from the Learners Representative Committee (SMV/LRC)  
for the Annual General Meeting 2026

**LRC Sports Day**

The year concluded with the big LRC Sports Day in which all grade 3-11 classes took part.

A winning class was selected per grade. A variety of exciting games – including the popular Chaos Volleyball – ensured plenty of fun and team spirit. Thanks to the excellent teamwork of the LRC and the support of the school management, the sports day was a resounding success.

**Meetings**

**Team Building**

The team-building session with the new team took place at a local gym that offers a special team-building programme.

The LRC provided food and drinks and prepared a small thank-you gift for the provider.

**Steering Committee Meeting**

Three LRC members meet monthly with the administration and the members of the Steering Committee.

During these meetings, the LRC is informed about current matters and invited to provide input.

**LRC Meetings**

The LRC meets every Monday to discuss current issues or upcoming events.

In addition, the LRC maintains a WhatsApp group for ongoing communication.

**Donations**

The following organisations receive regular donations from the LRC:

SPCA

Havanna Soup Kitchen

Ombili Soup Kitchen

**Conclusion**

The SMV/LRC looks back on a very successful and eventful year. Through creative initiatives, social engagement, and strong team spirit, the LRC has demonstrated how significantly the work of the Learners' Representative Committee can enrich school life.

Smilla Janka

## Report from the Alumni Association for the Annual General Meeting 2026

The Alumni Executive Committee comprises  
Sabine Cronjé – Treasurer  
Christine Drayer  
Ulrike Engelhard – Secretary  
Bianca Heckmair  
Cathrin Laggner – Chair  
Kathrin Vente and Regine v. Teichman – Committee Members

### **January - Memory-Filled Reunion**

- In January, around 90 alumni – some of whom had travelled from the UK, South Africa, Germany, and Australia – gathered at the Deutsches Haus in Swakopmund. All were DHPS graduates from the years 1972 to 1974.  
Over a champagne reception, coffee, buffet, photo exhibition and slideshow, there was much laughter, storytelling and reminiscing. Special thanks goes to Ille Scholz & Ingrid Neuburg for organising the event. Highlight: Photos from the years 1961–1975 were digitally archived to preserve the alumnis' history.

### **February – Brunch & Start of the School Year**

- Alumni brunch: 35 alumni gathered at Raith's Bistro in Swakopmund. Alongside familiar faces, new alumni were also welcomed. Leftover bread rolls were donated to the Lions retirement home.
- Grade 1 learners' first day at school: Bianca Heckmair personally handed out the report folders and included a small Smarties surprise.

### **March – Career Paths & Networking**

- Meeting with the school management (Jörg Przybilla), PR (Tina Crüys) and the school board (Astrid Stritter) to track the career paths of graduates from 2018–2024.
- Objective: Improved tracking and statistics to support German schools abroad, particularly in light of budget cuts by the Federal Republic of Germany.
- The Alumni Board collected data on the classes of 2018 to 2024 and developed strategies to expand contacts and strengthen the alumni network.

### **May – Class Reunion for the Class of 1970**

- A three-day reunion in Swakopmund, organised by Dieter and Karin Bütow.
- The reunion concluded with a generous donation of N\$ 10,700.00 to the ASV, presented in person in Windhoek.

### **June – 30th Big Walk of the Primary Section.**

- On 14 June, the primary section celebrated the 30th anniversary of its Big Walk.
- Alumni supported the event with a donation towards the performance by the band 'ÖK Beans'.
- Around 20 new members were recruited for the Alumni Association. Around 15 Abitur learners attended the Big Walk as revival.

### **July - Annual General Meeting & Alumni World Map**

- The AGM took place on 10 July in the school kiosk with mulled wine. 27 members attended, 12 were excused.
- Resolution: Membership fees were increased from N\$ 150 to N\$ 200 per year.
- The alumni world map was installed in the school foyer.
- A thank-you gift in the form of a wool voucher was presented to Jutta Pfeifer in recognition of her many years of loyalty.

Report from the Alumni Association  
for the Annual General Meeting 2026

**August – Marimba Club & Fundraising Campaigns**

- Marimba extramural: The Alumni Association supported the launch of a Marimba Club by funding a complete marimba, ordered from South Africa and delivered in May. The club started in July and delighted learners and teachers during a workshop in August.
- 2024 graduates: Donation of N\$ 16,120.00 (remaining proceeds from the ball fundraiser) to the Alumni Association for targeted support initiatives.
- Bazaar: Alumni cake donation to the Susanne Grau Retirement Home; the Aperol Spritz bar was a great success and helped attract new members.

**September – Abi-Cam-Cup**

- Alumni provided three paramedics from the Oshmed service for the grade 12's fun cup.
- Plenty of plasters and ice packs were needed, but there were no serious injuries.

**October – Abitur Breakfast**

- On the last day of the Abi theme week, the alumni treated the Abitur learners to breakfast with coffee and rolls.
- Grade 1 learners presented small good-luck charms and sharing biscuits together brought joy across the generations.

**November – Abitur Certificate Ceremony & Advent Concert**

- Abitur: On 4 November, the school celebrated the certificate ceremony. Cathrin Laggner represented the alumni.
- The first "Local Roots, Global Minds" class was bid farewell, together with a final farewell from our "school mum" Ms Elke Jensen.
- We also said goodbye to Head of Department Uwe Rauhut, known for his great dedication and consistency.
- Advent concert: Grade 5 choir and grade 6 wind instruments in Senior Park. Alumni handed out 150 gift packs containing coffee, soap and deodorant to the senior citizens

**December – Advent Campaigns & Anniversary of the Class of 1985**

- Christmas Play: Classes 1b and 2b performed "Das Jesuskind und das Warzenschwein" at the Susanne-Grau-Heim; Alumni supported the event with baked goods.
- Alumni Recognition Award: N\$ 500 for outstanding achievements to Kim Heydenrych and Sören Stier (grade 7).
- Reunion of class of 85/86 Abitur: 40th anniversary celebration at Elisenheim attended by 46 alumni, including a tour of the school and a champagne reception in front of the alumni world map. International alumni from Cape Town, Pretoria, Bavaria, Potsdam and Namibia took part.

**Commemorative Tribute**

- Helmut Halenke and Heiner Kiekebusch, long-standing supporters, passed away in 2025.

**Review & Thanks**

- A year full of encounters, commitment and valuable experiences.
- A warm welcome to all new members.
- **THANK YOU** to all alumni for their loyalty, support and encouragement of young and old in the DHPS family in 2025.
- Together we can achieve so much: big and small.

Report: Ulrike Engelhard

# FINANCIAL REVIEW

In respect of the audited annual financial statements of  
**DEUTSCHER SCHULVEREIN WINDHOEK (1949)**  
(Incorporated Association Not for Gain)  
for the year ended 31 December 2025

This report gives members an overview of the school's audited financial results for 2025, explains the main movements against the prior year and the 2025 budget, summarises the use of reserves for capital and other strategic projects, and outlines the financial outlook for 2026, including the new support arrangements with the Federal Republic of Germany.

## 1. Executive summary

- The audited annual financial statements for the year ended 31 December 2025 show that DHPS remained financially sound, with total assets of N\$156.7 million and accumulated funds of N\$141.8 million.
- The year was operationally challenging: operating revenue and other income were N\$94.9 million, while operating expenses were N\$103.0 million, resulting in an operating deficit before investment income of N\$8.1 million.
- Investment income of N\$10.8 million enabled the school to report a surplus before transfers to reserves of N\$2.7 million. After transfers of N\$2.25 million to reserves, the final comprehensive surplus for the year was N\$0.4 million.
- The 2025 budget was deliberately prepared on a deficit basis to keep school fee increases affordable while the previous German support agreement was nearing expiry and while the school was awaiting clarity on the next support agreement.
- The school used N\$10.4 million from reserves to fund renovations, technology and other infrastructure projects. These projects were funded from accumulated reserves and donations, not through additional school fee increases.
- A new Support Agreement for 2026 has been received and is expected to align with the 2026 budget assumptions. The 2026 budget is again prepared on the basis that operating activities should broadly break even before investment income and before any strategic reserve-funded projects.

## 2. Result 2025 compared to budget and prior year

The school's financial performance should be understood in three layers: (1) the operating result before investment income, (2) investment income earned on the reserve portfolio, and (3) transfers to and from reserves for long-term projects and designated funds.

| <b>N\$'000 unless otherwise indicated</b>             | <b>2025 actual</b> | <b>2025 budget</b> | <b>2024 actual</b> |
|---|--------------------|--------------------|--------------------|
| Number of children at year end - School               | 906                | 941                | 977                |
| Kinder-Campus   | 127                | 122                | 128                |
| Hostel  | 58                 | 58                 | 64                 |
| Day care  | 104                | 104                | 103                |
| Fees received   | 87,567             | 88,627             | 87,653             |
| German subsidy allocated to income                    | 3,840              | 2,229              | 7,327              |
| Profit / (loss) on exchange differences               | 851                | -                  | (2,303)            |
| Other income  | 2,628              | 2,149              | 3,745              |
| <b>Total operating revenue and other income</b>       | <b>94,886</b>      | <b>93,005</b>      | <b>97,482</b>      |
| Employee costs  | 82,756             | 85,066             | 79,525             |
| Other operating costs, excluding exchange differences | 20,274             | 21,581             | 19,148             |
| <b>Operating expenses</b>                             | <b>103,030</b>     | <b>106,647</b>     | <b>100,976</b>     |

|   |         |          |         |
|---|---------|----------|---------|
| <b>Operating deficit before investment income</b> | (8,144) | (13,642) | (3,494) |
| Investment income                                 | 10,835  | -        | 8,333   |
| <b>Surplus before transfer to reserves</b>        | 2,691   | (13,642) | 4,839   |
| Transfer to reserves                              | (2,250) | (250)    | (4,900) |
| <b>Total comprehensive surplus / (deficit)</b>    | 441     | (13,892) | (61)    |

### Key movements in 2025

- Learner numbers declined from 977 to 906 in the school and from 64 to 58 in the hostel. Kinder-Campus and day care remained broadly stable. This trend remains a key planning consideration for future fee levels and cost structures.
- Fees received were broadly flat at N\$87.6 million despite an average fee increase of approximately 6%, mainly due to the lower learner numbers and the continued need to support affordability for families.
- German subsidy income reduced from N\$7.3 million to N\$3.8 million, reflecting the final year of the 2023-2025 Support Agreement and the net financial support after deductions for ADLK and BPLK positions.
- Employee costs increased by 4% to N\$82.8 million. This was below the approved annual salary increase of 5%, reflecting careful staff planning and cost control.
- Other operating costs, excluding exchange differences, increased from approximately N\$19.1 million to N\$20.3 million. Key increases included security services, connectivity and selected repairs and maintenance costs, partly offset by disciplined control of other expense categories.
- The Namibian Dollar / Euro closing rate moved from N\$19.4979/EUR at 31 December 2024 to N\$19.4368/EUR at 31 December 2025, resulting in an unrealised foreign exchange gain of approximately N\$0.9 million in 2025, compared with a loss of N\$2.3 million in 2024.
- Investment income increased by 30% to N\$10.8 million and was the main reason the school achieved a positive result after the operational deficit.

### 3. German Government Support Agreement

The Support Agreement (Fördervertrag) is governed by Germany's legislation for German schools abroad, the Auslandsschulgesetz (ASchulG). The agreement is a central part of DHPS's financial model, as it provides a combination of teacher support and financial support that enables the school to maintain its German educational profile while keeping fees as affordable as possible.

- Category 1 - Human resource support: teacher support through German-sponsored teaching positions. (Not disclosed in financial statements)
- Category 2 - Financial support: mandatory financial support under the ASchulG, linked to relevant educational outcomes and requirements. (disclosed in note 22 – in financial statements)
- Category 3 - Voluntary support: discretionary support based on submissions and budget availability in Germany. (included in amount as disclosed in note 22 – in financial statements)

Voluntary support from Germany declined significantly in 2024 and 2025 and no such funding had been anticipated for 2025. However, an unexpected amount of EUR 72,600 was received towards year-end, as fiscal conditions in Germany allowed for this additional contribution.

The previous support agreement covered the years 2023 to 2025. During 2024 and 2025, the Board and school management approved the funding of additional ADLK and BPLK teacher positions to protect educational quality and continuity. It was accepted that any resulting shortfall could, if required, be covered from the General Reserve. Owing to strong investment income and favourable foreign exchange movements, a drawdown from the General Reserve for the operating result was not required in 2025.

Following the expiry of the previous agreement, DHPS applied for a new three-year agreement for the period from 2026 to 2028. The new agreement was received in early May 2026 and, at this stage, has been confirmed for the 2026 financial year. The agreement provides for three additional ADLK positions and increased financial support. Based on the information currently available, the 2026 support is in line with the assumptions used in the approved 2026 budget.

#### 4. Reserves and capital / strategic projects

The school's reserves are not accumulated for short-term surplus purposes only. They provide financial resilience and are used to fund major infrastructure, technology and strategic projects without placing sudden additional pressure on school fees.

| Reserve movement  | N\$ million  |
|---|--------------|
| Opening reserve balance, 1 January 2025                       | 111.5        |
| Receipts from donations, fundraising and other reserve income | 2.5          |
| Transfers from the income statement                           | 2.3          |
| Reserve-funded project expenditure                            | (10.4)       |
| <b>Closing reserve balance, 31 December 2025</b>              | <b>105.9</b> |

#### Major projects funded from reserves in 2025

| Project category                            | N\$ million |
|---|-------------|
| Renovations - facades                       | 5.6         |
| Renovation - kitchen                        | 1.6         |
| Computer hardware and interactive boards    | 1.1         |
| Hostel interior                             | 0.2         |
| Renovations - bathrooms Zingelhaus (hostel) | 0.1         |
| Other smaller projects                      | 1.8         |
| <b>Total reserve-funded projects</b>        | <b>10.4</b> |

#### Capital Expenditure Report

As part of the school's commitment to maintaining and continuously improving the quality of the school environment, several capital expenditure projects were undertaken during the past year to ensure that school facilities remain safe, modern, and conducive to both learning and well-being.

The multi-year project to renovate the school's facades is now approaching its final stages. This long-term initiative has focused on preserving and enhancing both the structural integrity and visual appeal of our buildings. While significant progress has been made, work is still ongoing. Once finalized, the project will ensure that all school buildings present a well-maintained, welcoming, and professional environment.

Renovations to the kitchen and dining hall have been completed to allow for more efficient food preparation, improved hygiene standards, and a more inviting space, especially for hostel students.

In the hostel, the bathrooms in Zingelhaus were fully renovated. These upgrades were essential to ensure that facilities meet modern standards of hygiene, safety, and comfort. A new project, initiated last year, focused on improving the interior aesthetics and comfort of the hostel, including group rooms and bedrooms for hostel students. This initiative aims to enhance the attractiveness of the hostel, making it a more inviting and pleasant living environment.

During the course of last year, the school also began replacing traditional projectors with interactive boards, reflecting the school's strategic commitment to keeping pace with evolving educational technology trends. As modern classrooms are increasingly reliant on interactive and digital tools, this investment ensures that teaching methods remain current, engaging, and aligned with global educational standards, while also preparing students for a technology-driven world.

Capital expenditures undertaken in past years reflect a balanced approach between maintaining existing infrastructure and investing in future-focused improvements. These projects are designed to create a safe, comfortable, and modern learning environment, ensuring that students and staff can thrive.

The planned new primary school remains a major strategic project. The Board and school management have decided to continue with the project on the basis that construction will be funded from existing reserves and from targeted sponsorship and donation initiatives, some of which have already been launched in 2026. At the beginning of 2026, the board resolved to allocate N\$47 million from existing reserves toward the construction of

the primary school. No recurring school fees are intended to be used to fund the construction of the new building. A more detailed project update should be provided separately once the scope, timing, funding plan and governance approvals have been finalised.

#### Reserve allocation at 31 December 2025

| Reserve category                                 | N\$ million  |
|--|--------------|
| Building and other assets reserve                | 46.9         |
| General school reserve                           | 28.2         |
| Kitchen reserve                                  | 1.8          |
| Primary school reserve                           | 1.2          |
| Fördervertrag reserve                            | 5.1          |
| Bursary fund and Peter's Donation reserve        | 15.6         |
| Fundraising activities                           | 1.0          |
| Extra-mural activities and other                 | 6.1          |
| <b>Closing reserve balance, 31 December 2025</b> | <b>105.9</b> |

### 5. Financial position and liquidity

| N\$'000                             | 2025           | 2024           |
|-------------------------------------|----------------|----------------|
| Non-current assets                  | 29,964         | 29,667         |
| Current assets                      | 126,735        | 131,455        |
| <b>Total assets</b>                 | <b>156,699</b> | <b>161,122</b> |
| Reserves                            | 105,895        | 111,534        |
| Retained income                     | 35,871         | 35,430         |
| Provisions and current liabilities  | 14,933         | 14,158         |
| <b>Total equity and liabilities</b> | <b>156,699</b> | <b>161,122</b> |

- At 31 December 2025, DHPS held N\$44.7 million in cash and cash equivalents and N\$90.8 million in other financial assets, giving combined cash, cash equivalents and investment assets of approximately N\$135.5 million.
- Current financial assets and cash together amounted to approximately N\$124.9 million, providing strong liquidity cover for short-term obligations and planned reserve-funded projects.
- The foreign cash balances were translated at N\$19.4368 to EUR 1 at year-end. The overall investment portfolio was approximately 71% local and 29% foreign, compared with 65% local and 35% foreign in the prior year.
- The investment portfolio is managed in consultation with the school's financial advisers and is not intended to be speculative. The focus remains capital preservation, liquidity and reliable income generation.

### 6. Audit opinion and governance matters

The auditors issued a qualified opinion. The qualification was consistent with matters previously reported and related mainly to the completeness of certain cash-based income categories, such as donations, sundry income and fundraising before their initial entry into the accounting records, and to the accounting treatment of movable assets and building improvements, which are expensed rather than capitalised.

The Board acknowledges these matters and continues to focus on strong financial controls, improved documentation, clear delegation of authority and disciplined adherence to the school's financial policies. These controls remain important given the school's reliance on fees, donations, fundraising, German Government support and investment income.

## 7. Bursaries and social support

DHPS remains committed to ensuring that learners from a wider range of financial backgrounds have the opportunity to attend the school. During 2025, the school supported 9 learners through social fee reductions and 19 learners through bursaries. The Board also acknowledges the valuable contribution of the DHPS Educational Trust of Namibia and other private donors who assist the school in pursuing this objective.

## 8. Budget and outlook for 2026

- For members, the key areas to watch in 2026 will be the progress and funding of the primary school project, disciplined use of reserves, learner number development, affordability of fees, continued bursary and social support, and the ongoing strengthening of financial controls.
- The Board and school management have decided to continue with the new primary school building project. The project will be funded partly from existing reserves and partly from specific sponsorship and donation initiatives that have been launched, and will continue to be pursued, during 2026. No recurring school fees are intended to be used for the construction of the new primary school building.
- The Board will continue to monitor learner numbers closely, as a sustained decline places pressure on affordability, class planning and the fixed cost base of the school.
- Fee increases will continue to be considered carefully, with the aim of balancing affordability for parents, quality of education, staff retention and the long-term sustainability of the school.
- Efficient cost management will remain a primary focus. The school is operating in an environment of significant cost increases, including inflationary pressure and cost impacts linked to international conflict, supply-chain disruption and broader geopolitical issues outside the school's control.
- The school will continue its digital modernisation programme, including the installation and further rollout of digital smart boards and related technology throughout the school and across classrooms. The aim is to support modern teaching methods and consistent digital learning infrastructure.
- Capital projects for 2026 and the period running into 2027 are expected to include renovations to various classrooms, ongoing maintenance and selected upgrades to learning spaces, subject to final project approvals and available funding.
- The new German Support Agreement for 2026 has been received and appears to be aligned with the financial assumptions included in the 2026 budget. The agreement provides important planning support, but the school remains dependent on continued disciplined financial management and active engagement with the German authorities.

The 2026 budget has been prepared on a prudent basis. The key planning principle is that the school should aim to break even at an operational level before investment income and before separately approved strategic reserve-funded projects. Investment income should therefore continue to strengthen the school's resilience and support long-term capital needs, rather than fund recurring operating deficits.

## 9. Closing

Despite a challenging operating environment, DHPS remains financially sound. The school ended 2025 with strong reserves, solid liquidity and a positive comprehensive result after reserve transfers. At the same time, the operational deficit before investment income, lower learner numbers and dependence on external support require continued discipline and careful forward planning.

On behalf of the Board of Directors, I would like to thank the school management, administration team, teachers, staff, parents, donors, sponsors, the German Government and the Namibian Government for their continued support and commitment to DHPS.



Waldemar von Lieres und Wilkau  
Director Finance  
20.05.2026

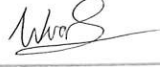
DEUTSCHER SCHULVEREIN WINDHOEK (1949)

78. Jahreshauptversammlung: Donnerstag 18. Juni 2026 um 19h00


NOMINIERUNG ZUR VORSTANDSWAHL

Hiermit nominiere ich Ralph Ellinger zur Wahl als Mitglied  
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)  
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 23/03/2026 Name (Druckschrift): Waldemar von Lieres

Unterschrift: 

Ich unterstütze diese Nominierung. Name (Druckschrift): Jens Iben

Datum: 23/03/2026 Unterschrift: 

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: 

Anschrift: P.O. Box 97070 Windhoek

Telefon Nr.: 0811226605

Angaben zur Person des/r Nominierten:

Name: Ellinger

Vorname: Ralph

Beruf: CEO

Geburtsort & Datum: Otjiwarongo, 13 July 1979

Anzahl Kinder an der DHPS: Zwei, 7 und 9 Klasse

Seit wann in Namibia: 1979

Schulvereinsmitglied seit: 2018

DHPS Vorstandserfahrung/Ämter: Wandertagskomitee 2020-2025

Lebenslauf in Stichworten: 1997 - Matrik Abschluss, Etosha High School, Tsumeb

2001 - Honours Business Management, Universität Stellenbosch, Südafrika

2003 - Chartered Institute for Management Accountants (CIMA), Fernstudium

seit 2002 tätig bei der Firma CYMOT (Pty) Ltd, im Amt des CEO seit 2022

seit 2002 ansässig in Windhoek, verheiratet mit zwei Kindern

seit 2020 Treuhänder und Vorstandsmitglied beim Sport Kulb Windhoek

Persönliche Abgabe bei der Verwaltungsleitung bis Dienstag, 31. März 2026, 12 Uhr.

Eingang Verwaltungsleitung Datum 30.03.26 Zeit 13:05



**DEUTSCHER SCHULVEREIN WINDHOEK (1949)**

78. Jahreshauptversammlung: Donnerstag 18. Juni 2026 um 19h00

**NOMINIERUNG ZUR VORSTANDSWAHL**

Hiermit nominiere ich Jens Iben zur Wahl als Mitglied  
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)  
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 30/03/2026 Name (Druckschrift): Waldemar von Lieres

Unterschrift: 

\*\*\*\*\*

Ich unterstütze diese Nominierung. Name (Druckschrift): Götz Friedrich

Datum: 30/03/2026 Unterschrift: 

\*\*\*\*\*

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: 

Anschrift: P O Box 80412

Windhoek

Telefon Nr.: 0811555301

Angaben zur Person des/r Nominierten:

Name: Iben

Vorname: Jens

Beruf: Chartered Accountant

Geburtsort & Datum: Windhoek, 17/02/1979

Anzahl Kinder an der DHPS: 2

Seit wann in Namibia: Seit geburt

Schulvereinsmitglied seit: 2020

DHPS Vorstandserfahrung/Ämter: 2024 - Finanz und Bauausschuss

Lebenslauf in Stichworten: Chartered Accountant- Namibia

Leiter verschiedenen Finanzabteilungen in verschiedenen Industrien.

War in letzten 2 Jahren aktief im Finanz, Personal und Bauausschuss

Ich moechte als Vorstandsmitglied meine Beitrag liefern um die Zukunft

und die Nachhaltigkeit de Schule sicher zu stellen.

**Persönliche Abgabe bei der Verwaltungsleitung bis Dienstag, 31. März 2026, 12 Uhr.**

Eingang Verwaltungsleitung Datum 30.03.26 Zeit 11:20



**DEUTSCHER SCHULVEREIN WINDHOEK (1949)**

78<sup>th</sup> Annual General Meeting: Thursday, 18 June 2026 at 19h00

**NOMINATION FOR ELECTION TO THE BOARD**

I hereby nominate Margaret Mutschler for election as a member  
(NAME OF CANDIDATE IN BLOCKLETTERS)  
of the Board of the Deutscher Schulverein Windhoek (1949).

Date: 25/02/26

Name (Print): CHRISTIAN TREDE

Signature: [Signature]

\*\*\*\*\*

I second this Nomination. Name: (Print) THOMAS HONER

Date: 25.02.2026

Signature: [Signature]

\*\*\*\*\*

I hereby declare that I accept the position in case of election.

Signature of candidate: [Signature]

Address: 68 Bermanlyn  
Windhoek.

Telephone no: +264 811247978

Details of Nominee:

Name: Margaret Mutschler

First Name/s: Margaret

Occupation: Engineer

Place & date of birth: Usakos 4/2/69

Number of children at DHPS: 2 Jana will ; Herdie @ 7

Since when resident in Namibia: 4/2/69

Member of the school association since: 2015

Previous experience on boards/in posts: NPF II, APH, Clean Energy fund

Brief Curriculum Vitae: See Attached Bio

Partner mcs

PPP Committee

Board member 3 Investment funds

B.Eng Electrical ; MSc finance & financial law

Project development, implementation, legalities, structure, evaluate.

Delivery in person to administration management by Friday, 27<sup>th</sup> of February 2026 at 12h00.

Receipt Administration Manager: Date 25.02.26 Time: 12:15 [Signature]

DEUTSCHER SCHULVEREIN WINDHOEK (1949)  
78. Jahreshauptversammlung; Donnerstag 18. Juni 2026 um 19h00  
NOMINIERUNG ZUR VORSTANDSWAHL

Hiermit nominiere ich Jens Roland zur Wahl als Mitglied  
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)  
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 10.02.2026 Name (Druckschrift): Marion Horsthemke  
Unterschrift: Marion Horsthemke

Ich unterstütze diese Nominierung. Name (Druckschrift): Götz Friedrich  
Datum: 10/02/2026 Unterschrift: Götz Friedrich

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: Jens Roland  
Anschrift: PO Box 37  
Windhoek.  
Telefon Nr.: 061-233171.

Angaben zur Person des/r Nominierten:

Name: Roland  
Vorname: Jens  
Beruf: Anwalt.  
Geburtsort & Datum: Windhoek, 13 Oktober 1982.  
Anzahl Kinder an der DHPS: Ein Kind; ab 2027 zwei Kinder.  
Seit wann in Namibia: Geboren in Namibia.  
Schulvereinsmitglied seit: 1990  
DHPS Vorstandserfahrung/Ämter:  
Lebenslauf in Stichworten: Schallaufbahn an der DHPS  
HIGCS E 2001  
University of Stellenbosch - BAce & CLB.  
Seit 2011 Anwalt bei Fishor,  
Quarmby & Pfeifer. Seit 2015  
Partner.

Persönliche Abgabe bei der Verwaltungsleitung bis Dienstag, 31. März 2026, 12 Uhr.

Eingang Verwaltungsleitung Datum 10.03.26 Zeit 14:10

(Signature)

**DEUTSCHER SCHULVEREIN WINDHOEK (1949)**

78. Jahreshauptversammlung: Donnerstag 18. Juni 2026 um 19h00

**NOMINIERUNG ZUR VORSTANDSWAHL**

Hiermit nominiere ich ASTRID STRITTER zur Wahl als Mitglied  
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)  
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 29/03/26 Name (Druckschrift): Wolf Wohlers  
Unterschrift: [Signature]  
\*\*\*\*\*

Ich unterstütze diese Nominierung. Name (Druckschrift): Roland Gerdes  
Datum: 29/03/2026 Unterschrift: [Signature]  
\*\*\*\*\*

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: [Signature]  
Anschrift: Eros Road 145  
P.O. Box 43, Windhoek  
Telefon Nr.: 081 150 16 10

Angaben zur Person des/r Nominierten:

Name: STRITTER  
Vorname: ASTRID  
Beruf: Jurist  
Geburtsort & Datum: Weimar, 13.06.1976  
Anzahl Kinder an der DHPS: 1  
Seit wann in Namibia: 2003  
Schulvereinsmitglied seit: 2022  
DHPS Vorstandserfahrung/Ämter: 4 Jahre -> Strategie, Steuerggr. ...  
Lebenslauf in Stichworten: 1. Jura Studium Jena, Deutschl.  
2. Staatsexamen LG Erhnd  
LLB UNam, Anwaltszu-  
lassungsexamen in  
Namibia, 3. J. Mitar-  
beiter bei Konrad Adenauer  
Stiftung bis 2020

**Persönliche Abgabe bei der Verwaltungsleitung bis Dienstag, 31. März 2026, 12 Uhr.**

Eingang Verwaltungsleitung Datum 30.03.26 Zeit 6:55 [Signature]

**DEUTSCHER SCHULVEREIN WINDHOEK (1949)**

78. Jahreshauptversammlung: Donnerstag 18. Juni 2026 um 19h00

**NOMINIERUNG ZUR VORSTANDSWAHL**

Hiermit nominiere ich Waldemar von Lieres zur Wahl als Mitglied  
(NAME DES KANDIDATEN IN DRUCKSCHRIFT)  
des Vorstandes des Deutschen Schulvereins Windhoek (1949).

Datum: 30/03/2026 Name (Druckschrift): Jens Iben

Unterschrift: 

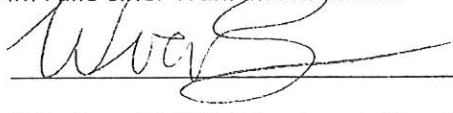
\*\*\*\*\*

Ich unterstütze diese Nominierung. Name (Druckschrift): Grötz Friedrich

Datum: 30/03/2026 Unterschrift: 

\*\*\*\*\*

Hiermit erkläre ich mich bereit, das Amt im Falle einer Wahl anzunehmen.

Unterschrift des Kandidaten: 

Anschrift: PO Box 20412 Windhoek Namibia

Telefon Nr.: +264 81 332 1020

Angaben zur Person des/r Nominierten:

Name: von Lieres und Wilkau

Vorname: Waldemar

Beruf: Chartered Accountant

Geburtsort & Datum: Windhoek Namibia 06/02/1979

Anzahl Kinder an der DHPS: 3

Seit wann in Namibia: Geburt

Schulvereinsmitglied seit: 2019

DHPS Vorstandserfahrung/Ämter: DHPS Vorstand seit 2022

Lebenslauf in Stichworten: Chartered Accountant (CA)

Aktuell Geschäftsführer bei Namibia Breweries Limited (NBL)

Mehrjährige Erfahrung in Finance, Strategie und Unternehmensführung

Seit 2022 im Deutscher Schulverein Windhoek Vorstand aktiv vor allem im Finanz- und Personalausschuss unterwegs

Motivation: Möchte die DPHS weiterhin aktiv unterstützen und mithelfen, die Schule nachhaltig und zukunftsorientiert weiterzuentwickeln.

**Persönliche Abgabe bei der Verwaltungsleitung bis Dienstag, 31. März 2026, 12 Uhr.**

Eingang Verwaltungsleitung Datum 30.03.26 Zeit 11:20

