



WILSON BAYLY HOLMES - OVCON LIMITED
(Incorporated in the Republic of South Africa)
(Registration number 1982/011014/06)
JSE AND A2X Code: WBO
ISIN: ZAE000009932
("WBHO", "the **Company**" or "the **Group**")

APPOINTMENT AND RESIGNATION OF DIRECTOR AND EXECUTIVE CHAIRMAN, AND CHANGES TO THE SUB-COMMITTEES

In accordance with section 3.59 of the JSE Listing Requirements, shareholders are advised that Elia Louw Nel ("Louwtjie"), director and Executive Chairman of the Board has announced his decision to retire, therefore resigning as director and Executive Chairman of WBHO, effective 21 November 2024.

Louwtjie joined WBHO in 1987 after graduating with a BSc in Civil Engineering and completing his national service. He held various key positions in different divisions in the Group and he was appointed as the Chief Executive Officer ("CEO") in 2008, a position he held until November 2019 when he stepped down as CEO and was appointed as the Executive Chairman.

Charles Victor Henwood ("Charles") a qualified Chartered Accountant ("CA (SA)") will join the Board with effect from 21 November 2024 as a director and the Executive Chairman of the Board. Charles has over 30 years' experience in the construction industry and has held several directorships across a broad spectrum of disciplines including the Group Chief Financial Officer of the Company, a position he held until he resigned in 2023.

The Lead Independent Director, Ross Gardiner, expressed the Board's appreciation and gratitude to Louwtjie, for his leadership and invaluable contribution to the WBHO Group for the past 37 years and welcomed Charles to the Board.

CHANGES TO THE NOMINATION AND SOCIAL AND ETHICS COMMITTEE

Nomination Committee

Following Louwtjie's retirement and Charles' appointment, the Nomination Committee will be constituted as follows:



- Ross Gardiner – Chairman (Lead Independent non-executive director)
- Cobus Bester
- Karen Forbay
- Hatla Ntene
- Nosipho Sonqushu
- Charles Henwood

Social and Ethics Committee

Fatima Wakeford, CA(SA), has been appointed to the Social and Ethics committee with effect from 20 November 2024. Fatima joined WBHO in 2010 as a divisional financial manager and currently holds the position of Group reporting director. Following Fatima's appointment, the Social and Ethics Committee will be constituted as follows:

- Karen Forbay – Chairperson and Non-executive director
- Ross Gardiner – non-executive director
- Hatla Ntene – non-executive director
- Donnafeg Msiska – Group Company Secretary
- Samuel Gumede – Group legal counsel
- Fatima Wakeford - Group reporting director

18 October 2024

Johannesburg

Sponsor: Investec Bank Limited