



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

GRANT AND ACCEPTANCE OF RIGHTS TO PARTICIPATE IN THE 2013 WBHO SHARE PLAN APPROVED BY SHAREHOLDERS AT THE ANNUAL GENERAL MEETING IN NOVEMBER 2014

The following Executive Directors, Prescribed Officers and the Company Secretary have been granted and have accepted rights (off market and at nil cost) to participate in the Company's share incentive plan. The rights to the ordinary shares are subject to performance conditions and vest after three years:

Executive Directors:

	Number of rights	Deemed Value*
WP Neff	32,000 conditional awards	R 6,634,560.00
AC Logan	30,000 conditional awards	R 6,219,900.00

Prescribed Officers:

	Number of rights	Deemed Value*
AF De Necker	27,000 conditional awards	R5,597,910.00
CA Jessop	27,000 conditional awards	R5,597,910.00
PJ Foley	25,000 conditional awards	R5,183,250.00
SN Gumede	18,000 conditional awards	R3,731,940.00

Company Secretary:

	Number of rights	Deemed Value*
D Msiska	7,000 conditional awards	R 1,451,310.00

The effective date of the above transactions is 13 November 2024 and the interest is direct beneficial. Approval for the individual allocations has been given by the Remuneration Committee.

Clearance was obtained for all transactions

*Calculated using the volume weighted average price on 12 November 2024 of R207.33 as the deemed price.

19 November 2024

Johannesburg

Sponsor: Investec Bank Limited