

Nictus Holdings Limited

Incorporated in the Republic of Namibia

Registration number: 1962/1735

NSX share code: NHL

ISIN code: NA000A1J2SS6

("Nictus" or "the Company")

Voluntary Governance Announcement: Appointment of Chief Executive Officer as part of Succession Planning

The Board of Directors of Nictus Holdings Limited ("the Board") is pleased to advise shareholders that Mr Henrico du Plessis has been appointed Chief Executive Officer of Nictus Holdings Limited with effect from 1 July 2026.

The appointment forms part of the Company's succession planning process and follows a structured leadership development and executive succession programme undertaken by the Board and its Remuneration and Nomination Committee. The Board is committed to ensuring orderly leadership succession and long-term management continuity across the Group.

Mr du Plessis has extensive experience within the Nictus Group and currently serves as Managing Director of NHL Tyre and Tire (Pty) Ltd and Khomas Car Rental and Leasing (Pty) Ltd. He is also a member of the Group Management Committee and has played an active role in the operational and strategic management of the Group. He is a member of the Association of Chartered Certified Accountants (ACCA) and has completed the Executive Development Programme at Stellenbosch Business School.

The Board is satisfied that his experience, leadership capability and knowledge of the Group position him well to support the continued execution of the Group's strategy and long-term objectives.

Shareholders are advised that:

- the appointment forms part of the Group's succession planning process;
- there is no change to the composition of the Board of Directors;
- the Group Managing Director remains in office and continues in that role; and
- no changes to the responsibilities of any director are being announced at this time.

This announcement is being released voluntarily through NENS in the interests of transparency, orderly disclosure and good corporate governance.

The Board congratulates Mr du Plessis on his appointment and looks forward to his continued contribution to the growth and development of the Group.

Windhoek

14 July 2026

Sponsor on the NSX

Simonis Storm Securities (Pty) Ltd
Member of the Namibia Securities Exchange

