

Nictus Limited

(Incorporated in the Republic of South Africa)

(Registration number 1981/011858/06)

Share code: NCS

ISIN: NA0009123481

("Nictus" or the "Company")

CHANGES TO THE BOARD OF DIRECTORS AND BOARD COMMITTEES

In compliance with paragraph 3.59 of the JSE Limited Listings Requirements, Nictus shareholders ("**Shareholders**") are hereby advised of the following changes to the board of directors of Nictus ("**Board**"), and the Company's remuneration and nomination committee and audit and risk committee:

Retirement of a director from the Board, remuneration and nomination committee and audit and risk committee

Shareholders are advised that Mr Gerard Swart, an independent non-executive director of Nictus, will retire as a director of the Company as well as Chair of the remuneration and nomination committee and as a member of the audit and risk committee, with effect from 1 February 2021.

The Board would like to thank Mr Swart for his valuable service to the Company during his tenure and wishes him well in his future endeavours.

Appointment of a director to the Board, remuneration and nomination committee and audit and risk committee

Shareholders are further advised of the appointment of Ms Sarita Martin as an independent non-executive director of the Company, with effect from 1 February 2021.

Ms Martin is an admitted attorney of the High Court of South Africa and holds various qualifications including, *inter alia*, a B.Proc, LLB, MBA, Diploma in Advanced Banking and Certificate in Compliance Management. She is an executive coach and an independent corporate governance consultant and serves as an independent non-executive director of Reunert Limited (and sits on various board committees), as a non-executive director and Deputy Chair on the ActionAid South Africa Advisory Board and as the Chair of UsPlus Limited. She is a member of the Grayston Preparatory School Governing Board and is also a co-opted member of the Certification Committee of the Institute of Directors Southern Africa ("**IoDSA**") board of directors and has been approved as part of the panel for the IoDSA membership disciplinary processes. Ms Martin held various company secretariat positions in several listed companies and was previously a member of the Litigation Committee of the Financial Services Board (now the Financial Services Conduct Authority).

On Ms Martin's appointment, she will serve as Chair of the remuneration and nomination committee and as a member of the audit and risk committee of the Company. The Board welcomes Ms Martin and looks forward to her contribution to the Company.

Bryanston
28 January 2021

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