

Datatec Limited  
(Incorporated in the Republic of South Africa)  
(Registration number: 1994/005004/06)  
ISIN: ZAE000017745  
Share Code: DTC  
("Datatec" or "the Company")

**SHARE INCENTIVE SCHEMES VESTING: DEALINGS IN SECURITIES BY DIRECTORS AND THE COMPANY SECRETARY**

Datatec announces the following in relation to its share incentive schemes:

**1) CONDITIONAL SHARE PLAN ("CSP")**

The CSP was approved by shareholders at the Company's annual general meeting held on 14 September 2017.

The CSP awards granted in June 2020 had two performance conditions: an underlying EPS growth condition applying to one-third of the award and a Total Shareholder Return ("**TSR**") condition applying to two-thirds of the award.

The Remuneration Committee has determined that 100% of the June 2020 CSP awards would vest on 1 June 2023 as both performance conditions have been achieved.

Accordingly, the off-market transfer of 2,974,217 Datatec shares to participants in the June 2020 CSP has been initiated on 1 June 2023.

Details of the transfer of Datatec shares to the participants of the 2020 CSP who are Directors and the Company Secretary of Datatec are disclosed below, in compliance with the JSE Limited Listings Requirements:

Director	:	J P Montanana
Company	:	Datatec Limited
Class of security	:	Ordinary shares
Nature of transaction	:	Off market receipt of vested CSP shares
Date of transaction	:	1 June 2023
Number of securities	:	1,256,488
Deemed price per share	:	R38.03*
Transaction value	:	R 47,784,239
Nature of interest	:	Indirect beneficial
Clearance obtained	:	Yes

Director	:	I P Dittrich
Company	:	Datatec Limited
Class of security	:	Ordinary shares
Nature of transaction	:	Off market receipt of vested CSP shares
Date of transaction	:	1 June 2023
Number of securities	:	443,518
Deemed price per share	:	R38.03*
Transaction value	:	R 16,866,990
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes

Company Secretary	:	S P Morris
Company	:	Datatec Limited
Class of security	:	Ordinary shares

Nature of transaction	:	Off market receipt of vested CSP shares
Date of transaction	:	1 June 2023
Number of securities	:	186,687
Deemed price per share	:	R38.03*
Transaction value	:	R 7,099,707
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes

\* the closing share price on 31 May 2023, the day before the vesting date.

## 2) DEFERRED BONUS PLAN ("DBP")

Under the terms of the DBP which was approved by shareholders at the Company's annual general meeting held on 14 September 2017, Executive Directors and the Company Secretary deferred a portion of their FY20 bonus to purchase Datatec shares under the terms of the DBP as detailed in SENS announcement on 18 June 2020. Shares purchased in terms of the DBP are subject to an employment condition and only vest with the participant if they remain in employment with the Company for three years, otherwise the DBP shares will be forfeited. It is noted for completeness that the 2020 DBP shares will vest with participants on 17 June 2023. The shares (after any sale necessary to meet tax obligations) remain subject to a holding restriction preventing their sale for two further years until 17 June 2025.

## 3) TREASURY SHARES

Following the CSP settlement above, the Company holds 25,783 Treasury Shares.

2 June 2023

Sponsor  
Pallidus Exchange Services Proprietary Limited