

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

Dealings in securities by the DBW Plan, directors and the company secretary

Datatec announces annual grants under the terms of its Deferred Bonus Warrants ("DBW") Plan.

Participants in the DBW Plan have deferred a portion of their FY24 bonus which is used to purchase Datatec shares "Bonus Shares" which will be held in escrow until vesting. The Company has made a co-investment equal to the amount of bonus deferred in the form of a grant of share appreciation rights ("SARs"). The number of SARs awarded was determined by the Remuneration Committee based on an estimate of the fair value of the SARs at the date of grant in relation to the market value of a Datatec share.

Bonus Shares purchased and the SARs granted in terms of the DBW Plan are subject to an employment condition and only vest with the participant if they remain in employment with the Company for approximately three years to the vesting date on 1 June 2027. In addition, there is a two-year, post vesting holding period which applies to the Bonus Shares and any shares arising from exercise of the SARs within two years of vesting.

The DBW Plan is required to purchase a total of 660,937 Datatec ordinary shares in the open market in respect of the Bonus Shares due to the participants who have deferred part of their bonuses. The number of shares to be purchased was calculated based on the Rand value of bonus deferred divided by R36.99 being the 30-day volume weighted average share price on 27 May 2024, the date of the Group's FY24 Results Announcement. Bonus Shares of participants who are Directors and the Company Secretary are as follows:

| DBW Participants | Role | Number of securities | Nature of interest | Rand Value |
|------------------|-------------------|----------------------|--------------------|------------|
| J P Montanana | Director | 500,000 | Direct beneficial | 18,496,000 |
| I P Dittrich | Director | 66,604 | Direct beneficial | 2,463,682 |
| S P Morris | Company Secretary | 19,855 | Direct beneficial | 734,436 |

The shares to satisfy participants' bonus deferral, including the Directors and Company Secretary as set out above have been acquired in the market with prior clearance at a volume-weighted-average price of R 37.7480 per share and a total transaction value of R 24,949,050 as set out below. Mr Dittrich's and Mr Morris' shares were acquired on 4 June 2024 and Mr Montanana's shares were acquired on all the dates shown below.

| Date of transaction | Number of securities | Average purchase price | Highest price traded | Lowest price traded | Transaction value |
|---------------------|----------------------|------------------------|----------------------|---------------------|-------------------|
| | | R | R | R | R |
| 4 June 24 | 321,408 | 37.64736 | 37.80 | 37.50 | 12,100,163 |
| 5 June 24 | 268,077 | 37.7009 | 37.80 | 37.63 | 10,106,744 |
| 6 June 24 | 41,496 | 38.2023 | 38.50 | 37.65 | 1,585,243 |
| 7 June 24 | 29,956 | 38.6193 | 38.78 | 38.28 | 1,156,880 |

SARs in respect of Datatec ordinary shares were granted in terms of the DBW Plan on 7 June 2024 with a grant price of R36.99 being the 30-day volume weighted average share price on 27 May 2024, the date of the Group's FY24 Results Announcement. The value of the grant is shown in the table below based on the actuarial value of the SARs awards which is the same as the share value noted above. The value to a participant is however nil until and if the SARs vest and are exercised. On vesting and exercise of the SARs, a further announcement of the value received by the participants will be released.

The SARs granted to the Directors and Company Secretary were as follows:

| Name | Role | Number of SARs | Rand value | Nature of interest |
|---------------|-------------------|----------------|------------|----------------------|
| J P Montanana | Director | 1 500 000 | 18,496,000 | direct beneficial |
| I P Dittrich | Director | 199,812 | 2,463,682 | direct beneficial |
| S P Morris | Company Secretary | 59,565 | 734,436 | direct beneficial |

Approval for the individual DBW Bonus Shares and SARs granted to the directors and the company secretary and clearance to deal has been given and the DBW SARs have been accepted, off market, on 7 June 2024.

10 June 2024

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