



Novus Holdings Limited  
Incorporated in the Republic of South Africa  
(Registration number 2008/011165/06)  
JSE share code: NVS ISIN: ZAE000202149  
("Novus" or "Company" or "Group")

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## CHANGES TO THE BOARD – CHANGE IN FUNCTIONS OF DIRECTORS

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Shareholders are referred to the announcements released on SENS on 17 March 2023 and 4 October 2023 wherein the board of directors of Novus ("**Board**") advised of the appointment of Mr André van der Veen, a non-executive director, as the Executive Chairman of the Board for an interim period whilst the Company engaged in the process of identifying and appointing a suitable candidate to fill the vacancy of Group Chief Executive Officer.

In compliance with paragraph 3.59 of the Listings Requirements of the JSE Limited, the Board hereby notifies its shareholders of the following:

- Mr André van der Veen, the Executive Chairman, has been appointed as Chief Executive Officer with effect from 14 November 2023.
- Mr Adrian Zetler, a non-executive director, has been appointed as Chairman of the Board with effect from 14 November 2023.

The Board welcomes Mr van der Veen and Mr Zetler in their new roles and looks forward to their continued contribution to the Company.

As a result of the aforementioned Board changes, the Board has resolved to appoint an additional independent non-executive director. The Board also recognises the need to change the composition of the committees and will announce such changes on SENS, together with the appointment of the director, once a suitable candidate has been identified and committee changes made.

Cape Town  
15 November 2023

**Sponsor**  
Merchantec Capital