



G4S (Botswana) Ltd
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14 August 2026

ANNOUNCEMENT: APPOINTMENT OF NON-EXECUTIVE DIRECTOR AND ACTING MANAGING DIRECTOR

In compliance with the Equity Listing Requirements of the Botswana Stock Exchange (BSE), the Board of Directors of G4S (Botswana) Limited ("the Board") hereby announces the following appointments:

1. Appointment of Non-Executive Director

Ms. Ronel Venter-De Roubaix has been appointed to the Board as a Non-Executive Director representing the majority shareholder, effective 22 July 2026.

Mrs. Venter-de Roubaix, CA(SA), serves as the Regional Finance Director for G4S. She possesses extensive executive experience across corporate commercial sectors and professional audit practice. Her career with G4S began in 2016 as Head of Financial Planning & Analysis for Africa, following which she was appointed Finance Director for South Africa Cash Solutions in 2023, before advancing to her current multi-market leadership role. She holds a Bachelor of Commerce degree from the University of Pretoria and brings recognized expertise in regional financial strategy and governance to the Board.

An ALLIED UNIVERSAL Company

G4S (Botswana) Ltd
Registered Office:
Plot 20584, Western ByPass
Gaborone, Botswana
Registered in Botswana: BW00000926722

Board Chairman:
Finance Director:
Board of Directors:

W. Ramaphoi *
T. Lemo *
T.K. Matthews *
M. Kgaimena *
Ronel Venter
* Motswana



2. Appointment of Acting Managing Director

Ms. Tobile Lemo has been appointed as Acting Managing Director of G4S Botswana, effective 1 August 2026.

Ms. Lemo is a Chartered Accountant and currently serves as the Finance Director of G4S Botswana. She possesses over 15 years of comprehensive experience spanning accounting, finance, auditing, and risk management. A Fellow Member of the Botswana Institute of Chartered Accountants (BICA) and a member of the Association of Chartered Certified Accountants (ACCA, UK) and holds a Bachelor of Business and Commerce, Professional Accounting from Monash University. Ms. Lemo began her career at Ernst & Young (EY) before moving into executive roles across the oil and gas, multinational, and parastatal sectors. In addition to her executive responsibilities, she serves on the Finance and Procurement Committee of the Quantity Surveyors Registration Council and is the Board Chairperson for the Fairheads Umbrella Fund.

The Board extends its congratulations to both Mrs. Venter-de Roubaix and Ms. Lemo on their respective appointments and looks forward to their continued contributions to the Company.

By order of the Board of Directors
14th August 2026
G4S Botswana Limited

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