

ABSA GROUP LIMITED

Incorporated in the Republic of South Africa

Registration number: 1986/003934/06

ISIN: ZAE000255915

JSE share code: ABG

Bond Issuer Code: ABGI

("Absa Group" or the "Group")

DEALINGS BY DIRECTORS, PRESCRIBED OFFICERS AND COMPANY SECRETARY OF ABSA GROUP

In accordance with paragraph 3.63 of the JSE Limited Listings Requirements, shareholders are advised that the following ordinary shares have been awarded to executive directors, prescribed officers, and the company secretary of Absa Group:

1. Absa Group Share Incentive Plan (SIP) – Share Incentive Plan Performance Award/s

The Share Incentive Plan ("SIP") Long-Term Performance Award is designed to incentivise long-term performance with vesting of awards, subject to fulfilment of a combination of financial and non-financial Absa Group performance targets (as disclosed in the Group's Remuneration Report for (2024) measured over a three-year performance period. Award will vest on or around the third anniversary of the grant date, subject to the achievement of the performance targets, and continued employment requirements, as set out in the SIP rules. Dividend equivalents may be added to the Awards at the vesting of an Award in terms of the Share Incentive Plan Rules and will be paid to the extent that the shares vest.

The number of shares under the Award was fixed with reference to the 20-day volume-weighted average price preceding the grant date (being 1 April 2025). The Awards were granted as set out on the table below, and have since been accepted on the date indicated below.

Director/Officer	Grant Date	Acceptance Date	Award Type	Number of Shares Awarded (*note)	Price of Shares at Grant (ZAR)	On Target value at award date (ZAR), subject to performance targets (*note)
Charles Russon	1 April 2025	14 April 2025	Performance Award	80 575	186.16	14 999 842.00
Deon Raju	1 April 2025	14 April 2025	Performance Award	59 088	186.16	10 999 822.08
Faisal Mkhize	1 April 2025	14 April 2025	Performance Award	45 659	186.16	8 499 879.44
Christine Wu	1 April 2025	14 April 2025	Performance Award	45 659	186.16	8 499 879.44
Geoffrey Lee	1 April 2025	14 April 2025	Performance Award	45 659	186.16	8 499 879.44
Yasmin Masithela	1 April 2025	14 April 2025	Performance Award	34 916	186.16	6 499 962.56
Nadine Drutman	1 April 2025	14 April 2025	Performance Award	24 172	186.16	4 499 859.52

Notes:

* The value and number of shares will vest, subject to the extent that the performance targets have been met.

2. Absa Group Share Incentive Plan (SIP) - Deferred Awards

The number of shares under the Deferred Awards (in respect of short-term incentives paid for the 2024 financial year's performance, and as already set out in the Group's 2024 Remuneration Report) was fixed with reference to the 20-day volume-weighted average price preceding 1 April 2025 (the grant date). The table below sets out the deferred short-term incentives which were awarded under the Deferred Award and granted to the executive directors, prescribed officers and company secretary. Deferred Awards will vest in three equal tranches, on or around the first, second and third anniversary of the grant date subject to the rules of the SIP (as amended from time to time). Dividend equivalents may be added to the Deferred Awards at the vesting of a Deferred Award tranche. The Deferred Award is subject to continued employment at date of vesting.

These Deferred Awards have since been accepted on the date indicated below.

Director/Officer	Grant Date	Acceptance Date	Award Type	Number of Shares Awarded	Price of Shares at Grant (ZAR)	Value at Award Date (ZAR)
Charles Russon	1 April 2025	14 April 2025	Deferred Award	33 573	186.16	6 249 949.68
Deon Raju	1 April 2025	14 April 2025	Deferred Award	14 772	186.16	2 749 955.52
Faisal Mkhize	1 April 2025	14 April 2025	Deferred Award	10 071	186.16	1 874 817.36
Christine Wu	1 April 2025	14 April 2025	Deferred Award	8 594	186.16	1 599 859.04
Geoffrey Lee	1 April 2025	14 April 2025	Deferred Award	14 020	186.16	2 609 963.20
Yasmin Masithela	1 April 2025	14 April 2025	Deferred Award	30 081	186.16	5 599 878.96
Nadine Drutman	1 April 2025	14 April 2025	Deferred Award	4 834	186.16	899 897.44

Clearance to deal has been obtained for the above-mentioned transactions and all transactions were executed off market and are direct beneficial.

Johannesburg
15 April 2025

Enquiries:

Alan Hartdegen – Head of Investor Relations
(+27 72) 576-2713
E-mail: alan.hartdegen@absa.africa

Lead Independent Sponsor:

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