

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 A DIRECTOR 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 Kenny Fihla, the Absa Group Chief Executive Officer and executive director:

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

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. The 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 September 2025). The Award was granted as set out on the table below and has since been accepted on the date indicated below.

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)
1 September 2025	15 September 2025	Performance Award	107,434	186.16	19,999,913.44

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 Award

The number of shares under the Deferred Awards was fixed with reference to the 20-day volume-weighted average price preceding 1 September 2025 (the grant date). The table below sets out the deferred short-term incentive which was awarded under the Deferred Award and granted to the executive director. The 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.

The Deferred Award has since been accepted on the date indicated below.

Grant Date	Acceptance Date	Award Type	Number of Shares Awarded	Price of Shares at Grant (ZAR)	Value at Award Date (ZAR)
1 September 2025	15 September 2025	Deferred Award	79,357	186.16	14,773,099.12

3. Absa Group Share Incentive Plan (SIP) –Buyout Award

The number of shares under the Buyout Award (as a result of his appointment as the Chief Executive Officer of Absa Group and Absa Bank) was fixed with reference to the 20-day volume-weighted average price preceding the employee's start date. The table below sets out the Buyout Award which was awarded under the Share Incentive Plan and granted to the executive director. The Buyout Awards will vest in relation to the scheduled vesting dates in the table below. Dividend equivalents may be added to the Buyout Award 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.

Grant Date	Acceptance Date	Vesting date	Award Type	Number of Shares Awarded	Price of Shares at Grant (ZAR)	Value at Award Date (ZAR)
1 September 2025	15 September 2025	1 April 2026	Buyout Award	118,837	172.84	20,539,787.08
1 September 2025	15 September 2025	1 September 2026	Buyout Award	80,018	172.84	13,830,311.12
1 September 2025	15 September 2025	1 April 2027	Buyout Award	124,280	172.84	21,480,555.20
1 September 2025	15 September 2025	1 September 2027	Buyout Award	41,137	172.84	7,110,119.08
			Total	364,272		62,960,772.48

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

Johannesburg
16 September 2025

Enquiries:

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Lead Independent Sponsor:

J.P. Morgan Equities South Africa Proprietary Limited

Joint Sponsor:

Absa Bank Limited (Corporate & Investment Bank)