

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 compliance with paragraph 6.77 of the JSE Limited Listings Requirements and paragraph 6.45 of the Debt and Specialist Securities Listings Requirements (the "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 ("Awards")

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 (2025) measured over a three-year performance period. Awards 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 2026). The Awards were granted as set out in 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)
Kenny Fihla	1 April 2026	17 April 2026	Performance Award	84 292	237.27	19 999 962.84
Deon Raju	1 April 2026	17 April 2026	Performance Award	59 004	237.27	13 999 879.08
Sitoyo Lopokoiyit	1 April 2026	17 April 2026	Performance Award	72 701	237.27	17 249 766.27
Faisal Mkhize	1 April 2026	17 April 2026	Performance Award	35 824	237.27	8 499 960.48
Zaid Moola	1 April 2026	17 April 2026	Performance Award	63 219	237.27	14 999 972.13
Nadine Drutman	1 April 2026	17 April 2026	Performance Award	18 965	237.27	4 499 825.55

Note:

* 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 2025 financial year's performance, and as already set out in the Group's 2025 Remuneration Report) was fixed with reference to the 20-day volume-weighted average price preceding 1 April 2026 (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)
Kenny Fihla	1 April 2026	17 April 2026	Deferred Award	46 992	237.27	11 149 791.84
Deon Raju	1 April 2026	17 April 2026	Deferred Award	21 863	237.27	5 187 434.01
Faisal Mkhize	1 April 2026	17 April 2026	Deferred Award	4 214	237.27	999 855.78
Zaid Moola*	1 April 2026	17 April 2026	Deferred Award	56 897	237.27	13 499 951.19
Nadine Drutman	1 April 2026	17 April 2026	Deferred Award	4 214	237.27	999 855.78

Note:

* The deferred short term incentive (STI) is in respect of partially replacing the 2025 STI that Zaid Moola forfeited at his former employer.

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

The number of shares under the Buyout Award (as a result of Sitoyo Lopokoiyit's appointment as the Chief Executive of Absa Personal and Private Banking) 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 Prescribed Officer. 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.

Officer	Grant Date	Acceptance Date	Vesting date	Award Type	Number of Shares Awarded	Price of Shares at Grant (ZAR)	Value at Award Date (ZAR)
Sitoyo Lopokoiyit	1 April 2026	17 April 2026	1 June 2026	Buyout Award	21 007	237.27	4 984 330.89
	1 April 2026	17 April 2026	1 September 2026	Buyout Award	14 489	237.27	3 437 805.03
	1 April 2026	17 April 2026	1 June 2027	Buyout Award	18 242	237.27	4 328 279.34
	1 April 2026	17 April 2026	1 June 2028	Buyout Award	21 742	237.27	5 158 724.34
	1 April 2026	17 April 2026	1 June 2029	Buyout Award	22 079	237.27	5 238 684.33

				Total	97 559		23 147 823.93
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The necessary clearance to deal in the above securities in terms of the Requirements was obtained, all transactions were executed off market and are direct beneficial.

Johannesburg
22 April 2026

Enquiries:

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Lead Independent Sponsor:

J.P. Morgan Equities South Africa Proprietary Limited

Joint Sponsor:

Absa Bank Limited (Corporate & Investment Bank)