

Absa Group Limited
Registration number: 1986/003934/06
Incorporated in the Republic of South Africa
JSE share code: ABG
ISIN: ZAE000255915
(“Absa Group”, “Group” or “Company”)

ABSA GROUP REMUNERATION IMPLEMENTATION REPORT SHAREHOLDER ENGAGEMENT UPDATE

Shareholders are referred to Absa Group’s announcement released on the Stock Exchange News Service on 12 June 2026 regarding the Company’s engagement with shareholders on the remuneration implementation report resolution, following the Annual General Meeting held on 2 June 2026, and are advised that shareholders representing approximately 12% of Absa Group ordinary shares in issue attended a virtual call with our Group Chairman, René van Wyk, and the Chairman of our Group Remuneration Committee, Rose Keanly, on 22 June 2026.

Shareholders commented on and / or raised questions including:

1. The design of LTIP metrics, ranges and targets; and
2. Clarifying the onboarding remuneration arrangements for the incoming CEO, with certain views expressing comfort with the approach adopted.

Other matters discussed of a more general nature:

3. Seeking and receiving assurance that the Group has processes in place to evaluate material operational risk events in remuneration decisions, should they arise;
4. The issue of the employee wage gap in the context of South Africa’s social dynamic and receiving assurance that the Remuneration Committee considers this.

We will report on these matters in our next integrated report.

The Group Chairman and Group Remuneration Committee Chairman thanked shareholders for taking the time to engage with us on our remuneration implementation report.

Johannesburg
23 June 2026

Enquiries:

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Sponsors:

Lead independent sponsor

J. P. Morgan Equities South Africa Proprietary Limited

Joint sponsor

Absa Bank Limited (Corporate and Investment Bank)