

**Investec Limited**

Incorporated in the Republic of South Africa  
Registration number 1925/002833/06  
JSE share code: INL  
NSX share code: IVD  
BSE share code: INVESTEC  
ISIN: ZAE000081949  
LEI: 213800CU7SM6O4UWOZ70

**Investec plc**

Incorporated in England and Wales  
Registration number 3633621  
LSE share code: INVP  
JSE share code: INP  
ISIN: GB00B17BBQ50  
LEI: 2138007Z3U5GWDN3MY22

As part of the Dual Listed Company structure, Investec plc and Investec Limited notify both the London Stock Exchange and the JSE Limited of matters which are required to be disclosed under the Disclosure Guidance and Transparency Rules and the Listing Rules of the United Kingdom Listing Authority (the "UKLA") and/or the JSE Listings Requirements.

Accordingly we advise of the following:

**Executive Directors' Remuneration Policy**

As part of Investec's ongoing programme of engaging with shareholders, Investec recently met with a number of shareholders to seek feedback on proposals to be considered at the annual general meetings of Investec plc and Investec Limited to be held on 5 August 2021.

Investec accordingly advises that further to feedback received during these meetings, additional information in respect of the above has been published on Investec's website and is available by accessing the below link.

[https://www.investec.com/en\\_za/welcome-to-investec/about-us/investor-relations.html](https://www.investec.com/en_za/welcome-to-investec/about-us/investor-relations.html)

Johannesburg and London  
21 July 2021

Sponsor:  
Investec Bank Limited