

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 EXECUTIVE 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 (SIPP)

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 2022) 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 3 April 2022). The Awards were granted as set out in the table below, and have since been accepted on the date indicated below.

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)
Arrie Rautenbach	03 April 2023	19 April 2023	Performance Award	93,793	181.25	16,999,981
Jason Quinn	03 April 2023	19 April 2023	Performance Award	71,724	181.25	12,999,975
Charles Russon	03 April 2023	19 April 2023	Performance Award	60,689	181.25	10,999,881
Faisal Mkhize	03 April 2023	19 April 2023	Performance Award	46,896	181.25	8,499,900
Cowyk Fox	03 April 2023	19 April 2023	Performance Award	46,896	181.25	8,499,900
Geoffrey Lee	03 April 2023	19 April 2023	Performance Award	46,896	181.25	8,499,900
Nadine Drutman	03 April 2023	19 April 2023	Performance Award	22,068	181.25	3,999,825

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 (SIPD)

The number of shares under the Deferred Awards (in respect of short-term incentives paid for the 2022 financial year's performance, and as already set out in the Group's 2022 Remuneration Report) was fixed with reference to the 20-day volume-weighted average price preceding 3 April 2023 (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.

Officer	Grant Date	Acceptance Date	Award Type	Number of Shares Awarded	Price of Shares at Grant (ZAR)	Value at Award Date (ZAR)
Arrie Rautenbach	03 April 2023	19 April 2023	Deferred Award	48,275	181.25	8,749,844
Jason Quinn	03 April 2023	19 April 2023	Deferred Award	38,620	181.25	6,999,875
Charles Russon	03 April 2023	19 April 2023	Deferred Award	35,862	181.25	6,499,988
Faisal Mkhize	03 April 2023	19 April 2023	Deferred Award	16,551	181.25	2,999,869
Cowyk Fox	03 April 2023	19 April 2023	Deferred Award	16,551	181.25	2,999,869
Geoffrey Lee	03 April 2023	19 April 2023	Deferred Award	16,551	181.25	2,999,869
Nadine Drutman	03 April 2023	19 April 2023	Deferred Award	6,896	181.25	1,249,900

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

Johannesburg

20 April 2023

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