

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 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

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 2023) 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 2 April 2024). 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	2 April 2024	17 April 2024	Performance Award	110 046	154.48	16 999 906.08
Chris Snyman	2 April 2024	17 April 2024	Performance Award	32 366	154.48	4 999 899.68
Charles Russon	2 April 2024	17 April 2024	Performance Award	77 679	154.48	11 999 851.92
Faisal Mkhize	2 April 2024	17 April 2024	Performance Award	48 549	154.48	7 499 849.52
Cowyk Fox	2 April 2024	17 April 2024	Performance Award	29 129	154.48	4 499 847.92
Geoffrey Lee	2 April 2024	17 April 2024	Performance Award	61 496	154.48	9 499 902.08
Nadine Drutman	2 April 2024	17 April 2024	Performance Award	24 598	154.48	3 799 899.04

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 2023 financial year's performance, and as already set out in the Group's 2023 Remuneration Report) was fixed with reference to the 20-day volume-weighted average price preceding 2 April 2024 (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	2 April 2024	17 April 2024	Deferred Award	37 545	154.48	5 799 951.60
Chris Snyman	2 April 2024	17 April 2024	Deferred Award	10 519	154.48	1 624 975.12
Charles Russon	2 April 2024	17 April 2024	Deferred Award	38 839	154.48	5 999 848.72
Faisal Mkhize	2 April 2024	17 April 2024	Deferred Award	12 137	154.48	1 874 923.76
Cowyk Fox	2 April 2024	17 April 2024	Deferred Award	9 813	154.48	1 515 912.24
Geoffrey Lee	2 April 2024	17 April 2024	Deferred Award	13 848	154.48	2 139 239.04
Nadine Drutman	2 April 2024	17 April 2024	Deferred Award	5 825	154.48	899 846.00

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

Johannesburg
19 April 2024

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Lead Independent Sponsor:

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