THE BIDVEST GROUP LIMITED
("Bidvest" or "The Group")
(Incorporated in the Republic of South Africa)
(Registration number 1946/021180/06)
JSE Share code: BVT
ISIN: ZAE000117321

AWARDING OF LONG-TERM INCENTIVES IN TERMS OF THE 2008 BIDVEST CONDITIONAL SHARE PLAN AND DIRECTOR DEALINGS IN SECURITIES

In compliance with Rules 3.63 – 3.65 of the JSE Listing Requirements, the following information is disclosed.

Shareholders are hereby advised that the following off-market delivery in Bidvest ordinary shares ("shares") has taken place following the granting of conditional share plan awards, previously awarded and accepted in terms of the 2008 Bidvest Group Conditional Share Plan, subject to performance conditions for the periods 1 July 2021 to 30 June 2024 and 1 July 2022 to 30 June 2025.

The remaining 25% of the 2021 awards vested in September 2024. Vesting of the 2022 awards occurs in two tranches, September 2025 and September 2026, at a deemed value of R214.01 per share. The Remuneration Committee has given approval for the following:

NT Madisa	101,403 shares
MJ Steyn	54,724 shares
GC McMahon	43,903 shares

Simultaneously, the directors sold shares in the open market to cover the tax liability of these vestings:

Executive Director:	NT Madisa
Date of transaction:	23 September 2025
Number of shares sold:	47,151
Price per share:	R214.01
Total Value:	R10,090,785.51
Class of shares:	Ordinary

Executive Director:	MJ Steyn
Date of transaction:	23 September 2025
Number of shares sold:	24,744
Price per share:	R214.01
Total Value:	R5,295,463.44
Class of shares:	Ordinary

Executive Director:	GC McMahon
Date of transaction:	23 September 2025
Number of shares sold:	20,414
Price per share:	R214.01
Total Value:	R4,368,800.14
Class of shares:	Ordinary

The nature of interest in the above transactions is directly beneficial to the respective directors.

Date: 25 September 2025

Johannesburg
Sponsor: Investec Bank Limited