THE BIDVEST GROUP LIMITED
("Bidvest")
(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 paragraphs 6.77 to 6.85 of the JSE Listings Requirements, shareholders are advised that the following off-market delivery of Bidvest ordinary shares occurred pursuant to the vesting of awards previously granted and accepted in terms of the 2008 Bidvest Group Conditional Share Plan.

The awards were subject to the achievement of applicable performance conditions over the periods 1 July 2022 to 30 June 2025 and 1 July 2023 to 30 June 2026. The remaining 25% tranche of the 2022 awards vested in September 2025. The 2023 awards vest in two tranches during September 2026 ("first tranche") and September 2027 respectively, the first tranche has a deemed value of R228.81 per share.

The Remuneration Committee has given approval for the following:

NT Madisa	77,242 shares
MJ Steyn	42,553 shares
GC McMahon	33,971 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:	22 September 2026
Number of shares sold:	35,917
Price per share:	R228.81
Total Value:	R8 218 301.66
Class of shares:	Ordinary

Executive Director:	MJ Steyn
Date of transaction:	22 September 2026
Number of shares sold:	19,149
Price per share:	R228.81
Total Value:	R4 381 553.54
Class of shares:	Ordinary
Executive Director:	GC McMahon

Date of transaction:	22 September 2026
Number of shares sold:	15,797
Price per share:	R228.81
Total Value:	R3 614 570.02
Class of shares:	Ordinary

The nature of interest in the above transactions is directly beneficial to the respective directors. Clearance in terms of paragraph 6.83 of the JSE Listings Requirements was obtained.

Date: 25 September 2026

Johannesburg
Sponsor: Investec Bank Limited