

Transactions in Investec plc and Investec Limited Ordinary Shares

Investec Limited

Incorporated in the Republic of South Africa
Registration number 1925/002833/06
JSE share code: INL
JSE hybrid code: INPR
JSE debt code: INLV
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 (together “Investec”) notify both the London and Johannesburg Stock Exchanges of those interests (and changes to those interests) of (i) directors of both entities and the respective company secretaries, (ii) persons discharging managerial responsibilities (PDMRs) across the group, and (iii) in certain instances the directors of major subsidiaries of Investec Limited, in the securities of Investec plc and Investec Limited which are required to be disclosed under Article 19 of the Market Abuse Regulation (Regulation 596/2014), the Disclosure Guidance and Transparency Rules of the United Kingdom Listing Authority (the “UKLA”) and/or the JSE Listing Requirements.

On 29 May 2024, the Remuneration Committee of Investec met and agreed the awards to Investec staff. Accordingly, we advise of the following transactions in shares, dated 30 May 2024:

TRANSACTIONS IN INVESTEC PLC ORDINARY SHARES OF GBP0.0002 EACH (THE “INVESTEC PLC ORDINARY SHARES”)

1. Interests in Investec plc Ordinary Shares – Executive Directors

On 30 May 2024 and pursuant to the Executive Directors’ remuneration policy approved by the shareholders, Investec made the following awards in respect of ordinary shares in the capital of Investec plc for nil consideration pursuant to the Investec plc Share Incentive Plan 2021 :

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Fani Titi
2	Reason for the notification	
a)	Position/status	Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting, subject to a 12 month retention period. 2. Award of conditional shares representing the deferred component of Short Term Incentive

		<p>pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to a 12 month retention period upon vesting.</p> <p>3. Award of conditional shares representing Long Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to a 12 month retention period upon vesting.</p>								
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>169 883</td> </tr> <tr> <td>2. Nil</td> <td>143 145</td> </tr> <tr> <td>3. Nil</td> <td>159 853</td> </tr> </tbody> </table>	Price(s)	Volume(s)	1. Nil	169 883	2. Nil	143 145	3. Nil	159 853
Price(s)	Volume(s)									
1. Nil	169 883									
2. Nil	143 145									
3. Nil	159 853									
d)	Aggregated information									
	- Aggregated volume	472 881								
	- Price	Nil								
e)	Date of the transaction	30 May 2024								
f)	Place of the transaction	London								

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Nishlan Samujh
2	Reason for the notification	
a)	Position/status	Director
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting, subject to a 12 month retention period. 2. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to a 12 month retention period upon vesting. 3. Award of conditional shares representing Long Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3

		to 7 from award. Subject to a 12 month retention period upon vesting.								
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>110 417</td> </tr> <tr> <td>2. Nil</td> <td>93 040</td> </tr> <tr> <td>3. Nil</td> <td>103 898</td> </tr> </tbody> </table>	Price(s)	Volume(s)	1. Nil	110 417	2. Nil	93 040	3. Nil	103 898
Price(s)	Volume(s)									
1. Nil	110 417									
2. Nil	93 040									
3. Nil	103 898									
d)	Aggregated information									
	- Aggregated volume	307 355								
	- Price	Nil								
e)	Date of the transaction	30 May 2024								
f)	Place of the transaction	London								

In addition, pursuant to the Executive Directors' remuneration policy approved by the shareholders, Investec made the following awards in respect of ordinary shares in the capital of Investec plc for nil consideration pursuant to the Investec plc Share Incentive Plan 2013 :

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Fani Titi
2	Reason for the notification	
a)	Position/status	Director
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22

4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted					
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50				
b)	Nature of the transaction	Award of 122 380 additional conditional shares pursuant to the Investec plc Executive Incentive Plan 2013 upon the fulfilment of predetermined performance conditions as per the June 2021 LTI award agreement. Issued for nil consideration, vesting as per the original award profile in years 3 to 7 from 2021, subject to a 12 month retention period.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil</td> <td>122 380</td> </tr> </tbody> </table>	Price(s)	Volume(s)	Nil	122 380
Price(s)	Volume(s)					
Nil	122 380					
d)	Aggregated information - Aggregated volume - Price	122 380 Nil				
e)	Date of the transaction	30 May 2024				
f)	Place of the transaction	London				

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Nishlan Samujh
2	Reason for the notification	
a)	Position/status	Director
b)	Initial notification /Amendment	Initial notification

3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Investec plc				
b)	LEI	2138007Z3U5GWDN3MY22				
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted					
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50				
b)	Nature of the transaction	Award of 61 190 additional conditional shares pursuant to the Investec plc Executive Incentive Plan 2013 upon the fulfilment of predetermined performance conditions as per the June 2021 LTI award agreement. Issued for nil consideration, vesting as per the original award profile in years 3 to 7 from 2021, subject to a 12 month retention period.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil</td> <td>61 190</td> </tr> </tbody> </table>	Price(s)	Volume(s)	Nil	61 190
Price(s)	Volume(s)					
Nil	61 190					
d)	Aggregated information - Aggregated volume - Price	61 190 Nil				
e)	Date of the transaction	30 May 2024				
f)	Place of the transaction	London				

TRANSACTIONS IN INVESTEC PLC ORDINARY SHARES OF GBP0.0002 EACH (THE “INVESTEC PLC ORDINARY SHARES”)

2. Interests in Investec plc Ordinary Shares – PDMRs

On 30 May 2024 and pursuant to the Executive remuneration policy approved by the shareholders, Investec made the following awards in respect of ordinary shares in the capital of Investec plc for nil consideration pursuant to the Investec plc Share Incentive Plan 2021 (the “Plan”) :

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Ciaran Whelan
2	Reason for the notification	
a)	Position/ status	PDMR
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50
b)	Nature of the transaction	<ol style="list-style-type: none"> Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting subject to a 12 month retention period. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award.

		Subject to a 12 month retention period upon vesting.							
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>21 023</td> </tr> <tr> <td>2. Nil</td> <td>47 530</td> </tr> </tbody> </table>		Price(s)	Volume(s)	1. Nil	21 023	2. Nil	47 530
Price(s)	Volume(s)								
1. Nil	21 023								
2. Nil	47 530								
d)	Aggregated information								
	- Aggregated volume	68 553							
	- Price	Nil							
e)	Date of the transaction	30 May 2024							
f)	Place of the transaction	London							

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Richard Wainwright
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	

a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50						
b)	Nature of the transaction	<p>1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting subject to a 12 month retention period.</p> <p>2. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to a 12 month retention period upon vesting.</p>						
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>22 074</td> </tr> <tr> <td>2. Nil</td> <td>49 905</td> </tr> </tbody> </table>	Price(s)	Volume(s)	1. Nil	22 074	2. Nil	49 905
Price(s)	Volume(s)							
1. Nil	22 074							
2. Nil	49 905							
d)	Aggregated information - Aggregated volume - Price	<p>71 979</p> <p>Nil</p>						
e)	Date of the transaction	30 May 2024						
f)	Place of the transaction	London						

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Ruth Leas
2	Reason for the notification	
a)	Position/status	PDMR

b)	Initial notification/Amendment	Initial notification								
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor									
a)	Name	Investec plc								
b)	LEI	2138007Z3U5GWDN3MY22								
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted									
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50								
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting subject to a 12 month retention period. 2. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to a 12 month retention period upon vesting. 3. Award of conditional shares representing Long Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to a 12 month retention period upon vesting. 								
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>53 817</td> </tr> <tr> <td>2. Nil</td> <td>75 690</td> </tr> <tr> <td>3. Nil</td> <td>91 912</td> </tr> </tbody> </table>	Price(s)	Volume(s)	1. Nil	53 817	2. Nil	75 690	3. Nil	91 912
Price(s)	Volume(s)									
1. Nil	53 817									
2. Nil	75 690									
3. Nil	91 912									
d)	Aggregated information									

	- Aggregated volume	221 419
	- Price	Nil
e)	Date of the transaction	30 May 2024
f)	Place of the transaction	London

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Lyndon Subroyen
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting subject to a 12 month retention period. 2. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to a 12 month retention period upon vesting. 3. Award of conditional shares representing Long Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to a 12 month retention period upon vesting.

c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th data-bbox="662 216 984 289">Price(s)</th> <th data-bbox="984 216 1305 289">Volume(s)</th> </tr> </thead> <tbody> <tr> <td data-bbox="662 289 984 321">1. Nil</td> <td data-bbox="984 289 1305 321">41 315</td> </tr> <tr> <td data-bbox="662 321 984 352">2. Nil</td> <td data-bbox="984 321 1305 352">61 219</td> </tr> <tr> <td data-bbox="662 352 984 384">3. Nil</td> <td data-bbox="984 352 1305 384">64 339</td> </tr> </tbody> </table>		Price(s)	Volume(s)	1. Nil	41 315	2. Nil	61 219	3. Nil	64 339
Price(s)	Volume(s)										
1. Nil	41 315										
2. Nil	61 219										
3. Nil	64 339										
d)	Aggregated information - Aggregated volume - Price	166 873 Nil									
e)	Date of the transaction	30 May 2024									
f)	Place of the transaction	London									

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Mark Currie
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting subject to a 12 month retention period. 2. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to 12 month retention period upon vesting. 3. Award of conditional shares representing Long Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 7 from award. Subject to a 12 month retention period upon vesting.
c)	Price(s) and volume(s)	

		Price(s)	Volume(s)
		1. Nil	35 445
		2. Nil	105 088
		3. Nil	55 148
d)	Aggregated information		
	- Aggregated volume	195 681	
	- Price	Nil	
e)	Date of the transaction	30 May 2024	
f)	Place of the transaction	London	

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Marc Kahn
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument	Ordinary shares of GBP0.0002 each
	Identification code	GB00B17BBQ50

b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting subject to a 12 month retention period. 2. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 1 to 4 from award. Subject to a 12 month retention period upon vesting. 3. Award of conditional shares representing Long Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 2 to 4 from award. Subject to a 12 month retention period upon vesting. 								
c)	Price(s) and volume(s)	<table border="1" data-bbox="662 730 1304 898"> <thead> <tr> <th data-bbox="662 730 984 804">Price(s)</th> <th data-bbox="984 730 1304 804">Volume(s)</th> </tr> </thead> <tbody> <tr> <td data-bbox="662 804 984 842">1. Nil</td> <td data-bbox="984 804 1304 842">41 624</td> </tr> <tr> <td data-bbox="662 842 984 869">2. Nil</td> <td data-bbox="984 842 1304 869">43 752</td> </tr> <tr> <td data-bbox="662 869 984 898">3. Nil</td> <td data-bbox="984 869 1304 898">64 339</td> </tr> </tbody> </table>	Price(s)	Volume(s)	1. Nil	41 624	2. Nil	43 752	3. Nil	64 339
Price(s)	Volume(s)									
1. Nil	41 624									
2. Nil	43 752									
3. Nil	64 339									
d)	Aggregated information - Aggregated volume - Price	149 715 Nil								
e)	Date of the transaction	30 May 2024								
f)	Place of the transaction	London								

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Stuart Spencer	
2	Reason for the notification		
a)	Position/status	PDMR	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Investec plc	
b)	LEI	2138007Z3U5GWDN3MY22	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50	
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting subject to a 12 month retention period. 2. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 1 to 4 from award. Subject to a 12 month retention period upon vesting. 3. Award of conditional shares representing Long Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 2 to 4 from award. Subject to a 12 month retention period upon vesting. 	
c)	Price(s) and volume(s)	Price(s)	Volume(s)

		<table border="1"> <tr> <td>1. Nil</td> <td>36 009</td> </tr> <tr> <td>2. Nil</td> <td>74 777</td> </tr> <tr> <td>3. Nil</td> <td>56 618</td> </tr> </table>	1. Nil	36 009	2. Nil	74 777	3. Nil	56 618	
1. Nil	36 009								
2. Nil	74 777								
3. Nil	56 618								
d)	Aggregated information - Aggregated volume - Price	167 404 Nil							
e)	Date of the transaction	30 May 2024							
f)	Place of the transaction	London							

1	Details of the person discharging managerial responsibilities / person closely associated								
a)	Name	Lesley-Anne Gatter							
2	Reason for the notification								
a)	Position/status	PDMR							
b)	Initial notification/Amendment	Initial notification							
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor								
a)	Name	Investec plc							
b)	LEI	2138007Z3U5GWDN3MY22							
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted								
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50							
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting subject to a 12 month retention period. 2. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 1 to 4 from award. Subject to a 12 month retention period upon vesting. 3. Award of conditional shares representing Long Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 2 to 4 from award. Subject to a 12 month retention period upon vesting. 							
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>20 080</td> </tr> <tr> <td>2. Nil</td> <td>44 067</td> </tr> </tbody> </table>		Price(s)	Volume(s)	1. Nil	20 080	2. Nil	44 067
Price(s)	Volume(s)								
1. Nil	20 080								
2. Nil	44 067								

		3. Nil	29 105
d)	Aggregated information		
	- Aggregated volume	93 252	
	- Price	Nil	
e)	Date of the transaction	30 May 2024	
f)	Place of the transaction	London	

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Abey Mokgwatsane
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing the upfront component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with immediate vesting subject to a 12 month retention period. 2. Award of conditional shares representing the deferred component of Short Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 1 to 4 from award. Subject to a 12 month retention period upon vesting. 3. Award of conditional shares representing Long Term Incentive pursuant to the Investec plc Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 2 to 4 from award. Subject to a 12 month retention period upon vesting.
c)	Price(s) and volume(s)	

		Price(s)	Volume(s)
		1. Nil 2. Nil 3. Nil	25 466 6 984 27 726
d)	Aggregated information - Aggregated volume - Price	60 176 Nil	
e)	Date of the transaction	30 May 2024	
f)	Place of the transaction	London	

In addition, pursuant to the Executive Directors' remuneration policy approved by the shareholders, Investec made the following awards in respect of ordinary shares in the capital of Investec plc for nil consideration pursuant to the Investec plc Share Incentive Plan 2013 :

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Ciaran Whelan
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc
b)	LEI	2138007Z3U5GWDN3MY22
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	

a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50				
b)	Nature of the transaction	Award of 97 901 additional conditional shares pursuant to the Investec plc Executive Incentive Plan 2013 upon the fulfilment of predetermined performance conditions as per the June 2021 LTI award agreement. Issued for nil consideration, vesting as per the original award profile in years 3 to 7 from 2021, subject to a 12 month retention period.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil</td> <td>97 901</td> </tr> </tbody> </table>	Price(s)	Volume(s)	Nil	97 901
Price(s)	Volume(s)					
Nil	97 901					
d)	Aggregated information - Aggregated volume - Price	97 901 Nil				
e)	Date of the transaction	30 May 2024				
f)	Place of the transaction	London				

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Richard Wainwright
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec plc

b)	LEI	2138007Z3U5GWDN3MY22				
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted					
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of GBP0.0002 each GB00B17BBQ50				
b)	Nature of the transaction	Award of 97 901 additional conditional shares pursuant to the Investec plc Executive Incentive Plan 2013 upon the fulfilment of predetermined performance conditions as per the June 2021 LTI award agreement. Issued for nil consideration, vesting as per the original award profile in years 3 to 7 from 2021, subject to a 12 month retention period.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil</td> <td>97 901</td> </tr> </tbody> </table>	Price(s)	Volume(s)	Nil	97 901
Price(s)	Volume(s)					
Nil	97 901					
d)	Aggregated information - Aggregated volume - Price	97 901 Nil				
e)	Date of the transaction	30 May 2024				
f)	Place of the transaction	London				

TRANSACTIONS IN INVESTEC PLC ORDINARY SHARES OF GBP0.0002 EACH (THE “INVESTEC PLC ORDINARY SHARES”)

3. Interests in Investec plc Ordinary Shares – Company Secretary and person closely associated with Company Secretary

In compliance with Rules 3.63 - 3.74 of the JSE Listing Requirements, we advise of the following changes to attributable interests in Investec plc by the Company Secretary and person closely associated with the Company Secretary:

On 30 May 2024, Investec made forfeitable share awards in respect of ordinary shares in the capital of Investec plc for nil consideration pursuant to the Investec plc Share Incentive Plan 2021. These forfeitable share awards vest in three equal tranches in the third, fourth and fifth years from the date of award:

Company Secretary:	Number of forfeitable shares:
David Miller	9 583

Person closely associated with Company Secretary:	Number of forfeitable shares:
Jemima Baines	1 839

TRANSACTIONS IN INVESTEC LIMITED ORDINARY SHARES OF ZAR0.0002 EACH (the “INVESTEC LIMITED ORDINARY SHARES”)

1. Interests in Investec Limited Ordinary Shares – Directors of major subsidiaries

On 30 May 2024 and pursuant to the Executive Directors’ remuneration policy approved by the shareholders, Investec made the following award in respect of ordinary shares in the capital of Investec Limited for nil consideration pursuant to the Investec Limited Share Incentive Plan 2021 (the “Plan”):

1	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	Rupesh Govan		
2	Reason for the notification			
a)	Position/status	Director of Major Subsidiary		
b)	Initial notification/Amendment	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	Investec Limited		
b)	LEI	213800CU7SM6O4UWOZ70		
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted			
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of ZAR0.0002 each ZAE000081949		
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing Short Term Incentive pursuant to the Investec Limited Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 1 to 3 from award. 2. Award of forfeitable shares representing Long Term Incentive pursuant to the Investec Limited Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 5 from award. 		
c)	Price(s) and volume(s)	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Price(s)</td> <td style="width: 50%;">Volume(s)</td> </tr> </table>	Price(s)	Volume(s)
Price(s)	Volume(s)			

		1. Nil 2. Nil	9 629 24 072
d)	Aggregated information - Aggregated volume - Price	33 701 Nil	
e)	Date of the transaction	30 May 2024	
f)	Place of the transaction	Johannesburg	

1	Details of the person discharging managerial responsibilities / person closely associated							
a)	Name	Cumesh Moodliar						
2	Reason for the notification							
a)	Position/status	PDMR and Director of Major Subsidiary						
b)	Initial notification/Amendment	Initial notification						
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor							
a)	Name	Investec Limited						
b)	LEI	213800CU7SM6O4UWOZ70						
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted							
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of ZAR0.0002 each ZAE000081949						
b)	Nature of the transaction	<ol style="list-style-type: none"> Award of forfeitable shares representing the Short Term Incentive pursuant to the Investec Limited Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 1 to 3 from award. Award of forfeitable shares representing Long Term Incentive pursuant to the Investec Limited Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 5 from award. 						
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>115 543</td> </tr> <tr> <td>2. Nil</td> <td>68 034</td> </tr> </tbody> </table>	Price(s)	Volume(s)	1. Nil	115 543	2. Nil	68 034
Price(s)	Volume(s)							
1. Nil	115 543							
2. Nil	68 034							
d)	Aggregated information - Aggregated volume	183 577						

	- Price	Nil
e)	Date of the transaction	30 May 2024
f)	Place of the transaction	Johannesburg

2. Interests in Investec Limited Ordinary Shares – PDMRs

On 30 May 2024 and pursuant to the Executive remuneration policy approved by the shareholders, Investec made the following awards in respect of ordinary shares in the capital of Investec Limited for nil consideration pursuant to the Investec Limited Share Incentive Plan 2021 (the “Plan”):

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Ciaran Whelan
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec Limited
b)	LEI	213800CU7SM6O4UWOZ70
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of ZAR0.0002 each ZAE000081949
b)	Nature of the transaction	1. Award of forfeitable shares representing Short Term Incentive pursuant to the Investec Limited Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 1 to 3 from award.

c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>Nil</td> <td>44 933</td> </tr> </table>	Price(s)	Volume(s)	Nil	44 933
Price(s)	Volume(s)					
Nil	44 933					
d)	Aggregated information - Aggregated volume - Price	44 933 Nil				
e)	Date of the transaction	30 May 2024				
f)	Place of the transaction	Johannesburg				

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Richard Wainwright
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec Limited
b)	LEI	213800CU7SM6O4UWOZ70
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of ZAR0.0002 each ZAE000081949

b)	Nature of the transaction	<p>1. Award of forfeitable shares representing Short Term Incentive pursuant to the Investec Limited Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 1 to 3 from award.</p> <p>2. Award of forfeitable shares representing Long Term Incentive pursuant to the Investec Limited Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 5 from award.</p>							
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>48 143</td> </tr> <tr> <td>2. Nil</td> <td>100 297</td> </tr> </tbody> </table>		Price(s)	Volume(s)	1. Nil	48 143	2. Nil	100 297
Price(s)	Volume(s)								
1. Nil	48 143								
2. Nil	100 297								
d)	Aggregated information	<p>- Aggregated volume 148 440</p> <p>- Price Nil</p>							
e)	Date of the transaction	30 May 2024							
f)	Place of the transaction	Johannesburg							

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Joubert Hay
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Investec Limited

b)	LEI	213800CU7SM6O4UWOZ70						
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted							
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of ZAR0.0002 each ZAE000081949						
b)	Nature of the transaction	<ol style="list-style-type: none"> 1. Award of forfeitable shares representing Short Term Incentive pursuant to the Investec Limited Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 1 to 3 from award. 2. Award of forfeitable shares representing Long Term Incentive pursuant to the Investec Limited Share Incentive Plan 2021. Issued for nil consideration with a deferred vesting period in each of years 3 to 5 from award. 						
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>72 214</td> </tr> <tr> <td>2. Nil</td> <td>24 072</td> </tr> </tbody> </table>	Price(s)	Volume(s)	1. Nil	72 214	2. Nil	24 072
Price(s)	Volume(s)							
1. Nil	72 214							
2. Nil	24 072							
d)	Aggregated information - Aggregated volume - Price	96 286 Nil						
e)	Date of the transaction	30 May 2024						
f)	Place of the transaction	Johannesburg						

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Bradley Gatter				
2	Reason for the notification					
a)	Position/status	Person closely associated with PDMR				
b)	Initial notification /Amendment	Initial notification				
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Investec Limited				
b)	LEI	213800CU7SM6O4UWOZ70				
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted					
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of ZAR0.0002 each ZAE000081949				
b)	Nature of the transaction	Award of forfeitable shares representing Long Term Incentive pursuant to The Investec Limited Share Incentive Plan 2021. Issued for nil consideration with deferred vesting period in each of years 3 to 5 from award.				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil</td> <td>2 006</td> </tr> </tbody> </table>	Price(s)	Volume(s)	Nil	2 006
Price(s)	Volume(s)					
Nil	2 006					
d)	Aggregated information - Aggregated volume - Price	2 006 Nil				
e)	Date of the transaction	30 May 2024				

f)	Place of the transaction	Johannesburg
g)	Nature of interest:	Direct beneficial

3. Interests in Investec Limited Ordinary Shares – Company Secretary

In compliance with Rules 3.63 - 3.74 of the JSE Listing Requirements, we advise of the following changes to attributable interests in Investec Limited by the Company Secretary:

On 30 May 2024, Investec made forfeitable share awards in respect of ordinary shares in the capital of Investec Limited for nil consideration pursuant to the Investec Limited Share Incentive Plan 2021. These forfeitable share awards vest in three equal tranches in the third, fourth and fifth years from the date of award:

Company Secretary:	Number of Forfeitable shares:
Niki van Wyk	9 583

London and Johannesburg
31 May 2024

Sponsor
Investec Bank Limited