

Supplementary disclosure to the Remuneration review

for the year ended 28 February 2026



Capitec Bank Holdings Limited
(Capitec or the Group or the Company)

Supplementary disclosure to the 2026 Remuneration report

(Section 2 of the Remuneration review – subject to vote)

This supplementary disclosure forms part of the Remuneration review for the year ended 28 February 2026 (Remuneration review) for purposes of the binding shareholder vote to be held at the Annual General Meeting (AGM) on 31 July 2026 under section 30B of the Companies Act of South Africa, Act 71 of 2008, as amended (Companies Act). It should be read together with, and is subject to the same vote as, the principal report.

Background: Giving effect to our binding vote undertaking

In 'The background statement' of Section 2, 'Remuneration report' on page 19 of our Remuneration review (Letter from the REMCO Chairman), the Human Resources and Remuneration Committee (REMCO) committed that if the binding vote framework became effective before our AGM, we would provide any additional disclosures needed for compliance.

On 22 May 2026, ahead of the AGM scheduled for 31 July 2026, sections 30A and 30B of the Companies Act came into force with immediate effect, following the commencement of the relevant provisions of the Companies Amendment Act 16 of 2024.

This supplementary disclosure has therefore been issued in line with that commitment and should be read together with the Remuneration review as additional supporting disclosures.

Additional disclosures: Prescribed Officers' pay and pay gap ratios

Following the implementation of Section 30B of the Companies Act we have prepared the following 2 supplementary schedules to align our 'Remuneration report' in our Remuneration review with the newly implemented provisions.

Schedule 1 – Total remuneration received by each Executive Director and Prescribed Officer which is a reproduction of the remuneration previously disclosed in note 35 to the **Capitec Bank Holdings Limited audited consolidated annual financial statements included in the integrated annual report for the year ended 28 February 2026** (the audited consolidated annual financial statements).

Schedule 2 – Pay gap disclosure on:

- the total remuneration of the highest-paid employee
- the total remuneration of the lowest-paid employee
- the average total remuneration of all employees
- the median total remuneration of all employees, and
- the remuneration gap reflecting the ratio between the total remuneration of the top 5% highest-paid employees and the total remuneration of the bottom 5% lowest-paid employees.

Further disclosure context and the way forward

Consistent with our existing disclosure on pages 16 and 17, 'Fair and responsible remuneration' of the Remuneration review, we are presenting a pre-and post-tax view of the pay gap disclosures, as the REMCO believes that analysing remuneration on a post-tax basis provides a more meaningful measure of financial well-being and real-world impact on take-home pay.

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Schedule 1 – Total remuneration of our Executive Directors and Prescribed Officers

Contextual disclosure notes

- Note 1:** Mr GM Fourie retired as Chief Executive Officer (CEO) effective 18 July 2025. Accordingly, his salary and fringe benefits have been pro-rated for the period under review. He did not participate in the 2026 financial year STI and received no LTI grant for the 2026 financial year as a consequence of his retirement.
- Note 2:** Mr GR Lee was appointed as CEO effective 19 July 2025. Accordingly, his total remuneration for the period under review comprises his earnings as both CEO designate and as the appointed CEO.
- Note 3:** Ms KE Barker resigned as Executive: Insurance on 11 August 2025. Accordingly, her salary and fringe benefits have been pro-rated for the period under review. Her fringe benefits include an *ex-gratia* payment of R4.3 million. She forfeited her 2026 financial year STI and all her unvested LTI awards following her resignation.
- Note 4:** Mr RA Botha was appointed as acting Executive: Insurance on 11 August 2025. Accordingly, his salary and fringe benefits as Prescribed Officer have been pro-rated for the period under review.
- Note 5:** Ms B Maluleke was appointed as Executive: Personal Banking on 1 April 2025. Accordingly, her salary and fringe benefits as Prescribed Officer have been pro-rated for the period under review.

Total remuneration received per the notes to the audited consolidated annual financial statements

R'000	Note	Cash salary and provident fund	Benefits	Total guaranteed pay	STI	Fair value of LTI awards granted	Total remuneration for the year
2026							
Executive Director							
GM Fourie	1	7 497	1 042	8 539	—	—	8 539
GR Lee	2	10 877	123	11 000	6 041	6 391	23 432
GR Hardy		10 649	119	10 768	5 204	5 720	21 692
Prescribed Officer							
KE Barker	3	5 378	4 359	9 737	—	—	9 737
RA Botha	4	2 151	22	2 173	993	—	3 166
R Butler		7 041	95	7 136	3 441	3 025	13 602
W de Bruyn		10 229	89	10 318	4 998	7 988	23 304
KR Kumbier		8 414	75	8 489	4 109	6 575	19 173
HAI Lourens		11 304	125	11 429	5 524	7 286	24 239
B Maluleke	5	7 563	40	7 603	3 649	5 188	16 440
I Moola		6 019	49	6 068	2 974	5 303	14 345
F Viviers		6 576	471	7 047	3 211	2 823	13 081

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Schedule 2 – Pay gap disclosures

Contextual disclosure notes

- Note 6:** The pay gap disclosure references the total remuneration received as disclosed in Schedule 1 consisting of salary, fringe benefits, STI earned and fair value of share options and share appreciation rights granted during the year in accordance with the disclosure in the audited consolidated annual financial statements. This approach is differentiated from the single figure basis adopted on page 38, 'Remuneration report' of the Remuneration review which quantifies the LTI as the economic value to be received within 12 months from the reporting date (refer to page 10, 'Remuneration governance' of the Remuneration review, where we provide a comprehensive overview of our single figure pay outcome relative to company performance).
- Note 7:** Our highest-paid employee in Schedule 2 was Mr HAJ Lourens and not Mr GM Fourie who was our top earner on a single figure basis (R155 million as disclosed on page 38, 'Remuneration report' of the Remuneration review). The reason for this is that Mr GM Fourie did not earn an STI nor did he receive an LTI allocation in 2026 due to his retirement.
- Note 8:** Total remuneration of the lowest-paid earners represents 5 Process Analyst interns engaged on temporary contracts as part of a 3-week internship programme. The remuneration of these interns is presented on an annualised equivalent basis of R60 000 per annum for disclosure purposes.
- Note 9:** The total remuneration of our lowest-paid client-facing employees on a career progression path, excluding Learnerships, is for a branch Service Consultant. Service Consultants participate in a structured pay progression programme, where their total remuneration increases quarterly over an 18-month period as they gain experience. This employee is still within their 18-month progression programme. Upon completion of this programme, their targeted total remuneration is approximately R264 000 per annum, which is positioned above the average total remuneration of the lowest-paid 5% of employees. This programme supports our recruitment approach of hiring young, inexperienced individuals and providing them with meaningful development opportunities over an 18-month development period. It also further aligns with our fair pay approach where we deliberately focus on progressing pay for lower-level employees to move beyond R250 000 per annum (refer to pages 16 and 17, 'Fair and responsible remuneration' of the Remuneration review for further context).

Companies Act basis (anchored to the notes to the audited consolidated annual financial statements)

This view presents the pay gap calculations on the basis of the remuneration as disclosed in the notes to the audited consolidated annual financial statements for Executive Directors, Prescribed Officers and the wider workforce.

R'000	Note	Total remuneration (pre-tax)	Total remuneration (post-tax)
2026			
Total remuneration of all South African Group employees	6		
Total remuneration of the highest-paid employee	7	24 239	13 522
Total remuneration of the lowest-paid employee	8	60	60
Total remuneration of the lowest-paid client facing employee	9	188	171
Average		648	495
Median		378	316
Average total remuneration of the top 5% of highest-paid employees		3 119	1 906
Average total remuneration of the bottom 5% of lowest-paid employees		247	219
Pay gap ratio (Top 5% vs bottom 5%)		13 times	9 times

Abbreviations and acronyms

AGM	Annual General Meeting
ATM	Automated teller machine
Capitec	Capitec Bank Holdings Limited or the Group or the Company
CEO	Chief Executive Officer
CFO	Chief Financial Officer
Companies Act	Companies Act of South Africa, Act 71 of 2008, as amended
King Code	The King Code (specifically the King IV Report on Corporate Governance for South Africa, 2016 TM and the updated King V Report on Corporate Governance for South Africa, 2025 TM) is a voluntary South African framework establishing best practices for corporate governance, emphasising ethical leadership, sustainability, and stakeholder inclusivity.
King V TM	King V Report on Corporate Governance for South Africa, 2025 TM
LTI	Long-term incentive
REMCO	Human Resources and Remuneration Committee
Remuneration report	Section 2 of the Remuneration review for the year ended 28 February 2026
Remuneration review	Remuneration review for the year ended 28 February 2026
STI	Short-term incentive
the audited consolidated annual financial statements	The Capitec Bank Holdings Limited audited consolidated annual financial statements included in the integrated annual report for the year ended 28 February 2026
the Group	Capitec Bank Holdings Limited and its subsidiaries

Statutory information

Capitec Bank Holdings Limited

Registration number: 1999/025903/06
Registered bank controlling company
Incorporated in the Republic of South Africa
JSE ordinary share code: CPI
ISIN code: ZAE000035861
JSE preference share code: CPIP
ISIN code: ZAE000083838

Directors

SL Botha (*Chairman*)
GM Fourie (CEO)⁽¹⁾ (retired on 18 July 2025)
GR Lee (CEO)⁽¹⁾ (appointed on 19 July 2025)
NF Bhattay
SA du Plessis
CH Fernandez
N Ford-Hoon
GR Hardy (CFO)⁽¹⁾
MSdP le Roux
V Mahlangu
RR Malhotra (appointed on 1 March 2025)
PJ Mouton
CA Otto

⁽¹⁾ Executive

Group Company Secretary and registered office

YM Mouton
5 Neutron Road, Techno Park, Stellenbosch, 7600

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Transfer secretary

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Sponsor

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