

Old Mutual Limited  
Incorporated in the Republic of South Africa  
Registration number: 2017/235138/06  
ISIN: ZAE000255360  
LEI: 213800MON84ZWPQCN47  
JSE Share Code: OMU  
JSE Alpha Code: OMLI  
LSE Share Code: OMU  
NSX Share Code: OMM  
MSE Share Code: OMU  
ZSE Share Code: OMU  
("Old Mutual" or "the Company")

Ref: 45/25  
17 December 2025

#### DEALINGS IN SECURITIES ON BEHALF OF EMPLOYEE SHARE INCENTIVE SCHEMES

In accordance with paragraph 3.63 of the JSE Limited Listings Requirements and paragraph 6.42 of the Debt Listings Requirements, shareholders and debtholders are advised of the dealings in securities of the Company by employee share incentive schemes:

Name of the Trust	Old Mutual Limited Broad-Based Black Economic Empowerment Employee Trust
Company	Old Mutual Limited
Nature of transactions	On-market purchase in a hedging transaction in respect of the Employee Share Ownership Plan and Long-term Incentive Plan awards.
Class of Securities	Ordinary shares
Date of transaction	11 December 2025
Number of Securities	416 697
Highest traded price per share on the market on the day	R14.1100
Lowest traded price per share on the market on the day	R13.9100
Volume weighted average price per share	R14.0760
Total value of the transaction	R5 865 426.97
Extent of interest	Indirect beneficial

Name of the Trust	Old Mutual Limited Broad-Based Black Economic Empowerment Employee Trust
Company	Old Mutual Limited
Nature of transactions	On-market purchase in a hedging transaction in respect of the Employee Share Ownership Plan and Long-term Incentive Plan awards.
Class of Securities	Ordinary shares

Date of Transaction	12 December 2025
Number of Securities	206 289
Highest traded price per share on the market on the day	R14.4100
Lowest traded price per share on the market on the day	R14.2900
Volume weighted average price per share	R14.3370
Total value of the transaction	R2 957 565.39
Extent of interest	Indirect beneficial

Name of the Trust	Old Mutual Limited Broad-Based Black Economic Empowerment Employee Trust
Company	Old Mutual Limited
Nature of transactions	On-market purchase in a hedging transaction in respect of the Employee Share Ownership Plan and Long-term Incentive Plan awards.
Class of Securities	Ordinary shares
Date of transaction	15 December 2025
Number of Securities	509 880
Highest traded price per share on the market on the day	R14.4500
Lowest traded price per share on the market on the day	R14.3500
Volume weighted average price per share	R14.3952
Total value of the transaction	R7 339 824.58
Extent of interest	Indirect beneficial

Name of the Trust	Old Mutual Limited Employee Trust
Company	Old Mutual Limited
Nature of transactions	On-market purchase in a hedging transaction in respect of the Employee Share Ownership Plan and Long-term Incentive Plan awards.
Class of Securities	Ordinary shares
Date of transaction	11 December 2025
Number of Securities	1 800 133
Highest traded price per share on the market on the day	R14.1100
Lowest traded price per share on the market on the day	R13.9100
Volume weighted average price per share	R14.0760
Total value of the transaction	R25 338 672.11
Extent of interest	Indirect beneficial

Name of the Trust	Old Mutual Limited Employee Trust
Company	Old Mutual Limited
Nature of transactions	On-market purchase in a hedging transaction in respect of the Employee Share Ownership Plan and Long-term Incentive Plan awards.
Class of Securities	Ordinary shares
Date of transaction	12 December 2025

Number of Securities	891 221
Highest traded price per share on the market on the day	R14.4100
Lowest traded price per share on the market on the day	R14.2900
Volume weighted average price per share	R14.3370
Total value of the transaction	R12 777 435.48
Extent of interest	Indirect beneficial

Name of the Trust	Old Mutual Limited Employee Trust
Company	Old Mutual Limited
Nature of transactions	On-market purchase in a hedging transaction in respect of the Employee Share Ownership Plan and Long-term Incentive Plan awards.
Class of Securities	Ordinary shares
Date of transaction	15 December 2025
Number of Securities	2 202 860
Highest traded price per share on the market on the day	R14.4500
Lowest traded price per share on the market on the day	R14.3500
Volume weighted average price per share	R14.3952
Total value of the transaction	R31 710 610.27
Extent of interest	Indirect beneficial

Clearance to deal in accordance with paragraph 3.66 of the Listings Requirements was obtained.

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**Sponsors**

**JSE**

Equity Sponsor: Tamela Holdings (Proprietary) Limited  
 Debt Sponsor: Nedbank Corporate and Investment Banking, a division of Nedbank Limited

**Namibia**

PSG Wealth Management (Namibia) (Proprietary) Limited

**Zimbabwe**

Imara Capital Zimbabwe plc

**Malawi**

Stockbrokers Malawi Limited

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**About Old Mutual**

Old Mutual is a premium African financial services group that offers a broad spectrum of financial solutions to retail and corporate customers across key market segments in 12 countries. Old Mutual's primary operations are in Africa and it has a niche business in China. With over 180 years of heritage across sub-Saharan Africa, Old Mutual is a crucial part of the communities it serves as well as broader society on the continent.

For further information on Old Mutual and its underlying businesses, please visit the Corporate website at [www.oldmutual.com](http://www.oldmutual.com)