
ABSA GROUP CONFLICTS REGISTER

In terms of paragraph 7.6 of the JSE Debt Listings Requirements, the actual and/or potential conflicts of interests and personal financial interests declared by Absa Group Board members during Board and Board committee meetings held in 2020, 2021, 2022, 2023, 2024 and 2025 are set out below.

TABLE 1
Absa Group Limited
Actual conflicts of interest disclosed and managed at any Board or Board committee meetings during 2020 – Published March 2021

	<u>Director</u>	<u>Nature of conflict</u>
	<i>Non-executive Directors</i>	
1.	Tasneem Abdool-Samad	None
2.	Colin Beggs	Board (Sasol Limited)
3.	Alex Darko	None
4.	Rose Keanly	None
5.	Wendy Lucas-Bull	None
6.	Mark Merson	None
7.	Swithin Munyantwali	None
8.	Nonhlanhla Mjoli-Mncube	None
9.	Daisy Naidoo	GCRC, GACC, Board (Mr Price Group Limited; Strate Proprietary Limited, and Redefine Properties Limited)
10.	Francis Okomo-Okello	None
11.	Sipho M Pityana	GCRC (Redefine Properties Limited)
12.	Ihron Rensburg	None
13.	Fulvio Tonelli	GACC (PricewaterhouseCoopers Inc (PwC))
14.	René van Wyk	None

	<u>Executive Directors</u>	
15.	Daniel Mminele	None
16.	Jason Quinn	None
17.	Peter Matlare	None

GCRC – Group Credit Risk Committee
GACC – Group Audit and Compliance Committee

TABLE 2
Absa Group Limited
Actual conflicts of interest for the year ended 31 December 2021 and Quarter 1 of 2022 – published 26 April 2022

	<u>Director</u>	<u>Board Committee</u>	<u>Date recorded</u>	<u>Nature of conflict</u>
	<u>Non-executive Directors</u>			
1.	Wendy Lucas-Bull (note 1)	GCRC	25 November 2021	Shoprite Holdings Limited
2.	Daisy Naidoo	GCRC	31 May and 25 November 2021	Redefine Properties Limited; Mr Price Group Limited
3.	Sipho Pityana (note 2)	GCRC	31 May 2021	Redefine Properties Limited; Globeleq Africa Ltd
4.	Fulvio Tonelli	GACC; GCRC; Board	GACC – 16 November 2021; 3 March 2022 Board – 9 March 2022 GACC – 16 November 2021 GCRC – 27 January 2021	PricewaterhouseCoopers Inc (PwC); Independent Regulatory Board for Auditors (IRBA); Absa Bank Kenya Board (potential conflict only – not recused)

GCRC – Group Credit Risk Committee
GACC – Group Audit and Compliance Committee

Note:

1. Wendy Lucas-Bull retired from the Board on 31 March 2022.
2. Sipho Pityana's Board membership was effective until 24 November 2021.

TABLE 3
Absa Group Limited
Actual conflicts of interest for the year ended 31 December 2022 and Quarter 1 of 2023 – published 31 March 2023

	<u>Director</u>	<u>Board Committee</u>	<u>Date recorded</u>	<u>Nature of conflict</u>
	<u>Non-executive Directors</u>			
1.	Daisy Naidoo	GCRC Board GCRC	2 March 2022 30 October 2022 7 March 2023	Mr Price Group Limited (redaction of corporate exposure limits for Pepkor Holdings Limited) Absa Financial Services Anglo Platinum Limited (in relation to Anglo American Group Annual Review)
2.	Jason Quinn	GCRC	14 September 2022	Absa Pension Fund Annual Review
3.	Fulvio Tonelli	GCRC	GACC – 16 Nov 2021; 3 Mar 2022 Board – 9 March 2022 GACC – 16 Nov 2021 GCRC – 27 January 2021	PricewaterhouseCoopers Inc (PwC); Independent Regulatory Board for Auditors (IRBA) Absa Bank Kenya Board (potential conflict only – not recused)
4.	Sello Moloko	Combined SSEC and DAC	23 May 2022; 5 September 2022, 30 November 2022 6 September 2022	Telkom SA SOC Ltd (redaction of corporate exposure limits for Telkom SA SOC Ltd, MTN Group Ltd, IHS Holdings Ltd and Vodafone Group Plc Annual Review (redaction of minutes) Drive for Excellence Foundation

GCRC – Group Credit Risk Committee
SSEC – Social, Sustainability and Ethics Committee
DAC – Directors’ Affairs Committee

TABLE 4
Absa Group Limited
Actual conflicts of interest for the year ended 31 December 2023 and Quarter 1 and Quarter 2 of 2024 – published 6 August 2024

	<u>Director</u>	<u>Board Committee</u>	<u>Date recorded</u>	<u>Nature of conflict</u>
	<u>Non-executive and Executive Directors</u>			
1.	Daisy Naidoo	GCRC	26 May 2023 29 February 2024	Mr Price Group Limited (redaction of corporate exposure limits)
		GCRC	17 November 2023	Woolworths Financial Services
2.	Jason Quinn	GCRC	14 September 2022	Sanlam Limited
3.	Chris Snyman	GCRC	25 March 2024	Absa Pension Fund
4.	Fulvio Tonelli	GACC	-	In relation to external auditors quality and independence discussions, given his Independent Regulatory Board for Auditors (IRBA) Chairmanship
5.	John Cummins	GRCMC	4 August 2023	Global Screening Services – Material Outsourcing and Cloud Computing)
		ITC	31 July 2023	
6.	Nonhlanhla Mjoli-Mncube	GCRC	17 November 2023	Capitec Bank Limited
7.	Sello Moloko	Board	27 March 2024	M&G Investments (Pty) Ltd
8.	Luisa Diogo	SSEC	13 February 2024	Total Mozambique

GCRC – Group Credit Risk Committee
GACC – Group Audit and Compliance Committee
GRCMC – Group Risk and Capital Management Committee
ITC – Information Technology Committee
SSEC – Social, Sustainability and Ethics Committee

Notes:

1. Daisy Naidoo retired from the Board on 4 June 2024.
2. Jason Quinn resigned on 22 November 2023

TABLE 5
Absa Group Limited
No conflicts of interests were declared in Quarter 3 and Quarter 4 2024

	<u>Director</u>	<u>Board Committee</u>	<u>Date recorded</u>	<u>Nature of conflict</u>
	<u><i>Non-executive and Executive Directors</i></u>			
	-	-	-	-

TABLE 6
Absa Group Limited
Potential conflict of interest for the year ended 31 December 2025 – published 25 March 2026

	<u>Director</u>	<u>Board Committee</u>	<u>Date recorded</u>	<u>Nature of conflict</u>
	<u>Non-executive and Executive Directors</u>			
1.	Fulvio Tonelli	GACC	-	In relation to external auditors quality and independence discussions, given his Independent Regulatory Board for Auditors (IRBA) Chairmanship.
2.	Zarina Bassa	GCRC	4 November 2025	Transnet - while there was no actual conflict of interest, Ms Bassa disclosed, for transparency, that her spouse leads the Logistics work stream with government, on behalf of Business South Africa, which involves close dealings with Transnet.

GACC – Group Audit and Compliance Committee
GCRC – Group Credit Risk Committee