

DECLARATION OF INTEREST BY EMPLOYEES

As part of our mandatory commitment to Good Corporate Governance and the protection of the proprietary interests of the First Technology Group (i.e. wholly owned subsidiaries of First Technology Investments (Pty) Ltd), Employees are required to complete and sign the following Declaration of Interest ("Declaration").

Completion and submission of this Declaration of Interest is a **mandatory condition of employment** within the First Technology Group.

A **"Conflict of Interest"** for the purposes of this declaration shall include but is not limited to:

- i Direct or indirect ownership or control in a business, whether personally or via a spouse, family member, trust, or other vehicle, that supplies to, competes with, or interacts commercially with, the First Technology Group.
- ii Appointment to any board of directors, advisory panel, steering committee, or similar role in any other organisation, whether or not they are a competitor to the First Technology Group.
- iii Engagement in political, lobbying, or advocacy activities that may influence or appear to influence the business of the First Technology Group.
- iv Development of personal or professional relationships with clients, suppliers, regulators, competitors, or other parties where a conflict of interest could arise.
- v Ownership of intellectual property, side projects, or external commercial ventures related to the technology sector or the services provided by the First Technology Group.
- vi Any situation in which an Employee's personal, financial, or other interests (whether direct or indirect) may interfere with, or appear to interfere with, the interests of the First Technology Group.

"Related Person" means a spouse, life partner, parent, child, sibling, friend, or any other person who has a personal relationship with the Employee who may benefit from the Employee's position.

Moonlighting, external employment, or any external business interests are prohibited under the Group's employee policy unless express prior written consent is obtained from the General Manager/Managing Director of the respective business unit.

Employees are reminded of their fiduciary and contractual duties to commit their business time, skills, and resources to furthering the business and commercial interests of the First Technology Group.

All Employees must complete this Declaration upon commencement of employment and must be updated whenever relevant circumstances change. In addition, Employees may be required to re-confirm annually.

Failure to comply with this obligation constitutes a breach of company policy and may result in disciplinary action, up to and including termination of employment.

Employees must promptly declare any new or changed interests that arise during employment by completing and signing an updated copy of this declaration, and all changes must be declared within fourteen (14) calendar days of the change occurring.

This Declaration (and any updated version) will be reviewed by the Employee's line manager and escalated if needed, and Legal, Risk and Human Resources will intervene if required.

If you have any queries, you are more than welcome to submit the same to Group HR.

FIRST TECHNOLOGY GROUP – EMPLOYEE DECLARATION OF INTEREST

Employee Name: _____

Employee Number: _____

Business Unit: _____

Position / Job Title: _____

Date of Completion: _____

1. Declaration

I hereby declare that, to the best of my knowledge, the information provided below is complete, accurate, and up-to-date.

I understand that this declaration is a mandatory condition of employment and that I must update it within 14 (fourteen) calendar days of any relevant change in circumstances.

2. Interests to Declare

Please answer **YES** or **NO** to each question and provide details where applicable.

	DECLARATION	YES / NO	IF YES, PROVIDE FULL DETAILS (INCLUDING ENTITY NAME, RELATIONSHIP, NATURE OF INTEREST, DATES, AND ANY RELEVANT DOCUMENTATION)
2.1.	Do you, or any Related Person, have any direct or indirect ownership or control in a business, whether personally or via a spouse, family member, trust, or other vehicle, that supplies to, competes with, or interacts commercially with, the First Technology Group?		
2.2.	Do you hold a position on any board of directors, advisory panel, steering committee, or similar role in any other organisation, whether or not they are a competitor to the First Technology Group?		
2.3.	Are you, or any Related Person, engaged in any political, lobbying, or advocacy activities that may influence or appear to influence the business of the First Technology Group?		
2.4.	Do you, or any Related Person, have any personal or professional relationships with clients, suppliers, regulators, competitors, or other parties where a Conflict of Interest could arise?		
2.5.	Do you, or any Related Person, own intellectual property, operate side projects, or have external commercial ventures related to technology or the services provided by the First Technology Group?		

	DECLARATION	YES / NO	IF YES, PROVIDE FULL DETAILS (INCLUDING ENTITY NAME, RELATIONSHIP, NATURE OF INTEREST, DATES, AND ANY RELEVANT DOCUMENTATION)
2.6.	Do you have any relationship (family, friend, other) with persons involved in businesses that conflict with the business of the First Technology Group?		
2.7.	Do you, or any Related Person, hold, or have in the past 12 months held employment or office, or acted as an elected official, (whether permanent, temporary, or contractual) with any national, provincial, or local government department, municipality, state-owned entity, or regulatory authority?		
2.8.	Do you hold, or have in the past 12 months held, any advisory, consultancy, or contractual arrangement with a government entity or organ of state?		
2.9.	Are there any other interests, activities, or circumstances not covered above that may present a potential, perceived, or actual Conflict of Interest?		

3. Ongoing Obligation

I understand that:

- 3.1. I am required to declare any new or changed interests within 14 (fourteen) calendar days of the change.
- 3.2. I may be required to re-confirm this declaration annually during the governance review process.
- 3.3. Failure to declare or update my interests constitutes a breach of

4. Acknowledgement

I, the undersigned, hereby declare that:

- 4.1. The information provided in this Declaration is true, correct, and complete to the best of my knowledge;
- 4.2. I understand and agree to the Company's policies on Conflicts of Interest;
- 4.3. I accept that the Company may take appropriate steps to verify the accuracy of this Declaration.

Employee Name: _____

Position: _____

Signature: _____

Date: _____