# Company Information Report

**Contact Details**

| Home Country: | Postal Address: | Postal Address: | City: | Area code: | Head Office Telephone: | Email: | Website: | Company Registration Date:: | Latest Annual Report: | Recording Currency: |
|---|---|---|---|---|---|---|---|---|---|---|
| South Africa | PO Box 1144 | Johannesburg | Gauteng | 2000 | +27 11 294 4444 | GawieN@nedbank.co.za | http://www.nedbankgroup.co.za | 1966/01/01 | 2023/12/31 | ZAR |

**GUF Information**

| GUF in this sector: | Signed an IFA: | IFA signing Date: |
|---|---|---|
| UNI | No | 0 |

**Sector Information**

| Sector: | Stock Exchange Listings: | Major Competitors: |
|---|---|---|
| Banking and Financial Services | Johannesburg Stock Exchange (JSE) | Absa Group Limited, Sanlam Ltd, Rmb Holdings Ltd |

**Five Major Shareholders**

| | |
|---|---|
| **15%** | Government Employees Pension Fund |
| **6%** | Allan Gray |
| **0%** | N/A |
| **0%** | N/A |
| **0%** | N/A |

# Company Performance Report

**Company Performance in US Dollars - USD**

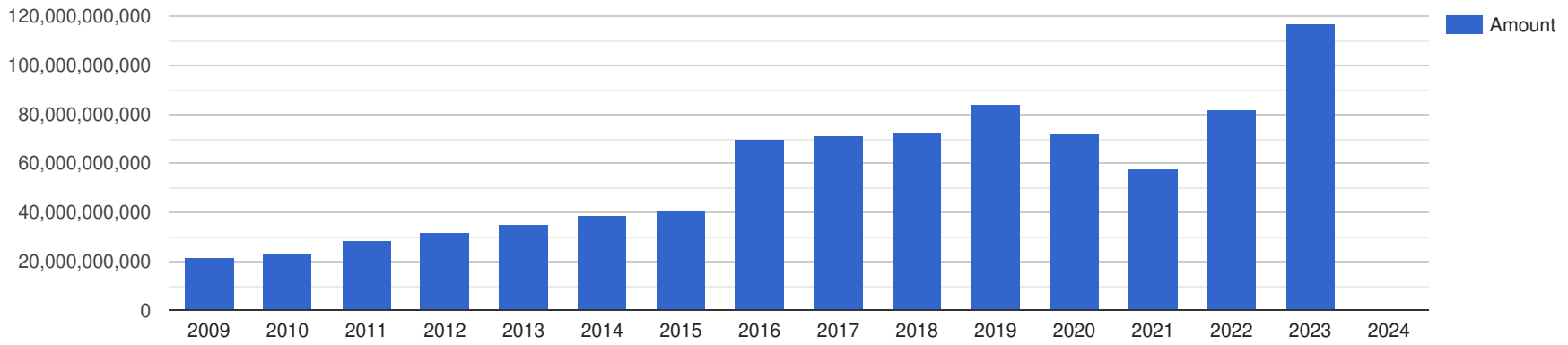
| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
|---|---|---|---|---|
| 2009 | 2,703,840,611 | 841,927,197 | 71,512,185,953 | 65,875,446,400 |
| 2010 | 3,404,148,063 | 936,194,729 | 87,673,628,115 | 80,786,979,692 |
| 2011 | 3,894,044,321 | 1,201,800,554 | 89,768,282,548 | 82,471,191,136 |
| 2012 | 3,878,658,537 | 1,303,292,683 | 83,290,121,951 | 76,249,878,049 |
| 2013 | 3,647,500,000 | 1,252,395,833 | 72,828,645,833 | 67,445,833,333 |
| 2014 | 3,579,593,721 | 1,270,452,447 | 74,728,808,864 | 68,181,163,435 |
| 2015 | 3,200,940,439 | 1,150,548,589 | 72,549,059,561 | 66,377,351,097 |
| 2016 | 5,077,180,233 | 960,973,837 | 65,411,409,884 | 60,489,752,907 |
| 2017 | 5,231,914,894 | 1,080,044,021 | 66,321,423,331 | 60,880,924,431 |
| 2018 | 5,051,319,444 | 1,016,319,444 | 67,473,819,444 | 62,167,777,778 |
| 2019 | 5,798,627,954 | 1,150,717,206 | 79,228,674,382 | 72,406,624,628 |
| 2020 | 4,847,436,491 | 424,469,162 | 82,341,854,899 | 75,607,471,623 |
| 2021 | 3,620,555,101 | 1,034,074,745 | 76,850,949,738 | 69,958,523,721 |
| 2022 | 4,757,528,523 | 1,144,069,024 | 72,603,591,440 | 65,887,980,438 |
| 2023 | 6,261,018,300 | 1,147,723,938 | 70,228,366,646 | 63,844,393,225 |
| 2024 | 0 | 0 | 0 | 0 |

**Company Performance in South African Rand - ZAR**

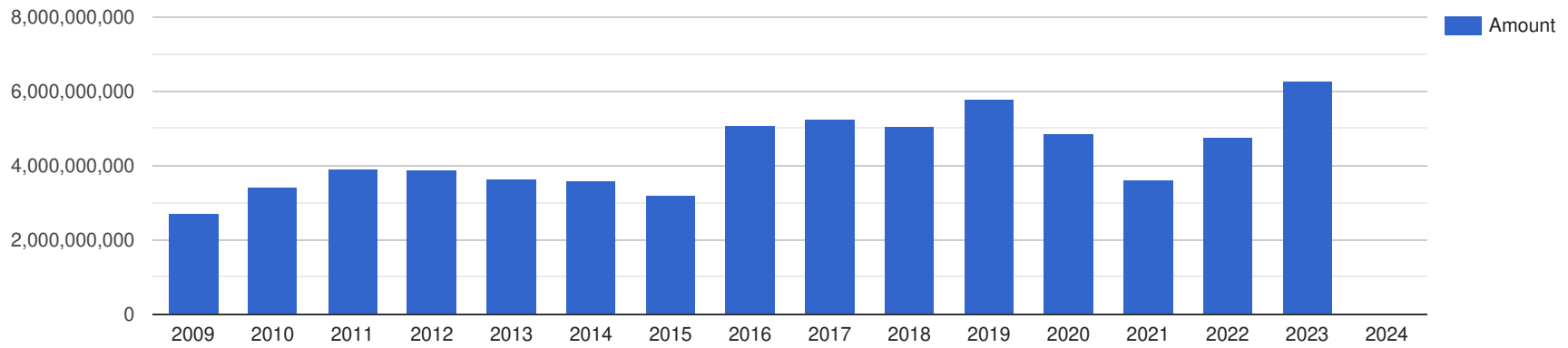
| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
|---|---|---|---|---|
| 2009 | 21,578,000,000 | 6,719,000,000 | 570,703,000,000 | 525,719,000,000 |
| 2010 | 23,635,000,000 | 6,500,000,000 | 608,718,000,000 | 560,904,000,000 |
| 2011 | 28,115,000,000 | 8,677,000,000 | 648,127,000,000 | 595,442,000,000 |
| 2012 | 31,805,000,000 | 10,687,000,000 | 682,979,000,000 | 625,249,000,000 |
| 2013 | 35,016,000,000 | 12,023,000,000 | 699,155,000,000 | 647,480,000,000 |
| 2014 | 38,767,000,000 | 13,759,000,000 | 809,313,000,000 | 738,402,000,000 |
| 2015 | 40,844,000,000 | 14,681,000,000 | 925,726,000,000 | 846,975,000,000 |
| 2016 | 69,862,000,000 | 13,223,000,000 | 900,061,000,000 | 832,339,000,000 |
| 2017 | 71,311,000,000 | 14,721,000,000 | 903,961,000,000 | 829,807,000,000 |
| 2018 | 72,739,000,000 | 14,635,000,000 | 971,623,000,000 | 895,216,000,000 |
| 2019 | 83,680,000,000 | 16,606,000,000 | 1,143,349,000,000 | 1,044,900,000,000 |
| 2020 | 72,300,000,000 | 6,331,000,000 | 1,228,137,000,000 | 1,127,693,000,000 |
| 2021 | 57,527,000,000 | 16,430,000,000 | 1,221,054,000,000 | 1,111,543,000,000 |
| 2022 | 82,104,000,000 | 19,744,000,000 | 1,252,971,000,000 | 1,137,075,000,000 |
| 2023 | 116,915,000,000 | 21,432,000,000 | 1,311,408,000,000 | 1,192,197,000,000 |
| 2024 | 0 | 0 | 0 | 0 |

# Company Performance Changes Report

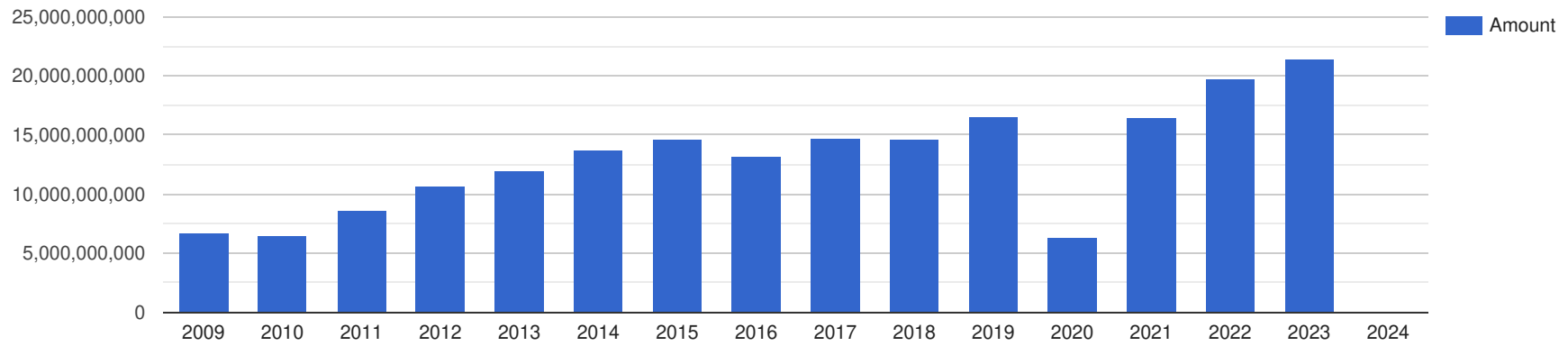
**Company Revenue - ZAR**



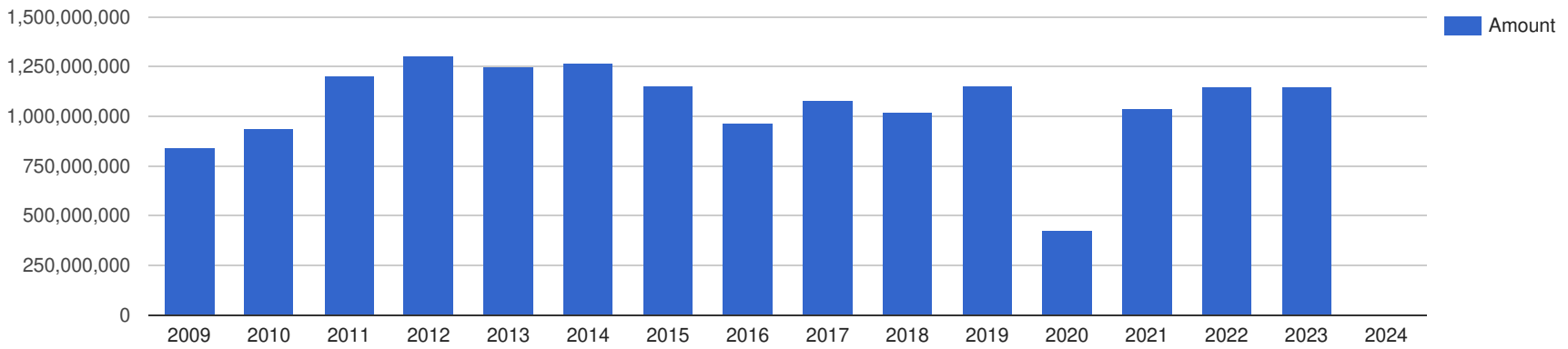
**Company Revenue - USD**



**Company Profit Before Tax - ZAR**



**Company Profit Before Tax - USD**



# Company Directors Report

**CEO Biography - USD:**

| Year End: | Director Surname: | Director Name: | Director Gender: | Full Year on Board?: | Full year in position?: |
|---|---|---|---|---|---|
| 2008 | Boardman | Thomas (Tom) TA | Male | Yes | Yes |
| 2009 | Boardman | Thomas (Tom) TA | Male | Yes | Yes |
| 2010 | Boardman | Thomas (Tom) TA | Male | No | No |
| 2010 | Brown | Michael WT | Male | Yes | No |
| 2011 | Brown | Michael WT | Male | Yes | Yes |
| 2012 | Brown | Michael WT | Male | Yes | Yes |
| 2013 | Brown | Michael WT | Male | Yes | Yes |
| 2014 | Brown | Michael WT | Male | Yes | Yes |
| 2015 | Brown | Michael WT | Male | Yes | Yes |
| 2016 | Brown | Michael WT | Male | Yes | Yes |
| 2017 | Brown | Michael WT | Male | Yes | Yes |
| 2018 | Brown | Michael WT | Male | Yes | Yes |
| 2019 | Brown | Michael WT | Male | Yes | Yes |
| 2020 | Brown | Michael WT | Male | Yes | Yes |
| 2021 | Brown | Michael WT | Male | Yes | Yes |
| 2022 | Brown | Michael WT | Male | Yes | Yes |
| 2023 | Brown | Michael WT | Male | Yes | Yes |
| 2024 | Quinn | Jason | Male | No | No |

**CEO Remuneration - USD:**

| Financial Year: | Salary: | Benefits: | Cash Bonus | Other: | Total Annual: | LTI Payment: | Total Including LTI: |
|---|---|---|---|---|---|---|---|
| 2008 | 496,252 | 37,364 | 725,514 | 0 | 1,259,129 | 699,232 | 1,958,362 |
| 2009 | 547,308 | 41,249 | 670,007 | 0 | 1,258,564 | 427,016 | 1,685,580 |
| 2010 | 872,389 | 105,142 | 648,135 | 0 | 1,625,666 | 1,207,475 | 2,833,141 |
| 2011 | 727,978 | 100,693 | 740,997 | 0 | 1,569,668 | 0 | 1,569,668 |
| 2012 | 655,610 | 93,293 | 762,195 | 12,927 | 1,524,024 | 0 | 1,524,024 |
| 2013 | 584,792 | 95,625 | 729,167 | 0 | 1,409,583 | 0 | 1,409,583 |
| 2014 | 559,187 | 91,782 | 1,385,042 | 0 | 2,036,011 | 1,200,369 | 3,236,380 |
| 2015 | 499,530 | 82,367 | 646,552 | 568,182 | 1,796,630 | 1,057,994 | 2,854,624 |
| 2016 | 485,465 | 69,259 | 1,053,779 | 10,756 | 1,619,259 | 1,053,779 | 2,673,038 |
| 2017 | 514,600 | 73,441 | 1,008,804 | 11,739 | 1,608,584 | 1,063,830 | 2,672,414 |
| 2018 | 510,556 | 72,917 | 1,111,111 | 12,014 | 1,706,597 | 1,145,833 | 2,852,431 |
| 2019 | 531,425 | 76,363 | 796,896 | 15,453 | 1,420,137 | 1,074,077 | 2,494,214 |
| 2020 | 517,734 | 74,757 | 536,373 | 17,633 | 1,146,497 | 1,743,212 | 2,889,708 |
| 2021 | 498,584 | 71,748 | 849,644 | 15,357 | 1,435,333 | 1,038,454 | 2,473,787 |
| 2022 | 475,374 | 68,548 | 985,050 | 15,587 | 1,544,559 | 985,050 | 2,529,609 |
| 2023 | 460,344 | 66,567 | 978,686 | 16,334 | 1,521,930 | 963,959 | 2,485,889 |
| 2024 | 305,752 | 30,049 | 548,336 | 0 | 884,137 | 4,426,825 | 5,310,961 |

**Executive Director Remuneration - USD:**

| Financial Year: | No. of EDs: | Total Salary: | Cash Bonus | Other: | Total Annual: |
|---|---|---|---|---|---|
| 2008 | 2 | 772,189 | 1,966,626 | 386,094 | 983,313 |
| 2009 | 4 | 1,128,059 | 2,600,676 | 282,015 | 650,169 |
| 2010 | 4 | 1,669,739 | 3,312,401 | 417,435 | 828,100 |
| 2011 | 3 | 1,563,019 | 3,494,321 | 521,006 | 1,164,774 |
| 2012 | 3 | 1,395,488 | 3,402,805 | 465,163 | 1,134,268 |
| 2013 | 3 | 1,259,167 | 3,160,521 | 419,722 | 1,053,507 |
| 2014 | 3 | 1,209,141 | 3,772,022 | 403,047 | 1,257,341 |
| 2015 | 4 | 1,178,577 | 3,891,093 | 294,644 | 972,773 |
| 2016 | 3 | 1,071,875 | 3,516,933 | 357,292 | 1,172,311 |
| 2017 | 3 | 1,161,629 | 3,558,107 | 387,210 | 1,186,036 |
| 2018 | 6 | 1,974,931 | 7,007,361 | 329,155 | 1,167,894 |
| 2019 | 6 | 2,082,046 | 5,795,787 | 347,008 | 965,964 |
| 2020 | 7 | 1,804,425 | 3,959,437 | 257,775 | 565,634 |
| 2021 | 5 | 1,636,856 | 4,953,679 | 327,371 | 990,736 |
| 2022 | 7 | 2,058,234 | 7,369,278 | 294,033 | 1,052,754 |
| 2023 | 7 | 2,007,819 | 7,322,498 | 286,831 | 1,046,071 |
| 2024 | 3 | 931,623 | 3,716,839 | 310,541 | 1,238,946 |

**Non-Executive Director Remuneration - USD:**

| Financial Year: | No. of NEDs: | Total Fees: | Average Fees |
|---|---|---|---|
| 2008 | 15 | 1,360,943 | 90,730 |
| 2009 | 17 | 1,244,698 | 73,218 |
| 2010 | 16 | 1,625,666 | 101,604 |
| 2011 | 15 | 1,580,609 | 105,374 |
| 2012 | 15 | 1,434,634 | 95,642 |
| 2013 | 12 | 1,190,417 | 99,201 |
| 2014 | 14 | 1,266,390 | 90,456 |
| 2015 | 17 | 1,223,041 | 71,944 |
| 2016 | 15 | 1,258,866 | 83,924 |
| 2017 | 17 | 1,468,599 | 86,388 |
| 2018 | 19 | 1,721,389 | 90,599 |
| 2019 | 15 | 1,729,125 | 115,275 |
| 2020 | 14 | 1,481,193 | 105,800 |
| 2021 | 12 | 1,376,990 | 114,749 |
| 2022 | 12 | 1,309,364 | 109,114 |
| 2023 | 13 | 1,270,765 | 97,751 |
| 2024 | 11 | 1,425,015 | 129,547 |

**CEO Remuneration - ZAR:**

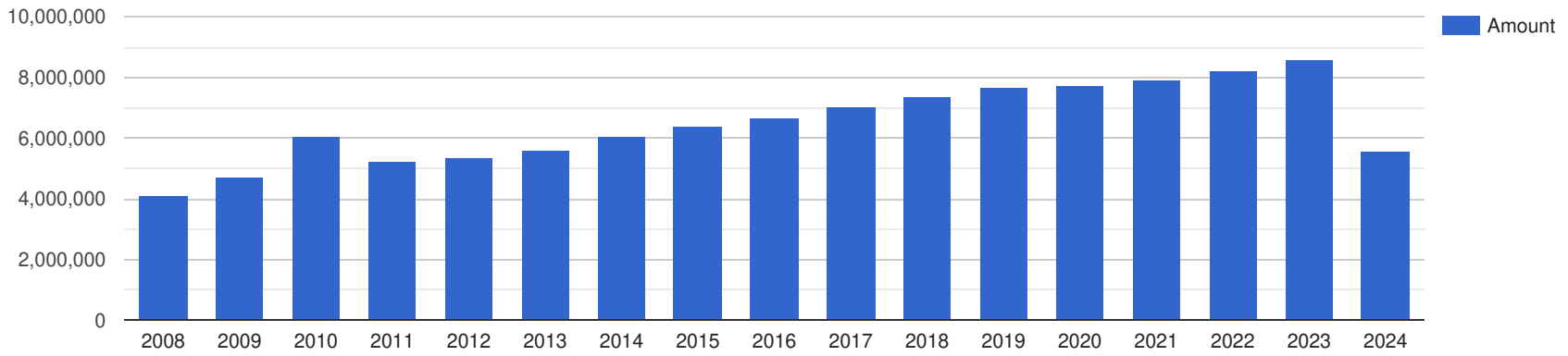
| Financial Year: | Salary: | Benefits: | Cash Bonus | Other | Total Annual | LTI Payment | Total Including LTI |
|---|---|---|---|---|---|---|---|
| 2008 | 4,104,000 | 309,000 | 6,000,000 | 0 | 10,413,000 | 5,782,650 | 16,195,650 |
| 2009 | 4,697,000 | 354,000 | 5,750,000 | 0 | 10,801,000 | 3,664,650 | 14,465,650 |
| 2010 | 6,057,000 | 730,000 | 4,500,000 | 0 | 11,287,000 | 8,383,496 | 19,670,496 |
| 2011 | 5,256,000 | 727,000 | 5,350,000 | 0 | 11,333,000 | 0 | 11,333,000 |
| 2012 | 5,376,000 | 765,000 | 6,250,000 | 106,000 | 12,497,000 | 0 | 12,497,000 |
| 2013 | 5,614,000 | 918,000 | 7,000,000 | 0 | 13,532,000 | 0 | 13,532,000 |
| 2014 | 6,056,000 | 994,000 | 15,000,000 | 0 | 22,050,000 | 13,000,000 | 35,050,000 |
| 2015 | 6,374,000 | 1,051,000 | 8,250,000 | 7,250,000 | 22,925,000 | 13,500,000 | 36,425,000 |
| 2016 | 6,680,000 | 953,000 | 14,500,000 | 148,000 | 22,281,000 | 14,500,000 | 36,781,000 |
| 2017 | 7,014,000 | 1,001,000 | 13,750,000 | 160,000 | 21,925,000 | 14,500,000 | 36,425,000 |
| 2018 | 7,352,000 | 1,050,000 | 16,000,000 | 173,000 | 24,575,000 | 16,500,000 | 41,075,000 |
| 2019 | 7,669,000 | 1,102,000 | 11,500,000 | 223,000 | 20,494,000 | 15,500,000 | 35,994,000 |
| 2020 | 7,722,000 | 1,115,000 | 8,000,000 | 263,000 | 17,100,000 | 26,000,000 | 43,100,000 |
| 2021 | 7,922,000 | 1,140,000 | 13,500,000 | 244,000 | 22,806,000 | 16,500,000 | 39,306,000 |
| 2022 | 8,204,000 | 1,183,000 | 17,000,000 | 269,000 | 26,656,000 | 17,000,000 | 43,656,000 |
| 2023 | 8,596,000 | 1,243,000 | 18,275,000 | 305,000 | 28,419,000 | 18,000,000 | 46,419,000 |
| 2024 | 5,576,000 | 548,000 | 10,000,000 | 0 | 16,124,000 | 80,732,000 | 96,856,000 |

**Executive Director Remuneration - ZAR:**

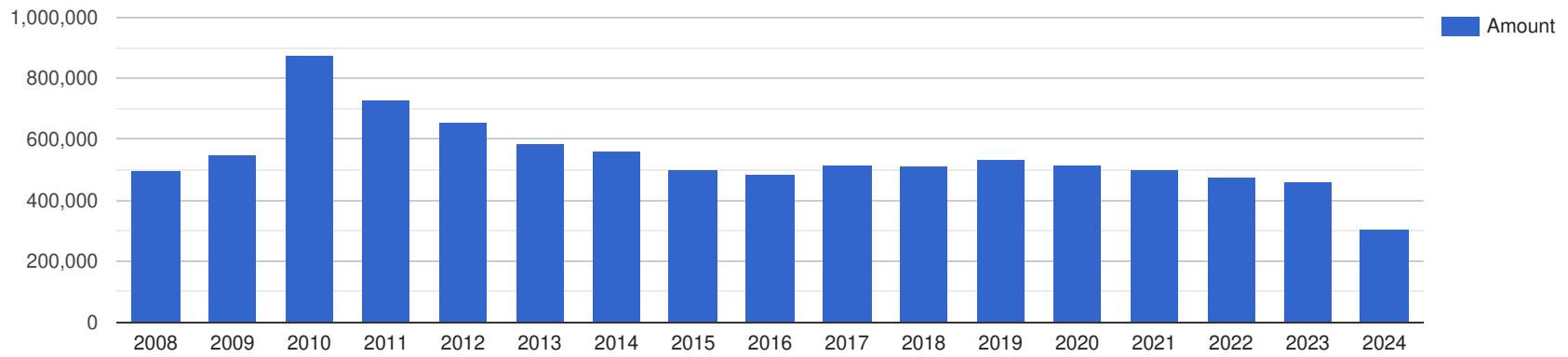
| Financial Year: | No. of EDs: | Total Salary: | Total Annual Remuneration | Average Salary | Average Remuneration |
|---|---|---|---|---|---|
| 2008 | 2 | 6,386,000 | 16,264,000 | 3,193,000 | 8,132,000 |
| 2009 | 4 | 9,681,000 | 22,319,000 | 2,420,250 | 5,579,750 |
| 2010 | 4 | 11,593,000 | 22,998,000 | 2,898,250 | 5,749,500 |
| 2011 | 3 | 11,285,000 | 25,229,000 | 3,761,667 | 8,409,667 |
| 2012 | 3 | 11,443,000 | 27,903,000 | 3,814,333 | 9,301,000 |
| 2013 | 3 | 12,088,000 | 30,341,000 | 4,029,333 | 10,113,667 |
| 2014 | 3 | 13,095,000 | 40,851,000 | 4,365,000 | 13,617,000 |
| 2015 | 4 | 15,780,000 | 52,001,000 | 3,945,000 | 13,000,250 |
| 2016 | 3 | 14,749,000 | 48,393,000 | 4,916,333 | 16,131,000 |
| 2017 | 3 | 15,833,000 | 48,497,000 | 5,277,667 | 16,165,667 |
| 2018 | 6 | 28,439,000 | 100,906,000 | 4,739,833 | 16,817,667 |
| 2019 | 6 | 30,046,000 | 83,639,000 | 5,007,667 | 13,939,833 |
| 2020 | 7 | 26,913,000 | 59,055,000 | 3,844,714 | 8,436,429 |
| 2021 | 5 | 26,008,000 | 78,709,000 | 5,201,600 | 15,741,800 |
| 2022 | 7 | 35,521,000 | 127,179,000 | 5,074,429 | 18,168,429 |
| 2023 | 7 | 37,492,000 | 136,733,000 | 5,356,000 | 19,533,286 |
| 2024 | 3 | 16,990,000 | 67,784,000 | 5,663,333 | 22,594,667 |

# Company Directors Fee Changes

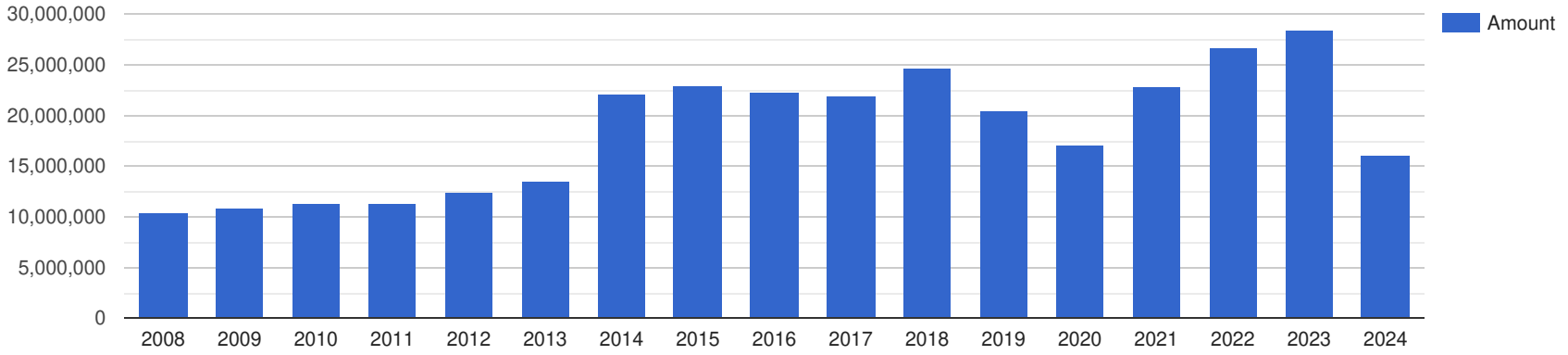
**CEO Salary - ZAR**



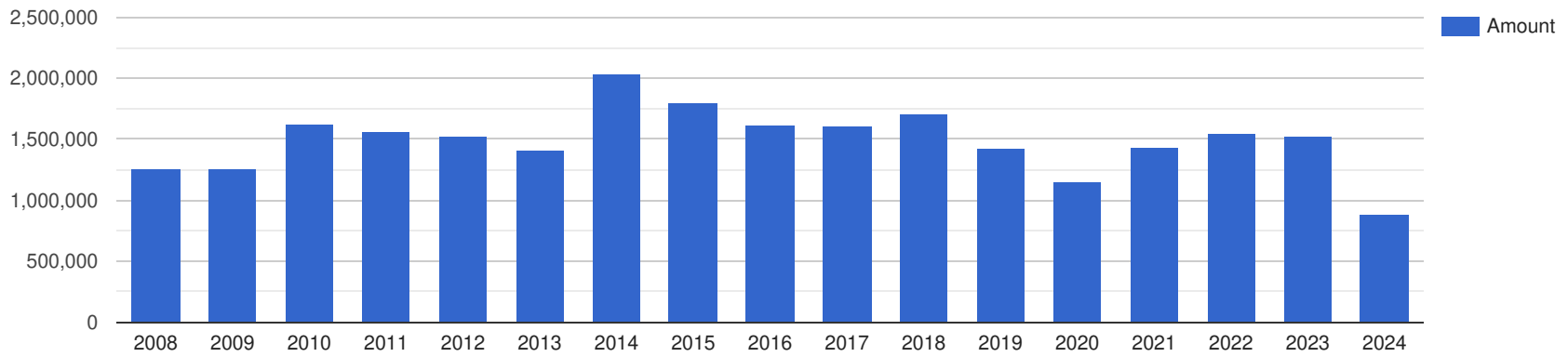
**CEO Salary - USD**



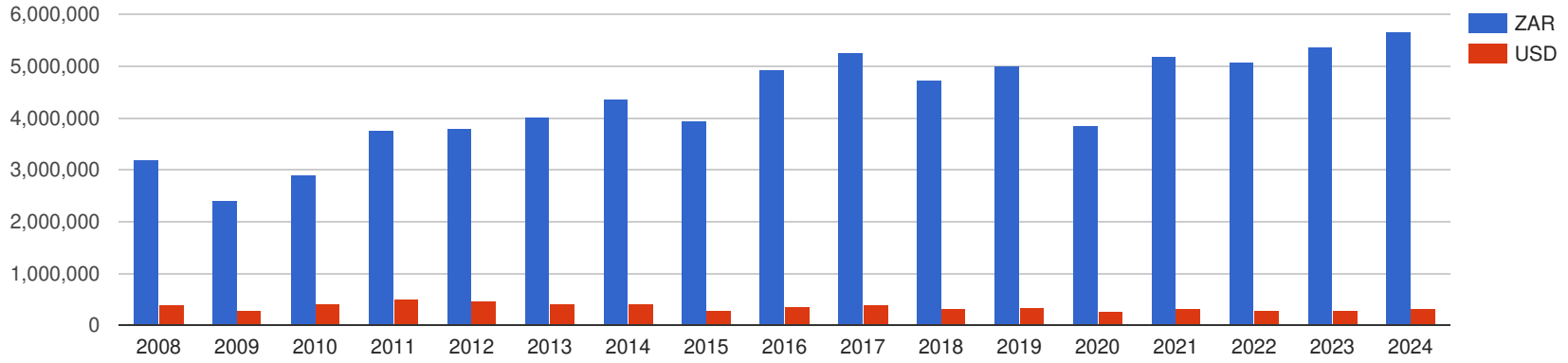
**CEO Remuneration - ZAR**



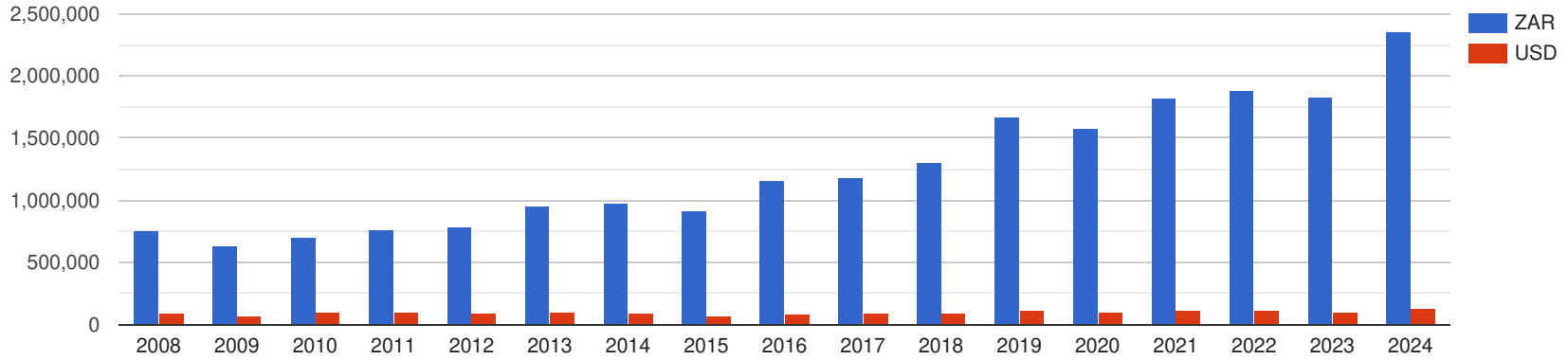
**CEO Remuneration - USD**



**Average Executive Director Salary**



**Average Non-Executive Director**



# Company Employees Report

**Total Employee Count:**

| Year End: | No. Employees: | No. Contractors | Total Workforce |
|---|---|---|---|
| 2009 | 0 | 0 | 27037 |
| 2010 | 0 | 0 | 24069 |
| 2011 | 0 | 0 | 28494 |
| 2012 | 0 | 0 | 28748 |
| 2013 | 0 | 0 | 29513 |
| 2014 | 0 | 0 | 30499 |
| 2015 | 0 | 0 | 31312 |
| 2016 | 0 | 0 | 30542 |
| 2017 | 0 | 0 | 28193 |
| 2018 | 0 | 0 | 30877 |
| 2019 | 29403 | 0 | 0 |
| 2020 | 28324 | 0 | 28324 |
| 2021 | 27303 | 0 | 27303 |
| 2022 | 26480 | 0 | 26480 |
| 2023 | 25984 | 0 | 25984 |
| 2024 | 0 | 0 | 25613 |

**Countries of Operation:**

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|---|---|---|---|
| South Africa | No | No | 2012: Recognised unions are The Financial Union and IBSA. 67.5% of staff is covered by collective bargaining agreements. 2013: 69% of employees were covered by a collective bargaining agreement |
| Kenya | No | No | 0 |
| Angola | No | No | 0 |
| Lesotho | No | No | 0 |
| Malawi | No | No | 0 |
| Swaziland | No | No | 0 |
| Zimbabwe | No | No | 0 |
| Namibia | No | No | 0 |
| United Kingdom | No | No | 0 |
| United Arab Emirates | No | No | 0 |
| United States of America | No | No | 0 |
| Isle of Man | No | No | 0 |
| Jersey | No | No | 0 |
| Guernsey | No | No | 0 |

**Total Employee Count:**

| Country: | Year End: | No. Operations | No. Employees: | No. Contractors: | Total Workforce: | Union(s): | Degree of Unionisation: | Min Wage (Local) Per Month: | Min Wage USD (Per Annum): | Min Wage USD (Per Annum): |
|---|---|---|---|---|---|---|---|---|---|---|
| South Africa | 2014 | 0 | 0 | 0 | 0 | SASBO & IBSA | 54.800 | 0 | 0 | No |
| United Kingdom | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Angola | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Guernsey | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Isle of Man | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Jersey | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Kenya | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Lesotho | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Malawi | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Namibia | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Swaziland | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| United Arab Emirates | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Zimbabwe | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| United States of America | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |