

# 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

<b>15%</b> Government Employees Pension Fund
<b>6%</b> Allan Gray
<b>0%</b> N/A
<b>0%</b> N/A
<b>0%</b> N/A

## Company Performance Report

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### 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

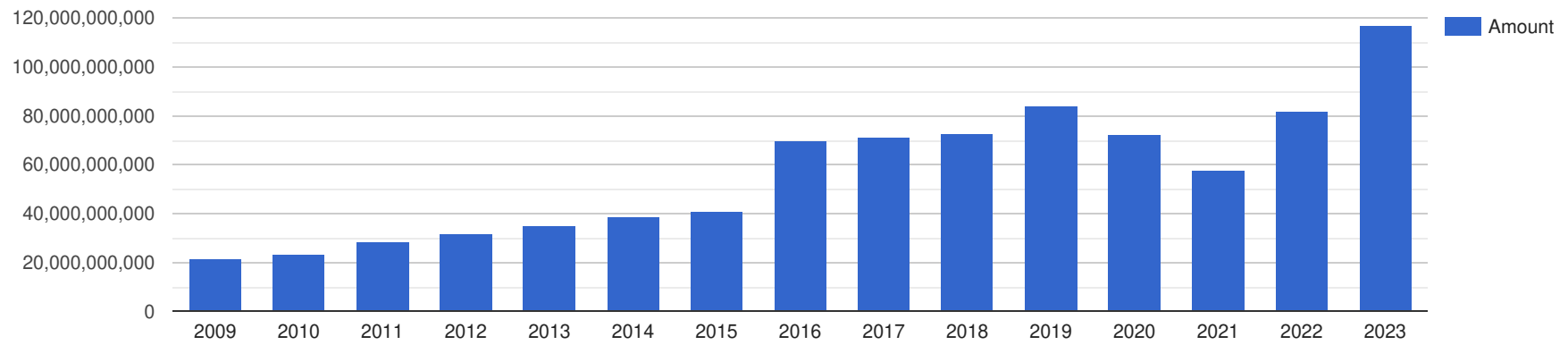
## Company Performance in South African Rand - ZAR

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

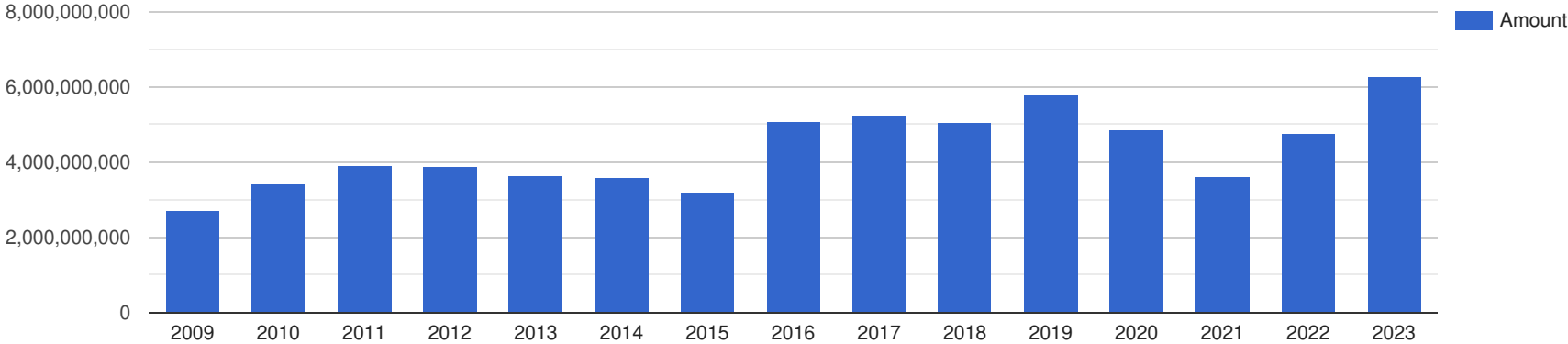
# Company Performance Changes Report

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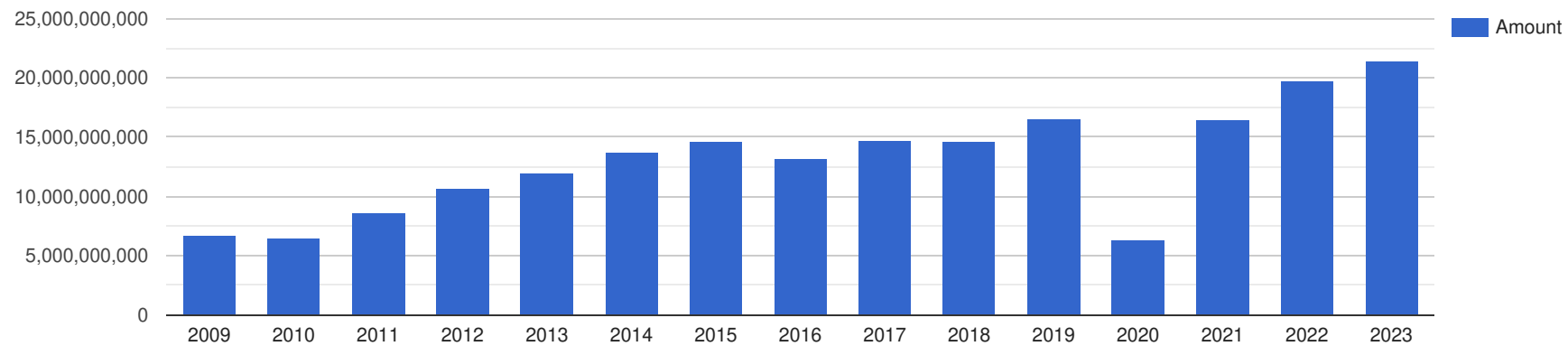
## Company Revenue - ZAR



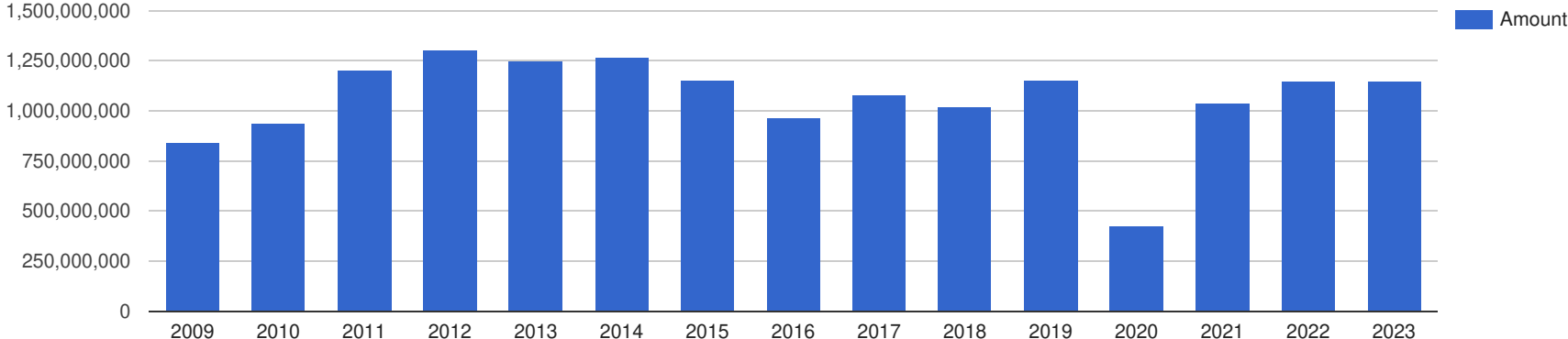
Company Revenue - USD



Company Profit Before Tax - ZAR



Company Profit Before Tax - USD



## Company Directors Report

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### 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



## 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

**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

**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

## CEO Remuneration - ZAR:

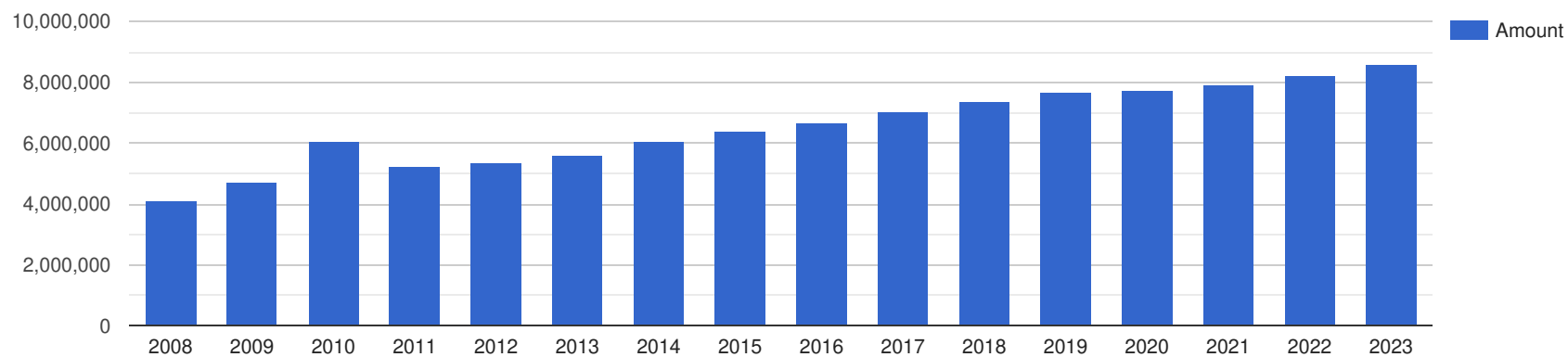
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	4,104,000	309,000	6,000,000	0	10,413,000	5,782,650	16,195,650
2009	4,697,000	354,000	5,750,000	0	10,801,000	3,664,650	14,465,650
2010	6,057,000	730,000	4,500,000	0	11,287,000	8,383,496	19,670,496
2011	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

**Executive Director Remuneration - ZAR:**

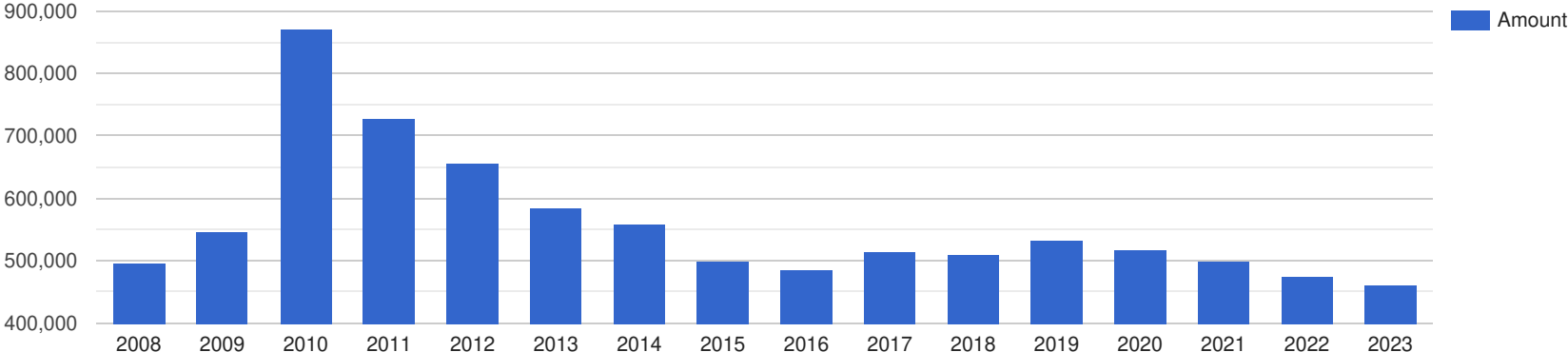
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration:	Average Salary:	Average Remuneration:
2008	2	6,386,000	16,264,000	3,193,000	8,132,000
2009	4	9,681,000	22,319,000	2,420,250	5,579,750
2010	4	11,593,000	22,998,000	2,898,250	5,749,500
2011	3	11,285,000	25,229,000	3,761,667	8,409,667
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

## Company Directors Fee Changes

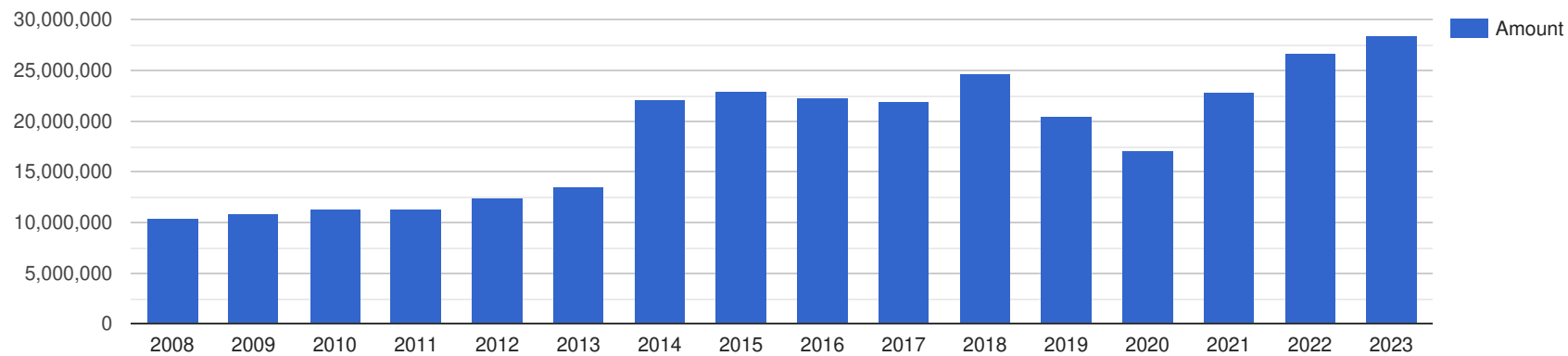
CEO Salary - ZAR



CEO Salary - USD

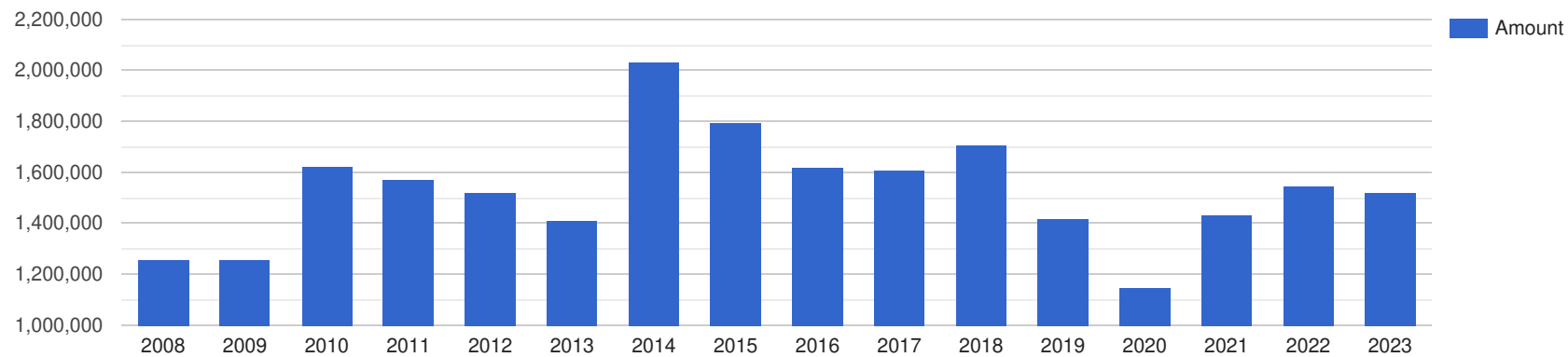


CEO Remuneration - ZAR

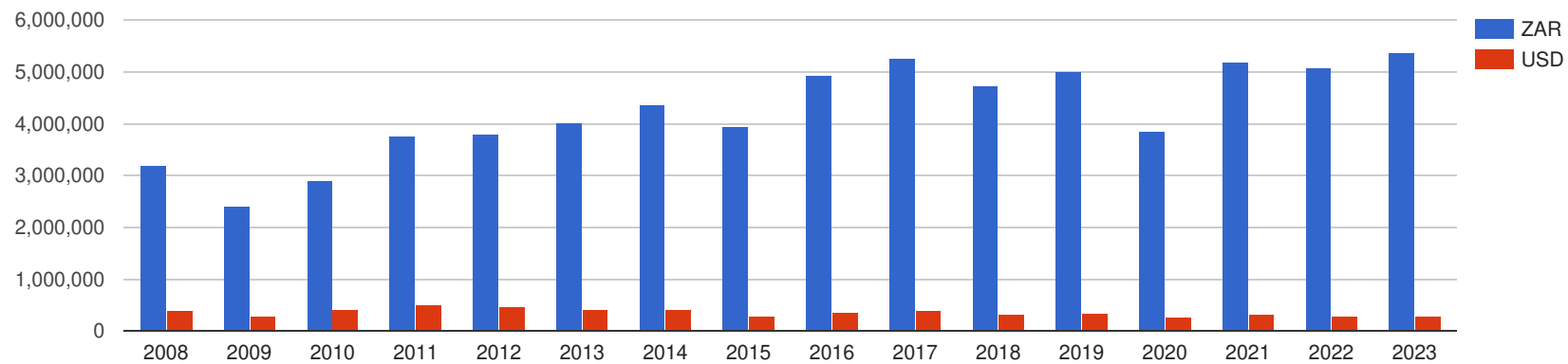




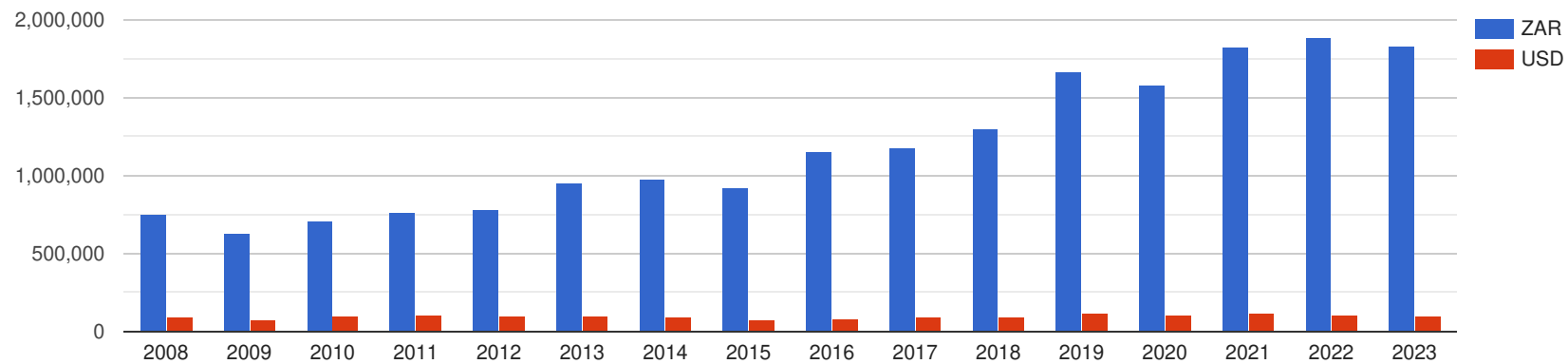
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



## Company Employees Report

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**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

**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