

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 1	Sanlamhof	Western Cape	7532	+27 21 947 9111	webmaster@sanlam.co.za	http://www.sanlam.co.za	0000/00/00	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	Namibian Stock Exchange (NSX), Johannesburg Stock Exchange (JSE)	Absa Group Limited, Rmb Holdings Ltd

Five Major Shareholders

14% Government Employees Pension Fund (PIC)
13% Ubuntu-Botho Investments (Pty) Ltd
5% Ninety One Plc
0% N/A
0%

N/A

Company Performance Report

Company Performance in US Dollars - USD

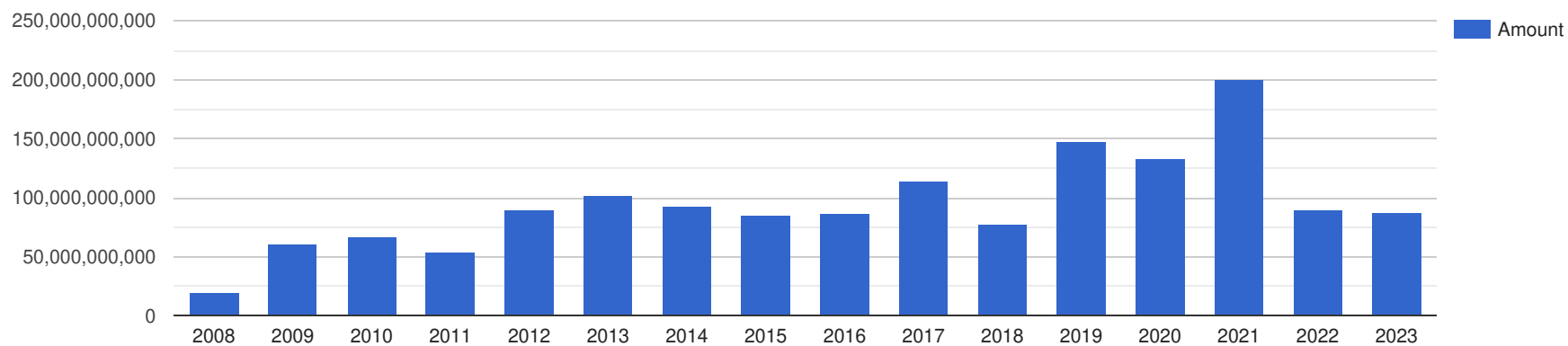
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	2,382,103,990	427,206,771	38,441,112,454	34,783,675,937
2009	7,188,507,109	901,658,768	39,671,682,464	35,800,592,417
2010	9,691,055,740	1,335,445,773	52,022,324,644	47,069,710,500
2011	7,517,728,532	1,187,673,130	52,936,703,601	47,830,332,410
2012	10,894,756,098	1,232,195,122	54,093,170,732	49,228,658,537
2013	10,625,000,000	1,314,270,833	58,469,166,667	53,821,666,667
2014	8,500,461,681	1,230,747,922	56,440,720,222	51,709,879,963
2015	6,684,404,389	1,157,445,141	52,861,128,527	48,143,887,147
2016	6,300,508,721	988,662,791	48,877,834,302	44,583,793,605
2017	8,362,142,333	1,198,239,178	53,821,203,228	49,166,984,593
2018	5,397,291,667	1,178,194,444	56,638,958,333	50,971,111,111
2019	10,241,563,301	1,009,008,385	62,381,609,036	56,882,267,341
2020	8,908,153,482	498,756,294	63,277,886,169	58,100,314,446
2021	12,595,508,730	1,101,544,504	66,473,949,876	61,256,624,246
2022	5,159,088,407	879,549,419	58,326,775,874	53,404,799,017
2023	4,704,118,246	1,107,560,026	53,040,568,764	47,851,123,626

Company Performance in South African Rand - ZAR

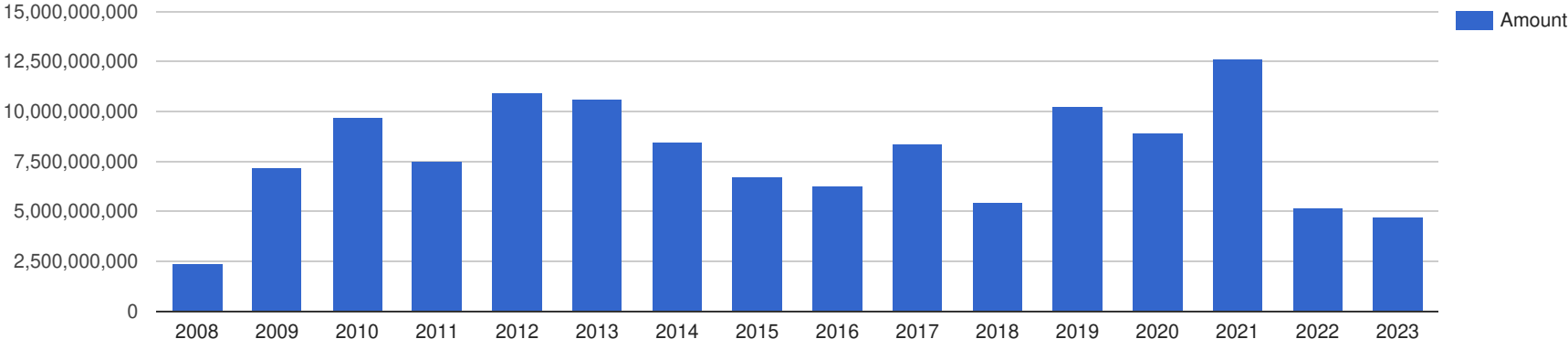
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	19,700,000,000	3,533,000,000	317,908,000,000	287,661,000,000
2009	60,671,000,000	7,610,000,000	334,829,000,000	302,157,000,000
2010	67,285,000,000	9,272,000,000	361,191,000,000	326,805,000,000
2011	54,278,000,000	8,575,000,000	382,203,000,000	345,335,000,000
2012	89,337,000,000	10,104,000,000	443,564,000,000	403,675,000,000
2013	102,000,000,000	12,617,000,000	561,304,000,000	516,688,000,000
2014	92,060,000,000	13,329,000,000	611,253,000,000	560,018,000,000
2015	85,293,000,000	14,769,000,000	674,508,000,000	614,316,000,000
2016	86,695,000,000	13,604,000,000	672,559,000,000	613,473,000,000
2017	113,976,000,000	16,332,000,000	733,583,000,000	670,146,000,000
2018	77,721,000,000	16,966,000,000	815,601,000,000	733,984,000,000
2019	147,796,000,000	14,561,000,000	900,229,000,000	820,868,000,000
2020	132,866,000,000	7,439,000,000	943,796,000,000	866,572,000,000
2021	200,125,000,000	17,502,000,000	1,056,178,000,000	973,282,000,000
2022	89,034,000,000	15,179,000,000	1,006,586,000,000	921,644,000,000
2023	87,840,000,000	20,682,000,000	990,452,000,000	893,547,000,000

Company Performance Changes Report

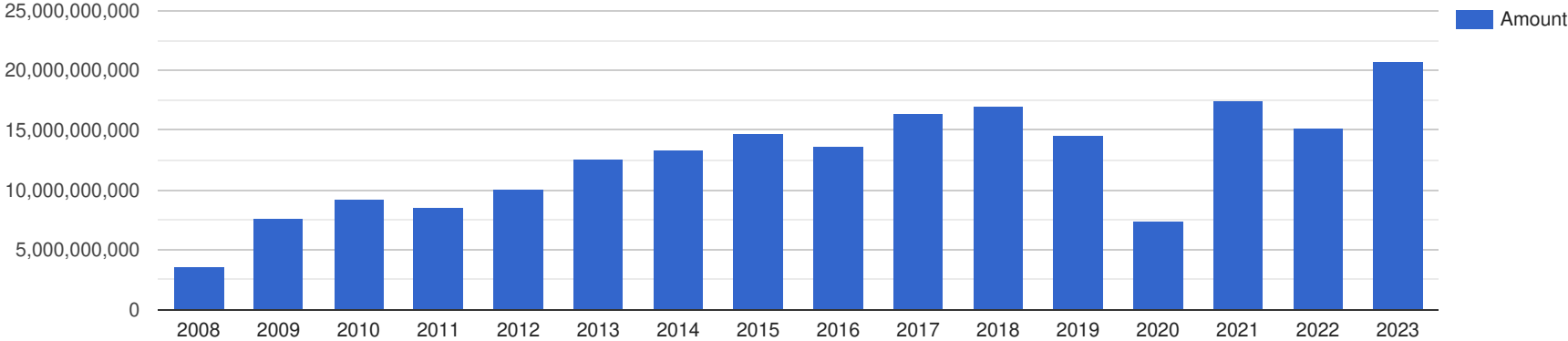
Company Revenue - ZAR



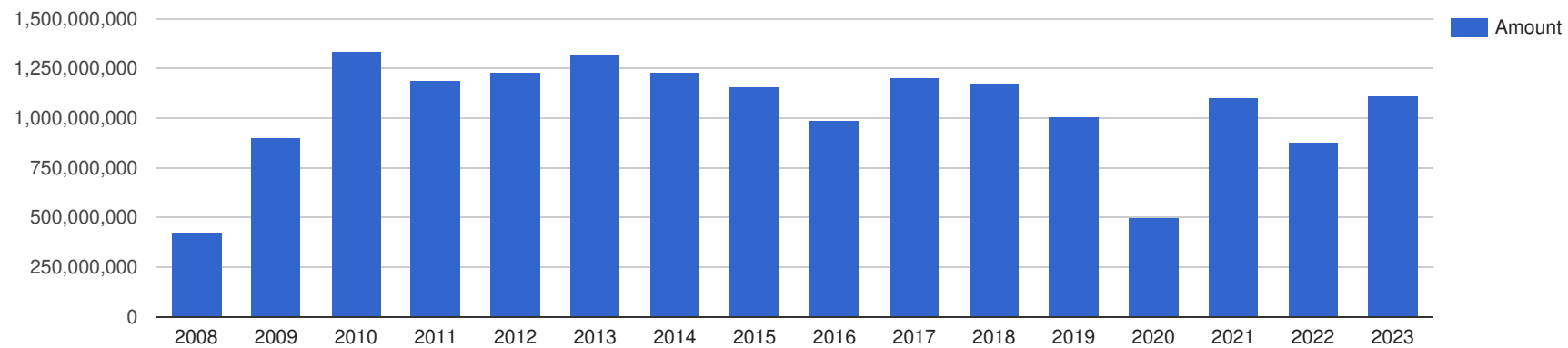
Company Revenue - USD



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	van Zyl	Johan	Male	Yes	Yes
2009	van Zyl	Johan	Male	Yes	Yes
2010	van Zyl	Johan	Male	Yes	Yes
2011	van Zyl	Johan	Male	Yes	Yes
2012	van Zyl	Johan	Male	Yes	Yes
2013	van Zyl	Johan	Male	Yes	Yes
2014	van Zyl	Johan	Male	Yes	Yes
2015	van Zyl	Johan	Male	Yes	Yes
2015	Kirk	Ian	Male	No	No
2016	Kirk	Ian	Male	Yes	Yes
2017	Kirk	Ian	Male	Yes	Yes
2018	Kirk	Ian	Male	No	No
2019	Kirk	Ian	Male	Yes	Yes
2020	Kirk	Ian	Male	Yes	Yes
2021	Hanratty	Paul	Male	Yes	Yes
2022	Hanratty	Paul	Male	Yes	Yes
2023	Hanratty	Paul	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	543,168	82,709	906,892	0	1,532,769	1,742,805	3,275,574
2009	533,326	81,217	640,876	0	1,255,418	1,321,069	2,576,488
2010	650,871	145,902	1,080,225	0	1,876,998	0	1,876,998
2011	616,620	161,496	0	0	778,116	0	778,116
2012	549,024	0	97,317	0	646,341	0	646,341
2013	463,750	88,333	0	0	552,083	0	552,083
2014	411,080	0	0	0	411,080	2,223,823	2,634,903
2015	623,746	118,809	666,144	0	1,408,699	25,080,956	26,489,655
2016	565,552	28,924	806,686	0	1,401,163	235,538	1,636,701
2017	616,801	14,747	733,676	0	1,365,224	300,000	1,665,224
2018	618,750	14,583	763,889	0	1,397,222	758,958	2,156,181
2019	650,336	14,552	692,953	0	1,357,841	498,302	1,856,143
2020	654,241	16,426	413,074	120,885	1,204,626	410,660	1,615,287
2021	385,801	0	0	0	385,801	0	385,801
2022	355,198	0	0	0	355,198	0	355,198
2023	328,281	0	0	0	328,281	0	328,281

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	3	1,013,422	2,524,667	337,807	841,556
2009	3	1,012,818	2,091,820	337,606	697,273
2010	4	1,587,642	3,966,441	396,911	991,610
2011	4	1,593,213	2,952,216	398,303	738,054
2012	5	1,391,951	2,562,439	278,390	512,488
2013	4	1,347,917	2,398,646	336,979	599,661
2014	4	1,249,584	2,636,288	312,396	659,072
2015	5	1,376,567	2,917,790	275,313	583,558
2016	5	1,561,337	3,607,049	312,267	721,410
2017	4	1,486,060	2,986,574	371,515	746,643
2018	3	1,265,694	2,699,028	421,898	899,676
2019	4	1,473,425	3,024,738	368,356	756,185
2020	6	1,921,019	3,558,900	320,170	593,150
2021	6	2,056,077	4,250,110	342,679	708,352
2022	16	4,345,405	8,512,806	271,588	532,050
2023	12	3,372,516	7,675,949	281,043	639,662

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	16	974,607	60,913
2009	14	1,053,018	75,216
2010	14	1,263,575	90,255
2011	16	1,615,374	100,961
2012	14	1,432,439	102,317
2013	16	1,294,604	80,913
2014	14	1,275,531	91,109
2015	15	1,178,056	78,537
2016	14	1,409,302	100,664
2017	14	1,502,546	107,325
2018	11	1,076,250	107,625
2019	12	1,510,290	125,858
2020	12	2,945,893	245,491
2021	15	1,354,459	90,297
2022	15	1,469,637	97,976
2023	15	1,711,883	114,126

CEO Remuneration - ZAR:

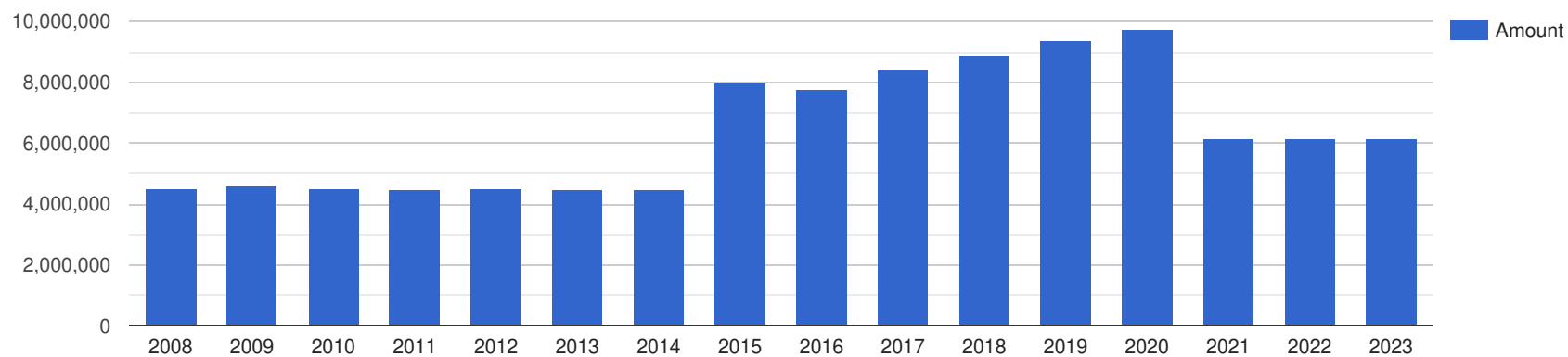
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	4,492,000	684,000	7,500,000	0	12,676,000	14,413,000	27,089,000
2009	4,577,000	697,000	5,500,000	0	10,774,000	11,337,418	22,111,418
2010	4,519,000	1,013,000	7,500,000	0	13,032,000	0	13,032,000
2011	4,452,000	1,166,000	0	0	5,618,000	0	5,618,000
2012	4,502,000	0	798,000	0	5,300,000	0	5,300,000
2013	4,452,000	848,000	0	0	5,300,000	0	5,300,000
2014	4,452,000	0	0	0	4,452,000	24,084,000	28,536,000
2015	7,959,000	1,516,000	8,500,000	0	17,975,000	320,033,000	338,008,000
2016	7,782,000	398,000	11,100,000	0	19,280,000	3,241,000	22,521,000
2017	8,407,000	201,000	10,000,000	0	18,608,000	4,089,000	22,697,000
2018	8,910,000	210,000	11,000,000	0	20,120,000	10,929,000	31,049,000
2019	9,385,000	210,000	10,000,000	0	19,595,000	7,191,000	26,786,000
2020	9,758,000	245,000	6,161,000	1,803,000	17,967,000	6,125,000	24,092,000
2021	6,130,000	0	0	0	6,130,000	0	6,130,000
2022	6,130,000	0	0	0	6,130,000	0	6,130,000
2023	6,130,000	0	0	0	6,130,000	0	6,130,000

Executive Director Remuneration - ZAR:

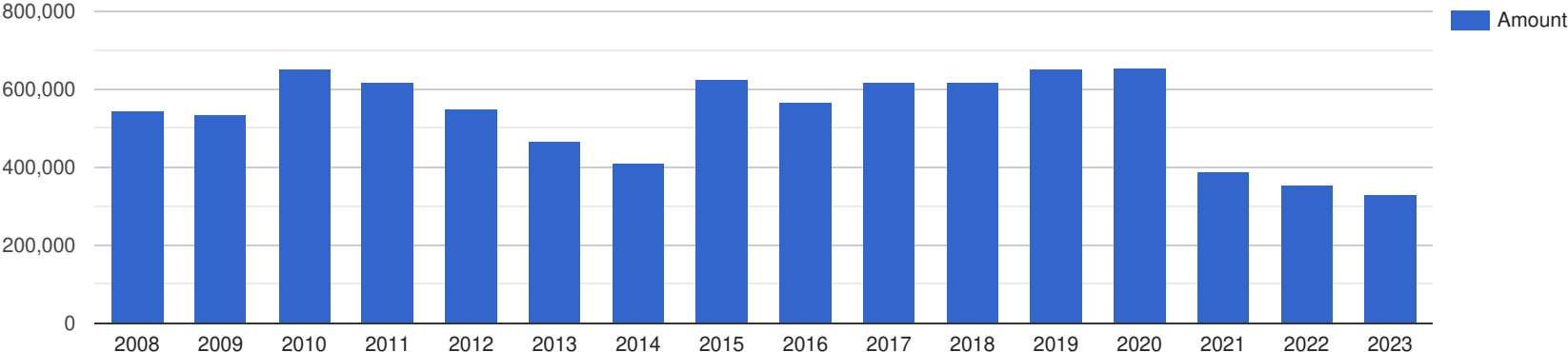
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration:	Average Salary:	Average Remuneration:
2008	3	8,381,000	20,879,000	2,793,667	6,959,667
2009	3	8,692,000	17,952,000	2,897,333	5,984,000
2010	4	11,023,000	27,539,000	2,755,750	6,884,750
2011	4	11,503,000	21,315,000	2,875,750	5,328,750
2012	5	11,414,000	21,012,000	2,282,800	4,202,400
2013	4	12,940,000	23,027,000	3,235,000	5,756,750
2014	4	13,533,000	28,551,000	3,383,250	7,137,750
2015	5	17,565,000	37,231,000	3,513,000	7,446,200
2016	5	21,484,000	49,633,000	4,296,800	9,926,600
2017	4	20,255,000	40,707,000	5,063,750	10,176,750
2018	3	18,226,000	38,866,000	6,075,333	12,955,333
2019	4	21,263,000	43,650,000	5,315,750	10,912,500
2020	6	28,652,000	53,081,000	4,775,333	8,846,833
2021	6	32,669,000	67,530,000	5,444,833	11,255,000
2022	16	74,993,000	146,914,000	4,687,063	9,182,125
2023	12	62,975,000	143,333,000	5,247,917	11,944,417

Company Directors Fee Changes

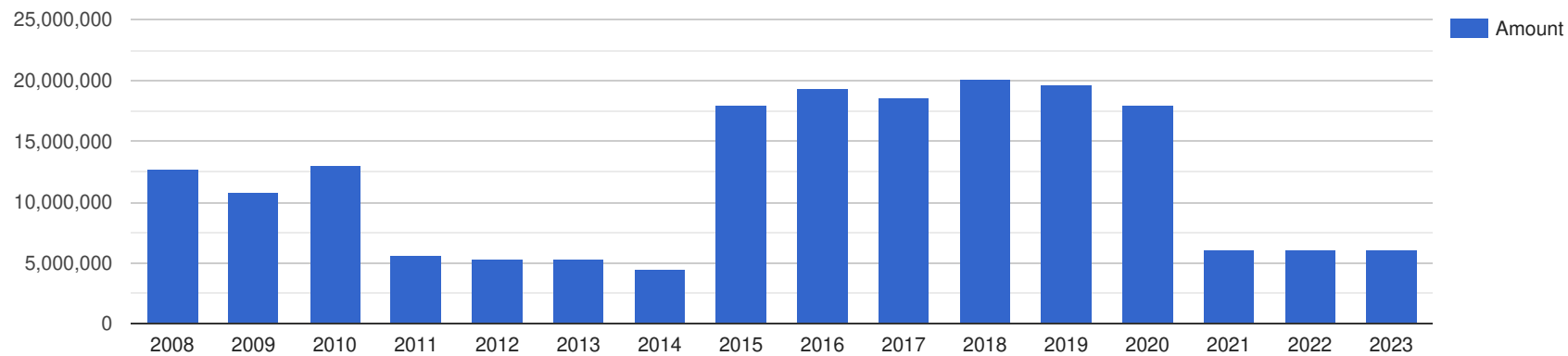
CEO Salary - ZAR



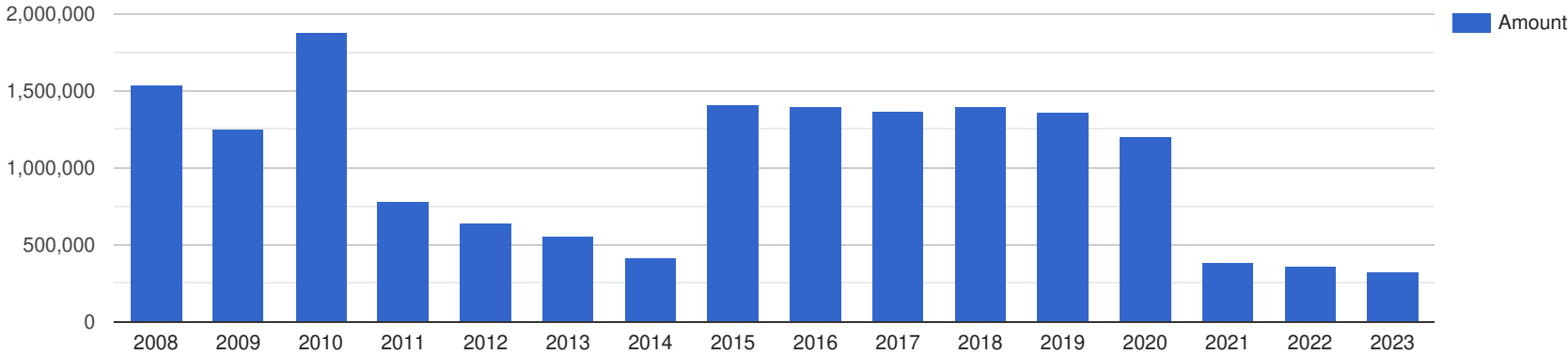
CEO Salary - USD



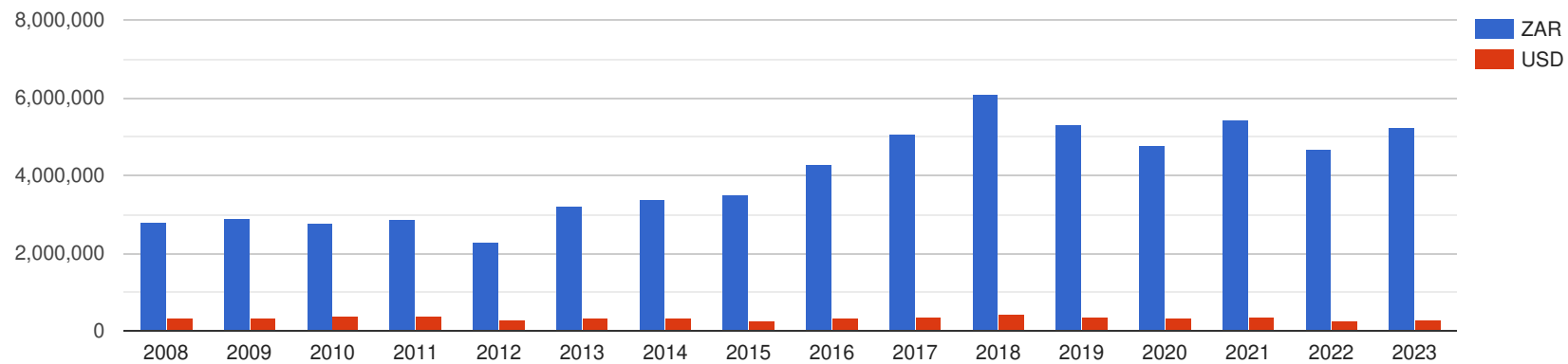
CEO Remuneration - ZAR



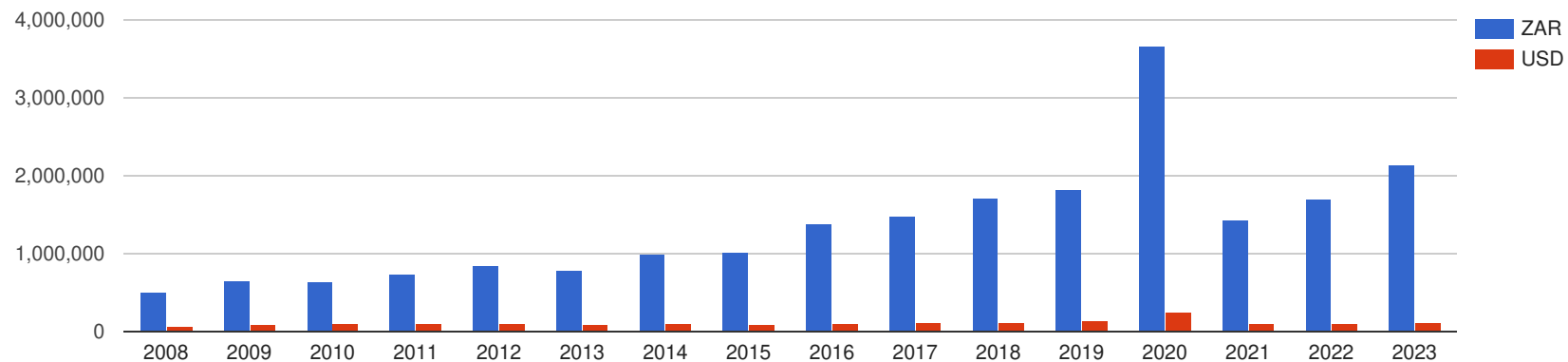
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	9969
2009	0	0	9457
2010	0	0	0
2011	0	0	12586
2012	0	0	13139
2013	0	0	12953
2014	13982	0	13982
2015	0	0	14711
2016	0	0	15856
2017	0	0	16628
2018	0	0	21267
2019	105012	0	0
2020	20920	0	20920
2021	154675	0	154675
2022	25661	0	25661
2023	22320	0	22320

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	No	0
Botswana	No	No	Operations include retail and group business as well as Investment management.53% Botswana Life, Botswana via Botswana Insurance Holdings Limited (BIHL); Botswana Insurance Fund Management via BIHL
Namibia	No	No	59% Sanlam Namibia Holdings, Namibia (direct 54% and 5% indirect via Capricorn Investment Holdings); 13% Bank Windhoek, Namibia via Capricorn Investment Holdings; 69% SIM Namibia; 37% Santam Namibia
Swaziland	No	No	0
Zambia	No	No	70% African Life, Zambia; NICO Zambia (direct 49% and 13% indirect via NICO Holdings)
Tanzania	No	No	64% Afriacan Life, Tanzania; NICO Tanzania (direct 33% and 8% indirect via NICO Holdings)
Kenya	No	No	56% Pan Africa Life, Kenya via Pan Africa Insurance Holdings (PAIH)
Malawi	No	No	62% NICO Life, Malawi (direct 49% and 13% indirect via NICO Holdings)
Uganda	No	No	Sanlam Life, Uganda; 84% • NIKO Uganda (direct 79% and 5% indirect via NICO Holdings)
Ghana	No	No	49% Enterprise Life Assurance, Ghana
Nigeria	No	No	35% FBN Life,;
India	No	No	0
United Kingdom	No	No	0
Switzerland	No	No	0
Australia	No	No	0
United States of America	No	No	0
Rwanda	No	No	63% Soras VIE, Rwanda via Soras Group / 63% Soras Assurance General, Rwanda via Soras Group
South Sudan	No	No	0
Gambia	No	No	0
Malaysia	No	No	0
Philippines	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	0	0	0	0	No
United Kingdom	2014	0	0	0	0	0	0	0	0	No
Australia	2013	0	0	0	0	0	0	0	0	No
Tanzania	2014	0	0	0	0	0	0	0	0	No
Botswana	2014	0	0	0	0	0	0	0	0	No
Gambia	2013	0	0	0	0	0	0	0	0	No
Ghana	2014	0	0	0	0	0	0	0	0	No
India	2013	0	0	0	0	0	0	0	0	No
Kenya	2012	0	0	0	0	0	0	0	0	No
Malawi	2014	0	0	0	0	0	0	0	0	No
Malaysia	2013	0	0	0	0	0	0	0	0	No
Namibia	2014	0	0	0	0	0	0	0	0	No
Nigeria	2014	0	0	0	0	0	0	0	0	No
Philippines	2013	0	0	0	0	0	0	0	0	No
Rwanda	2014	0	0	0	0	0	0	0	0	No
South Sudan	2013	0	0	0	0	0	0	0	0	No
Swaziland	2013	0	0	0	0	0	0	0	0	No
Switzerland	2013	0	0	0	0	0	0	0	0	No
Uganda	2014	0	0	0	0	0	0	0	0	No
Zambia	2014	0	0	0	0	0	0	0	0	No
United States of America	2013	0	0	0	0	0	0	0	0	No