

40. Directors' interest and prescribed officers

Group and company		Beneficial		Non-beneficial	
Number of shares	Notes	Direct	Indirect	Direct	Indirect
Directors' shareholding					
2015					
Executive					
SN Maseko	1	52 520	–	–	–
DJ Fredericks		4 967	267	–	–
		57 487	267	–	–
Non-executive					
JA Mabuza		26 000	–	–	–
F Petersen-Lurie		–	–	–	400
I Kgaboesele		12 000	–	–	–
K Mzondeki		267	–	–	–
		38 267	–	–	400
2014					
Executive					
SN Maseko	2	52 520	–	–	–
JH Schindehütte		298 700	–	–	–
		351 220	–	–	–
Non-executive					
JA Mabuza		26 000			
F Petersen-Lurie		–		–	400
I Kgaboesele		12 000			
K Mzondeki		267	–	–	–
Dr CA Fynn		160	–	–	42
		38 427	–	–	442

1. Appointed as Telkom group chief financial officer on 12 September 2014.

2. Retired as Telkom group chief financial officer on 8 August 2014.

Directors' emoluments	2015 Rm	2014 Rm
	48	27
<i>Executive</i>		
For services as directors	39	18
<i>Non-executive</i>		
For other services	9	9

Notes to the consolidated annual financial statements (continued)

For the year ended 31 March 2015

40. Directors' interest and prescribed officers (continued)

Group and company	Fees R	Remuneration R	Performance bonus R	Fringe and other benefits* R	Total R
2015					
Emoluments per director:					
<i>Non-executive</i>	4 275 150	4 467 646	–	–	8 742 796
N Kapila	352 500	465 555	–	–	818 055
I Kgaboesele*	680 190	336 375	–	–	1 016 565
G Dempster**	16 500	112 331	–	–	128 831
T Dinga**	78 300	112 331	–	–	190 631
R Tomlinson**	78 300	112 331	–	–	190 631
N Ntshingila**	46 500	112 331	–	–	158 831
JA Mabuzza	365 320	1 148 850	–	–	1 514 170
KW Mzondeki	366 900	336 375	–	–	703 275
LW Maasdorp***	105 000	135 417	–	–	240 417
SL Botha	381 500	336 375	–	–	717 875
Dr CA Fynn****	323 000	250 250	–	–	573 250
KT Kweyama	411 500	336 375	–	–	747 875
F Petersen-Lurie	502 740	336 375	–	–	839 115
LL von Zeuner	566 900	336 375	–	–	903 275
<i>Executive</i>	–	17 852 730	8 481 173	13 416 103	39 750 006
S Maseko (CEO)	–	7 020 000	5 273 213	11 994	12 305 207
DJ Fredericks (CFO)#	–	4 286 048	3 207 960	1 180 261	8 674 269
JH Schindehütte (CFO)###	–	6 546 682	–	12 223 848	18 770 530
Total emoluments – paid by Telkom	4 275 150	22 320 376	8 481 173	13 416 103	48 492 802
2014					
Emoluments per director:					
<i>Non-executive</i>	4 170 000	4 484 811	–	–	8 654 811
B du Plessis	240 000	162 500	–	–	402 500
N Kapila	270 000	449 811	–	–	719 811
I Kgaboesele	545 000	325 000	–	–	870 000
J Molobela	185 000	162 500	–	–	347 500
JA Mabuzza	310 000	1 110 000	–	–	1 420 000
KW Mzondeki	275 000	325 000	–	–	600 000
LW Maasdorp	470 000	325 000	–	–	795 000
SL Botha	360 000	325 000	–	–	685 000
Dr CA Fynn	355 000	325 000	–	–	680 000
KT Kweyama	345 000	325 000	–	–	670 000
F Petersen-Lurie	375 000	325 000	–	–	700 000
LL von Zeuner	440 000	325 000	–	–	765 000
<i>Executive</i>	–	12 500 000	5 200 000	23 944	17 723 944
S Maseko (CEO)	–	6 500 000	5 200 000	11 972	11 711 972
JH Schindehütte (CFO)	–	6 000 000	–	11 972	6 011 972
Total emoluments – paid by Telkom	4 170 000	16 984 811	5 200 000	23 944	26 378 755

*Paid to Sphere Holdings (Pty) Limited.

**Appointed 3 December 2014.

***Retired on 27 August 2014.

****Resigned 3 December 2014.

#Appointed 12 September 2014.

###Last day of duty 8 August 2014.

Refer to remuneration report for appointments and resignations. Included in fringe and other benefits is motor car insurance for SN Maseko of R11 994 (2014: R11 972), DJ Fredericks, motor car insurance of R6 497 and JH Schindehütte, motor car insurance of R4 996 (2014: R11 972) and other benefits of R12 218 852. S Maseko received an allocation of nil shares (2014: 218 488 shares) amounting to an IFRS 2 expense of nil (2014: R327 732). DJ Fredericks received an allocation of nil shares amounting to an IFRS 2 expense of nil. No forfeitable shares were awarded in current financial year, in accordance with the rules of the Telkom Forfeitable Share Plan. This is due to a prolonged closed period.

Group and company	Notes	Remuneration*	Incentive bonus	Fringe and other benefits**	Total	Pension TRF13%***
		R	R	R	R	R
2015						
Emoluments per prescribed officer:						
MA Altman	1	687 500	413 465	–	1 100 965	71 500
BC Armstrong		4 770 000	2 882 894	11 994	7 664 888	434 070
TE Msubo		3 176 430	1 942 050	11 994	5 130 474	247 762
GJ Rasethaba		2 737 966	1 703 769	11 994	4 453 729	206 443
AN Samuels		3 207 943	2 315 362	11 994	5 535 299	291 923
V Scarcella		3 300 000	1 923 131	6 998	5 230 129	257 400
LM de Villiers		3 146 840	1 917 539	11 994	5 076 373	427 970
IM Russell		3 974 500	2 467 530	11 994	6 454 024	310 011
IC Coetzee		2 343 254	1 068 139	11 994	3 423 387	176 681
Total emoluments – granted by Telkom		27 344 433	16 633 879	90 956	44 069 268	2 423 760
2014						
Emoluments per prescribed officer:						
BC Armstrong		4 500 000	2 500 000	10 974	7 010 974	409 500
DJ Fredericks	2	3 241 050	2 119 155	1 220 867	6 581 072	347 346
TE Msubo		2 996 632	1 800 000	211 972	5 008 604	233 737
GJ Rasethaba		2 582 987	1 700 000	61 972	4 344 959	194 757
MB Sallie	3	3 504 048	2 005 724	11 972	5 521 744	296 092
AN Samuels	4	509 197	291 468	1 995	802 660	46 336
V Scarcella	5	550 000	150 000	3 300 000	4 000 000	42 900
LM de Villiers	6	1 272 993	574 215	4 988	1 852 196	162 943
IM Russell	7	662 417	150 000	6 001 995	6 814 412	51 669
Total emoluments – granted by Telkom		19 819 324	11 290 562	10 826 735	41 936 621	1 785 280

*Paid to Sphere Holdings (Pty) Limited.

**Appointed 3 December 2014.

***Retired on 27 August 2014.

****Resigned 3 December 2014.

#Appointed 12 September 2014.

##Last day of duty 8 August 2014.

Notes to the consolidated annual financial statements (continued)

For the year ended 31 March 2015

40. Directors' interest and prescribed officers (continued)

2015

No forfeitable shares were awarded in current financial year, in accordance with the rules of the Telkom Forfeitable Share Plan. This is due to a prolonged closed period.

2014

Share allocation per prescribed officer:	Number of shares	IFRS 2 expense
BC Armstrong	24 958	37 437
DJ Fredericks	102 134	153 201
TE Msubo	94 432	141 648
GJ Rasethaba	–	–
AN Samuels	–	–
V Scarcella	27 179	40 769
LM de Villiers	96 277	144 416
IM Russell	32 734	49 101
Total emoluments - paid by Telkom	377 714	566 572

The group has identified Exco members as prescribed officers because they exercise general executive control over the business.

*Remuneration has been apportioned based on the period served as prescribed officers. Comparative information has been provided for members identified as prescribed officers.

**Fringe and other benefits include motor car insurance, retention agreements, sign on bonuses, flexible allowance, acting allowances, leave gratuity and voluntary severance packages/voluntary early retirement packages benefits.

***The pension contribution is a Company contribution.

1 Appointed to Executive Committee 1 February 2015.

2 Appointed as Telkom Group Chief Financial Officer on 12 September 2014.

3 Resigned 31 March 2014.

4 Appointed to Executive committee 13 February 2014.

5 Appointed to Executive committee 1 February 2014.

6 Appointed to Executive committee 1 November 2013.

7 Appointed to Executive committee 1 February 2014.