

30. DIRECTORS' AND PRESCRIBED OFFICER'S EMOLUMENTS

	Blue Label Services as Directors of Blue Label Telecoms Limited R'000	Salary and allowances R'000	Bonuses and performance- related payments R'000	Other benefits R'000	Subtotal R'000
For the year ended 31 May 2015					
Executive directors					
BM Levy	—	7 073	6 917	132	14 122
MS Levy	—	7 083	6 917	122	14 122
M Pamensky	—	5 962	3 402	112	9 476
DA Suntut	—	3 694	2 137	122	5 953
	—	23 812	19 373	488	43 673
Non-executive directors					
LM Nestadt	984	—	—	—	984
K Ellerine	286	—	—	—	286
G Harlow	593	—	—	—	593
NN Lazarus*	373	—	—	—	373
J Mthimunya	498	—	—	—	498
JS Vilakazi	341	—	—	—	341
	3 075	—	—	—	3 075
	3 075	23 812	19 373	488	46 748

* NN Lazarus resigned with effect from 27 January 2015.



Services as Directors of subsidiaries of Blue Label Telecoms Limited R'000	Salary and allowances from subsidiaries R'000	Bonuses and performance- related payments from subsidiaries R'000	Retirement and related benefits from subsidiaries R'000	Corporate finance and legal fees for services rendered to Blue Label Telecoms Group R'000	Total R'000	Fair value of forfeitable shares R'000
—	—	—	—	—	14 122	7 189
—	—	—	—	—	14 122	7 189
—	—	—	—	—	9 476	6 061
—	—	—	—	—	5 953	3 349
—	—	—	—	—	43 673	23 788
—	—	—	—	—	984	
—	—	—	—	—	286	
473	—	—	—	—	1 066	
—	—	—	—	7 524	7 897	
21	—	—	—	—	519	
—	—	—	—	—	341	
494	—	—	—	7 524	11 093	
494	—	—	—	7 524	54 766	23 788

30. DIRECTORS' AND PRESCRIBED OFFICER'S EMOLUMENTS continued

	Blue Label Services as Directors of Blue Label Telecoms Limited R'000	Salary and allowances R'000	Bonuses and performance- related payments R'000	Other benefits R'000	Subtotal R'000
For the year ended 31 May 2014					
Executive directors					
BM Levy	—	6 677	—	120	6 797
MS Levy	—	6 686	—	111	6 797
M Pamensky	—	5 637	—	94	5 731
DB Rivkind*	—	1 455	—	27	1 482
DA Suntup	—	1 530	—	58	1 588
	—	21 985	—	410	22 395
Non-executive directors					
LM Nestadt	843	—	—	—	843
K Ellerine	264	—	—	—	264
G Harlow	540	—	—	—	540
NN Lazarus	523	—	—	—	523
J Mthimunya	373	—	—	—	373
JS Vilakazi	309	—	—	—	309
	2 852	—	—	—	2 852
Prescribed officer					
DA Suntup*	—	1 428	—	54	1 482
	—	1 428	—	54	1 482
	2 852	23 413	—	464	26 729

* DB Rivkind resigned with effect from 14 November 2013. DA Suntup was appointed a Director on 14 November 2013.

The fair value of forfeitable shares per Director has been included.

No Director has a notice period of more than one year.

No Director's service contract includes predetermined compensation as a result of termination that would exceed one year's salary and benefits.



Services as Directors of subsidiaries of Blue Label Telecoms Limited R'000	Salary and allowances from subsidiaries R'000	Bonuses and performance- related payments from subsidiaries R'000	Retirement and related benefits from subsidiaries R'000	Corporate finance and legal fees for services rendered to Blue Label Telecoms Group R'000	Total R'000	Fair value of forfeitable shares R'000
—	—	—	—	—	6 797	10 069
—	—	—	—	—	6 797	10 069
—	—	—	—	—	5 731	8 489
—	—	—	—	—	1 482	4 390
—	—	—	—	—	1 588	4 390
—	—	—	—	—	22 395	37 407
—	—	—	—	—	843	—
—	—	—	—	—	264	—
460	—	—	—	—	1 000	—
—	—	—	—	10 874	11 397	—
—	—	—	—	—	373	—
—	—	—	—	—	309	—
460	—	—	—	10 874	14 186	—
—	—	—	—	—	1 482	—
—	—	—	—	—	1 482	—
460	—	—	—	10 874	38 063	37 407

30. DIRECTORS' AND PRESCRIBED OFFICER'S EMOLUMENTS continued

	Issue date	Issue price R	Vesting date
Forfeitable share scheme per Director and prescribed officer For the year ended 31 May 2015			
BM Levy	1 October 2011	4.5	31 August 2014
BM Levy	3 September 2012	6.71	31 August 2015
BM Levy	2 September 2013	8.75	31 August 2016
BM Levy	3 September 2014	8.9	31 August 2017
MS Levy	1 October 2011	4.5	31 August 2014
MS Levy	3 September 2012	6.71	31 August 2015
MS Levy	2 September 2013	8.75	31 August 2016
MS Levy	3 September 2014	8.9	31 August 2017
MV Pamensky	1 October 2011	4.5	31 August 2014
MV Pamensky	3 September 2012	6.71	31 August 2015
MV Pamensky	2 September 2013	8.75	31 August 2016
MV Pamensky	3 September 2014	8.9	31 August 2017
DA Suntup	1 October 2011	4.5	31 August 2014
DA Suntup	3 September 2012	6.71	31 August 2015
DA Suntup	2 September 2013	8.75	31 August 2016
DA Suntup	3 September 2014	8.9	31 August 2017



Awards outstanding as at the beginning of the year	Number of shares awarded	Awards forfeited during the year	Awards vested during the year	Balance as at the end of the year
470 507	—	—	(470 507)	—
334 474	—	—	—	334 474
271 883	—	—	—	271 883
—	283 339	—	—	283 339
1 076 864	283 339	—	(470 507)	889 696
470 507	—	—	(470 507)	—
334 474	—	—	—	334 474
271 883	—	—	—	271 883
—	283 339	—	—	283 339
1 076 864	283 339	—	(470 507)	889 696
396 667	—	—	(396 667)	—
281 982	—	—	—	281 982
229 214	—	—	—	229 214
—	238 872	—	—	238 872
907 863	238 872	—	(396 667)	750 068
205 139	—	—	(205 139)	—
145 829	—	—	—	145 829
118 540	—	—	—	118 540
—	150 067	—	—	150 067
469 508	150 067	—	(205 139)	414 436

30. DIRECTORS' AND PRESCRIBED OFFICER'S EMOLUMENTS continued

	Issue date	Issue price R	Vesting date
Forfeitable share scheme per Director and prescribed officer			
For the year ended 31 May 2014			
BM Levy	1 September 2010	4.7	31 August 2013
BM Levy	1 October 2011	4.5	31 August 2014
BM Levy	3 September 2012	6.71	31 August 2015
BM Levy	2 September 2013	8.75	31 August 2016
MS Levy	1 September 2010	4.7	31 August 2013
MS Levy	1 October 2011	4.5	31 August 2014
MS Levy	3 September 2012	6.71	31 August 2015
MS Levy	2 September 2013	8.75	31 August 2016
MV Pamensky	1 September 2010	4.7	31 August 2013
MV Pamensky	1 October 2011	4.5	31 August 2014
MV Pamensky	3 September 2012	6.71	31 August 2015
MV Pamensky	2 September 2013	8.75	31 August 2016
DB Rivkind	1 September 2010	4.7	31 August 2013
DB Rivkind	1 October 2011	4.5	31 August 2014
DB Rivkind	3 September 2012	6.71	31 August 2015
DB Rivkind	2 September 2013	8.75	31 August 2016
DA Suntup	1 September 2010	4.7	31 August 2013
DA Suntup	1 October 2011	4.5	31 August 2014
DA Suntup	3 September 2012	6.71	31 August 2015
DA Suntup	2 September 2013	8.75	31 August 2016



Awards outstanding as at the beginning of the year	Number of shares awarded	Awards forfeited during the year	Awards vested during the year	Balance as at the end of the year
450 486	—	(16 910)	(433 576)	—
470 507	—	—	—	470 507
334 474	—	—	—	334 474
—	271 883	—	—	271 883
1 255 467	271 883	(16 910)	(433 576)	1 076 864
450 486	—	(16 910)	(433 576)	—
470 507	—	—	—	470 507
334 474	—	—	—	334 474
—	271 883	—	—	271 883
1 255 467	271 883	(16 910)	(433 576)	1 076 864
379 787	—	(14 256)	(365 531)	—
396 667	—	—	—	396 667
281 982	—	—	—	281 982
—	229 214	—	—	229 214
1 058 436	229 214	(14 256)	(365 531)	907 863
196 409	—	(7 372)	(189 037)	—
205 139	—	—	—	205 139
145 829	—	—	—	145 829
—	118 540	—	—	118 540
547 377	118 540	(7 372)	(189 037)	469 508
196 409	—	(7 372)	(189 037)	—
205 139	—	—	—	205 139
145 829	—	—	—	145 829
—	118 540	—	—	118 540
547 377	118 540	(7 372)	(189 037)	469 508