

Notes to the Group annual financial statements continued

For the year ended 31 May 2013

31. Directors' and prescribed officer's emoluments

For the year ended
31 May 2013

Executive directors

Levy, BM

Levy, MS

Pamensky, MV

Rivkind, DB

Non-executive directors

Nestadt, LM

Ellerine, K

Harlow, G

Lazarus, NN

Mthimunye, J

Vilakazi, JS

Prescribed officer

Suntup, DA

Blue Label Services as directors of Blue Label Telecoms Limited R'000	Salary and allowances R'000	Bonuses and per- formance- related payments R'000	Other benefits R'000	Subtotal R'000
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—	6 303	7 695	109	14 107
—	6 312	7 695	100	14 107
—	5 335	3 784	71	9 190
—	2 753	1 957	42	4 752
—	20 703	21 131	322	42 156

795	—	—	—	795
194	—	—	—	194
473	—	—	—	473
421	—	—	—	421
385	—	—	—	385
231	—	—	—	231
2 499	—	—	—	2 499

—	2 694	1 957	101	4 752
—	2 694	1 957	101	4 752
2 499	23 397	23 088	423	49 407

Notes to the Group annual financial statements continued

For the year ended 31 May 2013

Services as directors of sub- sidiaries of Blue Label Telecoms Limited R'000	Salary and allowances from sub- sidiaries R'000	Bonuses and per- formance- related payments from sub- sidiaries 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
—	—	—	—	—	14 107	9 353
—	—	—	—	—	14 107	9 353
—	—	—	—	—	9 190	7 885
—	—	—	—	—	4 752	4 078
—	—	—	—	—	42 156	30 670
—	—	—	—	—	795	—
—	—	—	—	—	194	—
113	—	—	—	—	586	—
—	—	—	—	9 785	10 205	—
—	—	—	—	—	385	—
—	—	—	—	—	231	—
113	—	—	—	9 785	12 396	—
—	—	—	—	—	4 752	4 078
—	—	—	—	—	4 752	4 078
113	—	—	—	9 785	59 304	34 748

Notes to the Group annual financial statements continued

For the year ended 31 May 2013

31. Directors' and prescribed officer's emoluments (continued)

For the year ended
31 May 2012

Executive directors

Levy, BM	—	5 951	7 259	99	13 309
Levy, MS	—	5 958	7 259	92	13 309
Pamensky, MV	—	5 062	3 570	38	8 670
Rivkind, DB	—	2 599	1 846	38	4 483
	—	19 570	19 934	267	39 771

Non-executive directors

Nestadt, LM	767	—	—	—	767
Ellerine, K	240	—	—	—	240
Harlow, G	567	—	—	—	567
Lazarus, NN	498	—	—	—	498
Mthimunye, J	298	—	—	—	298
Nyati, M	34	—	—	—	34
Tyalimpi, LM	160	—	—	—	160
Vilakazi, JS	69	—	—	—	69
	2 633	—	—	—	2 633

Prescribed officer

Suntup, DA	—	2 546	1 846	91	4 483
	—	2 546	1 846	91	4 483
	2 633	22 116	21 780	358	46 887

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.

Notes to the Group annual financial statements continued

For the year ended 31 May 2013

Services as directors of subsidiaries of Blue Label Telecoms Limited R'000	Salary and allowances from sub- sidiaries R'000	Bonuses and per- formance- related payments from sub- sidiaries 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
—	—	—	—	—	13 309	7 635
—	—	—	—	—	13 309	7 635
—	—	—	—	—	8 670	6 201
—	—	—	—	—	4 483	3 329
—	—	—	—	—	39 771	24 800
—	—	—	—	—	767	—
—	—	—	—	—	240	—
50	—	—	—	651	1 268	—
—	—	—	—	5 144	5 642	—
—	—	—	—	—	298	—
—	—	—	—	—	34	—
—	—	—	—	—	160	—
—	—	—	—	—	69	—
50	—	—	—	5 795	8 478	—
—	—	—	—	—	4 483	3 329
—	—	—	—	—	4 483	3 329
50	—	—	—	5 795	52 732	28 129

Notes to the Group annual financial statements continued

For the year ended 31 May 2013

31. Directors' and prescribed officer's emoluments (continued)

Forfeitable share scheme per director and prescribed officer

For the year ended 31 May 2013

Levy, BM

Levy, BM

Levy, BM

Levy, BM

Levy, MS

Levy, MS

Levy, MS

Levy, MS

Pamensky, MV

Pamensky, MV

Pamensky, MV

Pamensky, MV

Rivkind, DB

Rivkind, DB

Rivkind, DB

Rivkind, DB

Suntup, DA

Suntup, DA

Suntup, DA

Suntup, DA

Issue date Issue price

27 November 2009 5.85

1 September 2010 4.70

1 October 2011 4.50

3 September 2012 6.71

27 November 2009 5.85

1 September 2010 4.70

1 October 2011 4.50

3 September 2012 6.71

27 November 2009 5.85

1 September 2010 4.70

1 October 2011 4.50

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27 November 2009 5.85

1 September 2010 4.70

1 October 2011 4.50

3 September 2012 6.71

27 November 2009 5.85

1 September 2010 4.70

1 October 2011 4.50

3 September 2012 6.71

Notes to the Group annual financial statements continued

For the year ended 31 May 2013

Vesting date	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
1 September 2012	343 060	—	(39 006)	(304 054)	—
31 August 2013	450 486	—	—	—	450 486
31 August 2014	470 507	—	—	—	470 507
31 August 2015	—	334 474	—	—	334 474
	1 264 053	334 474	(39 006)	(304 054)	1 255 467
1 September 2012	343 060	—	(39 006)	(304 054)	—
31 August 2013	450 486	—	—	—	450 486
31 August 2014	470 507	—	—	—	470 507
31 August 2015	—	334 474	—	—	334 474
	1 264 053	334 474	(39 006)	(304 054)	1 255 467
1 September 2012	250 148	—	(28 442)	(221 706)	—
31 August 2013	379 787	—	—	—	379 787
31 August 2014	396 667	—	—	—	396 667
31 August 2015	—	281 982	—	—	281 982
	1 026 602	281 982	(28 442)	(221 706)	1 058 436
1 September 2012	149 572	—	(17 007)	(132 565)	—
31 August 2013	196 409	—	—	—	196 409
31 August 2014	205 139	—	—	—	205 139
31 August 2015	—	145 829	—	—	145 829
	551 120	145 829	(17 007)	(132 565)	547 377
1 September 2012	149 572	—	(17 007)	(132 565)	—
31 August 2013	196 409	—	—	—	196 409
31 August 2014	205 139	—	—	—	205 139
31 August 2015	—	145 829	—	—	145 829
	551 120	145 829	(17 007)	(132 565)	547 377

Notes to the Group annual financial statements continued

For the year ended 31 May 2013

	Issue date	Issue price
31. Directors' and prescribed officer's emoluments (continued)		
Forfeitable share scheme per director and prescribed officer (continued)		
For the year ended 31 May 2012		
Levy, BM	27 November 2009	5.85
Levy, BM	1 September 2010	4.70
Levy, BM	1 October 2011	4.50
Levy, MS	27 November 2009	5.85
Levy, MS	1 September 2010	4.70
Levy, MS	1 October 2011	4.50
Pamensky, MV	27 November 2009	5.85
Pamensky, MV	1 September 2010	4.70
Pamensky, MV	1 October 2011	4.50
Rivkind, DB	27 November 2009	5.85
Rivkind, DB	1 September 2010	4.70
Rivkind, DB	1 October 2011	4.50
Suntup, DA	27 November 2009	5.85
Suntup, DA	1 September 2010	4.70
Suntup, DA	1 October 2011	4.50

Notes to the Group annual financial statements continued

For the year ended 31 May 2013

Vesting date	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
1 September 2012	343 060	—	—	—	343 060
31 August 2013	450 486	—	—	—	450 486
31 August 2014	—	470 507	—	—	470 507
	793 546	470 507	—	—	1 264 053
1 September 2012	343 060	—	—	—	343 060
31 August 2013	450 486	—	—	—	450 486
31 August 2014	—	470 507	—	—	470 507
	793 546	470 507	—	—	1 264 053
1 September 2012	250 148	—	—	—	250 148
31 August 2013	379 787	—	—	—	379 787
31 August 2014	—	396 667	—	—	396 667
	629 935	396 667	—	—	1 026 602
1 September 2012	149 572	—	—	—	149 572
31 August 2013	196 409	—	—	—	196 409
31 August 2014	—	205 139	—	—	205 139
	345 981	205 139	—	—	551 120
1 September 2012	149 572	—	—	—	149 572
31 August 2013	196 409	—	—	—	196 409
31 August 2014	—	205 139	—	—	205 139
	345 981	205 139	—	—	551 120