

38. Directors' interest and prescribed officers

Directors' shareholding	Group and Company			
	Beneficial		Non-beneficial	
	Direct	Indirect	Direct	Indirect
Number of shares				
2022				
Executive				
SN Maseko ¹	22 200	30 320	–	–
S Taukobong ²	22 200	–	–	–
DJ Reyneke	–	–	–	–
	44 400	30 320	–	–
Non-executive				
AN Samuels ³	–	–	–	–
KW Mzondeki	748	–	–	–
	748	–	–	–

There has been no change in the above since 31 March 2022 to the date of approval of the financial statements.

2021				
Executive				
SN Maseko	52 520	–	–	–
TBL Molefe	–	–	–	–
DJ Reyneke	–	–	–	–
	52 520	–	–	–
Non-executive				
AN Samuels	102 094	–	–	–
KW Mzondeki	748	–	–	–
	102 842	–	–	–

¹ Resigned with effect from 31 December 2021.

² Appointed with effect from 1 January 2022.

³ Resigned with effect from 1 July 2021.

Notes to the financial statements continued

for the year ended 31 March 2022

38. Directors' interest and prescribed officers continued

Emoluments per Director:

2022

Non-executive

	Group and Company				
	Retainer fees R	Attendance fees R	Performance bonus R	Fringe and other benefits R	Total R
Non-executive	7 101 703	5 305 607	–	–	12 407 310
N Kapila	735 000	257 097	–	–	992 097
KW Mzondeki	470 000	590 837	–	–	1 060 837
E Matenge-Sebesho ¹	317 998	272 328	–	–	590 326
F Petersen-Cook	470 000	544 538	–	–	1 014 538
LL Von Zeuner	470 000	616 807	–	–	1 086 807
RG Tomlinson	470 000	547 236	–	–	1 017 236
MS Moloko	1 864 708	223 907	–	–	2 088 615
O Ighodaro ¹	317 998	217 328	–	–	535 326
PCS Luthuli	470 000	349 515	–	–	819 515
S Sibisi	470 000	421 677	–	–	891 677
KA Rayner	470 000	684 643	–	–	1 154 643
A Samuels ²	105 999	109 710	–	–	215 709
H Singh	470 000	469 984	–	–	939 984

Executives who held office during 31 March 2022

	Remuneration ⁵ R	Performance bonus R	Fringe and other benefits R	Total R
Executives who held office during 31 March 2022	19 474 000	10 976 662	20 600 259	51 050 921
SN Maseko (Group Chief Executive Officer) ³	9 400 000	5 265 974	19 533 650	34 199 624
S Taukobong (Group Chief Executive Officer) ⁴	4 250 000	3 543 762	6 146	7 799 908
DJ Reyneke (Group Chief Financial Officer)	5 824 000	2 166 926	1 060 463	9 051 389

Total emoluments – paid by Telkom

63 458 231

Emoluments per Director:

2021

Non-executive

	Group and Company				
	Retainer fees R	Attendance fees R	Performance bonus R	Fringe and other benefits R	Total R
Non-executive	6 352 595	6 246 423	–	–	12 599 018
N Kapila	584 908	461 813	–	–	1 046 721
KW Mzondeki	424 000	687 578	–	–	1 111 578
SL Botha	211 998	252 967	–	–	464 965
KT Kweyama	317 997	378 259	–	–	696 256
F Petersen-Cook	424 000	588 392	–	–	1 012 392
LL Von Zeuner	424 000	625 092	–	–	1 049 092
RG Tomlinson	424 000	711 132	–	–	1 135 132
MS Moloko	1 591 299	477 363	–	–	2 068 662
DD Mokgatle	353 330	281 424	–	–	634 754
PCS Luthuli	424 000	428 399	–	–	852 399
S Sibisi	424 000	472 385	–	–	896 385
KA Rayner	424 000	632 339	–	–	1 056 339
A Samuels	105 999	89 676	–	–	195 675
H Singh	219 064	159 605	–	–	378 669

	Group and Company			
	Remuneration ⁵ R	Performance bonus R	Fringe and other benefits R	Total R
Executives who held office during 31 March 2021	15 338 988	14 216 240	19 216 743	48 771 971
SN Maseko (Group Chief Executive Officer)	8 830 449	10 216 240	16 397 068	35 443 757
TBL Molefe (Group Chief Financial Officer)	5 600 000	–	2 817 780	8 417 780
DJ Reyneke (Group Chief Financial Officer)	908 539	4 000 000	1 895	4 910 434
Total emoluments – paid by Telkom				61 370 989

Refer to remuneration report for appointments and resignations.

Included in fringe and other benefits is motor car insurance for SN Maseko of R11 997 (31 March 2021: R11 997). Included in fringe and other benefits is motor car insurance for DJ Reyneke of R11 997 and S Taukobong of R5 998.

DJ Reyneke was granted 108 146 shares (31 March 2021: 345 893 shares) and the total IFRS 2 expense increased by R803 525 (31 March 2021: R3 265 229). S Taukobong was granted 278 552 shares and the total IFRS 2 expense increased by R2 069 641. The Group reassessed the estimated amount of shares to vest to Executives based on the current performance against vesting targets.

	Group and Company				
	Remuneration ¹ R	Incentive bonus R	Fringe and other benefits ² R	Total R	Pension – TRF 13% ³ R
Emoluments per prescribed officer:					
2022					
AC Beukes	5 350 000	2 645 240	1 603 531	9 598 771	486 850
PJ Bogoshi	5 455 995	2 426 696	1 386 212	9 268 903	531 960
S Taukobong ⁴	3 386 250	–	6 606 218	9 992 468	308 149
NM Lekota	4 105 238	2 101 891	1 809 593	8 016 722	431 050
LTS Maloba	4 280 000	1 421 788	549 852	6 251 640	361 660
L Siyo	4 768 710	2 003 039	12 292	6 784 041	276 585
Total emoluments – granted by Telkom	27 346 193	10 598 654	11 967 698	49 912 545	2 396 254

	Group and Company				
	Remuneration ¹ R	Incentive bonus R	Fringe and other benefits ² R	Total R	Pension – TRF 13% ³ R
Emoluments per prescribed officer:					
2021					
AC Beukes	4 809 998	5 130 000	78 911	10 018 909	437 708
PJ Bogoshi	5 123 000	5 322 797	296	10 446 093	499 493
S Taukobong	6 300 000	6 936 300	12 292	13 248 592	573 300
NM Lekota	3 766 273	4 500 000	1 960 732	10 227 005	395 459
LTS Maloba	4 000 000	4 208 000	12 292	8 220 292	338 000
L Siyo	4 000 000	4 092 000	12 292	8 104 292	232 000
Total emoluments – granted by Telkom	27 999 271	30 189 097	2 076 815	60 265 183	2 475 960

¹ Remuneration includes basic salary and has been apportioned based on the period served as prescribed officers. Comparative information has been provided for members identified as prescribed officers.

² Fringe and other benefits include motor car insurance, relocation benefits, separation packages, notional completion bonuses and leave payments.

³ The pension contribution is a company contribution.

⁴ Appointed as GCEO designate with effect from 1 October 2021.

Notes to the financial statements continued

for the year ended 31 March 2022

38. Directors' interest and prescribed officers continued

Share allocation per prescribed officer:	Total vested shares year to date	Number of shares FY2016/2017	Number of shares FY2017/2018	Number of shares FY2018/2019	Number of shares FY2019/2020	Number of shares FY2020/2021	Number of shares FY2021/2022	IFRS 2 expense
2022								
AC Beukes	53 391	–	–	45 455	36 275	505 561	99 344	4 705 003
PJ Bogoshi	31 306	–	–	62 611	63 364	517 998	291 284	6 716 356
S Taukobong	146 538	–	–	186 503	53 899	637 007	125 758	6 364 753
NM Lekota	100 094	21 042	67 994	46 542	46 583	380 816	76 230	4 005 610
LM Siyo	–	–	–	–	37 106	404 449	171 051	4 551 663
LTS Maloba	11 043	–	–	22 085	46 356	404 449	79 475	4 022 022
	342 372	21 042	67 994	363 196	283 583	2 850 280	843 142	30 365 407

Share allocation per prescribed officer:	Total vested shares year to date	Number of shares FY2015/2016	Number of shares FY2016/2017	Number of shares FY2017/2018	Number of shares FY2018/2019	Number of shares FY2019/2020	Number of shares FY2020/2021	IFRS 2 expense
2021								
AC Beukes	20 254	12 500	–	–	45 455	36 275	505 561	5 470 829
PJ Bogoshi	–	–	–	–	62 611	63 364	517 998	6 079 105
S Taukobong	–	–	–	–	186 503	53 899	637 007	8 282 741
NM Lekota	62 416	–	21 042	67 994	46 542	46 583	380 816	4 725 296
LM Siyo	–	–	–	–	–	37 106	404 449	4 168 279
LTS Maloba	–	–	–	–	–	46 356	404 449	4 255 599
	82 670	12 500	21 042	67 994	341 111	283 583	2 850 280	32 981 849