

PROPOSED TRUSTEE REMUNERATION FOR 2015

The tables below provide an overview of the 2015 Proposed Trustee remuneration and is based on the methodology as discussed in the Remuneration Policy.

Proposed fee build up for the remuneration of Trustees	
Preparation for Board meetings	8
Attendance at Board Meetings	6
Total number of hours per Board of Trustee Meeting	14
Number of meetings per year (Average)	8
Total number of hours per year for Board of Trustee Meetings (Average)	112
Proposed professional hourly rate	R 4,000.00
Estimated professional annual rate	R 448,000.00
Discount on the basis that the medical scheme is a non-profit organisation	-40%
Total Fee for Board of Trustee Meetings *	R 268,800.00

Proposed fee build up for the remuneration of the Chairman of the Board of Trustees	
Additional time requirements and preparation for Board meetings ♦	19
Attendance at Board Meetings	6
Total number of hours per Board of Trustee Meeting	25
Number of meetings per year (Average)	8
Total number of hours per year for Board of Trustee Meetings (Average)	200
Proposed professional hourly rate	R 4,000.00
Estimated professional annual rate	R 800,000.00
Discount on the basis that the medical scheme is a non-profit organisation	-40%
Total Fee for Board of Trustee Meetings *	R 480,000.00

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- *The total fees as indicated in the tables will vary depending on the number of meetings attended per year.
 - ◆The additional time requirements are for matters that require deliberation at the Board Meetings, matters that arose from the previous meetings that require attention and resolution and Scheme strategic matters which require the Chair's involvement.