PROFMED

Trustee Remuneration Details 2026/2027

Recommendation of the Board of Trustees to the Annual General Meeting 2026

Proposed Trustee Remuneration for 2026/2027
Recommendation of the Board of Trustees

The remuneration of the trustees is determined and recommended by an independent Remuneration Committee. The members of the Remuneration Committee who determined the appropriate remuneration for 2026/2027 are Mr Pierre Marais (Chairperson), Ms Karuna Naidu and Mr E Steenkamp. The CVs of these committee members are available on the website, www.profmed.co.za.

The Remuneration Committee recommendations for the remuneration took cognisance of both the guidelines issued by the Council for Medical Schemes and the King V recommended practices on remuneration. The Committee was provided with a detailed benchmark of the Trustees fees by Khokhela Remuneration Advisors and confirmed that the fees are market related and fair.

The Remuneration Committee agreed to recommend to the Board that the remuneration for trustees, independent committee members and the Chairperson of the Board, be increased by an average of 4.6%. This increase would equate to R4 570 per hour (rounded off).

For 2026/2027, the Board therefore proposes to the Annual General Meeting an average 4.6% increase for all fees, as illustrated below (the numbers have been rounded):

Trustee Fees

Fee for duration of and preparation for Board and committee meetings	***2026/2027 Per hour rate = R4 570***	***2026/2027 Rate per meeting***
Board Meetings	5hrs (prep) + 5hrs (meeting) = 10hrs x R4 570 per hour	R45 700
Committee Meetings	3hrs (prep) + 3hrs (meeting) = 6hrs x R4 570 per hour	R27 420
Audit and Risk Committee	4hrs (prep) + 3hrs (meeting) = 7hrs x R4 570 per hour	R31 990
Ad hoc Meetings	R4 570 per hour + 1-hour preparation	

Chairperson of the Board

	2026/2027 Fee
Board Chairperson	This fee is calculated on an hourly basis, with an additional 50% premium applied in recognition of the increased regulatory obligations, Board and Chairing responsibilities, and attendance at additional meetings. The total engagement is capped at a maximum of 200 hours per annum.

*The amounts reflected are exclusive of VAT.

Committee Chairpersons
All Committee chairpersons are remunerated an additional 50% of the committee meeting fee.

***Value Added Tax (VAT)**
SARS issued two Binding General Rulings, numbers 40 and 41, during 2017 to the effect that non-executive directors are not employees but are conducting an enterprise and are liable to charge and account for VAT on their fees if they are registered or obliged to register as VAT vendors. The rulings became effective 1 June 2017. The same principle is applicable to trustees of medical schemes and Profmed consequently is obliged to pay VAT on the fees of trustees who are VAT vendors. Medical schemes may not register for VAT and the Scheme consequently cannot claim VAT refunds from SARS.

Date Accepted by Board of Trustees: _15 April 2026____