

**UNIQUE RULES  
OF THE  
DYNAM-IQUE SA UMBRELLA PENSION FUND**

**PARTICIPATING EMPLOYER:** Avstar Aviation (Pty) Ltd.

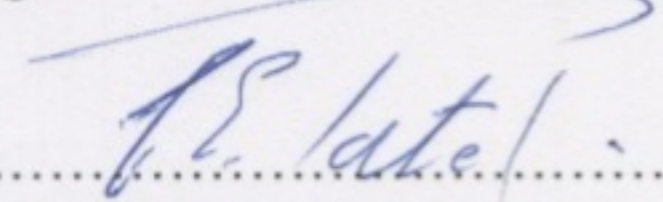
**PARTICIPATION DATE:** 1 December 2006

It is hereby resolved that the abovementioned PARTICIPATING EMPLOYER wishes to provide Provident fund benefits for certain or all of its staff members with effect from the abovementioned PARTICIPATION DATE. The PARTICIPATING EMPLOYER wishes to participate in the Dynam-ique SA Umbrella Pension Fund, a duly registered Pension Fund in terms of the Pension Funds Act 1956, as amended.

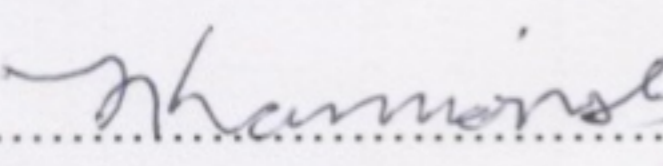
It is certified by the undersigned that these UNIQUE RULES in respect of the PARTICIPATING EMPLOYER are effective from the PARTICIPATION DATE. All benefits will be provided in terms of these UNIQUE RULES, which shall be subject to the terms and conditions of the Dynam-ique SA Umbrella Pension Fund.

The BOARD OF TRUSTEES resolves to admit the abovementioned PARTICIPATING EMPLOYER as a Participating Employer. It is further resolved that these UNIQUE RULES have been adopted in accordance with the provisions of the General Rules of the Dynam-ique SA Umbrella Pension Fund.

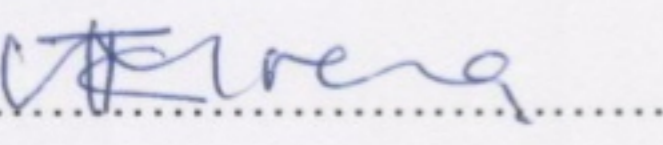
Signed for the PARTICIPATING EMPLOYER:

  
.....  
PRINCIPAL OFFICER

*4.4.2007*  
.....  
DATE

  
.....  
CHAIRPERSON

*4/4/07*  
.....  
DATE

  
.....  
TRUSTEE

*30/03/07*  
.....  
DATE

In these UNIQUE RULES, unless inconsistent with the context, all words defined in the RULES and in the ACT and not in these UNIQUE RULES, shall bear the meanings assigned to them, and if applicable, all words and expressions denoting the masculine gender shall include the feminine and all words signifying the singular shall include the plural, and vice versa.

## **EMPLOYER DETAILS**

Full name: Avstar Aviation (Pty) Ltd.  
Participation date: 1 December 2006  
Company Registration number:  
Contact person:  
Address:  
Contact details:  
Category names and description: Category 1 (Staff one)  
Category 2 (Directors one)  
Category 3 (Staff two)  
Category 4 (Directors two)

## **ELIGIBLE EMPLOYEES**

Shall mean a full-time EMPLOYEE over the age 18 and under the NORMAL RETIREMENT AGE on the permanent Staff of the EMPLOYER, including a full-time working director.

## **NORMAL RETIREMENT AGE**

Shall mean age 65 for All MEMBERS

## **CONTRIBUTIONS AND BENEFITS**

### **1. CONTRIBUTIONS**

1.1 MEMBER CONTRIBUTIONS: MEMBERS shall contribute to the FUND, as follows:

Category 1 – 7.5% of each MEMBER'S FUND SALARY

Category 2 – 7.5% of each MEMBER'S FUND SALARY

Category 3 – 5% of each MEMBER'S FUND SALARY

Category 4 – 7.5 % of each MEMBER'S FUND SALARY

In the case of Category 2, the amount above shall include the cost of the Insured

Benefits, the administration costs and the costs of any associated risk benefits.

- 1.2 EMPLOYER CONTRIBUTIONS: The EMPLOYER shall contribute monthly to the FUND, on behalf of each MEMBER, as follows:

Category 1 – 5% of each MEMBER'S FUND SALARY

Category 2 – 0% of each MEMBER'S FUND SALARY

Category 3 – 5% of each MEMBER'S FUND SALARY

Category 4 – 5% of each MEMBER'S FUND SALARY

In the case of Categories 1, 3 and 4, the amounts above shall include the cost of the Insured Benefits, the administration costs and the costs of any associated risk benefits.

## **2. BENEFIT ON EXIT**

- 2.1 A MEMBER who leaves the service of the EMPLOYER for any reason shall be entitled to a benefit amount equal to the Member's SHARE OF FUND.

- 2.2 A MEMBER cannot leave his exit benefit in the FUND as a paid-up benefit.

## **3. INSURED DEATH BENEFITS**

- 3.1 In the event of the death of the MEMBER in the service of the EMPLOYER and prior to his NORMAL RETIREMENT DATE, there shall be payable a benefit equal to, in the case of:

Categories 1 and 3: 3 times the MEMBER'S annual FUND SALARY.

Categories 2 and 4: 4 times the MEMBER'S annual FUND SALARY.

## **4. DISABILITY BENEFITS**

- 4.1 In the event of the disablement of the MEMBER in the service of the EMPLOYER and unable to continue with his duties, there shall be payable, in addition to the benefit in 2.1 above and subject to admission of liability by the INSURER, the following lump sum benefit:

Categories 1 and 3: 3 times the MEMBER'S annual FUND SALARY

Categories 2 and 4: Not applicable.