

AMENDMENT 10

to the Revised RULES of the

TOURISM, HOSPITALITY AND CATERING RETIREMENT FUND (thacsa)

The BOARD OF TRUSTEES resolved at a meeting held at Cape Town on 1 December 2021 that the **Revised RULES** are amended with effect from 1 January 2022 as follows:

1. The definition of **INDEPENDENT TRUSTEE** in the **DEFINITIONS** rule is replaced by the following:

INDEPENDENT TRUSTEE An independent board member who is not in the employ of an **EMPLOYER** nor controlled nor in common control with an **EMPLOYER**, the **ADMINISTRATOR** or the sponsor of the **FUND** and does not provide any other services to the **EMPLOYER**, the **ADMINISTRATOR** or the **FUND**. This definition will include, if and where applicable, any alternate **INDEPENDENT TRUSTEE**.

2. The first paragraph of **Rule B 1.2.1.8** of **Rule B 1.2.1, Representation**, is replaced by the following:

B 1.2.1.8 At least one alternate to each **EMPLOYER**-appointed and **MEMBER**-elected **TRUSTEE** may be appointed by the **EMPLOYERS** and the Trade Unions in accordance with Rules **B 1.2.1.1**, **B 1.2.1.2** and **B 1.2.1.4**, and one alternate to the **INDEPENDENT TRUSTEE** may be appointed by the **BOARD OF TRUSTEES**, for the purpose of taking the place of that **TRUSTEE** whenever, and for as long as, the alternate is requested to do so by that **TRUSTEE** or by the party that appointed him, provided that:

3. **Rule B 1.2.3, Vacancies**, is replaced by the following:

B 1.2.3.1 All vacancies shall be filled within 3 months (or such shorter period as the AUTHORITY may prescribe) after having become vacant, in the manner referred to in Rule B 1.2.1.

B 1.2.3.2 Even though a vacancy on the BOARD OF TRUSTEES may arise, when a decision is taken during the period prescribed in Rule B 1.2.3.1, it will not make that decision invalid provided the FUND still complies with the provisions of section 7A(1) of the ACT.

The reasons for the amendment are to:

- *provide for the appointment of an alternate for the Independent Trustee and*
- *ensure that decisions made by the trustees remain valid even though there may be a vacancy on the board.*

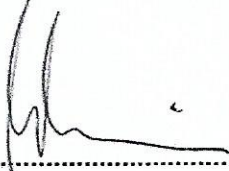
Certified that the aforementioned resolution has been adopted in accordance with the provisions of the RULES of the FUND.



.....
CHAIRPERSON: BOARD OF TRUSTEES

2 December 2021
.....

DATE



.....
TRUSTEE

2 DECEMBER 2021
.....

DATE



.....
PRINCIPAL OFFICER

2 December 2021
.....

DATE