DEFINED BENEFIT DEFINED CONTRIBUTION
DE BEERS PENSION FUND

BENEFIT SUMMARIES

This booklet contains a summary of the key benefits offered by the Fund. For more detailed information, please refer to the Fund's Member Guide.

Click the icons to navigate.

RETIREMENT BENEFITS

WITHDRAWAL BENEFITS

DEATH BENEFITS

FUNERAL BENEFITS

DISABILITY BENEFITS

AVCs

TWO-POT RETIREMENT SYSTEM

2026/03

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BENEFIT SUMMARY

RETIREMENT BENEFITS

60

The Fund's normal **retirement age** is 60.

50

Early retirement can be taken any time from age 50 with your Employer's written consent.

65

Late retirement can be taken after age 60 up to age 65 with your Employer's written consent.

Or if you have **deferred** your retirement, there is no age limit to when you must retire.

Your choices at retirement

OPTION 1 Delay your retirement from the Fund and become a deferred pensioner

Your Fund Credit (pots) will be invested in the appropriate default life-stage portfolio per the life-stage investment model in accordance with your age.

OR

Your Fund Credit (pots) will be invested in one of the following portfolios selected by you. If you choose one of the portfolios below, your Fund Credit will remain in your chosen portfolio until you complete and submit a portfolio switch form to the Fund:

- Portfolio A (High Equity)
- Portfolio B (Medium/ High Equity)
- Portfolio C (Medium Equity)
- Portfolio D (Medium/ Low Equity)
- Portfolio E (Low Equity)
- Cash Only portfolio

If you retire and do not exercise a choice or do not make a valid choice regarding the payment of your retirement benefit, you will automatically become a deferred pensioner in the Fund. This default preservation option does not mean that you are locked in but means that your benefit will be treated as a deferred benefit rather than an unpaid or unclaimed benefit. You will still have the option to retire from the Fund (as applicable) at any date in the future.

OPTION 2 Take part of your retirement benefit as a cash lump sum

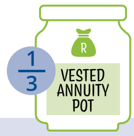
Maximum cash lump sum:

Full value of savings pot *(Unless you have already made a withdrawal from this pot in the year that you retire)*

\+

Full value of vested lump sum pot *(this only applies to members who have previously transferred a provident fund into the De Beers Pension Fund)*

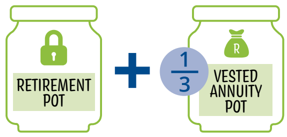
\+



One-third of the value in your vested annuity pot.

Whole benefit in cash:

You can take your full benefit in cash ***only*** if the full value of your retirement pot plus two-thirds of your vested annuity pot adds up to **less than R165 000**. Cash amounts are taxed according to the retirement tax scale.



OPTION 3 Purchase Annuities from the Fund

1. **Life Annuity or**
2. **Living Annuity (if your Fund Credit is large enough) or**
3. **Combination of Life and Living Annuity (if your Fund Credit is large enough) – Please contact the Fund for more information.**

LIFE ANNUITY

The default life annuity paid by the Fund has a 5-year guarantee period and a 50% contingent spouse's pension for married members.

However, members have several options:

- Choose a spouse's pension of 50% (this is the minimum), 60%, 70%, 80%, 90% or 100%.
- Choose an optional guarantee period – the retiree can elect no guarantee period or 5, 10, 15, 20 or 25 years. The higher the optional guarantee period the smaller the starting value of the pension becomes. However, should the retiree pass away before the guarantee period has expired, his/her spouse will continue to receive the same pension amount that the retiree was receiving and only revert to the selected spouse's pension percentage after the guarantee period has expired. In addition, if both the retiree and the spouse pass away before the guarantee period has expired, the years/months of "unpaid" pension left of the guarantee period will be paid to your beneficiaries in terms of Section 37C of the Act.

LIVING ANNUITY

Members can purchase a living annuity from the Fund provided that their Fund Credit is large enough after taking a cash lump sum.

With a living annuity, the retiree continues to assume the investment risk/reward as there is no guarantee on the capital invested and the risk of "outliving" your capital must be managed. Retirees who elect a living annuity must choose into which of the following portfolios their capital must be invested:

- Portfolio A (High Equity)
- Portfolio B (Medium/High Equity)
- Portfolio C (Medium Equity)
- Portfolio D (Medium/Low Equity)
- Portfolio E (Low Equity)
- Cash Only portfolio

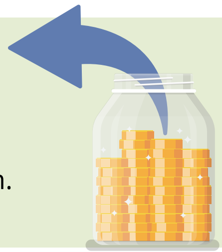
Furthermore, the retiree must select how much of their capital to withdraw (minimum 2.5% and a sub-maximum as determined by the Fund). The higher the annual draw down, the greater the risk of depleting the capital and the potential of running out of capital over their retirement.

Only on the anniversary (annually) of the annuity may the draw-down rate be adjusted.

OPTION 4

Transfer your Fund Credit to a retirement annuity or preservation fund or an outside insurer

If this option is taken, no portion of your Fund Credit may be taken as a cash lump sum.



OPTION 5

Elect to receive an annuity from an insurer outside the Fund

The insurer must be registered in terms of the Long-term Insurance Act, 1998 and the pension purchased with your Fund Credit must comply with the rules of the Fund and the Income Tax Act, No 58 of 1962 and any directives at the time of the South African Revenue Services.

If this option is selected , you may commute a portion of your Fund Credit as a cash lump sum (taxable) as indicated in 2 above.

Forms checklist *(Relevant forms available on the Fund's website)*

- A certified copy of your ID
- DC7 Formal notification of withdrawal or retirement
- Retirement Option Form & Documentation checklist (DC14)
- Additional documentation as specified, depending on the member's circumstances and selections.
- DC2 – nomination of death benefit beneficiaries
- DC3 – member declaration
- Letter from operational manager for retrenchments and early retirements

What about tax?

- Your monthly pension payments will be taxed as normal income. (Standard tax tables are used to calculate the income tax payable.)
- Any cash lump sums will be taxed according to the retirement lump sum tax table as published by SARS each year. There may be some relief as part of your lump sum may be tax-free. The Fund will obtain a tax directive from SARS before making any tax deductions and paying the balance.

When will your benefit be paid?

It will be paid as soon as possible once the month end in which your retirement date falls has closed and your Fund Credit has been disinvested and once the Fund has received all relevant documentation, tax directives and disinvested funds.

BENEFIT SUMMARY

WITHDRAWAL BENEFITS

If you leave your Employer due to resignation, dismissal or retrenchment before being eligible for retirement (normal or early), you will receive a withdrawal benefit from the Fund. As your Fund savings are one of the largest assets you may have for retirement, it is important that you carefully consider the options available to you. Spending your withdrawal benefit inappropriately at that stage could mean financial hardship during your retirement and you should therefore consider preserving your pension benefits.

What options do I have on withdrawal?

OPTION 1

Preserve your full benefit

You can preserve your benefit by leaving all your pots in the Fund and becoming a deferred pensioner.

OR

You can transfer your benefit (pots) to an approved pension fund, retirement annuity fund, provident preservation fund or pension preservation fund.

These transfers are generally transferred tax-free.

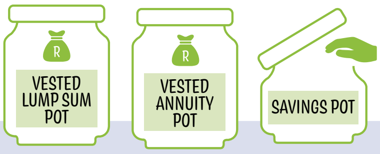
If you withdraw from employment and do not advise the Fund what you would like to do with your Fund Credit, you will automatically become a deferred pensioner of the Fund.

The same Rules, terms and conditions, investment provisions and fees apply to members who become deferred pensioners on withdrawal from service as apply to deferred retirees with one important difference: A deferred retiree may not exit the Fund other than by retirement, whereas a deferred pensioner who has withdrawn from service has the following options:

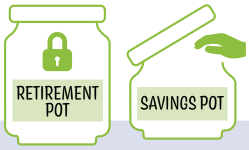
- Deferred pensioners can withdraw from the Fund at any time prior to age 60. The same options for the payment or transfer of withdrawal benefits (Fund Credits) that apply to other withdrawals (see below) also apply to deferred pensioners; or
- Deferred pensioners can retire from the Fund at any time after the age of 50. The same options for the payment or transfer of retirement benefits (Fund Credits) that apply to other retirees (see below) also apply to deferred pensioners.
- You will receive a deferred pensioner certificate within 2 months of becoming a deferred pensioner. Please keep this certificate safe and remember to pass it on to your new employer's fund if applicable.

OPTION 2

Take the maximum cash portion of your Fund Credit and preserve the balance in the Fund or transfer it to another approved fund



Maximum cash portion (subject to tax): You can take your vested pot + savings pot in cash provided you did not make a savings withdrawal in the same tax year or if the balance in your savings pot is less than R2 000.



Balance of your Fund Credit: The balance, i.e. your retirement pot + your savings pot (if you made a withdrawal in the same tax year) must be preserved in the Fund or transferred to another approved fund.

OPTION 3

Take part of your benefit in cash and preserve the balance in an approved fund

You can take a portion of your benefit in cash (subject to tax) excluding your retirement pot and savings pot if you made a savings withdrawal in the same tax year (unless the savings pot value is less than R2000) and preserve the balance by transferring it to an approved pension fund, retirement annuity fund, provident preservation fund or pension preservation fund.

If you choose option 2 or 3, you will be liable for tax on the amount you chose. Depending on your personal circumstances, a portion of the benefit **may** be tax-free. For more information tailored to your situation, please contact the Fund at 053 807 3222.

In the case of retrenchment, different tax-free thresholds apply. Members are encouraged to contact the Fund directly for specific details regarding these provisions.

You should consider issues such as tax, flexibility, the extent to which you have made additional provision for your retirement, opportunity for growth and your own needs before making a decision as to what to do with your withdrawal benefit.

If you do not preserve your Fund Credit in a recognised retirement vehicle, you may find that you do not have enough saved when you retire. Consider speaking to a CFP before making any decisions in this regard.

What about tax?

A tax directive will be obtained from SARS before any cash benefit is paid. If you have any Namibian service, a tax directive will be obtained from the Namibian tax authorities.

When will your benefit be paid?

Your withdrawal documentation must be submitted to the Fund as soon as possible. The Fund will disinvest your Fund Credit from your relevant life-stage portfolio usually within the first week of the month following your withdrawal and provided you have submitted your instructions. Once your Fund Credit has been deposited in the Fund's bank account and the Fund has received all the necessary documentation and tax directives, payment will be made to you.

BENEFIT SUMMARY

DEATH BENEFITS

If you die in service before age 60 (normal retirement age):

Your dependants will qualify to receive benefits in terms of the Fund's Rules.

These benefits are funded by:

The amount in your Fund Credit
(i.e. the total of all your pots) at the time of your death

+

A lump sum insured death benefit,
based on your age at your next birthday (this cover is provided by an external insurer – see table on the right).

Member's age *(next birthday at date of death)*	**Lump sum factor** *(benefit = annual pensionable salary x lump sum factor)*
32 or less	8.0
33-35	6.5
36-38	6.0
39-41	5.0
42-44	4.0
45-47	3.5
48-50	3.0
51-53	2.5
54-60	2.0
61-65	2.0

** This table may change from year to year. Please contact the Fund for a copy of the latest table or refer to the Fund's website.*

All death claims are subject to approval by the insurer.

Who receives your death benefits?

If you have a spouse/approved life partner and/or biological/legally adopted children (born or legally adopted prior to retirement) under the age of 25, the death benefit will be allocated to them to purchase annuities (monthly pensions). Alternatively, a lump sum may be taken, with the balance used to purchase annuities from the Fund or an outside insurer.

If there is no spouse/approved life partner or biological/legally adopted children under the age of 25, or if there is an excess after the required allocations are made to these dependants to fund the monthly pensions, the remaining death benefit will be allocated at the Trustee's discretion, in accordance with Section 37C of the Pension Funds Act. It is only in these circumstances that the Trustees of the Fund will consider other nominated dependants (as per your 'Nomination of Beneficiaries' form) to receive a portion of your death benefit.

Forms checklist

HR provides the following forms to the Fund to be completed as soon as possible after a member's death in service (your spouse/life partner should contact the Employer to assist):

- DC12 Death in service notification
- M11.2 Widow/Widower's Sworn Declaration

Where can I obtain more information about the Fund's Death Benefits?

The Fund has compiled a comprehensive Death Benefits Booklet, available on the Fund's website with valuable and practical information for you and your dependants.

BENEFIT SUMMARY

FUNERAL BENEFITS

RSA EMPLOYEES

If you die before or on your normal retirement date (age 60) while still employed, a funeral benefit is paid to your nominated beneficiary on your Sanlam Beneficiary Form. **If you have not completed a Sanlam Beneficiary Form, your benefit will be paid into your estate.**

If your qualifying spouse or qualifying children die, the funeral benefit will be paid to you as the member. If you or a family member dies before or on your normal retirement date (age 60), while you are still employed, the funeral cover benefits in the table below will be payable.

What funeral benefit will be paid?

Member	R38 000
Qualifying spouse(s)	R38 000
Qualifying children aged 6 and over	R38 000
Stillborn children and children younger than 6	R19 000

- Your spouse and qualifying children will be entitled to funeral insurance until you would have turned age 60 – certain conditions apply.
- The funeral benefit will continue to be paid after normal retirement age up to age 65 if you remain in active service of the Employer and you and your employer continue contributing to the Fund.

How to claim a funeral benefit

You or your dependants must notify your local HR Business Partner as soon as possible after the death. Your HR must submit a funeral claim form to the insurer with a certified copy of the death certificate as well as any other documents they request.

When will the benefit be paid?

The benefit will be paid by the insurer as soon as all the necessary documents have been submitted.

Important Note

Under the Insurance Act No. 18 of 2017, funeral benefits are only paid to a nominated beneficiary. If no beneficiary is nominated, the benefit goes to the deceased's estate, which may delay access to funds for funeral expenses. Ensure you nominate a specific beneficiary for your funeral benefit. Contact the Fund or your HR Business Partner for a Sanlam Beneficiary Nomination Form.

NAMIBIAN EMPLOYEES

If you die before or on your normal retirement date (age 60) while still employed, a funeral benefit is payable.

If your qualifying spouse or qualifying children die, the funeral benefit will be paid to you as the member. If you or a family member dies before or on your normal retirement date (age 60), while you are still employed, the funeral cover benefits in the table below will be payable.

What funeral benefit will be paid?

Member	N$38 000
Qualifying spouse(s)	N$38 000
Qualifying children aged 14 and over	N$38 000
Qualifying children aged 6 –13	N$30 000
Stillborn children and children younger than 6	N$10 000

NOTE: The insurer only allows one spouse.

How to claim a funeral benefit

You or your dependants must notify your local HR Business Partner as soon as possible after the death. HR must submit a funeral claim form to the insurer with a certified copy of the death certificate as well as any other documents they request.

When will the benefit be paid?

The benefit will be paid by the insurer as soon as all the necessary documents have been submitted.

BENEFIT SUMMARY

DISABILITY BENEFITS

The following benefits (Employer-owned policy) are paid if you temporarily or permanently become unable to do your own occupation (job). A waiting period of three months applies before any benefit is paid out. The waiting period will not apply if the diagnosis is terminal.

For the first two years:

- A Disability Income Benefit equal to 75% of your pensionable salary will be paid to you by an external insurer (currently Sanlam for South African members and Hollard Namibia for members who are employed by Namibian Employers) provided you remain disabled over this period.
- The benefit payable by Sanlam to South African members is tax free.
- The benefit payable by Hollard Namibia to Namibian members is taxable.
- You will remain a contributing member of the Fund. The Employer contribution will be paid by the insurer and is based on your pensionable salary as at the time of your disability income benefit being approved. Your contribution will be deducted from your disability income benefit.

After two years:

- You will be re-evaluated by the insurer.
- If you are still unable to perform your own or a suited occupation (job), you will continue to receive the disability income benefit and remain a contributing member of the Fund until retirement age. At retirement age, the insured benefit will stop, and you will receive a retirement benefit.
- This benefit may stop at any time before normal retirement age should you die or recover and be able to perform your own or a suited occupation (job), subject to the insurer's policy.

NOTE:

- If you die while receiving the disability income benefit, your dependants will receive your death benefit consisting of your Fund Credit plus an insured lump sum (which is added to your Fund Credit to pay monthly pensions) and a funeral benefit (South African members must remember to complete and submit a Funeral Benefit Nomination Form to Sanlam).
- Your disability income benefit will increase annually on the anniversary date by the lesser of inflation (CPI) or 10% until you retire or are employed again.
- You can apply to the Fund for an early retirement benefit from age 50. If approved, the disability income benefit will cease.
- You may resign from the Fund and receive a withdrawal benefit as per your withdrawal options. You will then cease to be a member of the Fund. Your disability income may continue with the approval of the insurer.
- If you find alternative employment, the insurer may reduce your monthly disability benefit proportionately or stop paying it.

ADDITIONAL VOLUNTARY CONTRIBUTIONS

What are AVCs and how do they work?

Additional Voluntary Contributions (AVCs) are contributions that you make to your Fund Credit over and above the “normal” contributions made each month by you and your Employer. AVCs are a great way to save for better retirement benefits and to make up for any withdrawals you may make from your savings pot during your working career.

AVCs are deducted from your monthly salary by your Employer and paid to the Fund along with your normal pension contributions. 1/3rd of your AVCs is allocated to your savings pot and 2/3rds to your retirement pot.

Tax benefits of AVCs

AVCs are deducted from your salary **before** tax (subject to maximum amounts set by the South African Revenue Services [SARS]). This is a significant advantage as it means that because AVCs are deducted from your income before tax is calculated, it reduces the tax you pay to SARS.

As your AVCs are saved in your retirement fund, they are not subject to taxes that may be paid on other discretionary savings, for example, capital gains tax, tax on interest and dividends withholding tax.

Because your AVC contributions plus returns earned form part of your Fund Credit, they will be subject to either lump sum tax on withdrawal or retirement or income tax (on your monthly pension) when you ultimately take your benefit.

How to make AVCs

- Decide how much more you would like to contribute – you can make monthly AVCs or a lump sum AVC.
- Complete the Fund’s DC 10 form.
- Return the form to your Payroll Department (the deduction is made directly from your salary).

How your AVCs are invested

Your AVCs are invested in the same portfolio as your normal monthly contributions.

How to keep track of your AVCs

Your statement, whether printed annually or viewed monthly online, shows the AVCs that you have contributed for the current tax year.

THE TWO-POT RETIREMENT SYSTEM

The two-pot retirement system was introduced on 1 September 2024.

Your Fund Credit is now made up of different pots:

VESTED ANNUITY POT:

If you joined the Fund before 1 September 2024, this pot contains your Fund Credit up to and including 31 August 2024 less the seeding capital transferred to your savings pot. If you joined the De Beers Pension Fund (the Fund) on or after 1 September 2024 and transferred your previous pension or provident fund's vested annuity pot to the Fund, this will be invested in your vested annuity pot.

VESTED LUMP SUM POT:

This pot only applies to members who transferred a vested provident fund benefit into the De Beers Pension Fund.

RETIREMENT POT:

Two-thirds of your monthly contributions are allocated to this pot. This pot can only be accessed at retirement to buy an annuity/pension.

SAVINGS POT:

One-third of your monthly contributions are allocated to this pot (plus any seeding capital as of 1 September 2024). You can make one withdrawal from your savings pot in a tax year. The minimum withdrawal amount is R2 000 and the maximum amount is what is available in your savings pot. Any amount withdrawn is taxed at your marginal rate of tax. If you have any arrear taxes, these will be deducted from your withdrawal amount before it is paid to you.

All amounts in the pots listed above are invested in the life-stage portfolio appropriate for your age or in the portfolio you selected if you opted out of the default life-stage portfolio. Your pots will earn monthly investment returns (positive or negative).

AVCs:

1/3rd of any AVC you make will be paid into your savings pot and 2/3rds into your retirement pot.

You can read more about the two-pot retirement system on the Fund's website.