



DEFINED BENEFIT



DEFINED CONTRIBUTION

DE BEERS PENSION FUND



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.