DEFINED BENEFIT DEFINED CONTRIBUTION

DE BEERS PENSION FUND

PENSION INCREASES

	PENSION INCREASE (1 January)	HEADLINE CPI (as at 30 September the previous year)
2012	5.7%	5.7%
2013	5.5% plus a once-off payment equal to 10% of the increased annual pension***	5.5%
2014	7% plus a once-off payment equal to 5% of the increased annual pension***	6%
2015	6% plus a once-off payment equal to 7.5% of the increased annual pension***	5.9%
2016	4.6% plus a once-off payment equal to 5% of the increased annual pension***	4.6%
2017	7% plus a once-off payment equal to 5% of the increased annual pension***	6.1%
2018	6.5% plus a once-off payment equal to 10% of the increased annual pension***	5.1%
2019	6.5% plus a once-off payment equal to 10% of the increased annual pension***	4.9%
2020	5.1% plus a once-off payment equal to 12.5% of the increased annual pension***	4.1%
2021	5% plus a once-off payment equal to 15% of the increased annual pension***	3.0%
2022	7% plus once-off payments totalling 45% of the increased annual pension, made in January, April and October 2022***	5%
2023	8.5% plus a once-off payment equal to 30% of the increased annual pension***	7.5%
2024	7.4% plus a once-off payment equal to 25% of the increased annual pension***	5.4%
2025	4.3% plus a once-off payment equal to 35% of the increased annual pension***	3.8%
2026	4.4% plus a once-off payment equal to 35% of the increased annual pension***	3.4%

* 7% to DB pensioners who had an original pension start date prior to 1 March 2007 and who received the 6.5% surplus increase in November 2008.

** 4.2% plus the statutory increase (where applicable) to DC pensioners and DB pensioners whose start date was on or after 1 March 2007. Pensioners who retired between 1 May and 1 December 2008, and 1 March and 1 October 2009 did not receive the statutory increase, as their pensions had kept up with inflation.

*** The opportunity for the Fund to make these additional payments arose from the good investment returns earned on the pensioner assets. However, it is important to stress that these additional payments should not be seen as setting a precedent for the future. Such additional payments may not necessarily be affordable in the future.