

## DE BEERS BENEFIT SOCIETY

## ANNEXURE A

## CONTRIBUTIONS AND LATE JOINER PENALTIES

**1. CONTRIBUTIONS**

The total monthly contribution with effect from 1 January 2026

|                 |         |
|-----------------|---------|
| MEMBER          | R 5 106 |
| DEPENDANT       | R 4 984 |
| DEPENDANT CHILD | R 1 528 |

Should a MEMBER also qualify as a DEPENDANT CHILD, the monthly contribution payable in respect of such a MEMBER shall be the contribution payable in respect of a DEPENDANT CHILD.

**2. PREMIUM PENALTIES FOR PERSONS JOINING LATE IN LIFE**

- 2.1 Premium penalties may be applied to a LATE JOINER. Such penalties shall be applied only to that portion of the CONTRIBUTION relative to the LATE JOINER and shall not exceed the following bands:

| Penalty Bands | Maximum penalty     |
|---------------|---------------------|
| 1 – 4 years   | 0.05 x contribution |
| 5 – 14 years  | 0.25 x contribution |
| 15 – 24 years | 0.50 x contribution |
| 25 + years    | 0.75 x contribution |

The following formula shall be applied to determine the applicable penalty band:

$A = B \text{ minus } (35 + C)$  where:

A = number of years to determine appropriate penalty band

B = age of the LATE JOINER at time of application

C = number of years of creditable coverage which can be demonstrated

- 2.2 Should a LATE JOINER penalty already have been imposed and evidence of creditable cover is produced thereafter, the penalty shall be recalculated and such revised penalty shall be applied from the time that such evidence was provided.



- 2.3 If an applicant is unable to obtain documentary proof to substantiate periods of creditable coverage, he shall be entitled to produce a sworn affidavit declaring such detailed information, describing the reasonable efforts that were made to obtain documentary evidence of such periods of creditable coverage and setting out the reasons why such efforts were unsuccessful.

### 3. CONTRIBUTION ADJUSTMENTS

- 3.1 When a DEPENDANT CHILD reaches the age of 26, the contributions payable in respect of such DEPENDANT will be adjusted to that applicable to an adult DEPENDANT from the first of the month following the month during which he turned 26.

