

Policy Plan for De Beer Foundation (2023–2025)

1. Objectives and Activities

The De Beer Foundation aims to support the younger generation and their families to improve their opportunities for success in life, with education as a core pillar. The foundation operates as a nonprofit organization and focuses on supporting small-scale projects, primarily in developing countries in Asia. Key activities include:

- Funding educational initiatives.
- Supporting projects that enhance wellbeing and living standards for youth.
- Sustaining long-term charity efforts (2–15 years) through partnerships with local organizations.
- Providing anti-cyclical donations during economic downturns to maintain essential project funding.

The foundation operates independently and does not rely on external donations to finance its projects.

2. Sources of Income

The De Beer Foundation is self-sufficient and operates using its own asset base. Income is derived from a professionally managed investment portfolio. Key details include:

- The foundation's assets are managed by a third-party asset management company, ensuring a risk-neutral long-term investment strategy.
- The investment strategy is regularly reviewed and agreed upon between the Treasurer and the asset manager, with final approval from the Board on an annual basis.

Should external donations occur, they will be handled in strict accordance with ANBI regulations.

3. Management and Use of Assets

The foundation's financial and operational management is governed by the Board, consisting of a Chairman, a Treasurer, and an Administrator. Specific practices include:

- **Asset Management:**
 - The foundation's investments are periodically evaluated to ensure sustainable growth while maintaining a risk-neutral approach.
 - The Board meets at least quarterly to review asset performance and approve expenditures.
- **Expenditure of Funds:**
 - Funds are allocated to selected projects after unanimous approval by the Board.

- Expenditures prioritize small-scale, impactful projects in education, wellbeing, and living standard improvement for youth.
 - In times of economic slowdown, the foundation may intentionally spend more to maintain the stability of ongoing projects.
 - **Decision-Making Process:**
 - All decisions regarding donations and new projects require unanimous Board approval.
 - Meeting minutes are maintained to document all deliberations and decisions. Interim decisions are confirmed via email.
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4. Period of the Policy Plan

This policy plan is valid for the years 2023, 2024, and 2025. It provides a framework for achieving the foundation's goals while offering insight into its operations for stakeholders and tax authorities.