

SONY UNITED KINGDOM PENSION SCHEME - ANNUAL DEFINED BENEFIT PENSION PAYMENTS
PERCENTAGE INCREASES 2020- 2008 - see below for prior years

Date of Increases	01 April 2020	01 April 2019	01 April 2018	01 April 2017	01 April 2016	01 April 2015	01 April 2014	01 April 2013	01 April 2012	01 April 2011	01 April 2010	01 April 2009	01 April 2008
Sony Basingstoke Pensioners													
Pre 88 GMP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Post 88 GMP = < 3% or CPI*	1.70%	2.40%	3.00%	1.00%	0.00%	1.20%	2.70%	2.20%	3.00%	3.00%	0.00%	3.00%	3.00%
Pre 97 Excess = < 3% or RPI**	2.20%	2.70%	3.00%	2.50%	1.20%	1.60%	2.70%	3.00%	3.00%	3.00%	2.40%	0.90%	3.00%
Post 97 Excess = LPI***	2.20%	2.70%	4.10%	2.50%	1.20%	1.60%	2.70%	3.10%	4.80%	4.80%	2.40%	0.90%	4.00%
Sony UK Pensioners													
Pre 88 GMP	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Post 88 GMP = < 3% or CPI*	1.70%	2.40%	3.00%	1.00%	0.00%	1.20%	2.70%	2.20%	3.00%	3.00%	0.00%	3.00%	3.00%
Pre 97 Excess = 3.0%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
04/1997-08/2000 Excess = > 3% or LPI***	3.00%	3.00%	4.10%	3.00%	3.00%	3.00%	3.00%	3.10%	4.80%	4.80%	3.00%	3.00%	4.00%
Post 2000 Excess = LPI***	2.20%	2.70%	4.10%	2.50%	1.20%	1.60%	2.70%	3.10%	4.80%	4.80%	2.40%	0.90%	4.00%
Indices used													
September RPI (see note 1. below)											-1.40%	5.00%	3.90%
* September CPI	1.70%	2.40%	3.00%	1.00%	-0.10%	1.20%	2.70%	2.20%	5.20%	3.10%			
** December RPI	2.20%	2.70%	4.10%	2.50%	1.20%	1.60%	2.70%	3.10%	4.80%	4.80%	2.40%	0.90%	4.00%
*** LPI = Lesser of RPI or 5%	2.20%	2.70%	4.10%	2.50%	1.20%	1.60%	2.70%	3.10%	4.80%	4.80%	2.40%	0.90%	4.00%

NOTES:

1. With effect from 1 January 2011 increases to GMP in Payment are based on the September CPI Index for the prior year, previously the September RPI index was used.
2. In the event the CPI is at a minus figure as at 30 September of prior year, the GMP element post April 1998 will have zero increase, the negative amount will not be carried forward to offset any future increases.

