

## **Sony United Kingdom Pension Scheme Recovery Plan**

*This Recovery Plan has been prepared by Sony (U.K.) Pension Trust Limited, the Trustee of the Sony United Kingdom Pension Scheme ("the Scheme"), to satisfy the requirements of Section 226 of the Pensions Act 2004, after obtaining the advice of the Scheme Actuary, Michael Butterfield.*

The Trustee has discussed and agreed this Recovery Plan with Sony Europe Limited ("the Company").

### **Results of the actuarial valuation as at 31 March 2016**

The actuarial valuation of the Scheme as at 31 March 2016 revealed a funding shortfall (the Scheme's Technical Provisions less the value of its assets) of £121 million.

### **Steps to be taken to ensure that the statutory funding objective<sup>1</sup> is met**

To eliminate this funding shortfall, the Trustee and the Company have agreed that £119 million of additional contributions will be paid into the Scheme by the Company, at the rate of £13 million per annum between 1 April 2016 and 31 March 2017; and £15 million per annum between 1 April 2017 and 30 April 2024.

### **Period in which the statutory funding objective should be met**

The funding shortfall is expected to be eliminated by 30 April 2024, which is eight years and one month from the valuation date of 31 March 2016. This expectation is based on the following assumptions:

- Technical Provisions calculated according to the method and assumptions set out in the Statement of Funding Principles dated 20 September 2017; and
- The return on the Scheme's existing assets and the return on new contributions payable during the period to 30 April 2024 being in line with the single-equivalent pre-retirement discount rate of 3.7% pa used in the calculation of the Technical Provisions, as set out in the Statement of Funding Principles dated 20 September 2017.

It is expected that 50% of the additional contributions will be paid by 31 May 2020.

### **Matters taken into account before preparing this Recovery Plan**

In preparing this Recovery Plan the Trustee has taken into account the following matters.

- The Statement of Funding Principles dated 20 September 2017
- The actuarial valuation as at 31 March 2016 and the information it provides on the asset and liability structure, the risk profile, the profile of the membership and the effect of the assumptions not being borne out by experience.
- The ability of the Company to pay contributions and the parental guarantee from Sony Global Treasury Services Limited.

For and on behalf of the Trustee of the Sony  
United Kingdom Pension Scheme

For and on behalf of Sony Europe Limited

Signature: .....

Signature: .....

Print name: .....

Print name: .....

Date: 20 September 2017

Date: 20 September 2017

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<sup>1</sup> The Statutory Funding Objective is defined in Section 222 of the Pensions Act 2004.