

Sony United Kingdom Pension Scheme Schedule of contributions

This schedule specifies, for the period from 1 October 2017 to 30 April 2024, the rates and due dates of Company and employee contributions to the Scheme. It replaces the Schedule signed by the Trustee and Company on 30 June 2014 and is subject to review from time to time as required by legislation, by the Pensions Act 2004 and by the Scheme's Trust Deed and Rules and following actuarial valuations and interim reviews or otherwise.

Contributions in respect of the defined benefit (DB) section:

The employer will make the following contributions:

- monthly contributions of £1.25 million each month beginning in October 2017 and ending in April 2024 (with each month's payment being made no later than the last day of the relevant month).
- *plus* a one-off contribution of £0.50 million in respect of contributions due under this Schedule, but not paid, between April 2017 and September 2017 (to be paid by no later than the last day of October 2017).

Contributions in respect of the defined contribution (DC) section:

- by employed members: Nil for those members participating in **myPension** Salary Sacrifice.

For all other members, matched contributions of up to 8% of Pensionable Salary (as defined under the DC Section) (see table below).
- by the employer: For those members participating in **myPension** Salary Sacrifice, the employer shall pay the contributions that the employer and members would have paid if they were not participating in **myPension** Salary Sacrifice.

For all other members, the employer will double members' matched contributions up to 6%. If the employee contributes 7% or 8%, the Employer contributes an extra 1% and 2% respectively, as shown in the table below

The table below shows the matched contribution rates as a percentage of Pensionable Salary (limited to the Scheme's earnings cap, where applicable).

Employee contributions	Employer contributions	Total contributions
2%	4%	6%
3%	6%	9%
4%	8%	12%
5%	10%	15%
6%	12%	18%
7%	13%	20%
8%	14%	22%

The above contributions are payable monthly in arrears, but no later than the 19th of the following month.

The amounts actually credited to the members' accounts will be determined in accordance with the Scheme's Rules.

Other employer contributions

The employer shall also pay the following:

- a. Additional contributions as may be required under the Trust Deed and Rules in specific circumstances, for example to cover augmentations.
- b. Such other contributions as may, from time to time, be agreed by the Trustee and the employer.

Costs met directly by the employer

In addition to the contributions shown above, the employer shall pay outside of the Scheme the following:

- a. The cost of insurance premiums for death in service lump sum cover and the cost of insuring the spouse's death in service pension.
- b. Payments to meet non-investment related expenses, including the levies due in respect of the Pension Protection Fund.

Additional Voluntary Contributions

Employed members (in all sections) may also pay Additional Voluntary Contributions, the payment of which is not governed by this schedule.

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

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