FUJITSU UK PENSION PLAN – SECTION A STANDARD TERMS

CONTRIBUTIONS EXPLAINED

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FUJITSU

Fidelity
WORLDWIDE INVESTMENT

WHEN IT COMES TO YOUR RETIREMENT PLANNING...
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Being part of your company pension plan is an important first step for your retirement planning. To ensure that you get the most out of your plan you will need to consider how much to contribute.

The good news is you don't have to go it all alone.

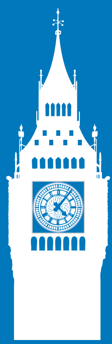
Your company...

Fujitsu contribute to your pension plan which is additional money on top of your salary. So you have all the right reasons to get started.

You...

Things to consider...

- How much does my employer contribute?
- How much should I contribute?



The government...

The government encourages saving for retirement so allows contributions to be made through salary swap. The good news is this means you pay less tax and National Insurance (see the ‘Contributions’ section for more information).

Trustees...

Member and company appointed trustees work together to govern the plan and look after your interests.

Fidelity...

Fidelity is an investment specialist and experienced pension administrator. Fidelity can also offer you the expertise of experienced fund managers. In addition to administering your pension plan Fidelity offers you help and guidance in making the right investment choices.

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In this document you will find an overview of the contribution levels for the Fujitsu UK Pension Plan (the plan). Contributing to a pension is a great way of helping you save for your retirement.

As a member of the plan you will benefit from:

- a company contribution from your employer
- reduced tax and National Insurance contributions.

You benefit from reduced tax and National Insurance contributions because this pension plan is a salary swap arrangement. Salary swap is when you give up the right to receive part of your salary due under your contract of employment. In return your employer agrees to pay an additional pension contribution into your pension account equal to the amount of salary that you have given up.

Pension contributions are a tax-efficient way of saving for retirement.

CONTRIBUTIONS
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As a member of the plan you must swap at least 3% of your salary. In return, the company will pay the same amount into your pension account as a company contribution together with a further company contribution.

As your salary is reduced by the amount of your contribution, your taxable pay is also reduced. So, you pay less tax than you would have done if you had not joined the plan. Also, National Insurance contributions are only deducted from your reduced salary. So, the benefit of salary swap is that you enjoy a National Insurance saving, as well as a tax saving.

If you want to pay more, you can - these are known as additional swap contributions. The company will match minimum and additional swap contributions on a 2:1 ratio up to a maximum of 10% from the company.

Please see the table below for contribution details.

SWAP CONTRIBUTION	COMPANY CONTRIBUTION	TOTAL CONTRIBUTION
3% minimum	6%	9%
4%	8%	12%
5% or more	10%	15% or more

You can opt out of salary swap if you wish. There is more information on salary swap at ASKHR via Cafe VIK. FTEL Employees should contact askhr@mailman.ftel.co.uk.

HOW ARE CONTRIBUTIONS PAID?

Your pay will be adjusted through the payroll system to take into account the amount of salary you have swapped. Your company will then pay the whole pension contribution directly to Fidelity.

DEATH BENEFITS

If you die before you retire the value of your pension account will be available to provide for your beneficiaries. However, if you are working for the company when you die, additional benefits are payable under the plan, as follows:

- life assurance of 4 times your notional salary (i.e. before any salary swap is applied)
- Bereavement Grant of £1,000
- providing that you were still contributing to the plan at the time of your death, if you are survived by a dependant, an additional benefit will be paid to them of 4 times your notional salary on the date of your death.

ARE YOU CONTRIBUTING ENOUGH?

If you wish, instead of (or as well as) making additional swap contributions, you may make additional voluntary contributions. These are contributions that are deducted from your salary rather than being paid through salary swap. There is no National Insurance saving so these are less financially efficient but you can start, stop or amend these contributions at any time.

Please note that the value of your investments can go down as well as up and you may not get back the amount invested.

Also, as with all pension products, you cannot normally start taking benefits until age 55. Tax relief depends on individual circumstances and may change.

IMPORTANT INFORMATION

This plan is a registered pension scheme under the Finance Act 2004. This means it has been registered with HMRC and enjoys a number of tax privileges. These include the ability to take part of the benefits as a tax free lump sum and receive tax relief on contributions.

The HMRC restricts the level of contributions that can enjoy the full tax advantages. This restriction is known as the annual allowance and is currently set at £50,000. Within this allowance and where applicable, tax relief on personal contributions is restricted to 100% of your earnings. The annual allowance will reduce to £40,000 with effect from the 2014/15 tax year. This is subject to legislation being amended and should not be relied upon for any future pension planning. If the contributions to all registered pension schemes of which you are a member, including all personal and company contributions, exceed the annual allowance, you may be liable to a tax charge on the excess based on the highest rate of income tax payable by you. Further information can be found at www.hmrc.gov.uk/pensionschemes.

PLEASE NOTE: If your existing pension savings are subject to an Enhanced Protection or Fixed Protection Certificate issued by HMRC then membership of this plan may invalidate that protection and lead to possible tax charges on your benefits.

NOTES

This document is issued by the Trustee however in the event of any difference between this document and the Trust Deed and Rules, the Trust Deed and Rules will prevail.