

Nationwide Pension Fund Nationwide Section

Schedule of Contributions

Nationwide Pension Fund – Nationwide Section

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Introduction

This schedule of contributions is required by Section 227 of the Pensions Act 2004. It comes into effect on the date of certification of this schedule by the Scheme Actuary and covers the period to 31 August 2022. The Fund's Trustees are responsible for preparing a revised schedule no later than 30 June 2020.

This schedule covers contributions to the Nationwide Section of the Nationwide Pension Fund (the Nationwide Section) from all employers who participate in the Nationwide Section from time to time.

Employer Contributions

The participating employers will contribute to the Nationwide Section as follows:

Type	Period	Amount
Normal	To 31 August 2017	22.1% of Pensionable Salaries
	From 1 September 2017 to 31 August 2022	31.5% of Pensionable Salaries
Additional contributions to satisfy the recovery plan dated 2 August 2017	On or before 31 March 2016	£49M lump sum payment
	On or before 4 April 2017	£100M lump sum payment
	On or before 31 July 2017	£49M lump sum payment
	On or before 31 August 2017	£37M lump sum payment
	On or before each 31 July between July 2018 and July 2021 inclusive	£61M lump sum payment. For the payments due on or before each 31 July between 31 July 2018 and 31 July 2021 if the Nationwide Section is fully funded on a technical provisions basis, consistent with the Statement of Funding Principles agreed on 2 August 2017, but updated for market conditions and measured in line with the Smoothed Deficit/Surplus definition in the manner set out in the Appendix to the Recovery Plan, then no contribution will be due, unless otherwise agreed by the Trustee and Society.

The participating employers will ensure that the Trustees receive these contributions within 19 days of the end of the calendar month to which the contributions relate.

Augmentation payments

In respect of augmentations granted, the relevant employer will pay additional amounts to cover the costs of benefit augmentations within 60 days of the later of the date of granting the augmentation and the date on which the Trustees receive the details of the costs from the Scheme Actuary or administrators. Augmentations for this purpose will not include the waiving of the first 5 years of early retirement reduction for members retiring direct from employment below the age of 65 in respect of benefits accrued after 1 April 2011.

Employee Contributions

All employees who are active members of the Nationwide Section will contribute 7% of Pensionable Salary to the Nationwide Section.

These contributions are to be deducted from pay by the employers and paid to the Nationwide Section on or before the 19th of the calendar month following deduction. In many cases, employees do not contribute directly but instead agree to a reduction to their pay. In these cases the employer will instead make an additional contribution to the Nationwide Section of an equivalent amount.

These amounts do not include members' AVCs or additional contributions paid by employers under an employee salary sacrifice or bonus waiver arrangement. Some senior employees may elect for a portion of their salary not to be counted towards the calculation of pension entitlements.

Definition of Pensionable Salaries

Pensionable Salary means a Member's notional salary. Some senior employees may elect for a portion of their salary not to be counted towards the calculation of pension entitlements.

Signed on behalf of Nationwide Building Society


Signature: 

Name: MARK RENNISON

Capacity: CFO

Date: 2/8/17

Signed on behalf of Nationwide Pension Fund Trustee Limited

Signature: 

Name: PETER WILKINS

Capacity: TRUSTEE DIRECTOR

Date: 2 18 / 17