

THE CLIFFORD CHANCE PENSION SCHEME
SCHEDULE OF CONTRIBUTIONS (September 2024)

1. ***Effective date of valuation: 30 April 2022.***
 2. ***Period covered by this Schedule: the period beginning with the date of the certificate of the Scheme actuary in relation to this Schedule (which is attached to this Schedule) and ending on 31 May 2030.***
 3. ***Employers covered by this Schedule: Clifford Chance LLP ("CC LLP").***
 4. ***Rates of employer contributions:-***
 - 4.1 Final Salary Section deficit repair - CC LLP shall pay the following contributions in respect of deficit repair, in accordance with the Scheme's recovery plan:
 - In respect of each 31 May commencing 31 May 2025 up to (and including) 31 May 2030: £28,228,106

The amount of each of the above payments shall be increased annually in line with the increase in the Retail Prices Index (as defined in the Scheme rules) for the period from 1 January 2024 to 1 January immediately preceding the 31 May by which the payment is due.
 - 4.2 The employers shall in addition pay such further contributions (if any) as may be required from time to time in accordance with the provisions of the Scheme, including pursuant to Clause 24 of the Definitive Trust Deed of the Scheme (augmentation of benefits).
5. ***Dates for payment of employer contributions:-***
 - 5.1 The contributions under paragraph 4.1 above shall be payable and due for payment by each respective 31 May. Throughout the Scheme Year preceding each 31 May payment date under this Schedule CC LLP shall pay monthly contributions of at least £583,333 on account of the contributions due under paragraph 4.1 of this Schedule (such sum to be reduced by making appropriate allowance for the netting off arrangements referred to in paragraph 6 below, if applicable). The Scheme administrators will carry out a reconciliation of the total contributions due by each respective 31 May payment date against the payments made on account during the Scheme Year preceding 31 May payment date in order to determine the balancing payments to be made to the Scheme by CC LLP or the balancing prepayment credit for CC LLP.
6. ***Netting-off against benefit payments*** - the total of the contributions payable to the Scheme by CC LLP by each respective 31 May shall, unless and until agreed otherwise by the Principal Employer and the Trustee, be reduced by an amount equal to the total of the benefit payments made by (or on behalf of) CC LLP on an agency basis for and on behalf of the Trustee for the preceding twelve month period to each respective preceding 30 April. For example, the contribution due by 31 May 2025 shall be reduced by an amount equal to the total of the benefit payments made by (or on behalf of) CC LLP on an agency basis

for and on behalf of the Trustee between 1 May 2024 and 30 April 2025. CC LLP confirms it will continue to pay all benefit payments due from the Trustee on its behalf.

7. ***Date of this Schedule*** - the date of this Schedule shall be the latest of the dates of signature under paragraph 8 below.
8. This Schedule has been agreed between CC LLP and the Trustee:-

Signed:.....R. T. Tremaine.....Trustee Director

Date:.....24/09/2024.....

For and on behalf of Clifford Chance Pension Trustees Limited (as Trustee)

Signed:.....M. A. Bates.....

Date:.....27/09/2024.....

For and on behalf of Clifford Chance LLP

Notes to the Schedule

- (i) This Schedule supersedes the previous schedule of contributions for the Scheme (signed on 29 July 2020) with effect on and from the date of the certificate of the Scheme actuary in relation to this Schedule (which is attached to this Schedule).
- (ii) At the date of this Schedule, the "Scheme Year" for the Scheme is the period of 12 months beginning on 1 May in each year.
- (iii) Subject as provided in Clause 20 of the Definitive Trust Deed of the Scheme, the Principal Employer bears the administration and management costs and expenses (including PPF levy and other levies) of the Scheme (other than expenses connected with the investment of Scheme funds, which are provided for in the funding of the Scheme and paid from the Scheme funds) and the cost of life assurance premiums. The costs and expenses borne by the Principal Employer on behalf of or as agent for the Trustee are paid on an indemnity basis as they fall due for payment.
- (iv) The certificate of the Scheme actuary in relation to this Schedule is attached to and forms part of this Schedule.
- (v) This Schedule is subject to review at each triennial valuation of the Scheme and otherwise may be reviewed by agreement between the Scheme employers and the Trustee (in which case the revised schedule of contributions for the Scheme must again be certified by the Scheme actuary).
- (vi) Save as provided by legislation, nothing in this Schedule shall affect the employers' rights and obligations regarding the payment of contributions to the Scheme in accordance with the rules of the Scheme from time to time and for the avoidance of any doubt:-
 - (a) It shall not be a breach of the requirements of this Schedule for the employer to pay more contributions to the Scheme in respect of any period than are provided for in paragraph 4 of this Schedule.
 - (b) It shall not be a breach of the requirements of this Schedule for the employer to pay the contributions to the Scheme at an earlier date than as set out in this Schedule.

Certificate of schedule of contributions

Clifford Chance Pension Scheme

Adequacy of rates of contributions

1. I certify that, in my opinion, the rates of contributions shown in this Schedule of Contributions signed on 27 September 2024 are such that the statutory funding objective could have been expected on 30 April 2022 to be met by the end of the period specified in the Recovery Plan titled "Recovery Plan – September 2024 Clifford Chance Pension Scheme ("the Scheme")".

Adherence to statement of funding principles

2. I hereby certify that, in my opinion, this Schedule of Contributions is consistent with the Statement of Funding Principles titled "Statement of Funding Principles – September 2024 Clifford Chance Pension Scheme ("the Scheme")".

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the Scheme's liabilities by the purchase of annuities, if the Scheme were to be wound up.

Signature: Keith Poulson	Date: 27 September 2024
Name: Keith Poulson	Qualification: Fellow of the Institute and Faculty of Actuaries
Address: Aon Solutions UK Limited Verulam Point, Station Way, St Albans, AL1 5HE	Name of employer: Aon Solutions UK Limited