

# Oracle UK Pension Plan - Schedule of Contributions

## Status

This Schedule of Contributions has been prepared by the Trustee of the Oracle UK Pension Plan (the Plan), after obtaining the advice of the Scheme Actuary appointed by the Trustee. This document follows the actuarial valuation of the Plan as at 31 May 2022, which revealed a funding shortfall (technical provisions minus value of assets) of £252m. It has been agreed by the sponsoring employer, Oracle Corporation UK Limited (the Employer).

This Schedule replaces the existing schedule of contributions dated 23 October 2020 and is effective from 1 June 2023.

## Contributions to be paid by the Employer

### In respect of the future accrual of benefits

The Pensions Underpin ceased future accrual of benefits on 31 May 2004, although current Oracle employees who were members of the Plan at that date have their benefits linked to their current salaries. There are no contributions in respect of future service.

### Payments to the escrow in respect of the shortfall in funding as set out in the Recovery Plan dated

The Employer and Trustee have agreed as part of the 2022 actuarial valuation that the Employer will make payments in respect of the funding shortfall into an escrow arrangement as follows:

| Period for which the payment relates | Amount  |
|--------------------------------------|---|
| 1 June 2023 – 31 May 2024            | £1,250,000 per month for the 12 months from 1 June 2023 to 31 May 2024 payable no later than the last business day in each calendar month following the month to which the contribution relates.                |
| 1 June 2024 – 31 May 2029            | £2,583,333 per month for the 5 years (i.e. 60 months) from 1 June 2024 to 31 May 2029 payable no later than the last business day in each calendar month following the month to which the contribution relates. |

Contributions payable to the escrow in respect of the period from 1 June 2022 to 31 May 2023 were set out in the previous Schedule of Contributions and equate to £1,250,000 per month (i.e. £15m over the year).

The terms of the escrow arrangement are set out in the "Revised Funding Deed in relation to the Escrow Arrangement" dated 23 October 2020 (the Revised Funding Deed). Future payments due to the escrow arrangement can be reduced by any contributions paid to the escrow arrangement by the Employer since 1 June 2023 which are in excess of the amounts stated above.

### In respect of expenses

The Employer will pay the expenses of running the Plan directly, including any levies payable to the Pension Protection Fund with the following exceptions:

- The levies payable to the Pensions Regulator will be paid directly from the Plan.
- The Trustee may determine that any annual management charges in respect of assets held in the escrow arrangement may be paid directly from the Plan if they cannot be paid from the escrow arrangement.

- The Trustee may determine that any other expenses which are in isolation under £50,000 will be paid directly from the Plan subject to the total of such expenses paid since 1 June 2023 being less than £250,000 in aggregate

### In respect of augmentations

If any augmentations are made, supplementary Employer contributions will be payable equal to the cost as advised to the Trustee by the Scheme Actuary.

### Payments to the Plan in respect of the shortfall in funding as set out in the Recovery Plan dated

As part of the 31 May 2022 actuarial valuation, the Employer has separately agreed to make payments in respect of the funding shortfall into the Plan as follows:

| Period for which the payment relates | Amount   |
|--------------------------------------|--|
| 1 June 2023 – 31 May 2024            | £1,666,667 per month for the 12 months from 1 June 2023 to 31 May 2024 payable no later than the last business day in each calendar month following the month to which the contribution relates. |

Contributions payable to the Plan in respect of the period from 1 June 2022 to 31 May 2023 were set out in the previous Schedule of Contributions and equate to £1,666,667 per month (i.e. £20m over the year).

Payments due to the Plan (or, after 31 May 2024, to the escrow) can be reduced by any contributions paid directly to the Plan by the Employer since 1 June 2023 which are in excess of the amounts stated above, except payments payable by the Employer:

- in respect of augmentations
- made under the indemnity provisions in the Plan rules,

are payable in addition to the amounts set out in the tables above.

### Trustee Reserve Account (TRA) top up payments

To ensure that the Plan can meet its cashflow requirements, the Trustee and the Employer have agreed that if the amount in the TRA (as defined in the Revised Funding Deed) goes below £2m (as determined by the Trustee from the weekly updates received from the investment manager) the Employer is required to authorise a transfer payment of £2m from the escrow arrangement to the Plan within 10 working days of notification that a payment is required.

### Final Test Date contribution from the escrow arrangement

The "Final Test Date" in the Revised Funding Deed is 31 May 2029. In accordance with the Revised Funding Deed, at the Final Test Date the Trustee may require the transfer of escrow monies to the Plan, up to a maximum of the deficit calculated using Technical Provisions assumptions as at that date (or the balance of the escrow arrangement at that date, if lower), provided that it has first entered into good faith discussions with the Employer about whether a lower amount can instead be transferred to the Plan to cover the shortfall in the TRA due to retirements, early retirements and transfers-out during the next three years. The Revised Funding Deed contains further details regarding the nature and timing of the calculations at the Final Test Date and the good faith discussions.

This Schedule has been agreed by the Trustee and the Employer. Changes can be made to this Schedule of Contributions with the agreement of the Trustee and the Employer.

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Signed on behalf of the Trustee of the Oracle UK Pension Plan

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Date

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Signed on behalf of Oracle Corporation UK Limited

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Date