

Contributions

To help you to save, the Company contributes up to 10% of your pensionable salary. The minimum contribution is 4%. However, if you are able to pay more Siemens will pay more, as detailed in the table. From time to time the Company may agree to pay enhanced contributions to certain members to compensate for changes to their benefits from other Siemens Benefits Scheme plans.

Your contribution (of Pensionable Salary)	Company matching contributions	Total
4%	4%	8%
5%	7.5%	12.5%
6%	9%	15%
7%	10%	17%
8%	10%	18%
9%	10%	19%
10%	10%	20%

Investor plan members with legacy arrangements will continue unchanged until the agreed end date of those arrangements unless they are currently contributing less than 4%.