

## The New Airways Pension Scheme

### Schedule of Contributions

Period covered by this schedule: From the date of certification of this Schedule by the Actuary until 31 March 2016

Level of contributions payable:

By members: Salary sacrifice members: Nil

FSS members who are not salary sacrifice members:

	Plan 65	Plan 60	Option 55
Accrual rate 60	5.25%	8.5%	17.5%*
Accrual rate 56	8.25%*	11.5%*	20.5%*
Accrual rate 52	11.25%*	14.5%*	23.5%*

\* or at such other rates as may from time to time be specified by the Company

All rates subject to variation as specified in the Scheme Rules -

BAMPS members who are not salary sacrifice members: the percentage of Pay for Contribution Purposes elected by the member in accordance with Scheme Rule 5(a)

## The New Airways Pension Scheme

### Schedule of Contributions

By the Employers:

Contributions at the following rates until 31 March 2007 in respect of FSS members:

the following multiples of members' standard contributions:

General Staff	2.5
Air Cabin Crew	2.5
Pilots and Officers	3.8

plus £9,560,000 per month from 1 January 2004 increasing every April in line with pension increases (the increase in April 2004 being a quarter increase)

plus £240,000,000 on 9 February 2007

plus contributions in respect of BAMPS members at the rates specified in Rule 38 of the Scheme Rules

Subject to review at future actuarial valuations, ongoing contributions from 1 April 2007 in respect of FSS members at the following percentages of Pay for Contribution Purposes:

	Plan 60	Plan 65
General Staff	19.1%	18.1%
Air Cabin Crew	21.7%	20.7%
Pilots and Officers	25.9%	23.9%

plus, in respect of salary sacrifice members, an amount equal to the contributions that would be payable by the members if they were not salary sacrifice members

plus deficit contributions of £10,547,000 per month, increasing each April from 2008 at the rate specified in the Pensions Increase (Review) Orders as certified by the Actuary

plus £560,000,000 by 2 April 2007

plus contributions (if any) payable under Clause 3.1 (c) and (d) of the Agreement between the Trustee and British Airways dated 7 February 2007.

plus contributions in respect of BAMPS members at the rates specified in Rule 38 of the Scheme Rules.

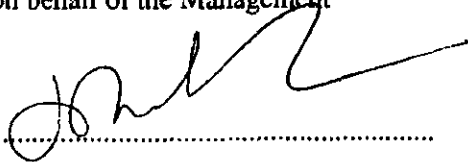
Due date for payment of contributions

All contributions (from both members and the Employers except where noted otherwise above) are payable monthly and are due to be paid to the Scheme by the 19<sup>th</sup> day of the month following that to which the contributions relate.

**The New Airways Pension Scheme**  
**Schedule of Contributions**

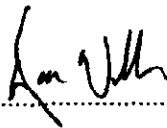
Note : This schedule of contributions relates to the payment of normal contributions to the Scheme payable under Rule 5; it does not relate to payments by any Participating Employer on the cessation of participation in the Scheme, nor to the payment of additional voluntary contributions (AVCs) under Rule 32, nor to contributions payable under Rule 31. Pension Protection Fund levies are to be paid directly by BA plc in addition to the amounts specified in this Schedule.

Agreed on behalf of the Management  
Trustees

Signed  .....

J Birch  
Secretary to the Management Trustees

Agreed on behalf of the Employers

Signed  .....

K Williams  
Chief Financial Officer

## Actuarial Certificate

### Schedule of Contributions

*Name of Scheme:* The New Airways Pension Scheme

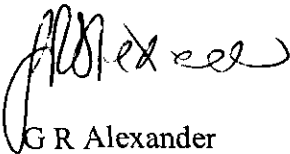
#### **Adequacy of rates of contributions**

- 1 I certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 31 March 2006 to be met by the end of the period specified in the recovery plan dated 29 March 2007.
- 2 I also certify that the rates of contributions shown in this schedule are not lower than I would have provided for had I had responsibility for preparing or revising the schedule, the statement of funding principles and any recovery plan.

#### **Adherence to statement of funding principles**

- 3 I hereby certify that, in my opinion, this schedule of contributions is consistent with the Statement of Funding Principles dated 7 February 2007.

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.



G R Alexander  
Fellow of the Faculty of Actuaries  
Watson Wyatt Limited

11 April 2008

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