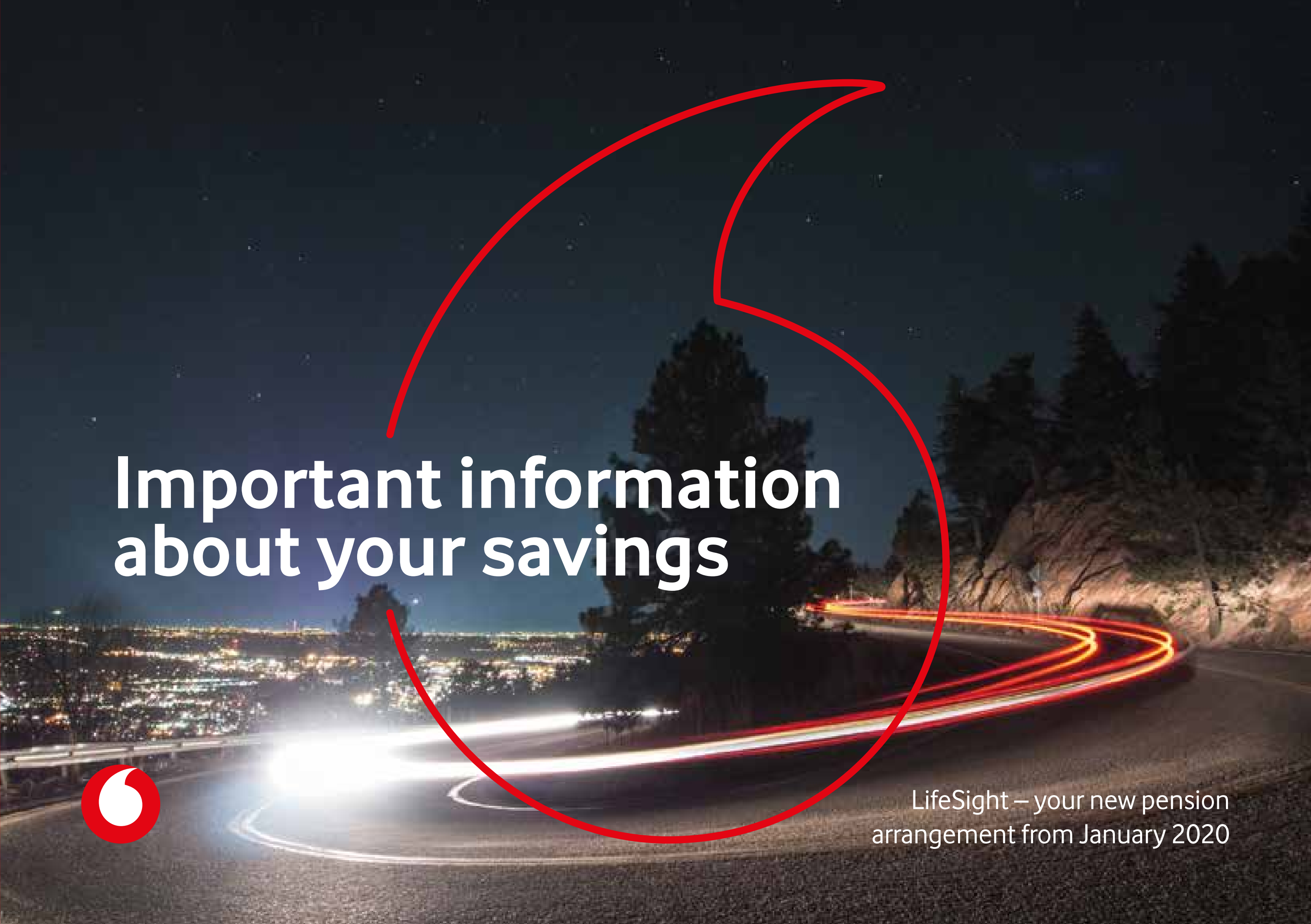


Important information about your savings

LifeSight – your new pension arrangement from January 2020

Introducing LifeSight

From January 2020, Vodafone will introduce a new way to save for later life with LifeSight.

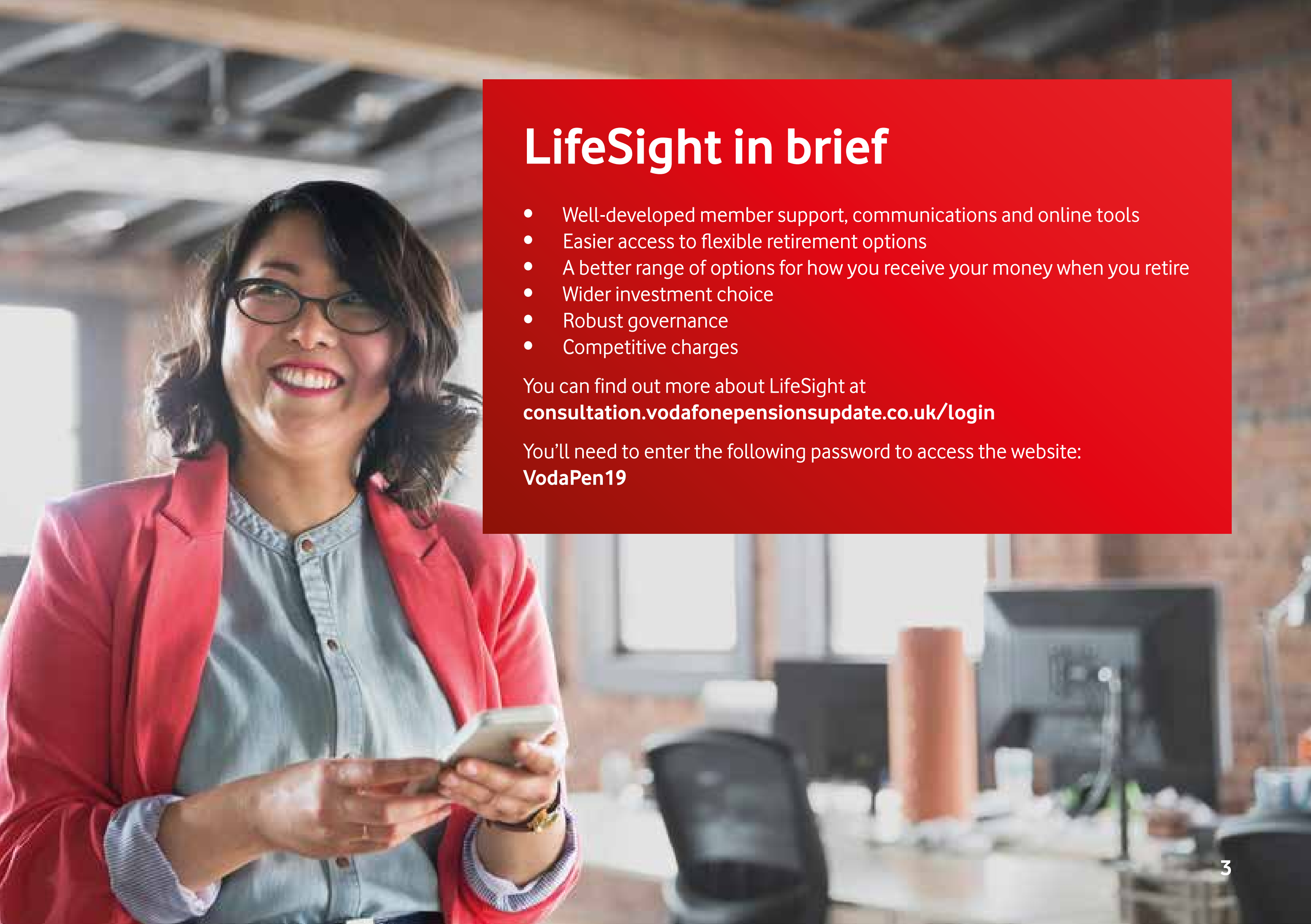
If you are **currently making contributions** to the Vodafone UK DC Pension Plan (the DC Plan), your future contributions will be paid into LifeSight from January 2020.

After taking investment and legal advice, and listening to current members' feedback, the Trustee has decided that it will also **transfer all members' existing accounts in the DC Plan to LifeSight.** This includes deferred members' DC Plan accounts (for members who have built up savings but who have now opted out, or who no longer work for Vodafone).

Once the transfer has taken place, the DC Plan will be wound up.

This booklet explains:

The process for the transfer	**4-5**
Where your existing DC Plan assets will be invested in LifeSight	**6-9**
How the Lifecycle funds work	**10-14**
What to do if you want to change where your assets will be invested in LifeSight	**15**



LifeSight in brief

- Well-developed member support, communications and online tools
- Easier access to flexible retirement options
- A better range of options for how you receive your money when you retire
- Wider investment choice
- Robust governance
- Competitive charges

You can find out more about LifeSight at
consultation.vodafonepensionsupdate.co.uk/login

You'll need to enter the following password to access the website:
VodaPen19

The transfer process

LifeSight will go live on 6 January 2020 and the transfer process will commence from 10 January 2020. So that we can transfer the DC Plan accounts to LifeSight, there will be a period of around eight weeks from 10 January 2020 during which you will not be able to make certain changes to your DC Plan account. We've outlined the key dates below. If you have already requested a quotation of benefits for your DC Plan account, please ensure that you return all paperwork before 31 December 2019. If you are unable to do so, you may need to restart the process once your account has moved to LifeSight. We expect the transfer of all DC Plan accounts to be completed in March 2020. LifeSight will notify you once the transfer of your assets is complete.

If you want to	Then you need to
Retire Continue to take your benefits from the DC Plan	If you already have your paperwork, complete and return it to Willis Towers Watson by **31 December 2019**. If you miss this deadline, or you have not yet begun the process, you will need to wait until after your DC Plan account has been transferred to LifeSight before you can take your benefits. We expect the transfer of all DC Plan accounts to be completed in March 2020. LifeSight will notify you once the transfer of your assets is complete.
Transfer out Continue to transfer your account to a personal pension or another employer's scheme	If you already have your paperwork, complete and return it to Willis Towers Watson by **31 December 2019**. If you miss this deadline, or you have not yet begun the process, you will need to wait until after your DC Plan account has been transferred to LifeSight before you submit a request. We expect the transfer of all DC Plan accounts to be completed in March 2020. LifeSight will notify you once the transfer of your assets is complete.

If you want to	Then you need to
Transfer in Transfer pension benefits from another scheme into the DC Plan	If you have already begun the process, Willis Towers Watson will proceed with the transfer-in, providing that they receive the funds before **31 December 2019**. If you have not yet begun the process, or you miss this deadline, you will need to wait until after your DC Plan account has been transferred to LifeSight before you can start a transfer-in. We expect the transfer of all DC Plan accounts to be completed in March 2020. LifeSight will notify you once the transfer of your assets is complete. Please note that if you are a deferred member and you wish to transfer pension benefits from another scheme into LifeSight, this option will be available to you.
Change how your account is invested	Change your investment choices in your existing DC Plan through your online ePA account until **10 January 2020**. After this date, you will need to wait until your DC Plan account has been transferred to LifeSight before changing how your new account is invested. Remember, there is no cost to you as a result of your account being transferred to LifeSight. However, just as in the DC Plan, there will be transaction charges associated with changing your investment choices after the transfer is complete, if you wish to do so.

From 10 January 2020, we need to suspend all activity on your DC Plan account while the transfer to LifeSight takes place. Once the transfer into LifeSight has been completed, you will be able to access all the functionality in the new arrangement, along with some additional features, such as drawdown (a retirement option available to members).

If you already have a retirement or transfer out quotation, or a pension sharing order, outstanding in relation to your existing DC Plan, Willis Towers Watson will contact you separately to let you know if the suspension of activity affects you.

If you wish to draw your benefits as mentioned above, or you have any queries on the administration of your pension, please contact Willis Towers Watson at **vodafonepensions@willistowerswatson.com** or on **0800 917 1192**.

Where will my account be invested?

When your DC Plan account is transferred to LifeSight, it will be automatically invested **in a comparable way to your DC Plan account**, as explained in the letter or email that the Trustee has sent to you.

The table on the next three pages shows the current DC Plan investment funds, alongside the new LifeSight investment strategies, or funds to which they will be mapped. The table also shows the charges for the current and new funds. These charges represent the total charge to you, i.e. the total that you have been paying in the DC Plan and the total amount you will pay in LifeSight.

You can see where your assets in the DC Plan are currently invested by logging in to ePA.

Access your account on ePA through the My Account page of the Vodafone Pensions website at vodafonepensionsupdate.co.uk/my_account

LifeSight will manage the investment transition as efficiently as possible and will endeavour to minimise costs and mitigate any out of market exposure, meaning that your investments will broadly behave as though they had been invested throughout the transition.

DC Plan funds: The current funds – where your DC Plan account is invested	Current total charge to you (% a year)	LifeSight Funds: The new funds – where your LifeSight Account will be invested in January 2020	New total charge to you (% a year)
Lifecycle Strategies **More information about how these funds work is available on pages 10 to 14.**			
Cash LifeStyle Strategy (if you are more than three years away from your Target Retirement Age (TRA))	Depends on term to retirement, but in range 0.15-0.35	→ Medium Risk Drawdown	Depends on term to retirement, but in range 0.15-0.24
Cash (if you are between two and three years away from your TRA)		→ Lower Risk Cash	
Cash (if you are less than two years away from your TRA)		→ Cash (targeting 100% cash at TRA)	
Drawdown		→ Medium Risk Drawdown	
Annuity		→ Medium Risk Annuity	
Self-select Funds			
Melody Fund	0.22	→ LifeSight Equity	0.20
Symphony Fund	0.40	→ LifeSight Equity 42.5%, LifeSight Diversified Growth Fund 42.5%, LifeSight Bonds 15%	0.21
Harmony Fund	0.35	→ LifeSight Equity 35%, LifeSight Diversified Growth Fund 35%, LifeSight bonds 30%	0.20

DC Plan funds: The current funds – where your DC Plan account is invested	Current total charge to you (% a year)	LifeSight Funds: The new funds – where your LifeSight Account will be invested in January 2020	New total charge to you (% a year)
Target Return Fund	0.70	LifeSight Diversified Growth	0.23
Active UK Equity	0.72	LifeSight UK Equity	0.09
Active Global Equity Fund	0.69	LifeSight Equity	0.20
Active Emerging Markets Equity Fund	0.79	LifeSight Emerging Markets Equity	0.26
Passive UK Equity	0.09	LifeSight UK Equity	0.09
Passive Global Equity Fund	0.11	LifeSight Developed Markets Equity Fund – Hedged 70% and unhedged 21%, plus LifeSight UK equity 9%	0.11
Passive Global Equity Ethical Fund	0.26	LifeSight Global Ethical Equity	0.24
Bond Fund	0.09	LifeSight Corporate Bond 50%, LifeSight UK Fixed Interest Gilts 50%	0.09
Index-linked Gilt Fund	0.09	LifeSight UK Index-linked Gilts Fund	0.09
Pre-retirement fund	0.12	LifeSight Annuity matching	0.12
Shariah fund	0.36	LifeSight Shariah fund	0.36
Property fund	0.72	LifeSight Property	0.72

LifeSight Fund charges are correct as at 1 December 2019.

LifeSight has additional funds available for you to invest in. These funds and charges are outlined in the table below.

LifeSight Funds: The new funds available to you	Total charge to you (% a year)
LifeSight Japan Equity	0.12
LifeSight North America Equity	0.12
LifeSight Asia Pacific (excl. Japan) Equity	0.12
Europe (excl. UK) Equity	0.12
LifeSight UK Fixed Interest Gilts	0.09
Global Equity ESG Smart Beta	0.24
LifeSight Global Property	0.33
LifeSight Bonds	0.14
LifeSight Cash	0.15
LifeSight Emerging Markets Government Bond	0.27
Global High Yield Bond	0.34
Inflation-linked Annuity matching	0.16
Infrastructure Smart Beta	0.32

Important notes

1. Depending on your investment choices, the risk profile of the LifeSight Lifecycle strategies might be different to the risk profile of the Lifecycle strategy in the DC Plan. When accessing LifeSight, you will be able to use the tools available, such as the LifeSight ageOmeter, to help you assess whether the strategy is right for you. This will give a more informed result once your DC plan account has been transferred to LifeSight.
2. The charges in the LifeSight Lifecycle strategies change over time because the underlying asset allocation changes as you approach retirement.
3. Once the transfer has taken place, you can change your funds in LifeSight if you wish to ‘self-select’ and choose your own investment funds.
4. Neither Vodafone, LifeSight nor Willis Towers Watson can give you advice about your investment choices. If you wish to get financial advice about your pension, please contact an independent financial adviser. You can find one in your area at **www.unbiased.co.uk**

Factsheets for all the DC Plan funds are available at vodafonepensionsupdate.co.uk – select ‘Pension Info’ and then ‘Investment Documents’.

The LifeSight fund factsheets are available at epa.towerswatson.com/doc/LIF/pdf/ffs-sa.pdf

How do the Lifecycle funds work?

A Lifecycle fund is an investment option that aims to grow the value of your account when you are far from retirement, and then prepare it for how you want to take your benefits as you get closer to retirement. This all happens automatically – you don't need to manage your investments yourself.

There are nine different Lifecycle funds in LifeSight. They target different retirement options and carry different levels of risk. **Your letter or email explains whether your account will be automatically invested in one or more of these funds.**

Your letter or email explains whether your account will be invested in a LifeSight Lifecycle fund. Please read the following pages if you will be invested in a LifeSight Lifecycle fund. If you have self-selected your own investment funds, this information does not apply to you.

LifeSight's Lifecycle funds

Retirement option	Higher	Medium	Lower
Drawdown	Higher Risk Drawdown	Medium Risk Drawdown (default option)	Lower Risk Drawdown
Annuity	Higher Risk Annuity	Medium Risk Annuity	Lower Risk Annuity
Cash	Higher Risk Cash	Medium Risk Cash	Lower Risk Cash

Approach to investment risk

The **default investment option** in LifeSight is the Medium Risk Drawdown Lifecycle fund.

This fund will gradually move your investments to lower-risk funds as you approach your Target Retirement Age (TRA), as shown in the graph on page 13. It will assume that you want to enter into a drawdown arrangement when you retire, so it will leave 70% of your account invested in the LifeSight Diversified Growth Fund at the point of retirement, with 30% held in cash.

This approach is different from the default investment option in the DC Plan, which is the Cash lifestyle strategy. In this fund, your account would be invested 100% in cash by the time you reached your TRA.

Target Retirement Age

Your Target Retirement Age (TRA) is the age at which you aim to take your benefits from your account. Your TRA can be any age between 55 and 75 and you can choose it from within LifeSight. This age is also used to determine when your investments in any Lifecycle funds begin switching into lower-risk funds in the lead up to retirement.

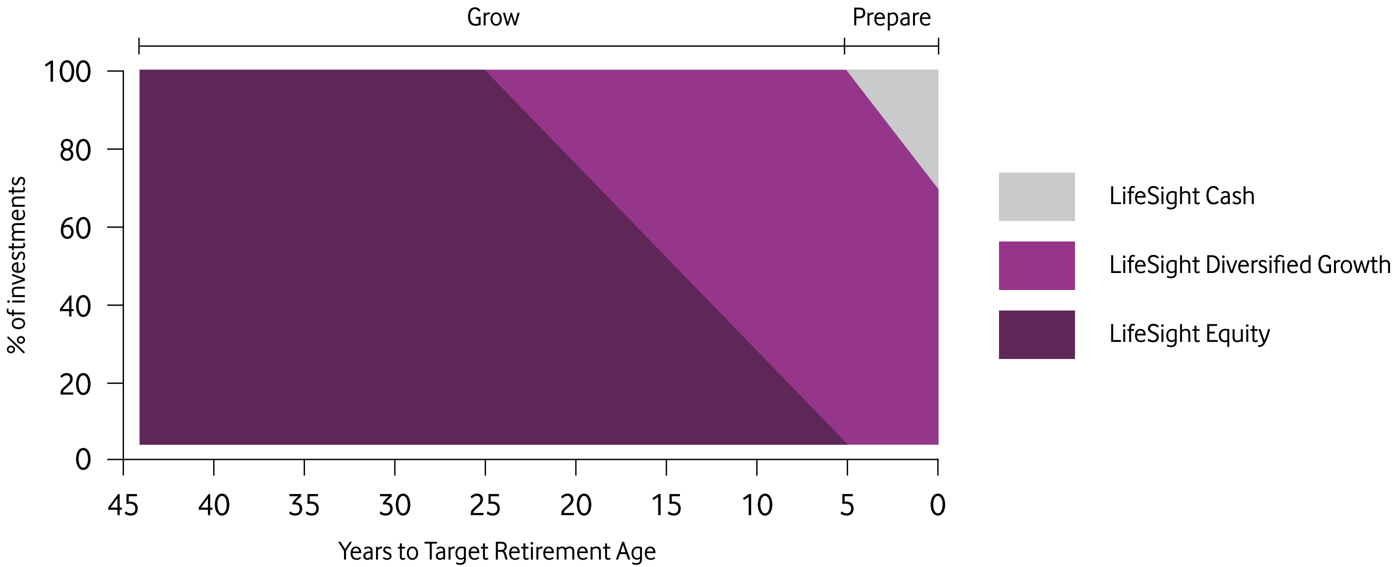
Default investment fund

Prior to Vodafone's proposed move to LifeSight, the Trustee of the DC Plan undertook a review of the investment strategy. Following advice from their investment consultant, the Trustee decided to change the default investment option to a drawdown strategy, to better reflect the most common ways members take their benefits at retirement. When Vodafone decided to move to LifeSight, the Trustee decided that this was the right time to implement the change. LifeSight is the first Master Trust to allocate around half of the equity investment in the default fund to environmental, social and governance (ESG) strategies. The fund applies tilts and exclusions to companies based on various ESG indices. The fund tilts its allocation towards companies that have either a strong ESG rating or have improved their rating. The fund will also remove companies that fail to meet minimum ESG standards or contribute disproportionately to material ESG issues such as climate change.

As the graph shows, in the LifeSight Medium Risk Drawdown Lifecycle fund, your account will start to move to lower-risk funds from 25 years before you reach your TRA. In the DC Plan Cash lifestyle strategy, this movement begins at 20 years before you reach your TRA. This means that the movement in LifeSight is more gradual, leaving your money invested in growth assets for longer and reducing the risk of switching at a point when market values are low.

The other eight Lifecycle funds work in a similar way, but the underlying funds and final allocation of your investments when you reach retirement will be different. You can see detailed information about all the Lifecycle funds at
epa.towerswatson.com/doc/LIF/pdf/ffs-sa.pdf

How your funds move in the Medium Risk Drawdown Lifecycle



A drawdown arrangement leaves your account invested, while you take lump sums from it as and when you need to. If you do not want to enter into a drawdown arrangement when you retire, you should consider whether the Medium Risk Drawdown Lifecycle is appropriate for you.

What does this mean for me?

Your letter or email explains where your account will be invested once the DC Plan transfers to LifeSight.

You should consider whether the investment choices are appropriate for what you currently want to do with your money when you retire. Remember, you can choose a different Lifecycle fund, or other funds, at any point.

If you think that the funds are appropriate for you, you don't need to do anything.

If you don't, you should log in to your LifeSight Account in January to change your investment choices. You can switch to any other Lifecycle fund, or you can choose your own investments, which is known as 'self-selecting'.

You can use the LifeSight ageOmeter tool to see how your investment approach, and your chosen level of investment risk, could affect your future goals.

Changing your investments

If you want to change where your DC Plan account is invested, you must do this through your existing DC Plan online ePA account **no later than 10 January 2020.** The usual DC Plan transaction charges will apply.

After this date, you will need to wait until your DC Plan account has been transferred into LifeSight before changing how your new LifeSight Account is invested. We expect the transfer of your account to be complete by the end of March 2020. After the transfer is complete, you will be able to change your investment choices. Willis Towers Watson will send you information about how to log in to your new LifeSight Account in January 2020.

Contact details

LifeSight will send you information about how to access your LifeSight Account in January 2020.

If you have further questions about this change, simply contact Willis Towers Watson by email at **vodafonepensions@willistowerswatson.com** or by calling **0800 917 1192**.

As part of this we ask that you include the following identity details:

- Your postcode that is currently held on our records
- Your month of birth
- The last four digits of your National Insurance number (three numbers and a letter)

To assist the administration team please label any queries as follows:

LifeSight – transfer out
If your query relates to a transfer out quotation request, or you have completed and returned forms to instruct a transfer out

LifeSight – retirement
If your query relates to a retirement quotation request or you have completed and returned forms to instruct retirement set up

LifeSight – pension sharing on divorce
If your query relates to pension sharing on divorce

LifeSight – general query
For anything else

If your personal details or address have recently changed, please notify Willis Towers Watson as soon as possible. You can also update your personal details through ePA.