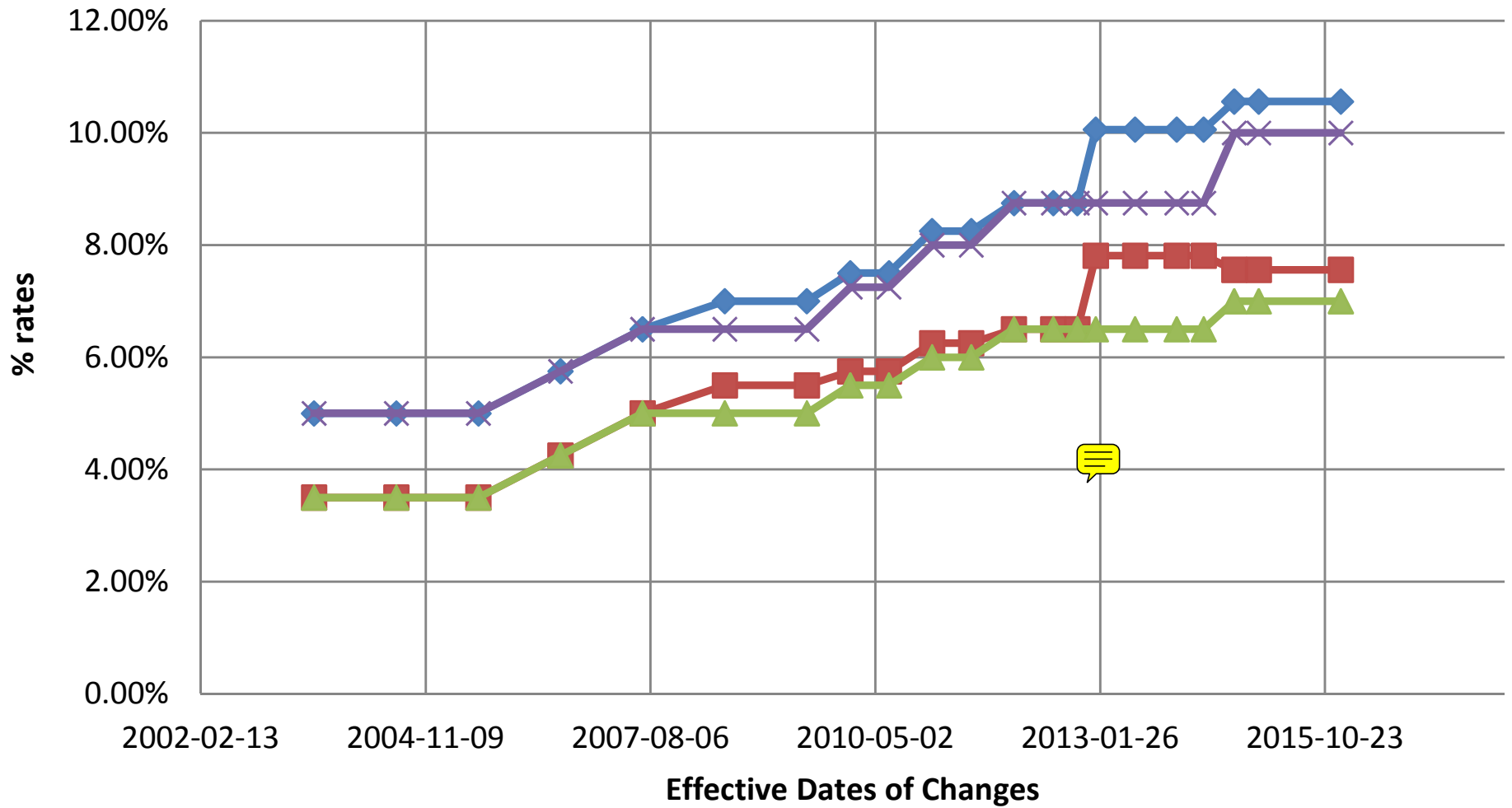


Pension Contribution Rates (CAW & TMG)



■ CAW up to YMPE
 ◆ CAW above YMPE
 ▲ TMG up to YMPE
 × TMG above YMPE