



**STRICTLY PRIVATE & CONFIDENTIAL**

22/04/2025

7076138

Charles Ajah  
(Emailed)

Dear Charles,

As per the Proposal that was communicated on 11 March 2025 there are some changes coming to your area as per the Announcement Script.

This proposal has now been agreed and therefore your role is confirmed as being at risk of redundancy.

Sky will continue to try to identify ways in which your redundancy can be avoided and by helping you to identify any alternative positions that may be appropriate for you.

Your Individual Consultation Manager will arrange a meeting with you shortly. The aim of the meeting is to give you a chance to discuss next steps in more detail and, in particular, how it affects you. Areas for discussion will include:

- Possibilities for alternative employment within the Company
- The terms on which any redundancy would take place including the offer of outplacement support if you are leaving Sky

Following that meeting we will then consider anything you want us to think about. Your Individual Consultation Manager will then arrange a further meeting to discuss our response.

I appreciate that this may be a time of uncertainty, and I'm committed to supporting you throughout this process. If you have any questions or issues that you want to discuss prior to the meeting, please do not hesitate to contact your Individual Consultation Manager.

I would like to thank you for your continued hard work during this time.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Lynne Wilson".

For and on behalf of Group People Services

Sky Subscribers Services Limited, Grant Way, Isleworth, Middlesex TW7 5QD

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