

This is the final update that ALSTOM Ltd (the 'Company') plans to issue during its pension consultation, which ends on 30 April 2012.

The consultation includes all active members of the Alstom Defined Contribution Plan and the Alstom Grid Group Personal Pension Plan, and employees who have opted out of these plans.

This is your opportunity to find out more about the changes the Company wishes to make to the pension arrangements it provides for you, and to give feedback.

This update includes the frequently asked questions that we covered in our first and second updates (dated February 2012 and March 2012), and addresses the issues that members have raised since then.

If you have any questions about the Company's intended changes or want to give feedback, please get in touch before the consultation period ends on 30 April 2012.

E-mail: alstom.helpline@aonhewitt.com

**Phone: 0845 6062841 between 9am and 5pm,
Monday to Friday.**

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1. The background to the intended changes

1.1. Which employees are affected by the Company's intended changes?

The Company's proposals affect all active members of the Alstom Defined Contribution Plan and the Alstom Grid Group Personal Pension Plan. It also affects employees who have opted not to join either of these plans, or joined and subsequently decided to opt-out.

1.2. Why is the Company doing this?

The Company's aim is to use its resources as effectively as possible to make sure that employees have the opportunity to plan and save for retirement in a good-quality pension arrangement.

The Company regularly reviews these arrangements to check that they remain fair and competitive and following the integration of Alstom Grid it has undertaken a full review of pension provision provided in the UK with the objectives of:

1. Integrating as soon as possible the membership of the Alstom Defined Contribution Plan, the Alstom Grid Group Personal Pension Plan, along with future joiners, into one pension arrangement;
2. Providing an arrangement that is capable of delivering first class benefits without the need for intense hands-on management and other in-house resources; and,
3. Ensuring the scheme provides an equitable level of benefits for all members.

To help achieve these objectives, the Company decided to propose a number of changes. Importantly, these include introducing a competitive new pension arrangement in place of your current Plan from 1 July 2012.

1.3. Who does the Company intend to appoint to run the new Group Personal Pension Plan (GPP)?

Following a rigorous selection process that included member input, the Company has announced that it intends to appoint Aviva to provide the new GPP.

As explained in the letter that UK Benefits Director Bryan Radford sent to all active members of the Alstom Defined Contribution Plan and the Alstom Grid Group Personal Pension Plan, Aviva is an established company with a track-record of providing GPPs that are well run, carry competitive management charges and give members access to a range of information and resources that are designed to help you as you plan and save for retirement.

1.4. How did you select the company that will provide the new GPP?

The Company invited three specialist advisors to tender to assist the Company in the selection process; Aon Hewitt was the successful firm.

Aon Hewitt invited 12 companies to tender to be the provider for the new GPP. These included Prudential and BlackRock, who are involved with the current Alstom Grid Group Personal Pension Plan and Alstom Defined Contribution Plan.

Of the 12 firms invited to tender, 11 submitted responses. The Company and Aon Hewitt assessed these responses against three key criteria:

- annual management charges;
- the quality and flexibility of their investment proposition;
- the quality of administration and the 'member experience'; and
- the quality of answers given to a detailed tender questionnaire.

Following advice given by Aon Hewitt, the decision was made to shortlist two firms, Standard Life and Aviva, who were invited to present to a selection panel. The panel included directors of ALSTOM Ltd and ALSTOM Grid UK Ltd.

After this robust process it was clear that Aviva were the best firm to move forward with.

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2. About the intended changes: The Alstom Defined Contribution Plan

2.1. What will happen to the money that has built up in my Individual Account?

It will not be possible for your Individual Account to receive any further contributions after 30 June 2012 and the Alstom Defined Contribution Plan will almost certainly be wound up. At this point, you will have the option to transfer the money you have built up in your Individual Account to the new GPP or another pension arrangement.

The Company and the Trustee will write to you with more information about your options following the end of the consultation period when the new arrangements have been finalised.

2.2. Would I be better off if the changes go ahead as proposed?

The new GPP will offer a number of advantages, including a more generous contribution structure which will see the Company paying a higher level of contributions towards your retirement savings.

Depending on your contribution decisions, this could result in you building up a higher level of retirement benefits than might have been possible in the Alstom Defined Contribution Plan.

If you continue paying the same level of contributions, potential benefits paid from the income replacement scheme and death in service benefits will be higher.

2.3. If the new GPP won't be managed by a trustee, who will be looking after member's interests?

The Company will establish a governance committee to oversee the running of the new GPP. This Committee will closely monitor such areas as investment performance, administration, and the information and resources that are available to members. The Company intends the committee to include Company and member representatives to ensure the GPP is managed effectively on your behalf.

2.4. You are increasing the amount you will contribute towards my pension by 2%. What's the catch?

There is no catch.

Pensions are an important part of the reward package that the Company provides for employees in the UK, and the Company wants to establish the new GPP as a first class arrangement that provides an equitable level of benefits for all members.

The decision to introduce a more generous contribution structure is one of the steps that are designed to help the Company achieve this objective.

2.5. Can I take the money I have built up in my Individual Account in the Alstom Defined Contribution Plan as a lump sum?

You cannot use the value of your Individual Account to provide pension benefits until you retire.

When you retire, you can elect to take up to 25% of the value of your Individual Account as a tax-free cash lump sum. The balance of your Individual Account will be used to buy a pension from the pension provider of your choice.

If you are aged 60 or over and the total of all of your pension benefits from the Alstom Defined Contribution Plan and other schemes is less than £18,000 then you may take the full amount as a cash sum. This is subject to you taking all of your benefits within a 12 month period.

Your Normal Retirement Age is 65, but you may retire earlier (from age 55) or later, with the approval of the Company and Trustee.

If you leave the Company or opt-out of the Alstom Defined Contribution Plan before the intended changes take place, you will no longer be able to make contributions to the Plan, and you will no longer be eligible for Company contributions. Your options on leaving are determined by how long you have been in the Plan.

Your Member Booklet explains when and how you can use your Individual Account to provide benefits. You can access your Member Booklet through the Alstom Pensions website at www.pensions.alstom.co.uk.

3. About the intended changes: The Alstom Grid Group Personal Pension Plan

3.1. What will happen to the money that has built up in my personal account in the Alstom Grid Group Personal Pension Plan?

It will not be possible for your personal account in the Alstom Grid Group Personal Pension Plan to receive any further contributions through the Company's payroll after 30 June 2012.

At this point, you will have the option to transfer the money you have built up in your personal account to the new GPP or another pension arrangement.

The Company will write to you with more information about your options following the end of the consultation period when the new arrangements have been finalised.

3.2. Why are you proposing to move away from the current Group Personal Pension provider (Prudential)?

When the Company established the Alstom Grid Group Personal Pension Plan in 2004, it was a market-leading arrangement with the highest levels of service available at that time.

However, there have been a number of developments in the pensions market in recent years and, following a detailed review that it conducted with its advisers, the Company believes that Aviva is currently equipped to provide members with access to an even more efficient all-round service.

The Company will continue to review our pension arrangements regularly to check that they remain fair and competitive.

3.3. The Company's intended changes will reduce the amount of pay that counts towards my pension contributions. How is this fair?

As explained in the document called 'Looking forward', a key aim of our intended changes is to ensure the new GPP provides an equitable level of benefits for all Alstom members. The only pay that will no longer be included is, effectively, any overtime and contractual bonus.

This change is consistent with the change made by Alstom in 2006 when the definition of Pensionable Earnings changed for members of the Alstom Pension Scheme and the Alstom Defined Contribution Plan, from gross pay to basic pay, plus fixed allowances that the Company has confirmed are pensionable.

Please remember that the new arrangements will give you scope to select a higher contribution level than is available in the Alstom Grid Group Personal Pension Plan. (This can result in the Company contributing significantly more towards your retirement savings than it does at present.) This means your personal account might potentially receive a higher overall level of contributions than is available in the Alstom Grid Group Personal Pension Plan.

However, the Company recognises that some members might want time to adjust to the new definition of Pensionable Earnings that will apply in the new GPP and, therefore, you will have the option to keep your current contribution rate and definition of Pensionable Earnings and life cover up to 31 March 2014.

3.4 If I choose to keep my current definition of Pensionable Earnings, contribution rate and life cover up to 31 March 2014, does this mean I will remain in the Alstom Grid Group Personal Pension Plan?

No. You would become a member of the new GPP, which the Company intends to appoint Aviva to run.

3.5. Why is Alstom introducing Salary Sacrifice for pension contributions?

National Insurance contributions for employers and their employees are continuing to rise. Salary Sacrifice is a more efficient way to make pension contributions that means members and the Company pay less National Insurance.

3.6. You say that Salary Sacrifice involves a reduction to my salary. How can it result in an increase in my take-home pay?

Through Salary Sacrifice, you agree to exchange part of your gross (pre-tax) salary for another benefit – in this case, a pension contribution that the Company will make to your pension arrangement on your behalf. The contribution that the Company provides through this process will be equivalent to the regular pension contributions you would otherwise have made.

However, you will make a saving in National Insurance contributions. This is because you only pay National Insurance on the pay you receive and when you take part in Salary Sacrifice your gross pay goes down.

This means that your take-home pay will be higher if you choose to have your pension contributions paid using Salary Sacrifice.

For detailed information about how you could make savings as you build up your pension, please see the document the Company sent to you called 'Introducing Alstom Salary Sacrifice for Pension Contributions'.

3.7. If I take part in Salary Sacrifice for pension contributions, how much would my take-home pay increase and how much additional State Pension would I lose?

The actual impact of taking part in Salary Sacrifice for pension contributions would depend on your personal circumstances.

However, we have prepared a number of examples that illustrate the impact taking part would have on members at different salary levels and on different contribution rates in the new GPP (see next page).

The tables below show the approximate annual reduction in the amount of State Second Pension (S2P) members could build up in the current tax year (2011/12), and the annual increase they would see in their take-home pay.

Reference Salary	Member contribution	Approximate annual reduction in S2P	Annual increase in take-home pay
£10,000	4%	£0	£48
£15,000	4%	£1	£72
£20,000	4%	£2	£96
£30,000	4%	£2	£144
£40,000	4%	£3	£192
£50,000	4%	£0	£40
£10,000	5%	£0	£60
£15,000	5%	£1	£90
£20,000	5%	£2	£120
£30,000	5%	£3	£180
£40,000	5%	£4	£240
£50,000	5%	£0	£50
£10,000	6%	£0	£72
£15,000	6%	£1	£108
£20,000	6%	£2	£144
£30,000	6%	£4	£216
£40,000	6%	£5	£288
£50,000	6%	£0	£60
£10,000	7%	£0	£84
£15,000	7%	£1	£126
£20,000	7%	£3	£168
£30,000	7%	£4	£252
£40,000	7%	£6	£336
£50,000	7%	£0	£70
£10,000	8%	£0	£96
£15,000	8%	£1	£144
£20,000	8%	£3	£192
£30,000	8%	£5	£288
£40,000	8%	£6	£384
£50,000	8%	£0	£80

3.8. Do I have to take part in Salary Sacrifice for pension contributions?

Salary Sacrifice is a more efficient way for your contributions to be paid to the new GPP and is designed to help save you money as you save for retirement.

However, you can choose not to take part in Salary Sacrifice for pension contributions if you think that this is the right move for you. You will be able to confirm this decision on the form you will need to complete when the new GPP starts.

3.9. If I am just over the higher-rate tax threshold, can I use Salary Sacrifice for pension contributions as a means of reducing my taxable income so that I continue to qualify for Child Benefit?

Taking part in Salary Sacrifice for pension contributions will reduce your taxable income. However, the Government has not yet finalised the regulations that will apply to Child Benefit, so the Company cannot say whether you would need to use Salary Sacrifice for pension contributions for this purpose (or whether you would be able to do so). It is likely that the Chancellor of the Exchequer will announce more details about any changes to the Child Benefit regulations in the next Budget (21 March 2012), at which time the Company would expect to provide a further update.

In the Budget, the Chancellor confirmed that the Government would be pressing ahead with its changes to the Child Benefit system, which will take effect from January 2013. However, the Chancellor also announced changes to its original proposals, which would have seen Child Benefit withdrawn from any household in which there was a 40% taxpayer.

- Households in which both partners earn less than £50,000 a year will keep their Child Benefit payments in full.
- If either partner earns over £60,000, Child Benefit will be withdrawn in full.
- If either partner earns between £50,000 and £60,000, Child Benefit payments will be reduced by 1% for every £100 they earn above the £50,000 threshold. (So, for example, if one partner earns £55,000 they will lose 50% of their Child Benefit.)

3.10. If I take part in Salary Sacrifice for pension contributions, does the National Insurance saving get automatically applied to my pension?

No. The National Insurance saving that members under State Pension Age would make as a result of taking part in Salary Sacrifice for pension contributions will increase your net take-home pay.

However, you could use the saving you make to increase the rate of contributions being paid into your individual account in the new GPP. Remember that whatever member contribution rate you select, the Company will match this and add an extra 2%, up to a maximum of 10%.

The savings the Company will make will be used to pay for the additional costs of the improved Company contribution rates under the new GPP.

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3.11. Can I benefit from Salary Sacrifice for pension contributions if I am over State Pension Age?

Once you reach State Pension Age, you stop paying National Insurance contributions. This means that you would not benefit from the reduction in National Insurance that members under State Pension Age would enjoy under Salary Sacrifice for pension contributions.

However, even though you would not benefit, taking part would help reduce the National Insurance that the Company pays. As explained in the document called 'Introducing Alstom Salary Sacrifice for Pension Contributions', this is because the Company's National Insurance contributions are also based on employees' gross Pay, which is reduced for those employees taking part in a Salary Sacrifice arrangement.

The savings the Company will make will be used to pay for the additional costs of the improved Company contribution rates under the new GPP.

3.12. In the new GPP, what calculation of pay will my Pensionable Earnings be based on?

The definition of Pensionable Earnings in the new GPP will include your basic pay and any fixed allowances which the Company will confirm are pensionable (as set out in the table below).

Basic pay	Fixed allowances
Contractual annual salary	Shift Allowances
Holiday Pay (while still employed)	Night Shift Allowances
Maternity Pay	London Allowance
Paternity Pay	South East Allowance
Statutory Adoption Level Pay	Regional Differential Payment
Sick Pay	Team Leader Allowance
	Deputy Team Leader Allowance
	Skills Allowance
	Service Engineers Enhancement
	Standby Allowance
	On-call Allowance
	Planned Maintenance Allowance
	Cover Maintenance Allowance

This change is consistent with the one the Company made in 2006 which applied to the Alstom Pension Scheme and the Alstom Defined Contribution Plan.

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3.13. I'm a higher-rate taxpayer. Will the process of obtaining higher-rate tax relief be different in the new GPP?

This depends on whether you choose to take part in Salary Sacrifice for pension contributions. Outside Salary Sacrifice for pension contributions, the process of obtaining tax relief in the new GPP would be the same as it is in the Alstom Grid Group Personal Pension Plan. That is, you receive basic rate tax relief automatically, but need to arrange higher rate tax relief yourself – either by contacting HM Revenue & Customs directly to adjust your tax code or by making a claim through the Self Assessment tax return process.

If you take part in Salary Sacrifice for pension contributions, you would get immediate tax relief, rather than needing to adjust your tax code or make a claim at the end of the year,

Please be aware that if you already receive additional tax relief as a result of an adjustment to your tax code, you would need to contact HM Revenue & Customs if you decide to take part in Salary Sacrifice for pension contributions. If you do not, you could end up benefiting from 'double' tax relief.

3.14. Are there limits on the pension contributions that can be arranged through Salary Sacrifice?

There is no upper limit on the pension contributions that can be arranged through Salary Sacrifice. However, HM Revenue & Customs has rules about the amounts that can be paid into, and from, pension arrangements on a tax-efficient basis. You can find up-to-date information on its website at www.hmrc.gov.uk.

Remember that the Company would exclude you from Salary Sacrifice for pension contributions if taking part would reduce your pay below the UK National Minimum Wage. For more detailed information, please see the document the Company sent to you called 'Introducing Alstom Salary Sacrifice for Pension Contributions'.

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4. About the intended changes: The proposed new Group Personal Pension Plan (GPP)

4.1. How will you know if the new GPP is being run well?

The Company will establish a governance committee to oversee the running of the new GPP. This Committee will closely monitor such areas as investment performance, administration, and the information and resources that are available to members. The Company intends the committee to include Company and member representatives to ensure the GPP is managed as effectively on your behalf.

4.2. I want to take advantage of the higher Company contributions in the proposed new GPP straight away. Can I join now?

No. By law the Company has to consult with employees before it can make changes to your pension arrangements. If the changes go ahead as proposed, the Company will invite you to join the new GPP from 1 July 2012.

4.3. With a potentially greater range of investment options to choose from, how will I know what to invest in?

As is the case in your current Plan, you will receive straightforward information about your different investment options and what each of these could offer you. This will help you decide on the level of security you want for your investments and the level of growth you want to aim for.

If you are uncertain about which investments might be most suitable for your own circumstances, you should consider taking independent financial advice.

The Money Advice Service is an independent organisation that provides free, unbiased information about all aspects of financial planning, including pensions and how to find an independent financial adviser (IFA) and what questions to ask. Visit their website at www.moneyadvice.service.org.uk or phone their helpline on 0300 500 5000 (call rates may vary).

You can find details of IFAs in your area online at www.unbiased.co.uk. It is important to check that whoever advises you on financial services and products is qualified and authorised to do so. Visit the Financial Services Authority website at www.fsa.gov.uk/register/home.do or phone their consumer helpline on 0845 606 1234.

You should also find out how much the adviser will charge for any advice they give.

4.4. I'm due to retire shortly after the anticipated start date for the new GPP. Is it worth me joining?

Any funds you build up in the new GPP will be used to provide you with benefits at retirement.

Under tax rules that take effect from 6 April 2012, members aged 60 or over who have less than £2,000 in their individual GPP account when they retire can take this amount as a cash sum. (This is called 'trivial commutation'.)

On the question of whether you should join the new GPP, this is not something the Company can advise you on. However, please note you will only be covered for death in service benefits if you join the new GPP. If you are uncertain about your options, you should consider taking independent financial advice.

4.5 What happens if the company that you intend to run the new GPP goes bust?

The new GPP would be covered by the Financial Services Compensation Scheme. This means that if Aviva became insolvent or stopped trading and was unable to meet its obligations under the new GPP, the scheme may be able to pay compensation. This would be equal to 90% of the total amount in your individual account.

If you want to know more about the Financial Services Compensation Scheme, please visit www.fscs.org.uk or phone them 0800 678 1100 or 0207 741 4100.

4.6 If the changes go ahead as proposed and I choose to join the new GPP, where would the contributions to my personal account be invested?

The Company has not yet finalised the investment arrangements that would apply in the new GPP. However, it is possible that contributions would initially be invested in a 'default' option when the new GPP starts, with members having the opportunity to switch into a different investment option (or options) at a later date.

4.7 Would there be an ethical fund option in the new GPP?

The core fund range in the new GPP would not include an ethical fund. However, Aviva does offer a number of ethical funds (including a Shariah compliant fund) and these will be available through the member website. Aviva will write to you with detailed information about your investment options, should they be confirmed as the provider for the new GPP.

4.8. Would I be able to make changes to my investment arrangements in the new GPP online?

Yes. The facility to make changes to your investment arrangements would be just one feature of the online resources that Aviva would provide. These would include:

- detailed information about the new GPP;
- the ability to monitor your retirement savings and how your chosen funds are performing; and
- interactive tools to help you plan your retirement savings, make informed decisions about your investment options and see an estimate of the benefits that your account might provide at retirement.

Aviva would write to you with detailed information about these resources.

4.9. How do the annual management charges in the new GPP compare with the charges I currently pay?

The base annual management charge for the new GPP will be 0.23%.

If you are a member of the Alstom Defined Contribution Plan, this is similar to the annual management charge of 0.24% that applies to the Accumulation Fund, in which the majority of members are invested.

If you are a member of the Alstom Grid Group Personal Pension Plan, the base annual management charge of 0.23% is significantly lower than the annual management charge of 0.55% that applies to the Prudential Discretionary Fund, in which the majority of members are invested.

4.10. You say we would have the opportunity to transfer our retirement savings from our current arrangement into the new GPP. Can you tell me more about this process?

We are not in a position to provide details about this process yet, as it depends on the outcome of the consultation and the changes we decide to make.

If the changes go ahead as proposed, we would provide detailed information about your options for the retirement savings that have built up in your current arrangement.

4.11. Would there be a charge if I decided to transfer my retirement savings in my current arrangement into the new GPP?

You would not have to pay a charge if you decided to transfer your retirement savings from your current arrangement into the new GPP.

This would include protection against any 'out of market' risk you might otherwise suffer after your money has been disinvested from your current arrangement but before it has been reinvested with Aviva.

Once in the new GPP, the only charges that would apply would be the annual management charges associated with the fund (or funds) you have chosen to invest in.

4.12. Would I have to transfer the retirement savings I have built up in my current arrangement into the new GPP?

Once the new GPP has been established, the Company will give you the opportunity to transfer your retirement savings from your current arrangement into the new GPP. This will enable you to take advantage of the bulk transfer terms that the Company is negotiating on your behalf and also the 'out of market' protection that will be available (see question 4.11). The Company expects that this will happen in July, and will send you detailed information about your options at that time.

If you are currently building up benefits in the Alstom Defined Contribution Plan, you will be aware that our intention is to wind up this arrangement once the new GPP is in place. At this point, if you have not already transferred your retirement savings to the new GPP, you will have the option to transfer the money you have built up in your Individual Account to another pension arrangement. This could be a transfer plan that the Trustee is establishing, the new GPP or another pension arrangement of your choosing.

If you are currently building up benefits in the Alstom Grid Group Personal Pension Plan, this is an individual policy that has been set up in your name with Prudential. This means you could choose to leave your retirement savings with Prudential (although the Company would not pay any contributions to this arrangement after 30 June 2012). Or, you could choose to transfer your retirement savings to another pension arrangement.

If the changes go ahead as proposed, we would provide detailed information about your options for the retirement savings that have built up in your current arrangement.

4.13. Under the intended changes, the death-in-service cash sum will include a lump sum based on the contributions the new GPP would have received until my 65th birthday or, if later, my State Pension Age. What's my State Pension Age?

There is detailed information about the State Pension on the Government's website at www.direct.gov.uk. The website contains a calculator you can use to find out when you will reach State Pension Age.

4.14. If I join the new GPP, leave the Company and then rejoin on a new contract, will my GPP account be reactivated? Or, will I have to start a new account?

You will normally be able to reactivate your existing GPP account, as long as the Company agrees that this can happen.

4.15. I used to be a member of the Alstom Pension Scheme and chose to build up extra benefits by paying into a defined contribution arrangement called the Additional Savings Plan. Can I transfer the fund I built up in the Additional Savings Plan into the new GPP?

The Alstom Pension Scheme has an Additional Savings Plan and an Additional Benefits Scheme. It is possible to transfer benefits from the Additional Savings Plan to the new GPP, however it is not possible to transfer benefits from the Additional Benefits Scheme to the GPP without transferring out all the benefits built up in the Alstom Pension Scheme. To check what benefits you have in the Alstom Pension Scheme, please phone the administrators, MNPA, on 01372 200363.

4.16. I am not currently a member of the Alstom Defined Contribution Plan or the Alstom Grid Group Personal Pension. Can I join the new GPP that you are introducing?

Current non-members are not eligible to join the new GPP at this time. You will have an opportunity to join the new GPP in 2013 following the introduction of the auto-enrolment legislation. The Company will write to you with more information about this in due course.

4.17. Can you provide a ready reckoner so that I know how much I need to contribute to the new GPP to keep the same amount going towards my pension?

The Company will prepare a 'reckoner' in due course.

4.18. Does my death in service cover and Company pension contribution stop when I reach State Pension Age?

No.

If you die whilst working for the Company and before starting to draw your Plan pension, your dependants and beneficiaries would continue to be eligible for a cash sum of four times your Pensionable Earnings in the last complete Plan year (6 April to 5 April).

The Company would also continue contributing towards your retirement savings in the new GPP.

4.19. Could you provide worked examples of the new life cover arrangements?

The Company will provide examples as part of the reckoner referred to in 4.17.

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4.20. Does the Governance Committee you are setting up to oversee the new GPP have any legal status, and how can members get involved?

The Governance Committee has no legal status and will act in an advisory capacity to the Company.

Alstom has not yet made a decision on how the Governance Committee will be set up.

4.21. Will I be able to transfer non-Alstom pension benefits into the new GPP?

Yes. This includes any contracted-out benefits you might have built up.

4.22. What would happen to the benefits I build up in the new GPP if I leave the Company?

If you choose to join the new GPP, you have an individual policy set up in your name with Aviva. This means you could choose to leave your retirement savings with Aviva (although the Company would not pay any contributions to this arrangement after you cease to be an active member of the new GPP). Or, you could choose to transfer your retirement savings to another pension arrangement.

At retirement, you use the value of your personal account in the new GPP to provide pension benefits for the remainder of your lifetime.

4.23. Would I be able to transfer overseas the benefits I build up in the new GPP?

It may be possible to transfer your pension benefits to a qualifying arrangement, as long as that arrangement is willing and able to accept the transfer.

You can find detailed information on the HM Revenue & Customs website. The address is www.hmrc.gov.uk/pensionschemes/transfers-qrops.htm.

5. The consultation process

5.1. What do you mean when you say you are 'consulting' with us?

'Consulting' means the Company is taking the time to explain the changes it intends to make, and what they might mean for you and your retirement planning.

The consultation period is also your opportunity to find out more about the Company's proposals and give feedback. The Company will consider this feedback when it finalises the changes it will make – though it is important to understand that this is not a process of negotiation.

5.2. What happens if I leave the Company before the end of the consultation period?

The intended changes only affect those employees who are employed by the Company and building up benefits in the Alstom Defined Contribution Plan or the Alstom Grid Group Personal Pension Plan at 30 June 2012 (these are the plans' active members) and prospective members.

If you stop working for the Company before 30 June 2012, you would cease to be an active member, and so the changes would not affect you. This also means that you would no longer be included in the consultation process.

On leaving the Company, your Plan administrator would contact you to explain the options that you have for your benefits.

5.3. What happens if I am transferred within the Company during the consultation period?

As long as you remain an active member of the Alstom Defined Contribution Plan or the Alstom Grid Group Personal Pension Plan, the Company's pension proposals will continue to apply to you and you will remain part of the consultation process.

5.4. What is the point of the consultation when it is obvious that the Company has already made its decisions?

The Company is keen to hear feedback on its proposals and it is possible that changes may be made.

The Company has carefully considered its options and believes its intended changes will enable it to continue providing you with access to a good-quality pension arrangement. However, there may be points that come out of the consultation process that will help shape the pension arrangement the Company provides for you in the future.

As such, the Company will seriously take all appropriate feedback into consideration before finalising the new arrangements – though it is important to understand that this is not a process of negotiation.

5.5. Will you publish details of the feedback that you receive?

The Company will publish details of all general questions and feedback received in updated bulletins such as this.

However, some of the questions and feedback the Company receives will be of a personal nature, and in these situations the responses will not be published, therefore it is important that employees are reassured that they can raise questions in confidence.

5.6. I haven't received any information about the Company's pension proposals. What should I do?

The Company wrote to everyone who will be affected by the Company's pension proposals in late January. This group comprised all active members of the Alstom Defined Contribution Plan and the Alstom Grid Group Personal Pension Plan at that time.

This mailing included a letter from UK Country President Stephen Burgin and UK Country HR Director Helena Austin, and a document that explained the Company's proposals. It was sent to members' home addresses using the information which the Company holds about you on the payroll system.

If you are an active member of the Alstom Defined Contribution Plan or the Alstom Grid Group Personal Pension Plan and did not receive this mailing, please get in touch straight away. Please e-mail alstom.helpline@aonhewitt.com or phone 0845 6062841.

If you are an active member of the Alstom Pension Scheme, NAECI's Stakeholder Scheme with Scottish Widows or the Railways Pension Scheme the Company's proposals do not affect you.

5.7. I was unable to attend the presentation you organised at my site. Can you tell me what the presentation covered?

We have recorded versions of the presentations that you can watch online. You can access these through the Alstom Pensions website at www.pensions.alstom.co.uk.

5.8. When will the Company write to members about the outcome of the consultation process?

The Company intends to write to all active members with details of its decision on 7 May.

5.9. Would it be possible for the Company to translate the consultation materials into Chinese?

The Company has considered translating the consultation materials into other languages. However, given the numerous languages spoken by employees, it is not feasible to undertake such an exercise.

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