



ADDITIONAL VOLUNTARY CONTRIBUTION SCHEME FOR MEMBERS OF THE ALSTOM PENSION SCHEME

UNITED KINGDOM
Pensions

ALSTOM



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SAVING MORE FOR YOUR RETIREMENT

As an active member of the Alstom Pension Scheme, you have the opportunity to increase the level of your benefits by paying Additional Voluntary Contributions (AVCs).

YOUR ADDITIONAL VOLUNTARY CONTRIBUTION SCHEME FROM ALSTOM

AVCs are contributions that you can choose to pay on top of your normal contributions. Paying AVCs is a straightforward, tax-efficient and cost-effective way to increase your Alstom Pension Scheme benefits.

You might find them useful if you:

» Don't think you're building up enough money to pay for the lifestyle you want when you retire.

» Joined the Alstom Pension Scheme late on in your career, or want to retire early, so don't have long to build up your Alstom pension.

» Want to use them to provide all or part of your tax-free cash lump sum, rather than reducing your main pension benefits to do this.

» Want to give the people who matter to you even more financial security.

The Additional Voluntary Contribution Scheme is part of the Alstom Pension Scheme and the AVC funds are held in the name of ALSTOM Pension Trust Limited (the Trustee).

KEY ADVANTAGES OF THE AVC OPTION INCLUDE

It's easy for you:

- You do not need to select a contract to invest in, this has been done for you by the Trustee, with professional advice.
- You will receive full tax relief on contributions provided that contributions to all your registered pensions in each tax year do not exceed your annual earnings or the Annual Allowance (see **page 15**).
- Some of your AVCs can be taken tax-free.
- All you have to do is say how much you want to contribute and which of the available funds you want to invest in. There is a 'Lifestyle' investment strategy available if you do not wish to make day-to-day investment decisions. This is explained in greater detail later in this guide and in the guide called "Your investment choices in the Additional Voluntary Contribution Scheme".
- You will receive an annual statement outlining the current value of your AVC funds, allowing you to monitor your fund and investment performance.

Additionally:

- The funds are held separately from Company assets, in an insurance policy selected by the Trustee as part of the Alstom Pension Scheme.
- The Trustee, with professional advice, monitors the ongoing competitiveness of the policy and the investment funds made available to you. From time to time, if alternative AVC policies or funds are believed to offer a better solution, the Trustee can make changes where they are considered to be in the members' best interests.

So, the Alstom AVC Scheme is tax-efficient, easy for you to use and has governance procedures in place to look after your best interests.



ARE THERE ANY DISADVANTAGES?

That partially depends on what you are looking for. The Trustee has carefully chosen an AVC Scheme provider and a range of investment funds which it believes is appropriate for the membership as a whole. However, you need to make sure it is the right type of savings plan for you.

The tax advantages offered to AVC investments are designed to encourage long-term saving. For example, they are intended to enhance your retirement benefits and can only be accessed from age 55 at the earliest. See later in this guide about your options after leaving service.

Currently you can take up to 25% of your AVCs tax-free when you retire. The balance of your AVCs will typically be converted to additional pension in the Scheme and be subject to income tax at your marginal rate.

ARE THERE OTHER WAYS TO SAVE FOR RETIREMENT?

There are other ways to top up your pension. You can contribute to the Alstom Pension Scheme and your own choice of stakeholder or personal pension at the same time. You would have the same tax advantages with these alternative pension arrangements, although tax relief would not be automatically applied through payroll and would need applying for separately if you are a higher rate tax payer. This could take up to a year to receive. The disadvantages of stakeholder or personal pensions are similar to those of the AVC arrangement.

If you are not currently in the benefit tier of the Alstom Pension Scheme which has the highest level of employee contribution, you should consider changing to a higher benefit tier (which you can do each April) before paying AVCs.

Of course, you do not have to invest in a pension arrangement. There are other types of savings arrangements that you could also choose. You should consider which type of savings is right for you.

This guide only describes the Alstom AVC Scheme. If you are interested in paying into a stakeholder or personal pension, or looking at other investment options, you may want to contact a suitably qualified financial adviser.

Please read this guide carefully. It can help you make the most of your membership, which will help make sure your lifestyle is as good as it can be during retirement.

A number of words in this guide and the investment guide have a special meaning. We explain what they mean on **page 15**.

Contact details for JLT (the administrator of the Alstom Pension Scheme) are shown at the **back** of this guide.



AVCs

The AVC Scheme is for members of the Alstom Pension Scheme who want higher benefits.

HOW THE AVC SCHEME WORKS

The AVC Scheme is open for future contributions to all active members who are currently paying contributions to the Alstom Pension Scheme. Former members of the Alstom Pension Scheme can also choose how the funds they have built up should be invested in future.

As an active member, you can pay AVCs to the Alstom Pension Scheme up to 25% of your Pensionable Earnings, subject to a maximum of £25,000, in each Scheme year.

You choose the level of AVCs you want to pay up to this limit. You can pay AVCs regularly. You also have the option to pay AVCs as a one-off payment, but these can only be paid outside of Salary Sacrifice (see **page 8** for details of Salary Sacrifice). Just like your normal contributions, your AVCs normally receive tax relief at your highest rate of income tax, which reduces the real cost to you.

You choose how you invest your AVCs from a range of investment options. You can change the way you invest your AVCs as often as you like. Over time, the aim is that you build up an amount of money in your AVC account. This is different to building up money in a current or savings account because you can only use the money in your AVC account to provide extra benefits for you or your dependants once you reach 55.

If you are not currently in the benefit tier of the Alstom Pension Scheme which has the highest level of employee contribution, you should consider changing to a higher benefit tier (which you can do each April) before paying AVCs.



VALUABLE TAX ALLOWANCES

The AVC Scheme normally allows you tax relief on contributions, virtually tax-free investment growth and provides for some of your AVCs to be taken as a tax-free lump sum on retirement.

TAKING YOUR BENEFITS

On retirement from the Alstom Pension Scheme, you can currently take 25% of the value of your AVC account tax-free and possibly more, subject to HMRC limits; the balance will be used to provide additional taxable income which will be added to any other income you receive and be taxed accordingly. This includes paid work, taxable income from the Alstom Pension Scheme, additional pension pots and your State Pension. If at the end of the tax year, you've either under or overpaid on tax, it's your responsibility to inform HMRC.

As an alternative some or all of your AVC account can be used to buy extra pension (which is subject to Income Tax) for you or an extra pension, payable after you have died, for a husband, wife or someone who depends on you financially.

The minimum age at which you can take your AVCs is 55.

ANNUAL ALLOWANCE

The value of all registered pension benefits that an individual can build up each year, without an immediate tax charge, is tested against the Annual Allowance. The Annual Allowance for the 2015/16 tax year is £40,000.

Note: The Annual Allowance is to be reduced from £40,000 a year to £10,000 a year for higher earners from 6 April 2016. The reduction will be on a sliding scale. For every £2 of income an individual has over £150,000, their annual allowance will be reduced by £1 until it has tapered down to £10,000 for those earning £210,000 or more. Income includes employer pension contributions and other earnings outside Alstom.

From 2015/16 onwards, individuals aged 55 and over are able to access defined contribution pension savings in their entirety. However, this option is not available under the Alstom Pension Scheme and you would, therefore, be required to transfer your AVC funds to an appropriate external pension arrangement in order to access your funds in this way. If you do this you will be subject to income tax at your marginal rate on all amounts other than the tax-free cash. In addition, you will be subject to a restricted annual allowance – the money purchase annual allowance (MPAA). This is £10,000 a year. For example if you have a private or personal pension and you take your benefits in this way, you will be subject to the MPAA.

To broadly compare the value of benefits you have built up during the year, to the Annual Allowance, you need to work out:

- The amount of any employee and employer contributions paid over the year to defined contribution arrangements (e.g. AVCs paid to the Alstom Pension Scheme); plus
- 16 times the increase over the year in any final salary or defined benefit pension.

If you exceed the Annual Allowance you will be responsible for paying any tax charges.

You can get tax relief on your pension contributions to all pension arrangements of up to 100% of your total earnings each year (subject to the Annual Allowance).



LIMITS ON YOUR TOTAL PENSION SAVINGS

HMRC limits how big your pension savings (from all registered pension arrangements) can be before you have to pay additional tax. This limit is known as the Lifetime Allowance (LTA) and it changes regularly, so you should check what the current limit is. See the examples below:

| Tax Year | Lifetime Allowance |
|----------|--------------------|
| 2013/14 | £1.50m |
| 2014/15 | £1.25m |
| 2015/16 | £1.25m |
| 2016/17 | £1.0m |
| 2017/18 | £1.0m |

From April 2018 the LTA will increase in line with the Consumer Prices Index.

Any pension savings over the LTA will be taxed – this is called an LTA charge.

The LTA charge will be equivalent to 55%; this also applies to any benefits over this limit which are paid out on death.

As the Lifetime Allowance reduces, the number of people it will impact will increase.

IMPORTANT NOTES

- The Annual Allowance limits do not apply to your payments to, and benefits from, the State pension schemes.
- If you want more information about how you might be affected by the Annual Allowance or the Lifetime Allowance, please contact JLT who will be able to assist you in respect of your Alstom Pension Scheme benefits. If you need to understand your overall position across all your registered pensions (i.e. including other pensions you may have) you will need to seek financial advice from a suitably qualified financial adviser.

WHAT YOU NEED TO DO IF YOU WISH TO START AVCs

Please read this guide and the guide called 'Your investment choices in the Additional Voluntary Contribution Scheme'.

Decide the level of AVCs you want to pay and how you want to invest them. Then, fill in and return the form called 'Additional Voluntary Contributions' (APS14).



If you need a form, you can get one from your Human Resources Department or print one from the pensions website www.pensions.uk.alstom.com.



SALARY SACRIFICE

Alstom operates Salary Sacrifice for Pension Contributions – a more efficient way in which members can make contributions to their Alstom pension.

SALARY SACRIFICE FOR PENSION CONTRIBUTIONS

If you participate in the Salary Sacrifice arrangement, you stop paying regular contributions to the Scheme, and Alstom will pay these to the Scheme instead. Your basic contractual annual salary and pensionable fixed allowances will be reduced by an amount equal to the pension contribution you would normally pay.

This means that if you have not yet reached State Pension Age, your National Insurance contributions will be reduced as they will be based on the reduced salary and as a result your take-home pay will be higher than if you did not participate in the Salary Sacrifice arrangement.

Only regular pension contributions can be made through the Salary Sacrifice arrangement, i.e. ordinary contributions and any regular AVC payments. Any one-off AVC payments must be paid outside of Salary Sacrifice (i.e. from your salary).



For further details on the Salary Sacrifice arrangement, please refer to the 'Salary Sacrifice for Pensions Contributions' addendum to the Member booklet. You can request a copy of this guide from JLT, or view a copy at www.pensions.uk.alstom.com/quickfind_APS.htm



WHAT YOU PAY

In any Scheme year, you can pay up to 25% of your Pensionable Earnings to the Alstom AVC Scheme, subject to a maximum of £25,000.

HOW YOU PAY

» You can pay a regular amount.

» You can make one-off AVC payments outside of Salary Sacrifice.

Payroll pays your AVCs to the Trustee. The Trustee pays your AVCs to the AVC provider, which then invests them in line with the instructions you give (see **page 10**).

Remember your AVCs receive tax relief at your highest rate of Income Tax, which reduces the real cost to you, as long as your total pension contributions remain within the Annual Allowance.

For example, if you pay basic rate tax (currently 20%), every £100 you contribute costs you £80. If you pay higher rate tax (currently 40%), every £100 you contribute costs you £60. You do not even have to claim this on your tax return. Payroll does it automatically.

Remember these tax rates are set by the Government and can change from year to year. Additionally there are overall limits on how much can be paid into registered pensions (see Annual Allowance and Lifetime Allowance).

CHANGING YOUR AVC PAYMENTS

If you participate in the Salary Sacrifice arrangement for AVCs, you can only change your regular AVC payments each year at 6 April. The Trustee will write to you shortly before to see if you want to make a change.

If you want to make a one-off AVC payment or if you don't participate in Salary Sacrifice for AVCs and want to change your regular AVC payments you can do so by completing an 'Additional Voluntary Contributions' (APS14) form, available from your local Human Resources Department or by printing one from the pensions website www.pensions.uk.alstom.com. Your new instructions for your AVC payments will apply when Payroll has processed them.



INVESTING YOUR AVCs

The AVC Scheme offers you a choice of investment funds that invest in a range of asset classes.

YOUR INVESTMENT CHOICES

You can choose from a range of funds offering you different levels of investment risk, or an investment strategy called 'Lifestyle'. You can choose the Lifestyle strategy or your own combination of investment funds. You cannot do both. There are full details in the guide called 'Your investment choices in the Additional Voluntary Contribution Scheme'.

From time to time, the Trustee and its independent investment advisers review the investment options available to members. Following these reviews, the Trustee may decide to introduce new investment opportunities or withdraw those that they no longer feel are in the best interests of the members (which may include the transfer of existing funds to an appropriate alternative arrangement).

APPROACH TO INVESTMENT MANAGEMENT – ACTIVE AND PASSIVE FUNDS

With professional advice, the Trustee has considered the merits of the different approaches available for the investment of AVCs. Index-tracker (or passively managed) funds aim to deliver a return which is consistent with a market index. Actively managed funds involve the fund manager making active choices between types of assets and individual stocks in the hope of adding value over time.

THE FUNDS

The AVC Scheme offers a number of 'index-tracking' funds and actively managed funds. An index measures the performance of a particular type of investment (for example, equities or bonds) or a particular sector (for example, UK companies). An index-tracking fund invests in all the main assets that make up the market. The aim is to achieve the same return as the market as a whole.

This approach significantly reduces the risk of underperforming the market, but it does not aim to beat it. Index funds are suitable for investors who do not want to underperform the market and are looking for low-cost funds. Conversely, actively managed funds aim to provide added value to investors, although there is no guarantee that this will be the case.

THE LIFESTYLE STRATEGY

As an alternative to choosing one or more specific funds, the Lifestyle approach can be considered. Lifestyle is an investment strategy that manages your money for you. You do not have to make day-to-day investment decisions. The AVC provider invests your contributions for you in a mixture of funds, which vary according to your age.

Full details of the range of funds, the Lifestyle strategy and some of the risks you need to consider can be found in the guide called 'Your investment choices in the Additional Voluntary Contribution Scheme'.

WHAT YOU NEED TO DO

Please read the guide called 'Your investment choices in the Additional Voluntary Contribution Scheme'. This gives you full details about the current range of investment choices. It describes each investment choice, but it does not give you advice on which funds are suitable for your own situation. This will depend on your personal circumstances and your aims. If you want advice on your investment choice, we suggest that you find a suitably qualified financial adviser.

When you have decided how you want to invest your AVCs, please fill in the appropriate section of the form called 'Additional Voluntary Contributions' (APS14).



KEEPING TRACK OF YOUR INVESTMENTS

On behalf of the Trustee, the Alstom Pension Scheme's administrator, JLT, will send you a personalised statement once a year. This shows the value of your AVC fund as at 5 April and provides an illustration of the benefits you might receive if you continue paying your current rate of AVCs until retirement. The Alstom pensions website also contains information sheets that show how your funds are performing.

CHANGING THE WAY YOU INVEST

You can change the way you invest your AVCs as often as you like.

- » You can change the way you invest the AVCs you will pay from now on.
- » You can switch any money that has built up in your existing AVC fund.
- » Or, you can change both the way you invest the AVCs you will pay from now on and any money that has built up in your existing AVC fund.
- » You can invest in Lifestyle or in your own combination of funds. You cannot do both.

WHAT YOU NEED TO DO

If you have considered your options carefully and have decided you want to change the way you invest your AVCs, please fill in and return the form called 'Additional Voluntary Contributions' (APS14). You can get one from your human resources department or print one from the pensions website.

We will carry out your instructions as quickly as possible, but the Company, the Trustee and JLT cannot be held liable for the effects of any movements that take place in the financial markets before the changes take effect. You will receive confirmation of the changes once they have been actioned.

CHARGES

The AVC provider and investment managers take charges from the value of your AVC account to cover the administration and investment costs. These are detailed in the guide called 'Your investment choices in the Additional Voluntary Contribution Scheme'.

Alstom does not make any charges for the administration that JLT, Human Resources or Payroll carry out for you.

There is no charge if you want to change the way you invest your existing AVC account or the AVCs you pay from now on.



IF YOU LEAVE

If you leave Alstom or opt out of the Alstom Pension Scheme, you automatically stop paying AVCs. You will then have choices about what you do with your AVC account.

BENEFITS IF YOU LEAVE THE AVC SCHEME

If you are only going to be temporarily absent, for example due to sickness leave or maternity leave, your AVCs can continue as long as you are in receipt of pay.

YOU CAN LEAVE YOUR AVC ACCOUNT IN THE AVC SCHEME

Although you can't pay any more AVCs into the AVC Scheme, you can continue to invest your AVC account as you want. You can leave your AVC account invested as it is at the moment or you can change the way you invest (see **page 10**).

You can do this as often as you want, and at any time between the date you stop paying AVCs and the date you retire. At this time you can choose from the extra benefit options on **page 13**.

If you die before you retire, the Trustee will use your AVC account to provide benefits for your beneficiaries (see **page 14**).

JLT will continue to send you a personalised statement once a year as long as JLT has your address. This shows the value of your AVC account at 5 April and provides an illustration of the benefits you might receive on retirement.

YOU CAN TRANSFER YOUR AVC ACCOUNT OUT OF THE AVC SCHEME

You can transfer your AVC account out of the AVC Scheme and into another pension scheme. This might be to your new employer's scheme, a personal pension or a stakeholder pension plan.

WHAT YOU NEED TO DO

If you want to consider transferring your AVC account, please contact JLT and ask for a statement that shows an up-to-date transfer value.

You can transfer your AVC account at any time before they start to be paid, even if it is several years since you left the Alstom Pension Scheme.



RETIREMENT BENEFITS

When you retire, you will use the money that has built up in your AVC account to provide your choice of extra benefits. You can choose from the options listed here. You receive these extra benefits on top of your other benefits from the Alstom Pension Scheme.

WHAT THE AVC SCHEME PROVIDES

The amount of money in your AVC account will depend on:

- » How much you have paid.
- » When you paid your AVCs.
- » The charges deducted.
- » The investment returns your funds have earned.

YOUR AVC BENEFIT OPTIONS

- Normally, you can take 25% of your AVC account as a tax-free lump sum from the Scheme. However, as your AVCs are combined with your main Alstom Pension Scheme benefits, in the majority of cases members are able to take more than 25% of their AVCs tax-free, subject to HMRC limits. Whilst these circumstances exist, the administrators, JLT, will endeavour to maximise the tax-free amount.
- You can buy a pension that will provide an income for the rest of your life. The Trustee of the Alstom Pension Scheme currently offers you a pension that will increase in payment each year in line with inflation up to a limit of 2.5%. Pensions are subject to income tax at your marginal rate when they are paid to you.

You may choose whether any AVC pension includes a spouse's or a dependant's pension. If you choose a pension with an attaching spouse's pension or a dependant's pension, it will cost more and, hence, reduce your annual pension. Your age and economic conditions at the time you retire will similarly affect the cost and the amount of pension you can buy.

Instead of using your AVC fund to buy benefits payable from the Alstom Pension Scheme, you can see what rates insurance companies offer – this is called the 'open-market option'.

It is also possible to transfer your AVC account (whilst leaving your main pension benefits in the Alstom Pension Scheme) to a defined contribution pension arrangement, such as a personal pension plan. When these benefits are taken typically 25% of the payment would be tax-free with the remainder subject to income tax. You can transfer your AVC account at any time before you take your Alstom Pension Scheme benefits.



BENEFITS FOR YOUR BENEFICIARIES

The AVC Scheme provides valuable benefits on your death. The benefits payable will depend on whether you die before or after your retirement.

BEFORE YOUR PENSION STARTS

If you die before your pension starts, the Trustee will pay the money that has built up in your AVC account as a cash sum.

AFTER YOUR PENSION HAS STARTED

If you bought an AVC pension for yourself from the Alstom Pension Scheme, and you die within five years of your retirement, the outstanding pension instalments from the period of five years from retirement will be paid as a lump sum to your beneficiaries. No allowance will be made for future pension increases. Please note that different provisions may apply if you retire after age 70.

If you buy an AVC pension from the Alstom Pension Scheme for your husband, wife or someone who depends on you, this starts on the first working day of the month after you die.

If you used the open-market option to buy a pension from an insurance company, any benefits payable on your death will depend on what you asked for when setting it up.

TELL US YOUR WISHES

Please make sure that you fill in an 'expression of wish' form. Review it regularly to make sure that it is up-to-date.

The Trustee takes into account the information on your 'expression of wish' form when it decides who receives any cash sum that is payable when you die. As it is the Trustee that decides who receives any cash sum, your beneficiaries will not normally have to pay tax on it. Also, the cash sum does not form part of your estate.

You should always fill in a new form if your personal circumstances change, for example, if you get married.

If you need a new form, you can request one from your human resources department, JLT or print one from the pensions website.



DEFINITIONS

This guide and 'Your investment choices in the Additional Voluntary Contribution Scheme' guide contain words with a special meaning. These are explained below.

WORDS WITH A SPECIAL MEANING

ANNUAL ALLOWANCE

The maximum amount that can be paid to an individual's pension each year and offset against tax. This is set at £40,000 for the 2015/16 tax year and individuals can carry forward any unused Annual Allowance from the previous three years. Please contact JLT for further information if you feel that your pension saving may reach this level.

The Annual Allowance is to be reduced from £40,000 to £10,000 for higher earners from 6 April 2016. The reduction will be on a sliding scale. For every £2 of income an individual has over £150,000, their Annual Allowance will be reduced by £1 until it has tapered down to £10,000 for those earning £210,000 or more. Income includes employer pension contributions and other earnings outside Alstom.

From 2015/16 onwards, individuals are able to access defined contribution pension savings in their entirety. If they do this they will be subject to income tax at their marginal rate on all amounts other than the tax-free cash. In addition, they will be subject to a restricted Annual Allowance – the money purchase Annual Allowance (MPAA). This is £10,000 p.a. For example if you have a private personal pension and you take your benefits in this way, you will be subject to the MPAA.

LIFETIME ALLOWANCE

The Lifetime Allowance is a limit on the amount of pension benefit that can be drawn from registered pension schemes, whether lump sums or retirement income and can be paid without triggering an extra tax charge. Its level in the 2015/16 tax year is £1.25 million and for the 2016/17 tax year it will be £1m. It is expected to remain at £1m until April 2018 and then to increase in line with the Consumer Prices Index inflation measure.

BONDS

Broadly, a bond is a form of 'IOU' that the company or government in another jurisdiction, issues. These are certificates that promise to pay a fixed sum that will be paid at an agreed point in the future.

They work in the same way as a loan. The company or government borrows money from you, it pays you interest on the loan and it pays your money back when the loan matures.

CASH

Cash funds invest in a variety of interest bearing deposits and other money market securities. Cash funds aim to protect your money while paying you interest. However, as the funds invest in a variety of money market securities it is possible for the value of the funds to fall.

DIVERSIFIED GROWTH

This is an investment fund which invests in a wide mix of equities, bonds, commercial property, cash and other alternative forms of investment. The investment manager decides and varies the mix of assets from time to time in line with market conditions.

ABSOLUTE RETURN BONDS

This is a type of bond investment strategy which typically invests in fixed income assets globally and targets a return above cash, with a strong focus on downside protection (ie it will focus on not losing money). The investment manager decides and varies the mix of bond assets from time to time in line with market conditions.

EQUITIES

Equities are another name for company shares. An equity is a 'unit of ownership' and it is what you receive when you invest money in a company.

GILTS

Gilts (sometimes called gilt-edged securities) are bonds that the UK Government issues. The Government promises to repay the loan at an agreed point in the future and pays you interest in the meantime. One particular type of gilt, an index-linked gilt, will pay you interest in line with the Retail Prices Index. Gilts are regarded as a low risk form of investment.

PENSIONABLE EARNINGS

Your basic pay plus other fixed allowances decided by the Company from time to time. You can get an up-to-date list of the allowances included from the pensions website or from JLT.

If you participate in Salary Sacrifice for pension contributions, your Pensionable Earnings is your pay before the Salary Sacrifice reduction.

SCHEME YEAR

6 April to the following 5 April.



IMPORTANT

Neither JLT nor the Trustee are allowed to provide individuals with personal financial advice. Any opinions on investment products contained in this guide herein are not intended to convey any guarantees as to their future investment performance.

In addition

- Past performance cannot be relied upon as a guide to future performance.
- The value of stocks, shares, gilts, bonds and other fixed income investments, including unit trusts, can go down as well as up and you may not get back the amount you have invested.
- Investments denominated in a foreign currency will fluctuate with the value of the currency.

This guide is intended as a summary of the provisions of the Additional Voluntary Contribution Scheme and does not contain the details in full. In the event of a conflict between the Trust Deed and Rules and this guide, the Trust Deed and Rules and overriding legislation will prevail.

Where statements are made in this guide relating to legislative or tax issues, those statements are based on the Trustee's understanding of these issues as at the date of this guide. These statements are subject to changes in legislation and to changes in HMRC practice.

WHERE CAN I GET MORE INFORMATION FROM?

You may want to consider speaking to a suitably qualified financial adviser.



To learn more about finding a financial adviser you can visit www.moneyadvice.service.org

CONTACT US

If you have any questions about saving for your pension or the Alstom Pension Scheme in general, please contact the administrators of the Alstom Pension Scheme, JLT.



JLT Employee Benefits
Leatherhead House
Station Road
Leatherhead
Surrey
KT22 7ET

Normal office hours are 8.30am to 5.30pm
Monday to Friday.



You can also find out more online at www.pensions.uk.alstom.com

Administration team (if your pension has not started yet)



01372 200 363



alstom_pensions@jltgroup.com

Pensioner payroll team (if you are receiving your pension)



01372 200 333



payroll_team2@jltgroup.com

