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7 May 2012

Dear «TITLE» «SURNAM»

Confirming the changes that Alstom (the 'Company') will be making to the pension arrangements we provide for you

On 1 February 2012, the Company started a 90-day consultation with employees about its proposal to introduce a competitive new pension arrangement in place of the Alstom Grid Group Personal Pension Plan (the 'Alstom Grid GPP') and the Alstom Defined Contribution Plan from 1 July 2012.

The consultation period ended on 30 April 2012, and we would like to take this opportunity to thank everyone who took part in the process – whether you attended one of the presentations we organised, asked questions or gave us feedback.

Having carefully considered the feedback and support we received during the consultation, we remain satisfied that the changes we originally proposed are the most appropriate way to help us meet our pension objectives. As a result, we have decided to proceed with the changes that are set out in the document called 'Looking forward', which we sent to you at the end of January. This information is also available on the Alstom Pensions website at www.pensions.uk.alstom.com.

This means that from 1 July 2012, you will have the opportunity to continue saving for retirement in the new arrangement called the ALSTOM Ltd Group Personal Pension Plan (the 'Alstom GPP'), which we are establishing with Aviva.

Next steps

May

Aviva will shortly send you an information pack about the new Alstom GPP. This will contain full details about the plan, your contribution options and the range of funds that you can choose to invest in. It will also explain the forms you will need to fill in.

You need to be aware that if you do nothing, the Company will automatically enrol you into the Alstom GPP on the default basis so you will need to read the information carefully.

Aviva will also be making presentations towards the end of May and details will be advertised on your noticeboard.

June

This will be the last month that contributions are paid into your individual account in the Alstom Defined Contribution Plan or the Alstom Grid GPP.

1 July

The new Alstom GPP will start.

July / August

We will write to you to advise how you can transfer your existing funds with the Alstom Grid GPP and the Alstom Defined Contribution Plan to the Alstom GPP on the special terms that the Company has negotiated for you. This includes 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.

Data Protection

In order to ensure fair processing under the Data Protection Act, the Company wishes to advise you that it is necessary to share the personal data the Company previously provided to your current pension provider to Aviva Life Service UK Ltd. This will enable them to set up your policy and send you the information pack and the application form we referred to earlier. If you have any queries about this please contact the Company's pensions department on 01788 557400.

As we stated when we first wrote to you to announce our plans, the changes we are making are good news. They will enable us to use our resources in the fairest and most effective way possible, whilst still providing you with access to a pension arrangement that is capable of delivering first class benefits.

Yours sincerely



Stephen Burgin
UK Country President



Helena Austin
UK Country HR Director