

As explained in the covering letter from the UK Benefits Director, Bryan Radford, dated 14 May 2012, ALSTOM Ltd (the 'Company') will automatically enrol you in the ALSTOM Ltd Group Personal Pension Plan with Aviva (the 'Alstom GPP') from 1 July 2012 on the default basis.

If you want to join the Alstom GPP on the default basis, you do not need to fill in and return the enclosed form ('Form to change from the default basis on joining the ALSTOM Ltd Group Personal Pension Plan').

If you want to join the Alstom GPP on a different contribution basis, or are not currently taking part in Salary Sacrifice for pension contributions and want this to continue, you must complete the relevant section(s) of this form.

This document contains a summary of the decisions you need to make and confirm.

The default member contribution rate is the rate currently being paid to the Alstom Defined Contribution Plan. Do you want to change your ordinary contribution rate when you join the Alstom GPP?

YES. You must fill in section 2 of the form.

NO. You do not need to do anything. When you join the Alstom GPP, you will be deemed to have chosen a contribution rate equal to the rate currently being paid to the Alstom Defined Contribution Plan.

ALSTOM Form to change from the default basis on joining the ALSTOM Ltd Group Personal Pension Plan with Aviva (for Alstom Defined Contribution Plan members)

As explained in the covering letter from the UK Benefits Director, Bryan Radford, dated 14 May 2012, ALSTOM Ltd (the 'Company') will automatically enrol you in the ALSTOM Ltd Group Personal Pension Plan with Aviva (the 'Alstom GPP') from 1 July 2012 on the default basis.

If you want to join the Alstom GPP on the default basis, you do not need to fill in and return this form.

If you want to join the Alstom GPP on a different contribution basis, or are not currently taking part in Salary Sacrifice for pension contributions and want this to continue, you must complete the relevant section(s) of this form.

To give the Company time to process your instructions, you must return your completed form in the enclosed envelope by **11 June 2012 at the latest**.

Section 1 - Your personal details
Please use BLOCK CAPITALS

National Insurance No: [] [] [] [] [] [] [] [] Date of Birth: [] / [] / []
Surname: [] [] [] [] [] Initials: [] Title: []
Home address: [] [] [] [] [] [] [] [] [] [] [] [] [] [] []
Postcode: [] [] [] [] [] [] [] []
Contact telephone number: []

Section 2 - Your ordinary contributions
Please complete this section if you want to choose a different member contribution rate in the Alstom GPP.

I have ticked the relevant box below to indicate the rate of member contributions I would like my Alstom GPP account to receive from 1 July 2012, along with the corresponding contribution the Company will pay. (These contributions are a percentage of my Pensionable Earnings.)

| | | | | | | |
|----------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|------------------------------|
| Member contribution | <input type="checkbox"/> 3% | <input type="checkbox"/> 4% | <input type="checkbox"/> 5% | <input type="checkbox"/> 6% | <input type="checkbox"/> 7% | <input type="checkbox"/> 8% |
| Company contribution | <input type="checkbox"/> 5% | <input type="checkbox"/> 6% | <input type="checkbox"/> 7% | <input type="checkbox"/> 8% | <input type="checkbox"/> 9% | <input type="checkbox"/> 10% |

If you do not complete this section your ordinary contribution level will remain at the rate currently being paid to the Alstom Defined Contribution Plan until the next annual renewal (next April).

Section 3 - Salary Sacrifice for pension contributions
Please tick the box below if you do not currently participate in Salary Sacrifice for ordinary pension contributions and want this to continue.

I do not wish to participate in Salary Sacrifice for pension contributions.

If you do not complete this section your ordinary contributions will be paid through the Alstom Salary Sacrifice for pension contributions scheme.

Are you currently arranging pension contributions to the Alstom Defined Contribution Plan through Salary Sacrifice?

YES. You do not need to do anything. Salary Sacrifice for your ordinary pension contributions will continue when you join the Alstom GPP. (You may only opt out of Salary Sacrifice for pension contributions if you have a lifestyle event.)

NO. If you still do not want to take part in Salary Sacrifice for pension contributions, you must fill in section 3 of the enclosed form. If you do not complete this section, the Company will automatically include you in Salary Sacrifice for pension contributions.

ALSTOM Form to change from the default basis on joining the ALSTOM Ltd Group Personal Pension Plan with Aviva (for Alstom Defined Contribution Plan members)

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If you want to join the Alstom GPP on the default basis, you do not need to fill in and return this form.

If you want to join the Alstom GPP on a different contribution basis, or are not currently taking part in Salary Sacrifice for pension contributions and want this to continue, you must complete the relevant section(s) of this form.

To give the Company time to process your instructions, you must return your completed form in the enclosed envelope by **11 June 2012 at the latest**.

Section 1 - Your personal details
Please use BLOCK CAPITALS

National Insurance No: [] [] [] [] [] [] [] [] Date of Birth: [] / [] / []
Surname: [] [] [] [] [] Initials: [] Title: []
Home address: [] [] [] [] [] [] [] [] [] [] [] [] [] [] []
Postcode: [] [] [] [] [] [] [] []
Contact telephone number: []

Section 2 - Your ordinary contributions
Please complete this section if you want to choose a different member contribution rate in the Alstom GPP.

I have ticked the relevant box below to indicate the rate of member contributions I would like my Alstom GPP account to receive from 1 July 2012, along with the corresponding contribution the Company will pay. (These contributions are a percentage of my Pensionable Earnings.)

| | | | | | | |
|----------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|------------------------------|
| Member contribution | <input type="checkbox"/> 3% | <input type="checkbox"/> 4% | <input type="checkbox"/> 5% | <input type="checkbox"/> 6% | <input type="checkbox"/> 7% | <input type="checkbox"/> 8% |
| Company contribution | <input type="checkbox"/> 5% | <input type="checkbox"/> 6% | <input type="checkbox"/> 7% | <input type="checkbox"/> 8% | <input type="checkbox"/> 9% | <input type="checkbox"/> 10% |

If you do not complete this section your ordinary contribution level will remain at the rate currently being paid to the Alstom Defined Contribution Plan until the next annual renewal (next April).

Section 3 - Salary Sacrifice for pension contributions
Please tick the box below if you do not currently participate in Salary Sacrifice for ordinary pension contributions and want this to continue.

I do not wish to participate in Salary Sacrifice for pension contributions.

If you do not complete this section your ordinary contributions will be paid through the Alstom Salary Sacrifice for pension contributions scheme.

Something to think about

If you pay a higher rate of tax, remember that you will get full tax relief on your contributions immediately if you take part in Salary Sacrifice for pension contributions. If you do not take part in Salary Sacrifice, you will need to adjust your tax code or make a claim through the Self Assessment process at the end of the year.

Are you currently paying regular Additional Voluntary Contributions (AVCs)?

YES. Do you want to continue paying regular AVCs when you join the Alstom GPP?

YES. If you want to continue with the same level of regular AVCs that you are paying to the Alstom Defined Contribution Plan, and want these to be paid in the same way, you do not need to do anything. The default position is that your regular AVCs will continue to be deducted at the same rate you are currently paying to the Alstom Defined Contribution Plan, and paid in the same way. This will either be through Salary Sacrifice for pension contributions or outside Salary Sacrifice, depending on the decision you made previously. However, if you want to arrange a different level of regular AVCs to the level you are currently paying in the Alstom Defined Contribution Plan, or change the way these are paid, you will need to fill in section 4 of the enclosed form.

NO. You will need to fill in section 4 of the enclosed form to confirm that you do not want to pay AVCs. (Write £'0' and '0%' in the two boxes in this section.) If you do not fill in this section of the form, the arrangements that are currently in place for your regular AVCs will continue.

NO. Do you want to start paying AVCs?

YES. You must fill in section 4 of the enclosed form.

NO. If you do not want to start paying AVCs, you do not need to do anything.

The contributions your individual account receives will initially be invested in the default investment option, the Alstom Mixed Investment Lifestage Approach (as explained in the guide in your Alstom GPP pack called 'Your lifestage investment approach and core fund choices') and a target retirement age of 65 will be applied to your membership. Are you happy with these investment arrangements?

YES. You do not need to do anything. These arrangements will continue unless you contact Aviva once your individual account has been set up and give different instructions.

NO. Once your individual account has been set up, you will be able to change the way it is invested at any time. For details of the range of investment options available to you, and instructions on how to change the way your account is invested and your target retirement age, please see 'Your lifestage investment approach and core fund choices'.

Something to think about

Unlike your ordinary contributions, the Company does not match any AVCs you choose to pay. This means that if you are considering AVCs but have selected an ordinary contribution rate of less than 8%, you should first consider increasing the level of these ordinary contributions. This means that you will be able to maximise the contributions that the Company will make towards your retirement savings in the Alstom GPP.

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Section 4 – Additional Voluntary Contributions
Please complete this section if you want to arrange a different level of regular Additional Voluntary Contributions (AVCs) in the Alstom GPP. You also need to confirm whether you want to arrange your AVCs through Salary Sacrifice for pension contributions.

I wish to pay the following regular AVCs to my Alstom GPP account:

A fixed amount OR A percentage of my Pensionable Earnings

£ _____ each month %

If you do not complete this section, your regular AVCs will continue to be deducted at the same rate you are currently paying to the Alstom Defined Contribution Plan.

I have ticked the relevant box below to confirm how I want my regular AVCs to be paid from 1 July 2012.

I want to make my regular AVCs through Salary Sacrifice for pension contributions from 1 July 2012.

I understand that I will not be able to change the amount of AVCs being made through Salary Sacrifice until the next annual revaluation (that Aviva) unless I complete a qualifying flexible request in the meantime. However, I will be able to make further AVCs outside Salary Sacrifice at any time. This includes regular and one-off AVC payments.

OR

I do not want to arrange my regular AVCs through Salary Sacrifice for pension contributions.

If I am currently paying AVCs and do not tick one of the boxes above, your regular AVCs will be paid to the Alstom GPP from 1 July 2012 in the same way that they are currently being paid to the Alstom Defined Contribution Plan. This will either be through Salary Sacrifice for pension contributions or outside Salary Sacrifice for pension contributions, depending on the decision you made previously.

If you are using this form to start paying AVCs and do not tick one of the boxes above, your AVCs will be paid outside Salary Sacrifice for pension contributions.

Section 5 – Investing the contributions that your GPP account receives
The contributions your GPP account receives will initially be invested in the default option, the Alstom Mixed Investment Lifestage Approach (as explained in the guide called 'Your lifestage investment approach and core fund choices') and a target retirement age of 65 will be applied to your membership.

For details of the range of investment options available to you, and instructions on how to change the way your GPP account is invested and your target retirement age, please see 'Your lifestage investment approach and core fund choices'.

Section 6 – The declaration and your signature

- I confirm that I wish to join the Alstom GPP insured by Aviva.
- I confirm that I have received and read the literature provided by Aviva.
- I confirm that the total contributions, in respect of which I am entitled to tax relief, to all UK pension schemes on my behalf does not exceed the higher of £3,600 or 10% of my relevant UK earnings (brandy earnings from employment or self-employment). I shall advise Aviva within 30 days if I cease to have relevant UK earnings.
- I consent to my employer (including its agents, and any agents of mine) to arrange for me to join the Alstom GPP and to pass any information about me, which might reasonably be needed to set up a policy for me under the Alstom GPP to Aviva and to any financial adviser connected to the Alstom GPP. Full details of Aviva's privacy statement are set out in the Key Features document, which I confirm I have received.
- I confirm that I am a resident in the UK and I will inform Aviva if I cease to be a UK resident.

Your signature: _____ Date: _____

Please return your completed form in the enclosed envelope by 15 June 2012 at the latest.