

## Joining the ALSTOM Ltd Group Personal Pension Plan: The decisions you need to make

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').

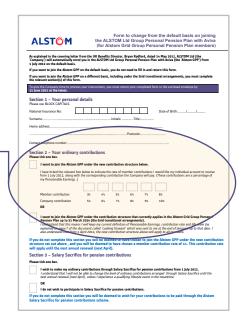
If you want to join the Alstom GPP on a different basis (for example under the Grid transitional arrangements), you must make sure you complete the relevant section(s) of the enclosed form.

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

The default position is that you will join under the new contribution structure (which includes the new definition of Pensionable Earnings) and your contribution rate will be 4%. Do you want to join on a different contribution basis?

**YES.** You must fill in section 2 of the enclosed form. If you do not complete this section, you will be deemed to have chosen to join on the default basis, as set out above.

**NO.** You do not need to do anything. You will be deemed to have chosen to join on the default basis, as set out above.



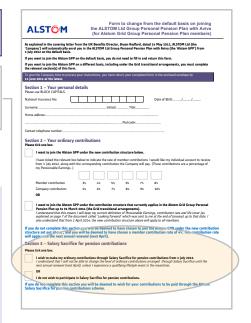
# Do you want to take part in Salary Sacrifice for pension contributions?

**YES.** You do not need to do anything. The Company will automatically include you in Salary Sacrifice for pension contributions.

**NO.** You must fill in section 3 of your application form. If you do not complete this section, the Company will automatically include you in Salary Sacrifice for pension contributions.

#### 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.





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### Do you want to pay Additional Voluntary Contributions (AVCs)?

YES. You must fill in section 4 of your application form.

**NO.** You do not need to do anything. If you do not complete this section of the form, no AVCs will be deducted from your pay, even if you are currently paying AVCs to the Alstom Grid Group Personal Pension Plan.

#### 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.

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'.

