

Strictly Private and Confidential

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14 May 2012

Dear «TITLE» «SURNAM»

Your invitation to join the new ALSTOM Ltd Group Personal Pension Plan (the 'Alstom GPP')

Stephen Burgin and Helena Austin wrote to you last week to confirm the changes that Alstom (the 'Company') will be making to the pension arrangements it provides for you and which takes effect from 1 July 2012.

I am now pleased to invite you to save for your retirement by joining the Alstom GPP, the new pension arrangement we have established with Aviva.

Next steps

Please read the enclosed information pack that Aviva and the Company have prepared for you. This contains detailed information about the Alstom GPP, your contribution options and the range of funds that you can choose to invest in.

Unless you give alternative instructions on the enclosed form, the Company will automatically enrol you into the Alstom GPP from 1 July 2012 on the default basis. This means:

- You will join under the new contribution structure (which includes the new definition of Pensionable Earnings).
- Your contribution rate will be 4%. This is the same contribution rate you are currently paying to the Alstom Grid Group Personal Pension Plan.
- No Additional Voluntary Contributions (AVCs) will be deducted from your pay, even if you are currently paying AVCs to the Alstom Grid Group Personal Pension Plan.
- If you are eligible to take part in Salary Sacrifice for pension contributions, the Company will include you automatically.

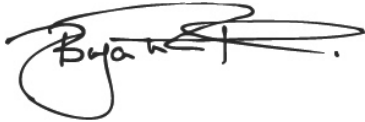
If you want to join the Alstom GPP on a different basis to that outlined above, including under the Grid transitional arrangements, you must make sure you complete and return the enclosed form by 11 June 2012. We have enclosed a pre-paid envelope for your convenience. All completed forms will be acknowledged in writing.

The contributions your individual account receives will be invested in the Alstom Mixed Investment Lifestage Approach with a target retirement age of 65. Further details are enclosed in this pack. If you wish to change your investments and/or your target retirement age, then you will need to contact Aviva after 31 July, i.e. once your account has received its first contribution.

As a member of the Alstom GPP you will also be enrolled as a member of the ALSTOM Ltd Group Life Assurance Scheme and the ALSTOM Ltd Income Replacement Scheme. These schemes, which are not part of the Alstom GPP, provide valuable death in service and sickness benefits respectively. You can find more information about these benefits on the Alstom Pensions website at www.pensions.uk.alstom.com. If you join the Alstom GPP, we will send you further details, along with an Expression of Wish Form that you will need to fill in and return, during the summer.

If you do not want to join the Alstom GPP or do not agree to the Company assuming that you accept the declarations made under section 6 of the enclosed form, then please phone Alstom Employee Services on 03301 233233 or e-mail AES-UK@alstom.com and ask for an opt-out form.

Finally, if you have any questions about the process of joining the Alstom GPP, please contact Aon Hewitt, the professional advisers we have appointed to help us with this exercise. (Aon Hewitt Limited is authorised and regulated by the Financial Services Authority.) E-mail: alstom.help@aonhewitt.com or phone 0845 6062841.

A handwritten signature in black ink, appearing to read 'Bryan W Radford', with a stylized flourish at the end.

Bryan W Radford

UK Benefits Director