

YOUR REF.

OUR REF.

DATE

10 February 2012

Title Initials Surname
Address 1
Address 2
Address 3
Address 4
Address 5
Postcode

Dear Title Surname

Re: Nestlé (Ireland) Pension Fund ('the Fund')

In December we advised you that the proposed implementation date for the changes to Nestlé (Ireland) Limited's ('the Company') pension arrangements was moving from 1 January 2012 to 1 April 2012. Please find enclosed a revised version of your Decision form, which, for compliance reasons, we need you to sign and return to us in the envelope provided.

- To make it easier for you, we have indicated your original choice of Lane on the form, so that all you need to do is sign the form.
- If you have not yet returned the original form to us, please indicate your choice of Lane by ticking the relevant box. This will be your last opportunity to do so.

Please return the form to Nestlé Pensions by no later than 9 March 2012.

In addition, we previously told you about a proposal that the Company had made to the Trustee of the Fund to transfer all the assets of the Fund to a pan-European pension arrangement that Nestlé operates in Belgium, called the Nestlé European Pension Fund ('the New Fund'). An Irish section would be created in the New Fund from 1 April 2012 to hold the assets and future contributions from which both past and future benefits would be paid.

We are writing to confirm that the Trustee has now formally considered the Company's proposal and has accepted it. As a result, the existing Fund will be wound up and all of its assets and liabilities will be transferred to the New Fund by way of a bulk transfer.

We are therefore taking this opportunity to provide you with some information about how the transfer might affect your benefits. You will find a copy of this information, together with a statement from the Fund's Actuary, enclosed with this letter. You should read the information carefully. You should also refer to the 'Pension changes' newsletter and the personal illustration sent to you in August and September for further details of:

- what will happen to the benefits you have already built up in the current Fund; and
- how benefits will build up in the pan-European arrangement from 1 April 2012.

We are also giving you a one month opportunity (until 9 March 2012) to consider the information on the proposed transfer and to give us feedback if you wish. You do not need to take any action, unless you would like to give us feedback. You will find details of how to provide feedback in the attached Notice.

The Trustee will consider all views submitted and will write to you again during March to confirm the outcome of our considerations.

If you have any questions in the meantime, please contact our administrators, Nestlé Pensions, on +44 208 667 6363.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Oliver Sutherland', with a stylized flourish at the end.

Oliver Sutherland
Chairman, Nestlé (Ireland) Pension Trust Limited
Trustee of Nestlé (Ireland) Pension Fund