

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')**

We wrote to you in August and December 2011 in relation to changes that Nestlé (Ireland) Limited ('the Company') is making to the benefits that can be built up in the Fund by current and future employees from 1 April 2012. In those communications we also told you that the Company had put a proposal 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 you now to confirm that the Trustee has 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 want to reassure you that following these changes the pension payable to you will be calculated on the same basis as under the current Trust Deed and Rules for the Fund.**

As part of the bulk transfer process, we are providing you with some specific information about how it 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 this information carefully.

In addition, we are 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.

Subject to sufficient interest, we will hold a presentation so that deferred members can have an opportunity to ask questions. If it goes ahead, the presentation will be held at 10.30am on Tuesday 28 February at the Citywest Hotel, Saggart, Co. Dublin (tel: 01 401 0500). If you would like to attend the presentation, please telephone Nestlé Pensions on +44 208 667 6363 or email [pensionchanges@uk.nestle.com](mailto:pensionchanges@uk.nestle.com) by close of business on Thursday 23 February to register your interest. Please note that we will only hold the presentation if sufficient numbers attend, so it is important that you let us know that you are coming in advance of the presentation.

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