

Nestlé (Ireland) Pension Trust Ltd.



3030 LAKE DRIVE, CITYWEST BUSINESS CAMPUS, DUBLIN 24.

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YOUR REF.

OUR REF.

DATE

4 August 2011

Title Initials Surname
Address 1
Address 2
Address 3
Address 4

Dear Title Surname

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

We are writing to you in relation to a communication that the Company has just sent to current contributing members of the Fund. This communication outlines some changes that the Company is making to the benefits that can be built up in the Fund for current and future employees from 1 January 2012.

We want to reassure you that under these proposed changes you will continue to receive your monthly pension in the same way as you do at present.

However, we do want to make you aware that, as part of these changes, the Company has put a proposal to the Trustee of the Fund to transfer all the assets to a pan-European pension arrangement that Nestlé has in Belgium. A new Nestlé (Ireland) section would be created in this arrangement on 1 January 2012 to hold the assets and future contributions from which both past and future benefits would be paid.

The purpose of this proposal is to allow Nestlé to consolidate pension arrangements for several European countries within one pan-European pension fund.

As part of the transfer, the Company is proposing to make significant additional contributions to the new arrangement to address funding issues. This will provide greater security for all members of the Fund.

If this proposal is accepted, all administrative arrangements for the Fund would remain unchanged – your pension would continue to be paid and administered by Nestlé Pensions in the UK. The Irish section would remain subject to all the existing Irish tax legislation.

The proposal will be considered by the Trustee in the autumn and we will write to you again in October. If the proposal is accepted, we anticipate offering pensioner members the opportunity to attend a presentation in the Dublin area so that you have an opportunity to learn more and ask questions.

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