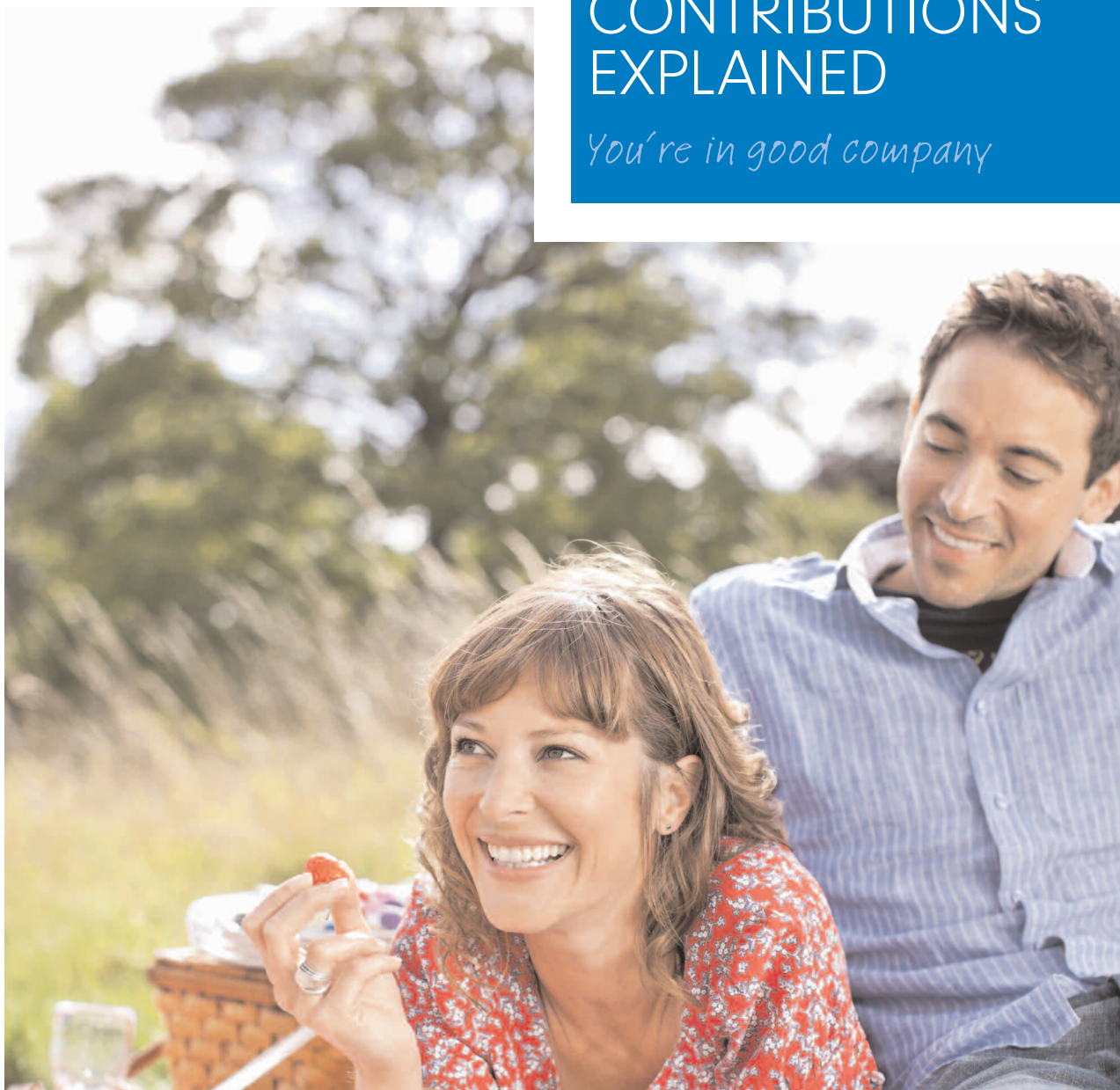


VOITH TURBO PENSION SCHEME

CONTRIBUTIONS EXPLAINED

You're in good company



VOITH



WHEN IT COMES TO YOUR RETIREMENT PLANNING... *you're in good company*

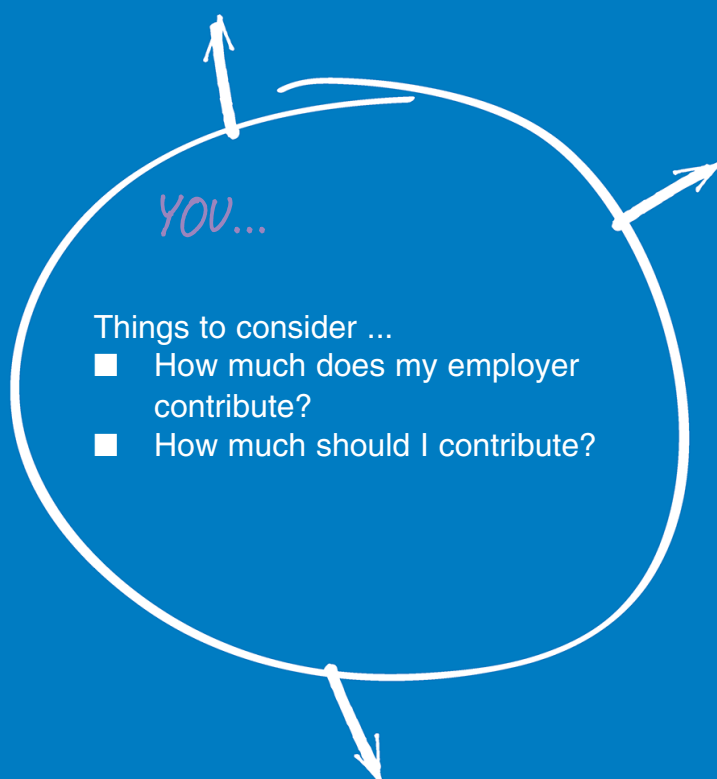
Being part of your company pension plan is an important first step for your retirement planning. To ensure that you get the most out of your plan you will need to consider how much to contribute.

The good news is you don't have to go it alone.



Your company ...

Voith Turbo contribute to your pension plan as additional money on top of your salary. So you have all the right reasons to get started. Your plan has independent trustees to govern the plan and look after your interests.



The government...



If you put money into your pension plan, the government will also contribute in the form of tax relief. Your personal contributions may qualify for tax relief at your highest marginal rate of tax, subject to the annual allowance (see the 'Important information' section).

Fidelity...



Fidelity is an investment specialist and experienced pension administrator. Fidelity can also offer you the expertise of experienced fund managers. In addition to administering your pension plan Fidelity offers you help and guidance in making the right investment choices.

CONTRIBUTIONS EXPLAINED

You're in good company

In this document you will find an overview of the contribution levels for this plan. Contributing to a pension is a great way of helping you save for your retirement.

As a member of the plan you will benefit from:

- a company contribution from your employer
- a contribution from the government in the form of tax relief.

As a member you also contribute to the plan and you will automatically get tax relief on these contributions at your highest marginal rate.

*Pension contributions
are a tax-efficient
way of saving for
retirement.*



When it comes to planning your retirement... you're in good company

CONTRIBUTIONS

You're in good company

YOUR CONTRIBUTIONS

As a member of the plan you must contribute at least 3% of your Pensionable Salary. Your Pensionable Salary is your basic annual salary.

THE COMPANY'S CONTRIBUTIONS

In addition to any contributions you make and the tax relief you receive on them, the company will make contributions to your pension account.

The company will make monthly contributions to your pension account unless otherwise stated on your application form.

HOW ARE CONTRIBUTIONS PAID?

Your contributions will be deducted automatically from your pay through the payroll system and paid to Fidelity by your company, together with company contributions, each time you are paid.

Both yours and the Company's contribution rates are higher than the minimum contribution rates set by the Government.

THE GOVERNMENT'S CONTRIBUTION

Your personal contributions qualify for tax relief at your highest marginal tax rate, subject to the annual allowance (see the 'Important information' section). Your salary will be reduced by the amount of your personal contribution before income tax is calculated. This makes it very cost effective for you to save for your pension.

For example, if you pay basic rate tax, each £1 you pay into your pension account costs you just 80p. If you pay higher rate tax, it will cost you only 60p.



ARE YOU CONTRIBUTING ENOUGH?

Additional contributions to the plan will increase your chance of a better retirement income. The earlier you start the better.

It is important that you think about the level of contributions that you will need to make to ensure that the plan provides you with the level of income you want in retirement. If you would like help, please see our online planning tool, myPlan. You can access myPlan through PlanViewer (Fidelity's online account service for plan members) if you have already received your login details or via www.fidelitypensions.co.uk.

If you want to increase your contributions then please contact your Human Resources Department. It is possible to make additional contributions in many ways; for example, a set percentage of salary each month, or a set amount each month. Or you can make one off payments, for example, if you receive a bonus. Or, though unusual, you can declare how much you want to pay month to month, based on what you can afford..

Please note that the value of your investments can go down as well as up and you may not get back the amount invested. Also, as with all pension products, you cannot normally start taking benefits until age 55. Tax relief depends on individual circumstances and may change.



IMPORTANT INFORMATION

This plan is a registered pension scheme under the Finance Act 2004. This means it has been registered with HMRC and enjoys a number of tax privileges. These include the ability to take part of the benefits as a tax free lump sum and receive tax relief on contributions.

There are no limits to the amount of contributions that you can make to your pension account, but HMRC does restrict the level of contributions that can enjoy the full tax advantages. This restriction is known as the annual allowance and is currently set at £40,000. Within this allowance, tax relief on personal contributions is restricted to 100% of your earnings.

In addition, if the contributions to all registered pension schemes of which you are a member, including all personal and company contributions, exceed the annual allowance, you may be liable to a tax charge on the excess based on the highest rate of income tax payable by you. Further information can be found at www.hmrc.gov.uk/pensionschemes.

Lifetime allowance

The benefits you choose are subject to certain regulations set by HMRC that apply to this and all your other registered pension schemes you were a member of. For example, the maximum overall fund you can accumulate and still enjoy tax advantages on is currently £1.25 million. This is known as the standard lifetime allowance and covers all your tax-privileged pension arrangements. If your arrangements exceed this allowance the excess may be liable to a lifetime allowance tax charge.

If you feel you may be affected by this limit, you should consider seeking financial advice.

PLEASE NOTE: If your existing pension savings are subject to an enhanced protection or fixed protection certificate issued by HMRC then membership of this plan may invalidate that protection and lead to possible tax charges on your benefits.

Fidelity only gives information about products and services and does not provide investment advice based on individual circumstances. If you would like advice, please contact a Financial Adviser.

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