

Summary of Material Modifications Alcatel-Lucent Retirement Income Plan

This notice, called a Summary of Material Modifications (“SMM”), advises you of changes in the information presented in your Summary Plan Description (sometimes called an “SPD”) for the Alcatel Data Networks Inc. Retirement Pension Plan (the “ADN Plan”), which is now known as the ADN Retirement Pension Program and which forms a part of the Alcatel-Lucent Retirement Income Plan (the “Pension Plan”). The changes described in this SMM also apply to any predecessor plan in which you might have participated that was merged into the ADN Plan.

Please do two things:

1. Read this notice, and
2. Retain a copy of this notice for your records.

The changes are as follows:

1. DEFINITION OF SPOUSE

The term “spouse” (which is relevant to your right to elect certain forms of distribution under the Pension Plan and for other purposes) has changed. The new definition, which is applicable for annuity starting dates (benefit commencement dates) occurring on or after September 16, 2013, is as follows:

Spouse: the person to whom you are lawfully married. Your spouse can be a person of the same sex if you and such other person were lawfully married in a jurisdiction that recognizes same-sex marriage (even if you and your spouse reside in a state or other jurisdiction that does not recognize same-sex marriages). Note: The term spouse does not include individuals (whether of the same or opposite sex) who have entered into a registered domestic partnership, a civil union, or other similar formal relationship recognized under state or other law that is not denominated as a ‘marriage.’

For annuity starting dates (benefit commencement dates) occurring before September 16, 2013, the term “spouse” was interpreted and administered to apply to opposite-sex spouses.

An “annuity starting date” (or “benefit commencement date”) is the first day of the first period for which benefits are paid to you from the Pension Plan as an annuity (or in another form permitted under the Pension Plan).

2. OTHER RESOURCES

Subpoenas relating to the Pension Plan should be served directly to:

Alcatel-Lucent Law Division
600-700 Mountain Avenue
Room 3A-206
Murray Hill, NJ 07974