

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 USA, Inc. Consolidated Retirement Plan (the “CRP”) and any predecessor plan in which you might have participated that was merged into the CRP. The CRP was merged into the Lucent Retirement Income Plan, which has since been renamed the Alcatel-Lucent Retirement Income Plan (the “Pension Plan”). The CRP forms a part of the Pension 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 mean only an opposite-sex spouse.

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).

Notwithstanding foregoing, the CRP provides that a domestic partner of a Plan participant, who is recognized as such by the filing of a Domestic Partner Certification for Alcatel-Lucent’s health and welfare plans is entitled to the same rights that are afforded to a spouse (or surviving spouse) of a Plan participant for purposes of (i) determining a participant’s beneficiary and/or surviving spouse, (ii) the election of benefits, (iii) the Pension Plan’s claim procedures, and (iv) the forms of benefit payment available under the Pension Plan; provided, however, that to do so does not violate any provision of the Internal Revenue Code.

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