

Information related to the remuneration of ALSTOM's Chairman and Chief Executive Officer published in compliance with AFEP-MEDEF recommendations

- Annual remuneration 2011/12

+ Fixed salary

€1,130,000 (€1,100,000 in 2010/11)

+ Variable salary

0 - 160% of the fixed part (terms unchanged)

- Allocations of stock options and shares subject to performance conditions (principles unchanged)

+ Annual allocation capped at 1% of the overall amount authorised by the Shareholders' Meeting and 5% of the total annual allocation

+ Value of the allocation (IFRS 2) capped at one year's total remuneration

+ Requirement to purchase shares equivalent to 25% of the performance shares delivered

- Benefits post mandate

+ Upholding of only stock options and shares subject to performance conditions which are vested at the end of the mandate

+ Additional retirement pension scheme

Rights progressively acquired per year of seniority (terms unchanged)

At its meeting held on 28 June 2011 following the General Shareholders' Meeting, the Board of Directors decided to keep the positions of Chairman and Chief Executive Officer combined as one and to renew the term of office of Mr Patrick Kron in his position as Chairman and Chief Executive Officer for the duration of his mandate as a Director, until the end of the Ordinary General Meeting called to vote on the accounts for fiscal year 2014/15.

The Board of Directors also fixed the elements of his variable compensation for fiscal year 2011/12.

Fixed and variable remuneration in respect of fiscal year 2011/12

Fixed Part

The gross amount of the fixed part of the Chairman and Chief Executive Officer's remuneration in respect of fiscal year 2011/12 will amount to € 1,130,000 pursuant to the Board of Directors' decision as of 4 May 2009 to fix it over the three-year period (2009-2012).

Variable part

Upon the Nominations and Remuneration Committee's proposal, the Board of Directors fixed the

Group's performance objectives and the specific qualitative objectives linked to the achievement of personal objectives which will be used to determine the variable remuneration for the fiscal year 2011/12, applying the same methods as for the preceding years.

For fiscal year 2011/12, the objectives set, are, on one side, the Group's financial objectives – the operational margin, the gross margin (both in absolute value and as a percentage) on orders received, the free cash flow – and on the other hand, the specific objectives corresponding to the implementation of strategic and operational priorities agreed to with the Board of Directors and the general management initiatives of the Company.

Since 1st April 2006, the Chairman and Chief Executive Officer's variable remuneration's range is between 0% and 160% of the annual base salary. The amount of the variable part linked to financial objectives can vary between 0% and 120% of the annual base salary and the amount of the variable part linked to specific objectives between 0% and 40%, depending on results achieved. In case the set objectives are met, the variable remuneration represents 100% of the annual base salary, with the amount of the variable part linked to financial objectives representing 60% of the annual base salary and the variable part linked to the specific objectives representing 40% of the annual base salary.

Rules applicable to future allocations of stock options subject to performance conditions and/or performance shares

The principles decided by the Board of Directors held on 4 May 2009 pursuant to the recommendations of the AFEP-MEDEF Code for the grants to the Chairman and Chief Executive Officer, will be applicable up until a new decision of the Board of Directors.

Benefits arising upon the termination of the mandate

The commitments granted on 26 June 2007 as amended on 6 May 2008 and 4 May 2009 and approved by the Annual Shareholders' Meeting held on 23 June 2009 related to the benefits after expiry of the mandate will continue under the same terms. These commitments concern the entitlement to the additional collective retirement pension scheme composed of a defined contribution plan and a defined benefit plan from which benefit all persons exercising functions within the Group in France, the base annual remuneration of which exceeds eight times the French Social Security cap, as well as the upholding, in the event of termination of the Chairman and Chief Executive Officer's mandate as initiated by either the Company or himself, of only the rights to exercise the stock options and the rights to the delivery of the performance shares, that will have been definitively vested as of the end of his term of office.

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