

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

At its meeting held on 6 May 2013, the Board of Directors acknowledged the recommendations of the Nominations and Remuneration Committee and fixed the following elements related to the global remuneration of Mr Patrick Kron, Executive Officer of ALSTOM.

**Variable remuneration in respect of fiscal year 2012/13**

The variable gross remuneration of Mr Patrick Kron in respect of fiscal year 2012/13 was fixed at €1,420,000 that is 125.7% of his fixed gross salary of €1,130,000 for the said fiscal year. The variable part linked to the financial objectives – the operational margin, the gross margin (both in absolute value and as a percentage) on orders received, the free cash flow – was fixed at 89.3% by the Board of Directors within the range 0 - 120%. The part corresponding to the specific objectives was fixed at 36.4% in the 0 - 40% range. The qualitative objectives corresponded to the implementation of strategic and operational priorities agreed to with the Board of Directors.

For the previous fiscal year, his variable gross salary was € 1,160,000 corresponding to 102.7% of his fixed gross salary for the said fiscal year. The variable part linked to the financial objectives was fixed at 64.2% and the part corresponding to the specific objectives was fixed at 38.5%.

**Fixed and variable remunerations in respect of fiscal year 2013/4**

Fixed Part

The fixed part of Mr Patrick Kron's gross annual remuneration in respect of fiscal year 2013/14 will amount to €1,200,000. The evolution of this gross annual remuneration is enclosed in the summary table hereafter.

Variable part

Upon the Nominations and Remuneration Committee's proposal, the Board of Directors decided the Group's performance objectives and the specific personal objectives which will be used to determine the variable remuneration for the fiscal year 2013/14. The respective proportions applicable to the fixed and variable remunerations (target and maximum) stated below remain unchanged since 2006.

For fiscal year 2013/14, the objectives set, are, on one side, the Group's financial objectives – the operational income (both in absolute value and as a percentage), 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 management initiatives and the implementation of strategic and operational priorities agreed to with the Board of Directors which include, amongst other priorities, specific objectives related to the development of the Group in Asia.

Since 1<sup>st</sup> April 2006, Mr Patrick Kron variable remuneration's range is between 0% and 160% of the annual fixed remuneration. The amount of the variable part linked to financial objectives can vary between 0% and 120% of the annual fixed remuneration 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 fixed remuneration, with the amount of the variable part linked to financial objectives representing 60% of the annual fixed remuneration and the variable part linked to the specific objectives representing 40% of the annual fixed remuneration.

Over this period, the remuneration of Mr Kron evolved as follows:

	<b>Fiscal Year 2006/07 (in €)</b>	<b>Fiscal Year 2007/08 (in €)</b>	<b>Fiscal Year 2008/09 (in €)</b>	<b>Fiscal Year 2009/10 (in €)</b>	<b>Fiscal Year 2010/11 (in €)</b>	<b>Fiscal Year 2011/12 (in €)</b>	<b>Fiscal Year 2012/13 (in €)</b>
<b>Fixed remuneration</b>	1,035,000	1,035,000	1,035,000	1,065,000	1,100,000	1,130,000	1,130,000
<b>Variable remuneration (% of fixed part)</b>	1,430,000 (138 %)	1,500,000 (145 %)	1,300,000 (125 %)	1,000,000 (94 %)	1,075,000 (98 %)	1,160,000 (103%)	1,420,000 (126%)
<b>TOTAL</b>	2,465,000	2,535,000	2,335,000	2,065,000	2,175,000	2,290,000	2,250,000

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