

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

At its meeting held on 6 May 2014, 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 2013/14

The variable gross remuneration of Mr Patrick Kron in respect of fiscal year 2013/14 was fixed at €1,034,000 that is 86.1% of his fixed gross salary of €1,200,000 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, with a relative weight for each such financial objectives of 30%, 30% and 40% respectively – was fixed at 47.3% by the Board of Directors within the range 0 - 120%.

The part corresponding to the specific objectives was fixed at 38.8%, in the 0 - 40% range. These specific objectives related to strategic objectives of the Group, including, amongst set priorities, promoting the development of the Group in certain markets including Asia, supported by a customized investment and research and development policy, improving operational performance, taking the necessary action to enable better strategic mobility and implementing a series of actions to promote the efficiency of the organisation.

For the previous fiscal year, his variable gross salary was €1,420,000 corresponding to 125.7% of his fixed gross salary for the said fiscal year. The variable part linked to the financial objectives was fixed at 89.3% and the part corresponding to the specific objectives was fixed at 36.4%.

Fixed and variable remunerations in respect of fiscal year 2014/15

Fixed Part

The fixed part of Mr Patrick Kron's gross annual remuneration in respect of fiscal year 2014/15 will remain unchanged at €1,200,000.

Variable part

The Board of Directors decides, upon the Nominations and Remuneration Committee's proposal, the Group's performance objectives which will be used to determine the variable remuneration of the Chairman and Chief Executive Officer for the fiscal year 2014/15, and his specific personal objectives. These elements will be fixed later taking into account the outlook for the Group's perimeter.

Since 1st 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:

	Fiscal year 2006/07 (in €)	Fiscal year 2007/08 (in €)	Fiscal year 2008/09 (in €)	Fiscal year 2009/10 (in €)	Fiscal year 2010/11 (in €)	Fiscal year 2011/12 (in €)	Fiscal year 2012/13 (in €)	Fiscal year 2013/14 (in €)
Fixed remuneration	1,035,000	1,035,000	1,035,000	1,065,000	1,100,000	1,130,000	1 130 000	1,200,000
Variable remuneration (fixed %)	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 %)	1,034,000 (86 %)
Total	2,465,000	2,535,000	2,335,000	2,065,000	2,175,000	2,290,000	2,550,000	2,234,000

* * * * *