

Information related to the remuneration of ALSTOM's Executive Officer in respect of Fiscal year 2014/15 published in compliance with AFEP-MEDEF corporate governance code

Fixed Part

The fixed part of Mr. Patrick Kron's gross annual remuneration in respect of fiscal year 2014/15 is unchanged at €1,200,000 (This was decided by the Board of Directors on 6 May 2014 upon recommendation of the Nominations and Remuneration Committee).

Variable part

Upon the Nominations and Remuneration Committee's proposal, at its meeting held on 22 July 2014, the Board of Directors decided the Group's performance objectives and the specific personal objectives which will be used to determine the variable remuneration of the Chairman and Chief Executive Officer for the fiscal year 2014/15. The proportion between the fixed and variable remunerations remains unchanged since 2006: the variable remuneration can vary between 0% and 160% of the annual fixed remuneration. To address the current specific situation of the Group linked to the transaction with General Electric announced on 21 June 2014, some changes have been made in the weight of the various components included in the calculation of the variable remuneration:

- the variable part linked to the Group's financial objectives represents between 0% and 80% of the fixed remuneration ; the financial objectives are related to the Transport sector for 25% (with the same indicators as previously ie gross margin in order received, income from operations and free cash flow) and to the Energy activities for 75% (with the sales, the income from operations and the free cash flow as key indicators),
- the variable part linked to the personal objectives also varies between 0% and 80%; it includes indicators linked to the transaction contemplated with GE and to the management of the Company during the transitory period with a respective weight of 60% and 40%.

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