

1st February 2016

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

The Board of Directors at its meeting held on 28 January 2016 has appointed Mr. Henri Poupart-Lafarge as Chairman of the Board of Director and Chief Executive Officer as from 1 February 2016.

Mr. Poupart-Lafarge being currently employed as a Executive Vice President, with seniority in the Alstom Group since 1st February 1998, it has been decided, upon recommendation of the Nominations and Remuneration Committee, to suspend the employment contract of Mr. Poupart-Lafarge for the duration of his mandate.

Upon recommendation of the Nominations and Remuneration Committee, the Board of Directors has fixed, at the same meeting, the terms and conditions of the remuneration of Mr. Poupart-Lafarge for a duration of two years, until January 2018.

Fixed remuneration

The annual gross fixed remuneration of Mr. Poupart-Lafarge is equal to 750,000 euros.

In accordance with the policy in effect at Alstom for all employees, no additional remuneration is paid for other director or board member position held by Mr. Poupart-Lafarge, in France and abroad, as part of his mission with Alstom.

Variable remuneration

Mr Poupart-Lafarge will benefit from a variable remuneration with a target of 100% of the fixed remuneration up to 170% divided into two parts:

- A part linked to collective objectives of the Company which can range from 0% to 120% with a 60% target ;
- A part linked to personal objectives of Mr. Poupart-Lafarge which can range from 0% to 50% with a 40% target.

The objectives, collective and personal, will be determined annually by the Board of Directors. With respect to the fiscal year 2016/17, these objectives will be established by the Board at a next meeting.

For the current fiscal year, the variable remuneration of Mr Poupart-Lafarge will be calculated on a prorata temporis basis, based on the assessment of the objectives which will be done by the Board of Directors following publication of the annual results.

Severance Indemnity

In accordance with the provisions of Article L. 225-42-1 of the Commercial Code, the Board of Directors has approved the severance amounts which would be applicable in case of termination of the mandate of Mr. Poupart-Lafarge. These amounts would be subject to performance conditions and could not be higher than 2 years of his target remuneration, fixed and variable.

Other benefits

The Board of Directors decided that Mr. Poupart-Lafarge will benefit from Long-term incentive plans and other benefits in place within Alstom, and notably:

- Long-term incentive plan consisting of free shares subject to performance conditions :
 - o The details of the first allocation will be determined by the Board of Directors at a next meeting;
 - o The performance conditions selected will be those established for the entire plan awarded to eligible employees, they will be also be validated by the Board of Directors at a next meeting upon proposal of the Nominations and Remuneration Committee.
 - o Mr Poupart-Lafarge will lose the benefits of the two last granted plans in case of departure.
- Defined contribution pension plan subscribed by the Company for the benefit of its Senior Executives.
- Defined benefit pension plan subscribed by the Company for the benefit of its Senior Executives whose base remuneration is above 8 French social security ceilings.
- Health, Life and disability plans, and company car.

The fixed remuneration, the variable remuneration, the determination of the objectives and their evaluation will be subject to a consultative vote at the General Meeting of Shareholders. The pensions and the severance indemnity will be subject to a special report of the auditors to the General Shareholders Meeting.