

February 1st, 2016

Information related to the end of the mandate of Mr Patrick Kron

At its meeting held on 28 January 2016, the Board of Directors accepted the resignation of Mr Patrick Kron, effective on 31 January 2016.

Upon recommendation of the Nominations and Remuneration Committee, the Board of Directors has taken or reminded the following decisions:

Variable remuneration in respect of fiscal year 2015/2016

The Board established at its meeting held on 5 May 2015 that for the fiscal year 2015/2016, as for the previous fiscal year, the variable remuneration of Mr Kron would range from 0% to 160% of his fixed remuneration, with a part linked to Group's financial objectives which range from 0% to 80% of his fixed remuneration (with a 40% target) and a part linked to specific qualitative objectives which range from 0% to 80% (with a 60% target).

At its meeting held on 28 January 2016, the Board of Directors has decided that the variable remuneration of Mr Kron in respect of fiscal year 2015/2016, calculated on a *pro rata temporis* basis, will be equal to 1.158.000 euros, with an achievement of 115.4% of the objectives (within a range of 0% to 160%) over the period from 1st April 2015 to 31 January 2016.

This remuneration is calculated on the following basis:

- the variable part linked to financial objectives of the variable remuneration has been fixed, in accordance with the calculation method established on 5 May 2015, at 42.1% within a range between 0% to 80% (target of 40%);
- the variable part linked to specific objectives has been fixed at 73.3% within a range between 0% to 80% (target of 60%).

Fixed and exceptional remuneration paid during the fiscal year 2015/2016

At its meeting held on 5 May 2015, the Board of Directors has maintained the annual fixed remuneration of Mr Patrick Kron at 1.200.000 euros, paid on a *pro rata temporis* basis.

It is further reminded that the Board of Directors on its meeting held on 4 November 2015 has fixed the amount of the exceptional remuneration, decided on its meeting held on 4 November 2014, which was conditional to the closing of the transaction with General Electric related to Alstom's Energy activities. A specific press release was published on 6 November 2015.

Post mandate benefits

In accordance with the decisions of the Board of Directors dated 13 June 2011 and 5 May 2015 taken at the time of the renewal of the mandate of Chairman and Chief Executive Officer of Mr Kron, which have been subject to a favorable shareholders consultative vote at the Shareholders Meeting dated 30 June 2015:

- Mr Kron is entitled to a defined contribution pension plan subscribed by Alstom for the benefit of its senior executives. This plan will allow the payment of a pension of around 12.000 euros per year;
- Mr Kron is entitled to the defined benefit pension scheme implemented by Alstom for the benefit of its senior executives whose gross compensation exceeds eight times the French social security ceiling. The pension calculated with the rules laid down in those plans will be equal to around 285.000 euros per year, around 11% of the average annual gross remuneration of Mr Kron over the past three years;
- Mr Kron will keep the rights to exercise all stock options (in accordance with the rules laid down in the plans) and all performance shares that will have been definitely vested before the end of his mandate.

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