

**Information regarding compensation components of the Executive Officer of ALSTOM published in compliance with AFEP-MEDEF recommendations**

At its meeting held on 3 May 2017, the Board of Directors acknowledged the recommendations of the Nominations and Remuneration Committee and set the following elements related to the global remuneration of Mr. Henri Poupart-Lafarge, Chairman and Chief Executive Officer of ALSTOM.

**Fixed and variable remuneration for the 2016/17 financial year**

The variable part of the remuneration of the CEO is a capped percentage of the fixed part. It is linked to the achievement of objectives set in advance for the fiscal year by the Board of Directors, upon proposal of the Nominations and Remuneration Committee. These targets consist, on one hand, of quantitative objectives for the Group and, on the other hand, on specific qualitative objectives linked to the achievement of personal goals which are reviewed annually and based on Group strategic priorities. The objective achievement rate and the amount of the variable part are determined by the Board of Directors, upon proposal of the Nominations and Remuneration Committee, on the latest at the meeting during which the Board approves the accounts for the fiscal year.

At its meeting held on 28 January 2016, the Board of Directors has decided that the fixed remuneration of the CEO is set at € 750,000 per year, that the variable part would be capped at 170% of it and that, provided objectives set are met, the variable remuneration target represents 100% of his fixed remuneration.

The variable part linked to financial objectives could range between 0 to 120% of the fixed remuneration with a target at 60%. The variable part linked to the specific objectives could range between 0 to 50% with a target at 40%.

At its meeting of 3 May 2017, upon proposal of the Nominations and Remuneration Committee, the Board found that

- the quantitative objectives based on four performance indicators (adjusted EBIT, free cash flow, margin on orders received and injury frequency rate, all measured on a full year basis), should be assessed at 107.7% for a target of 60%;
- the qualitative objectives based on five performance criteria related to strategic priorities (Alstom organization and governance after the conclusion of the operations with General Electric, Group strategy, commercial performance, operational and financial performance, Company's image), should be assessed at 36% for a 40% target.

Total variable remuneration of the Chairman and CEO for the 2016/17 financial year amounts to 143.7% of his fixed compensation, i.e. € 1,077,750.

As announced during the General Meeting of shareholders held on 5 July 2016, Mr. Henri Poupart-Lafarge decided, for the first full year of his mandate, to voluntarily limit this variable remuneration to 120% of his fixed remuneration, i.e., €900,000.

### **Fixed and variable remuneration for the 2017/18 financial year**

At its meeting held on 3 May 2017, upon proposal of the Nominations and Remuneration Committee, the Board of Directors confirmed that the fixed remuneration of the CEO would remain unchanged; it would thus stay at € 750,000 per year.

The Board also confirmed the 2017/18 scheme of variable compensation that he had retained for the previous fiscal year: it will include a component linked to quantitative objectives (adjusted EBIT, free cash flow, margin on orders received and employee safety) ranging from 0 to 120% of the fixed remuneration with a target of 60% and a component related to qualitative objectives (organization and governance, implementation of the strategy, commercial performance, operational and financial performance, Company's image) between 0 and 50% with a target at 40%.