

## Alstom – Diversity and Equal Opportunity Indicators – 2018/19

		2017/2018	2018/2019
Percentage of women in the workforce		17.4%	18.1%
Percentage of women: managers & professionals		20.1%	20.7%
Percentage of women in top management positions		16.3%	16.4%
	Percentage of women: executives	19.0%	16.8%
	Percentage of women: senior management	14.6%	16.2%
Percentage of women: middle management		16.3%	16.6%
Percentage of women: junior management		18.6%	19.2%
Percentage of women: all management roles (junior to executive)		18.4%	18.9%
Percentage of women in management positions in revenue-generating functions		14.4%	15%
Percentage of women trained in training sessions (*)		17.3%	17.5%
<p>Sources: Alstom HRIS. As of March 31st, 2019.                      (*) 2018 Social survey conducted in 28 countries representing 96.3% of Alstom's total headcount.                      2017 Alstom social survey conducted in 26 countries representing 95.6% of Alstom's total headcount.                      (**) By women in management positions in revenue-generating functions, we are considering all direct functions.</p>			