



**INFORMATION REGARDING A RELATED-PARTY AGREEMENT ENTERED INTO  
BETWEEN ALSTOM SA AND ITS CHIEF EXECUTIVE OFFICER**

*Information published in accordance with Articles L. 22-10-13 and R. 22-10-17 of the French  
Commercial Code.*

**27 February 2026** – On 27 February 2026, a settlement agreement was concluded between Alstom SA (the “Company”) and Mr. Henri Poupart-Lafarge, the Company’s Chief Executive Officer, following the authorization of the Company’s Board of Directors, in connection with the termination of his mandate as Chief Executive Officer and his other functions within the Group, with the purpose of preventing and bringing an end to any litigation. This agreement provides, in addition to the payment of the amounts due under the Company’s remuneration policy as recalled in a release dated today, that Mr. Henri Poupart-Lafarge commits to continue to cooperate with the Company regarding various pre-litigation or litigation proceedings involving the Company.

The agreement notably provides that the Company will pay him - subject to approval by the shareholders’ meeting to be called in 2026 to vote on the financial statements for fiscal year 2025/26, of the compensation elements paid during or awarded in respect of said fiscal year to the Chief Executive Officer - a settlement indemnity in the gross amount of €1,325,964. The Company has also undertaken to cover the legal fees and attorneys’ costs reasonably necessary for Mr. Henri Poupart-Lafarge’s defence in connection with his cooperation obligations, as well as other reasonable expenses incurred by Mr. Henri Poupart-Lafarge in this respect.

The amount of the settlement indemnity, including employer social security contributions and similar charges borne by the Company generated by this amount, represents approximately 1.9% of the Company’s annual profit for fiscal year 2024/25<sup>1</sup>.

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<sup>1</sup> It is not possible to report the cost of covering the assistance, representation fees and other expenses in consideration for Mr. Henri Poupart-Lafarge’s cooperation undertaking, as these amounts are not known. However, they should not materially affect the percentage indicated in this paragraph.