

Information related to the remuneration of ALSTOM's Chairman and Chief Executive Officer published in compliance with AFEP-MEDEF Code

The Board of Directors, acting in accordance with the powers delegated to it by the General Shareholders' Meeting held on 18 December 2015 and upon the recommendation of the Nominations and Remuneration Committee, decided to grant on 17 March 2016 a long term incentive plan to the ALSTOM Chairman and Chief Executive Officer.

This Plan is made of performance shares for a total amount representing 0.43% of the share capital and subjects the exercise of final delivery of all shares to the satisfaction of two internal performance conditions based on the level of achievement of the EBIT margin and Free Cash Flow targets set by the Alstom group for the 2016/17, 2017/18 and 2018/2019 fiscal years under the terms and conditions of the Plan and an external performance condition assessed on the date of publication of Alstom's financial results for the 2018/19 fiscal year based on the performance of the Company's share relative to the performance of the STOXX® Europe TMI Industrial Engineering Index.

The allocation received by the Chairman and Chief Executive Officer is made of 36,000 performance shares and represents 0.02% of the share capital.

Its characteristics comply with the corporate governance principles set by the Board of Directors:

- the IFRS 2 value of the grant is lower than the value of the beneficiary's annual fixed and targeted variable remuneration (remuneration obtained when accomplishments are strictly consistent with set objectives).
- the Chairman and Chief Executive Officer must hold a number of shares equivalent to 50% of the performance shares definitively granted to him at the end of the vesting period. We have also fixed a retention target of shares held in registered form until the end of his term of office corresponding to a value of three years of his last gross fixed annual remuneration. The calculation will be made while taking into account the market price of the share at the time the performance shares are definitely granted. The retention obligation fixed in respect of the present grant may be lifted if the number of shares held by him and subject to retention obligation reaches the defined target.
- the grant represents 0.72% of the overall amount authorized at the Shareholders' Meeting dated 18 December 2015 with respect to grants of free shares carried out within the group (i.e. less than 2.5%).

The Chairman and Chief Executive Officer has committed himself to refraining from using hedging instruments, for the entire term of his office.