



Saint-Ouen-sur-Seine, 20 November 2023

## INFORMATION REGARDING THE REMUNERATION OF ALSTOM CORPORATE OFFICERS

As part of the consequences of the H1 2023/24 cash outflow, upon proposal of Mr. Henri Poupart-Lafarge and on recommendation of the Nominations and Remuneration Committee, the Board of Directors of 14 November 2023 has decided to tighten the short-term incentive scheme applicable to the Chairman and CEO for FY2023/24, as it was set by the 9 May 2023 Board of Directors, by introducing **an additional and demanding criterion** reflecting the achievement of the Group Free Cash-Flow adjusted targets for FY2023/24 **which will apply to the payout of the collective and individual objectives short-term incentive of the Chairman and CEO**. This new criterion will apply under identical conditions to the payout of the short-term incentive of the Alstom Leadership Team.

### New criterion applicable to the short-term incentive scheme of the Chairman & CEO for FY 2023/24

| Free Cash-Flow 2023/24 (M EUR) | Impact on STI payout   |
|--------------------------------|--|
| Actual FCF < (750)             | Payout of the entire STI is at zero  |
| (750) ≤ Actual FCF < (300)     | Payout of the FCF KPI is at zero, and payout of the entire STI is reduced by 50% |
| (300) ≤ Actual FCF < 0         | Payout of the FCF KPI is at zero, and payout of the entire STI is not impacted   |
| 0 ≤ Actual FCF                 | Normal calculation of the payout of the STI                                      |

Upon proposal of the Board members, and on recommendation of the Nominations and Remuneration Committee, the Board of Directors of 14 November 2023 also decided that **payout of the H2 2023/24 remuneration of the Board members** will be subject to the achievement of these same Free Cash-Flow adjusted targets for FY2023/24.

### New criterion conditioning the payment of remuneration of Board members for H2 2023/24

| Free Cash-Flow 2023/24 (M EUR) | Impact on H2 remuneration                    |
|--------------------------------|--|
| Actual FCF < (750)             | No payment of H2 remuneration                |
| (750) ≤ Actual FCF < (300)     | Payment of H2 remuneration is reduced by 50% |
| (300) ≤ Actual FCF             | Normal payment of H2 remuneration            |