

24 February 2009

Applying an innovative end-of-career management approach,
Alstom signs a new agreement for jobs and skills planning

Alstom has signed a new agreement with three French trade unions (CFDT, CFE-CGC, and CFTC) concerning planning for jobs, skills and retirement age. This agreement applies to French companies within the Alstom group for the next three years, and is designed to enhance a process that began in 2006.

The agreement seeks first to anticipate changes in jobs and skills and to use the entire range of relevant planning instruments, including training, promotion, internal and external mobility, as well as recent methods such as individual training entitlements and mobility leave.

To support this agreement, Alstom has also set up an innovative, end-of-career work time management system, combining gradual work reduction and the settlement of the "time savings account".

The gradual work reduction allows working time to be adjusted during the two years prior to retirement, on the basis of 80% work time in the first year, and 50% in the second.

Any employee wishing to take up this option can cash in their time savings account at the end of the work reduction period. This allows both the employee and the enterprise to prepare for retirement under the best possible conditions.

For line workers, the system includes the addition of bonus points to their "time savings account" for hardship jobs (welder, boilermaker, painter, shot-blast operator, and night shift work).

The agreement also includes provisions for mentoring, already established in the January 2006 agreement that will be further developed to facilitate the transfer of skills to newly hired employees, especially under apprenticeship schemes.

Alstom has about 15,000 employees in France

Alstom has 14,700 employees in France (as of 31 December 2008) working in 17 sites. Engineers and managers make up nearly half (7,000) of this population, while there are 4,800 technicians, supervisors and employees, and about 2,800 line workers. Alstom Transport has approximately 8,400 employees and Alstom Power employs 5,500. In terms of geography, 5,500 people work in the Ile-de-France area, 5,400 in the east and north of France, 1,900 in the southeast, and the same number again in the west and southwest of France.

Press Contact

Philippe Kasse, Stéphane Farhi (Corporate)

Tel +33 1 41 49 29 82 /33 08

philippe.kasse@chg.alstom.com , stephane.farhi@chg.alstom.com

Investor Relations

Emmanuelle Châtelain

Tel + 33 1 41 49 37 38

investor.relations@chg.alstom.com

Website

www.alstom.com