



Courbevoie, December 16, 2015

**Disclosure of the elements of ENGIE executive directors' compensation, pursuant to the Afep-Medef Corporate Governance Code of Listed Corporations**

The Board of Directors, at its December 16, 2015 meeting, upon the recommendation of the Nomination & Compensation Committee, took the following decisions with respect to compensation of the executive directors for 2016 fiscal year.

The fixed compensation of Gérard Mestrallet and Isabelle Kocher will remain at the same level as for 2015, until the Shareholders' Meeting of May 3, 2016.

Annual bonus and long term incentives in the form of Performance Units, for that part of the 2016 fiscal year running from January 1st to May 3, will be set within the same limits as for 2015.

The characteristics of the waivers that were applied for 2015 remain unchanged prorata temporis.