



Courbevoie, April 18, 2016

Supplement to disclosure of the elements of ENGIE executive officers' compensation made on February 25, 2016 pursuant to the Afep-Medef Corporate Governance Code for listed companies

Isabelle Kocher's target bonus for 2015 was set at 122 % of her fixed compensation with a cap at 141 % of her fixed compensation.

Furthermore, it is reminded that Isabelle Kocher's employment contract has been suspended since January 1, 2015. The recommendation of Article 22 of the AFEP-MEDEF Code to suspend the employment contract of an employee when he or she becomes a corporate officer does not apply to Deputy CEOs. Isabelle Kocher's suspended employment contract does not provide specifically for no-competition or severance compensation. As part of the ENGIE Management Company's labor policy, all of its employees are entitled to compensation for termination of their employment contract. This compensation for termination amounts to 3/5th of month of compensation for every year's service in the company or the Group with a cap at 18 months of compensation. "Month of compensation" means 1/12th of the annual fixed compensation, plus 1/12th of the last paid annual bonus.