

# PRESS RELEASE

## Information regarding Michel Combes' variable compensation for the year 2015

**Paris, France, February 15, 2016** - On February 10th, 2016, upon recommendation of the Compensation Committee and pursuant to the Board's decision of September 10th, 2015, the Board of Directors of Alcatel Lucent (Euronext Paris and NYSE: ALU) acknowledged the performance elements with respect to the 2015 allotment of the 2013 and 2014 performance unit plan. Accordingly, the Board decided that such long term compensation of Michel Combes for the year 2015 amounts to 915,777 € based on the level of achievement of the economic performance objectives set by the Board of Director for 2015 and prorated on the basis of Michel Combes' presence in the Company in 2015. This amount corresponds to the 2015 allotment of the 2013 performance units plan only, as the performance criteria linked to the 2015 allotment of the 2014 performance units plan is not achieved and the Board decided to attribute no performance unit for this allotment. The criteria are the gross margin for the 2013 performance units plan and the diversification sales growth for the 2014 plan.

In accordance with the Board's decision of April 14, 2015, and pursuant to the Board's decision dated September 10th, 2015, the Board of Directors acknowledged the performance elements with respect to Michel Combes' compensation corresponding to 58,333 shares of Alcatel Lucent in replacement of the allocation of stock options for 2014. Accordingly, the Board decided that such compensation amounts to EUR 184,915 based on the level of achievement of the performance criteria (free cash flow ) which should have been applied to the stock-options plan.

The Board of Directors further acknowledged the performance elements as to the variable part of Michel Combes' compensation prorated on the basis of his presence as Chief Executive Officer of the Company until August 31st, 2015. Accordingly, the Board decided that Michel Combes is entitled to receive a variable compensation of EUR 1,195,000 based on the level of achievement of the targets performance criteria which have been determined by the Board of Directors in March 2015 and which could vary from 0% to 200%, prorated on the basis of Michel Combes' presence in the Company in 2015. The criteria are the segment operating cash flow, customer satisfaction and fixed costs reduction. The combined level achievement is 149,4%.

More information on the compensation of Michel Combes available at: <https://www.alcatel-lucent.com/about/governance>

## **ABOUT ALCATEL-LUCENT (EURONEXT PARIS AND NYSE: ALU)**

Alcatel-Lucent is the leading IP networking, ultra-broadband access and cloud technology specialist. We are dedicated to making global communications more innovative, sustainable and accessible for people, businesses and governments worldwide. Our mission is to invent and deliver trusted networks to help our customers unleash their value. Every success has its network.

For more information, visit Alcatel-Lucent on: <http://www.alcatel-lucent.com>, read the latest posts on the Alcatel-Lucent blog <http://www.alcatel-lucent.com/blog> and follow the Company on Twitter: [http://twitter.com/Alcatel\\_Lucent](http://twitter.com/Alcatel_Lucent).

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