

<p style="text-align: center;">PUBLICATION IN APPLICATION OF THE AFEP-MEDEF CORPORATE GOVERNANCE CODE</p>
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At its meeting of February 21, 2013, based on the work of the Remuneration Committee, the Air France-KLM Board of Directors determined the following compensation of the Chairman and Chief Executive Officer and of the Deputy Chief Executive Officer:

Compensation of Mr. Spinetta in his capacity as Chairman and Chief Executive Officer

The annual fixed compensation of the Chairman and Chief Executive Officer in respect of the 2013 financial year was maintained at €200,000. There is no variable portion or directors' fees in addition to this fixed compensation.

Compensation of Mr. van Wijk in his capacity as Deputy Chief Executive Officer

The annual fixed compensation of the Deputy Chief Executive Officer in respect of the 2013 financial year was maintained at €150,000. There is no variable portion or directors' fees in addition to this fixed compensation.