

**PUBLICATION IN APPLICATION
OF THE AFEP-MEDEF CORPORATE GOVERNANCE CODE**

At its meeting of May 19, 2010, based on the work of the Remuneration Committee, the Air France-KLM Board of Directors determined the compensation of the Chairman and Chief Executive Officer as follows:

Compensation of Mr. Spinetta in his capacity as Chairman of the Board of Directors

▪ Compensation of Mr. Spinetta in respect of the 2010-11 financial year

The annual fixed compensation of the Chairman of the Board of Directors in respect of the 2010-11 financial year was maintained at €200,000. There is no variable portion or directors' fees in addition to this fixed compensation.

Compensation of Mr. Gourgeon in his capacity as Chief Executive Officer

▪ Variable compensation of Mr. Gourgeon in respect of the 2009-10 financial year

The variable portion of the compensation of the Chief Executive Officer in respect of the 2009-10 financial year was set at 20% of his fixed compensation, i.e. €150,000. This variable portion was determined solely on the basis of the qualitative component, the criteria used to determine the quantitative portion not having been fulfilled in view of the results for the financial year.

In respect of the 2008-09 financial year, this qualitative portion had been set at its 30% maximum, i.e. €220,000.

▪ Compensation of Mr. Gourgeon in respect of the 2010-11 financial year

The annual fixed compensation of the Chief Executive Officer in respect of the 2010-11 financial year was maintained at €750,000, with no directors' fees in addition.

The criteria for determining his variable compensation remain those set by the Board of Directors at its meeting of November 19 2008*.

* cf. publication posted on line at the www.airfranceklm-finance.com website following the Board of Directors meeting on November 19, 2008.