

PRESS RELEASE

Paris, 22 May 2014

**Territorial Career Mobility and Transition Platforms Managed by PSA Peugeot Citroën:
An Innovative Resource for Securing Employment**

Securing jobs is an integral part of the New Social Contract to support PSA Peugeot Citroën's recovery, signed on 24 October 2013. This focus demonstrates the Group's conviction that all measures must be taken to achieve the necessary transformations while avoiding layoffs.

PSA Peugeot Citroën's New Social Contract takes an innovative approach by adding a Job and Skills Alignment Plan (DAEC) to existing Human Resources Planning and Development (GPEC) initiatives. This Plan promotes internal mobility and secure outplacement and includes the PSA intergenerational contract that provides for retaining older employees while hiring young people under work-study contracts.

To facilitate secure outplacement, the New Social Contract is inaugurating Territorial Career Mobility and Transition Platforms that bring together all initiatives for retraining transitioning employees and preparing young people for the jobs of tomorrow. Located in PSA Peugeot Citroën's five French host regions (Alsace, Brittany, Franche-Comté, Ile-de-France and Nord-Pas-de-Calais), these platforms are being deployed with the full support of the French Union of Metallurgy and Mining Industries (UIMM). They are organised around the following measures:

- The creation of a secure gateway in the form of a career transition passport for employees transitioning towards companies that are currently hiring. Based on a pre-hiring agreement in a partner company, the passport calls for at least 300 hours of training. The holder remains an employee of PSA Peugeot Citroën during the training period, once the definitive job contract is signed and until his or her trial period with the new employer is completed.
- The development of training for young people. In 2014, PSA Peugeot Citroën will host more than 1,000 young people on work-study programmes at its various sites. The Group is already taking its partners' needs into account in choosing topics and selecting candidates for work-study, so that, in addition to the possibility of a permanent job with PSA Peugeot Citroën, participants have a larger range of employment opportunities open to them at the end of their programme and other employers can benefit from the quality training provided by the Group.
- The organisation of direct transitioning to other companies or industries through job forums, job speed dating and company visits.
- The use of employee leasing, when necessary, to respond flexibly to short-term changes in business levels.
- The creation of a network for regular back-and-forth information on jobs among all public and private participants involved (carmaker, subcontractors, partner companies) to discuss the company's situation in the territory, assess the number of transitions required and integrate partners' hiring needs.

Between May and July 2014, PSA Peugeot Citroën will launch each of its five Territorial Career Mobility and Transition Platforms in cooperation with the Regional Department of Enterprise, Competition, Consumer Affairs, Labour and Employment (DIRECCTE) in the five regions concerned and the UIMM. During the inauguration, it will present the main training programs under development with partner companies in the areas of luxury goods, energy, aviation and transportation. The training paths deployed within the Territorial Career Mobility and Transition Platform framework may be financed by an accredited collecting fund for training (OPCA).

With the Territorial Career Mobility and Transition Platforms at the centre of its New Social Contract, PSA Peugeot Citroën is demonstrating its commitment to securing its employees' jobs and career paths through the development of collective initiatives designed to structure the industry and prepare the future.

This focus is aligned with the converging concerns of employee representatives and public officials, as expressed in the inter-professional national agreement (ANI) of 11 January 2013 and the Act of 14 January 2014 voted following the proposals of the Gallois report on competitiveness.

About PSA Peugeot Citroën

With its three world-renowned brands, Peugeot, Citroën and DS, PSA Peugeot Citroën sold 2.8 million vehicles worldwide in 2013, of which 42% outside Europe. The second largest carmaker in Europe, PSA Peugeot Citroën recorded sales and revenue of €54 billion in 2013. The Group confirms its position of European leader in terms of CO₂ emissions, with an average of 115.9 grams of CO₂/km in 2013. PSA Peugeot Citroën has sales operations in 160 countries. It is also involved in financing activities (Banque PSA Finance) and automotive equipment (Faurecia).

For more information, please visit www.psa-peugeot-citroen.com

PSA Peugeot Citroën media contact:

+33 1 40 66 42 00

About UIMM

The French Union of Metallurgy and Mining Industries (UIMM) represents 43,000 companies in the following industries: metallurgy, metalworking, mechanical components, automobile manufacturing, shipbuilding, aviation, aerospace, rail, electricity and electronics, nuclear energy and household appliances. The UIMM is supported by a network of 12 professional federations and 76 regional union offices.

UIMM media contact:

Samuel Rousseau +33 1 58 47 89 54