

**First progress report on the Employment chapter of the New Social Contract  
six months after implementation**

PSA Peugeot Citroën signed the New Social Contract with four out of six labour unions on 24 October 2013. Six months later, a first progress report has been drawn up on the Employment chapter of the agreement.

This first report demonstrates that it is possible to address both business and labour challenges during a time of economic crisis.

The measures taken under the New Social Contract are designed to avoid collective layoffs as part of a new approach to securing jobs.

- **Senior leave** (estimated 950 employees): so far, 890 employees have signed on to the voluntary end-of-career transition programme. A total of 565 requests are currently being processed.

- **Recruitment of young people on work-study contracts** as part of PSA Peugeot Citroën's intergenerational contract (objective of at least 2,000 within the Group in the next two years): at least 1,120 young people will be recruited under work-study arrangements in 2014. This includes 800 under apprenticeship contracts, 190 under skills-qualification contracts, 110 under the VIE co-op placement scheme and 20 under CIFRE doctoral student contracts.

- **Internal transfers as part of Human Resources Planning and Development (GPEC)** (forecast of 1,200 employees, on a par with previous years), combined with enhanced training programmes: to date, around 650 internal mobility assignments have been initiated or completed.

- **Jobs and Skills Alignment System (DAEC)**: additional need for internal mobility and training for sensitive professions, with an enhanced training offer through Top Competences and other systems (forecast of 200 employees). Since January 2014, 225 new Top Competences transitioning courses have been initiated. At present, 524 such training arrangements are active.

- **Action plan to resolve the problem of understaffed jobs**: among the professions or functions that offer career opportunities, the Group has identified digital technologies, customer relationship management (CRM), accounting, planning, product systems and telecommunications. Understaffed jobs are positions for which opportunities exist.

- **Professional training** (the objective for 2014 is to achieve an average of around 20 hours of training per employee, for an increase of more than 50% from 2013): as of 31 May 2014, 440,000 hours of training had been provided. This represents 33% of the annual target.

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**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).  
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