

Paris – 26 June 2014

Constructive social dialogue at PSA Peugeot Citroën: all six labour unions sign the agreement on the New Social Contract's Jobs and Skills Alignment System (DAEC)

On Wednesday, 25 June 2014, all of PSA Peugeot Citroën's six labour unions – CFTD, CFE/CGC, CFTC, CGT, FO and GSEA – signed an agreement to enhance measures taken under the Jobs and Skills Alignment System (DAEC).

Presented as part of the New Social Contract signed on 24 October 2013, the Jobs and Skills Alignment System is designed to secure the career paths of Group employees both inside and outside PSA Peugeot Citroën.

At its meeting of 5 June, the central oversight committee on trends in professions and capabilities had a new opportunity to discuss the current situation and the outlook for the Group's jobs. Although 60% of Automotive Division employees are in adequately staffed jobs, 17% are in understaffed positions (jobs for which opportunities exist) and 23% are in sensitive positions (jobs that seem likely to decline in number due to anticipated changes in the industry).

To ensure that all positions are adequately staffed, PSA Peugeot Citroën confirms that it will apply adjustment measures under its Human Resources Planning and Development (GPEC) programme and enhance certain initiatives under the Jobs and Skills Alignment System (DAEC).

Internal transfers will be encouraged, notably through the Top Competences transitioning programme.

Concerning outplacement, new incentive measures will be deployed.

As part of DAEC outplacement measures, employees in sensitive positions who want to pursue a professional project outside the Group may now benefit from six months of salary in addition to severance pay under the collective bargaining agreement (ICL). In addition, within the framework of Human Resources Planning and Development, employees in sensitive or adequately staffed positions may request that their work contracts be suspended, in agreement with the employer, while they join another company during a secure outplacement period. They may return to the Group within 24 months if the project is not completed.

The Territorial Career Mobility and Transition Platforms announced on 22 May 2014 are currently being deployed in PSA Peugeot Citroën's five French host regions (Alsace, Brittany, Franche-Comté, Ile-de-France and Nord-Pas-de-Calais). The platforms are responsible for carrying out initiatives to retrain transitioning employees and prepare young people for the jobs of tomorrow. Their programmes and operating methods will be defined in each concerned region.

Commenting on the signature of this new agreement, Philippe Dorge, Executive Vice President, Human Resources declared: *"I would like to take this opportunity to recognise the commitment of the six labour unions who unanimously signed this agreement. The New Social Contract's results after six months demonstrate that it is possible to address both business and labour challenges during a time of economic crisis. Social dialogue has been instrumental in helping us find solutions that will allow the Group to speed its recovery."*

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