

Paris, July 15 - 2014

**PSA Peugeot Citroën's Human Resources Division presents a new organisational chart to reflect the Group's new organisation and support its medium-term vision of being a profitable, world-class French automobile manufacturer that makes the most of its expertise**

- **A comprehensive organisation aligned with the Back in the Race strategic roadmap.**
- **A Human Resources Division helping to drive change in the Group's managerial culture.**
- **A new Human Resources Division - France to address the country's specific issues, notably concerning social dialogue and management of the New Social Contract.**
- **A Global HR/Regional HR/Brands and Corporate Functions HR matrix organisation for responsible and efficient management of the Group's Human Resources.**

Commenting on the new global organisation chart for PSA Peugeot Citroën's Human Resources function, Philippe Dorge, Executive Vice President, Human Resources declared: *"The new, increasingly global Human Resources Division directly supports initiatives to drive change in the Group's managerial culture. It also takes into account the stakes of the Group's Human Resources in France, with the creation of a dedicated Human Resources Division – France. In all our host regions, social dialogue is an integral part of our Human Resources policy. By finding the right balance between business and social challenges as far upstream as possible, we will accelerate the Group's recovery."*

In line with the announcements concerning the Group's matrix organisation by Brands, Regions and Corporate Functions, PSA Peugeot Citroën's Human Resources Division will be organised as follows effective 1 September 2014:

#### **1/ Global HR**

Global HR determines and seamlessly deploys the Group's Human Resources policies for all activities worldwide, notably in the areas of talent management, social dialogue on strategic objectives, Human Resources development and training, performance review and compensation systems, occupational health and safety, social responsibility and diversity, and management of transformation, organisations and working conditions.

A specific Human Resources Division – France comprising all of the country's dedicated HR Shared Service Centres has been created to address the specific challenges in France. The Division manages employee relations in France.

The following individuals have been confirmed or appointed within the Global HR Division:

- |   |                          |
|---|--------------------------|
| • Executive Management                  | Xavier Chéreau           |
| • Human Resources Development           | Xavier Chéreau           |
| • Compensation & Benefits               | Nathalie de Montgolifier |
| • Human Resources Division - France     | Franck Mulard            |
| • Corporate Social Responsibility       | Franck Mulard            |
| • Corporate University                  | Claudia Constant         |
| • Health, Safety and Working Conditions | Vincent Lobry            |
| • HR Excellence and Business Travel     | Marie Laetitia Albenque  |
| • HR Communication                      | Paul Philippe Uhel       |

The following individuals have been confirmed or appointed to lead the HR Job Family worldwide:

- |   |                          |
|---|--------------------------|
| • COMEX Sponsor                               | Philippe Dorge           |
| • Job Family Manager                          | Xavier Chéreau           |
| • Job Family Coordinator                      | Sandrine Lance           |
| • HR Development                              | Marc Lagriffoul          |
| • Payroll, Compensation and Employee Benefits | Nathalie de Montgolifier |
| • Employee Relations and Legal Counsel        | Franck Mulard            |
| • Occupational Health and Safety              | Vincent Lobry            |

## 2/ Brands and Corporate Functions HR

The main missions of Brands and Corporate Functions HR are to:

- Deploy all policies and processes defined by the Human Resources Division in their departments.
- Manage Human Resources Planning and Development, in liaison with Regional HR.

Brands and Corporate Functions HR works with the Group's 20 job families and 114 professions. Each profession defines its strategic challenges and short, medium and long-term employment objectives. This organisation allows the Group to respond effectively to the skills and career development needs of its employees, managers, departments and divisions.

Brands and Corporate Functions HR is also supported by PSA University. Launched in April 2010, PSA University is responsible for instilling, in employees around the world, knowledge, working methods and soft skills aligned with the Group's values and strategic objectives.

Human Resources Development policy is designed to foster the professional development of all employees and make managers responsible for their teams' development. It also aims to make the Group more competitive and to support PSA Peugeot Citroën's international expansion by attracting and retaining top talent.

The following individuals have been confirmed or appointed as Brands and Corporate Functions HR Directors:

- |   |                 |
|---|-----------------|
| • Research and Development                                | Rémi Boyer      |
| • Sales and Brands (including DSP and PCR)                | Olivier Dardart |
| • Purchasing, Supply Chain and Manufacturing, Quality     | Stéphane Durand |
| • Information Technologies, Programmes & Strategy, Design | Catherine Pinot |
| • Finance, Administrative Services, Communication         | Hélène Comiti   |
| • Human Resources   | Yves Chevalier  |
| • Banque PSA Finance                                      | Frantz Krautter |

### 3/ Regional HR

The main missions of Regional HR are to:

- Apply HR policies and processes in their geographical area.
- Serve as the initial HR contact for line managers, notably as concerns providing the necessary resources to meet objectives.
- Manage local employee relations and handle collective bargaining.
- Implement strategic transformation initiatives.
- Manage country and plant Human Resources in Europe.

The following individuals have been appointed as Regional HR Directors

- |                          |                        |
|--------------------------|------------------------|
| • China – Southeast Asia | Ulrich Socher          |
| • Eurasia                | Tatiana Tolkacheva     |
| • Europe                 | Bernard Weill          |
| • India - Pacific        | Ulrich Socher          |
| • Latin America          | Monice Santos de Souza |
| • Middle East - Africa   | Pending                |

#### **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 is the European leader in low-carbon vehicles, with average emissions of 115.9 grams of CO<sub>2</sub> per 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 [psa-peugeot-citroen.com](http://psa-peugeot-citroen.com).*

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