

PSA PEUGEOT CITROEN

Agreement on the extension of the Strategic Equal Committee

Anticipating the transformation of trades and jobs, better planning of skills the company is going to need and giving employees more visibility on industrial, organisational and technological evolutions and changes are a major stake for PSA PEUGEOT CITROEN.

This is the reason why mechanisms for Forward-looking Management of Employment and Skills (*Gestion Previsionnelle des Emplois et des Compétences*, GPEC) are in place in the main subsidiaries and countries of the automotive division.

To lead such work with a global approach of Forward-looking Management of Employment and Skills (GPEC), the Group Management has chosen the path of social dialogue and collective bargaining with the trade union organisations.

This choice is a product of the certainty that the company cannot evolve without its employees, their representatives and trade union organisations, regardless of the country concerned. Thus, GPEC agreements were signed or are being negotiated in most key subsidiaries of the automotive and finance division.

The anticipation of industrial, organisational and technological changes implies good knowledge of the company's strategy, of the stakes and elements that helped to define it.

This is the reason why the GPEC agreement signed in France on 6 April 2007, with five trade union organisations helped to create an "Equal Committee" with the management and trade union organisations, allowing us to go into detail and into topics related to the company's situation and to the policies implemented in the short and medium term.

This Committee, which already met in December 2007, is an additional structure for dialogue and exchange within Peugeot Citroen Automobiles France.

Because of the strategic dimension of the issues dealt with, of the international dimension of the issues and policies addressed, and of the synergy of exchanges with the Liaison Committee of the Group Committee, it seemed useful to extend this Committee with the presence of union representatives who were not French.

When the Liaison Committee of the Group Committee met on 15 November 2007, the management suggested inviting the members of the Liaison Committee who were not French to the meetings of the Strategic Equal Committee. This is the purpose of the present agreement.

Article 1: the Strategic Equal Committee: additional body for diagnosis and exchange

This committee is a body of information and exchange in order to go into detail into issues related to the situation of the company and its evolution in the short and medium term. Issues concern, for instance, the products, markets, competition, the location of production, technological evolution, partnerships and co-operation, international development, the 'make or buy' policy, technical organisational and regulatory projects..., all themes and courses which may affect employment.

All the provisions relating to the role and performance of this structure of diagnosis and exchange provided for in the PCA France agreement of GPEC on 6 April 2007 remain in force. (article 12.1.)

This structure does not replace existing representation structures.

Article 2: Extension of the Equal Committee

In addition to French representation as defined in the aforementioned agreement, the representatives who are not French and who were in the Liaison Committee of the Group Committee will also be invited to the meetings of the Equal Committee.

To fuel the participants' reflection, the management may provide for special lectures on certain themes, or suggest visiting French or foreign businesses.

As for the members of the national works councils and the trade union representatives, the members of the Equal Committee are bound by an obligation of secrecy having regard to confidential information and data provided by the management.

Article 3: Final provisions

The French and non-French trade union organisations represented within the Liaison Committee (main subsidiaries represented) signing this agreement makes it directly applicable for an indefinite term.

This agreement, which has an international scope, will be subject to official information to the government and administrative bodies of each country concerned, following the national regulations and customs in force.

AGREEMENT ON THE EXTENSION OF THE STRATEGIC EQUAL COMMITTEE

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Poissy, 19 June 2008