

Information regarding the compensation of Managing Board members, published in accordance with the AFEP-MEDEF Corporate Governance Code

Meeting on 25 July 2016, the Peugeot SA Supervisory Board reached the following decisions concerning the compensation of Maxime Picat, Managing Board member, acting on the recommendation of the Appointments, Compensation and Governance Committee:

- Suspension of his employment contract, in regards to its seniority within the Group;
- Determination of his compensation at the same level as other Managing Board members, specifically a fixed part of the compensation amounting to €618,000 and a variable part of the compensation which can represent up to 110% of fixed compensation and that can raise to a maximum of 130% in the event all collective Group targets are exceeded. As for other Managing Board members, the collective Group targets represent 80% of the target variable compensation and his annual performance targets represent 20% of the target variable compensation.

The collective Group targets of the Managing Board members are presented in the 2015 Registration Document, page 136.

Target/threshold distribution	Thresholds/Targets	Type of criterion	Percentage of maximum variable part
Annual performance targets representing 20% of the target variable compensation			
Maxime Picat	• 2016 Recurring operating income in Europe	Economic performance	16 %
	• 2016 Market share of registrations in Europe	Economic performance	4 %

- Approval of the continuance of benefit for Maxime Picat of new pension scheme, as set up on 1 January 2016.

Governance practices, performance objectives and all components of compensation for Managing Board members are presented in detail in the 2015 Registration Document.