

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

The Peugeot SA Supervisory Board, at its meeting of February 22, 2017, acting on the recommendation of the Appointments, Remuneration and Governance Committee, reached the following decisions concerning the compensation of the Management Board members :

- **Performance-related compensation for the 2016 financial year**

After assessing the degree of achievement of the 2016 objectives for each member of the Management Board, as they will be presented in the 2016 Registration Document, the Supervisory Board set the amounts of the variable compensation for the 2016 financial year, as follows:

	<b>Percentage of achievement of objectives</b>	<b>Amount of variable compensation allocated</b>
<b>Carlos TAVARES Chairman of the Management Board</b>	<b>103,42 %</b>	<b>2 016 618 €</b>
<b>Jean-Baptiste CHASSELOUP de CHATILLON</b>	<b>102,71%</b>	<b>698 236 €</b>
<b>Jean-Christophe QUEMARD</b>	<b>105,71%</b>	<b>718 630 €</b>
<b>Maxime PICAT *</b>	<b>99,51%</b>	<b>225 489 €</b>
<b>Grégoire OLIVIER**</b>	<b>87,71%</b>	<b>397 510 €</b>

\* Maxime PICAT is a member of the Management Board as of September 1, 2016

\*\* Grégoire OLIVIER's term of office as a member of the Management Board expired on August 31, 2016.

As concerns the performance shares granted under the 2015 LTI plan, after having noted that the performance objectives for the final allocation of these shares had been exceeded, the Supervisory Board decided to allocate 130,000 shares to Mr. Carlos TAVARES and 65,000 shares to each of others members of the Management Board.

- **Compensation items for the 2017 financial year**

**Fixed compensation:**

In 2017 and for the seventh year in a row, the fixed compensation of the Chairman and other members of the Management Board, amounting to € 1,300,000 for the Chairman of the Management Board and € 618,000. for the other members of the Management Board, will remain unchanged.

**Variable compensation:**

In 2017, the variable compensation target for the Chairman of the Management Board will be 170% of his fixed compensation and, for the other members of the Executive Board, 125% of their fixed compensation.

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Like last year, the variable compensation will be calculated on the basis of the collective objectives of the Group representing 80% of the target variable portion of the members of the Management Board and the annual performance objectives specific to each member of the Management Board, representing 20% of the target variable part.

The Supervisory Board has decided to renew the application of the principle of valuation of outperformance. Thus, if the Group's collective objectives were exceeded, members of the Management Board may be granted of an additional compensation. The maximum variable compensation of the Chairman of the Executive Board would be increased from 170% to 200% of his fixed salary. As for the other members of the Executive Board, their variable compensation would be increased from 125% to 147% of their fixed salary.

### **2017 LTI Plan**

The Supervisory Board has decided to approve a 2017 share allocation plan, providing for the allocation of shares in the event of two ambitious performance objectives, the maximum vesting period being four years.

The details about governance practices and all the elements composing the compensation of the Executive Board's members and the performance objectives will be d in the 2016 Registration Document.