

Information regarding the compensation package awarded to Michael Lohscheller, a new Managing Board member, published in accordance with the AFEP-MEDEF Corporate Governance Code

At its meeting on 23 July 2019, Peugeot SA's Supervisory Board approved the principles and criteria for determining the compensation of Michael Lohscheller, a new Managing Board member from 1 September 2019, as recommended by the Appointments, Compensation and Governance Committee. In addition, it decided to:

- Maintain Michael Lohscheller's employment contract with Opel Automobile GmbH.
- Maintain his compensation at its current level, i.e., annual gross fixed compensation of €800,000 and target annual variable compensation equal to 100% of fixed compensation, which may be increased to a maximum of 200% of annual fixed compensation in the event that targets are exceeded. As applicable to the other members of the Managing Board, Opel/Vauxhall collective targets represent 80% of the target variable compensation and annual performance targets represent the remaining 20%.

The collective portion (80%) is calculated based on the achievement level of the following performance targets:

- TARGET 1 – **Opel automotive recurring operating margin** (40 points)
- TARGET 2 – **Opel operating free cash flow** (40 points)
- TARGET 3 – **CO₂ level of vehicles in stock at 31 December 2019** (10 points)
- TARGET 4 – **Opel automotive quality failure rate** in first 3 months on the road (5 points)
- TARGET 5 – **Opel automotive sales point recommendation rate** (5 points)

The individual portion (20%) is defined based on the achievement level of the following performance targets:

- TARGET 1 – **Market share** (10 points)
- TARGET 2 – **Workplace safety** (LTIFR) (5 points)
- TARGET 3 – **Percentage of OV women in top management** (5 points)

For 2020, Michael Lohscheller will have the same collective targets as the other members of the Managing Board.

Michael Lohscheller will also receive exceptional compensation of €250,000 per year for 2019 and 2020, in connection with the PACE! recovery plan.

In terms of long-term compensation, Michael Lohscheller will be awarded 50,000 performance shares under the LTI 2019 plan.

- Approve Michael Lohscheller's continued participation in a defined benefit pension plan, as implemented at Opel Automobile GmbH.

Michael Lohscheller will not receive any benefits in kind other than the use of company cars and medical insurance.

Governance practices, performance targets and all components of compensation for the Managing Board members will be discussed in detail in the 2019 Registration Document.