

EMPLOYEE RELATIONS INDICATORS

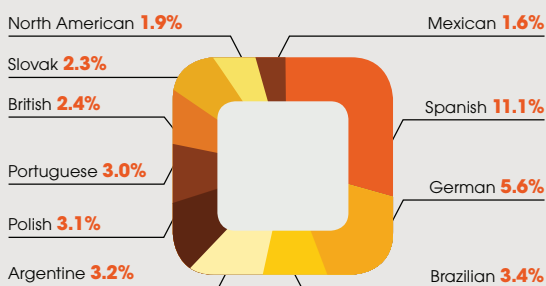
NUMBER OF EMPLOYEES UNDER PERMANENT OR FIXED-TERM CONTRACTS BY DIVISION, 2002-2008 (Consolidated Group, at 31 December 2008)

	2002	2003	2004	2005	2006	2007	2008
Automobile Division ⁽¹⁾	133,880	135,180	139,480	140,050	140,000	134,345	129,890
Banque PSA Finance	2,160	2,150	2,360	2,370	2,365	2,330	2,390
Gefco	8,050	8,360	8,840	9,370	9,900	9,980	10,060
Faurecia	52,230	51,860	54,430	54,960	57,810	59,765	58,140
Other businesses ⁽²⁾	2,280	2,360	2,140	1,750	1,675	1,430	1,220
TOTAL	198,600	199,910	207,250	208,500	211,750	207,850	201,700

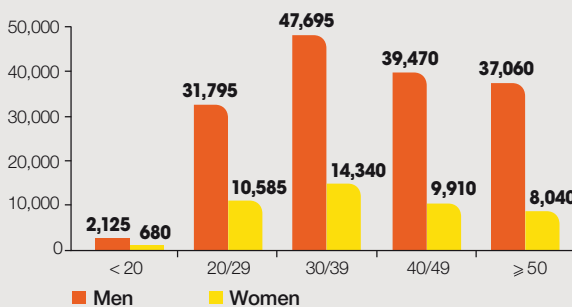
(1) Automobile manufacturing operations and Peugeot S.A. holding company.

(2) SCEMM, PMTC France, PMTC Germany and PMTC Italy.

TOP TEN NATIONALITIES OTHER THAN FRENCH REPRESENTED IN THE GROUP (Consolidated Group, at 31 December 2008 – percentage of total workforce)



EMPLOYEES UNDER PERMANENT OR FIXED-TERM CONTRACTS BY AGE GROUP AND GENDER (Consolidated Group, at 31 December 2008)



NUMBER OF WOMEN EMPLOYEES UNDER PERMANENT OR FIXED-TERM CONTRACTS (Consolidated Group, at 31 December 2008)

	2002	2004	2006	2008	% increase 2002-2008
Operators	16,235	19,105	21,065	21,635	+33.3
ETAM	14,420	16,655	16,175	15,610	+8.2
Managers	4,245	5,325	6,320	6,310	+48.7
TOTAL	34,900	41,085	43,560	43,555	+24.8

SAFETY PERFORMANCE IN 2008 (Manufacturing and sales units, Consolidated Group, excluding Gefco and Faurecia, at 31 December 2008)

	Sales units		Manufacturing units	
	Frequency rate	Severity rate	Frequency rate	Severity rate
European Union	4.32	0.17	3.46	0.33
Rest of Europe	1.55	0.02	–	–
Africa	0.00	0.00	–	–
South America	2.24	0.01	0.76	0.03
Asia	0.00	0.00	–	–
TOTAL	4.07	0.15	3.21	0.3

OTHER EMPLOYEE RELATIONS INDICATORS (Consolidated Group, excluding Faurecia, at 31 December 2008)

	Units	2008	2007	2006
Total payroll costs	(in thousands of euros)	6,539,331	6,893,925	6,779,672
Employees under fixed-term contracts (average annual number)		10,760	10,775	9,890
Employees hired under permanent contracts		8,840	8,445	10,120
Operators		4,315	4,765	5,290
ETAM		3,655	3,155	3,680
Managers		870	525	1,150
Separation rates	(% of total workforce)	8.3	10.2	4.9
Improvements in working conditions*				
“Light” workstations	(as a %, as rated by the Meteo method)	49	45	40
“Medium” workstations		40	42	45
“Heavy” workstations		11	13	15
Disabled employees		6,315	6,870	6,605
Operators	(% of disabled employees)	82	83	N/A
ETAM		15	14	N/A
Managers		3	3	N/A
Training				
Hours of training	(in thousands of hours)	2,935	3,612	3,835
Work/life balance				
Part-time employees		9,065	9,120	7,800
Maternity leaves		1,645	1,615	N/A
Paternity leaves		4,340	3,990	N/A
Parental leaves		1,010	885	N/A

* Manufacturing operations of the Automobile Division.

ETAM: Administrative employees, technicians, supervisors.

A more detailed presentation of the employee relations indicators may be found in the “Social and Society” chapter of the 2008 Sustainable Development Performance Indicators supplement.