

Hiring, new vehicles: Renault Group bets on France!

- Nearly 1,000 new hires since the beginning of the year at Renault Group plants and technology centers in France
- The future electric Renault 4 produced in Maubeuge and the future electric Renault Scénic in Douai, at the ElectriCity center in Hauts-de-France (North of France)
- Final signature with the trade unions of the purchasing power agreement in France: more than €1,000 net for most employees from October

Boulogne-Billancourt, October 6, 2022 – Renault Group is betting on France and developing its business in the country in line with the commitments made in the three-year "Re-Nouveau France 2025" trade union agreement. **The Group has already hired nearly 1,000 people in France since the beginning of 2022, out of the 2,500 planned for the 2022-2024 agreement period.**

In the regional factories, Renault Group has made 700 new hires to support the gradual introduction of nine new vehicles in France, most of them 100% electric, and the ambition to produce more than 700,000 vehicles per year in France. Between now and the end of the year, the Group plans to hire 700 more people at its nine French manufacturing sites for jobs that have evolved considerably and now include more and more electrification, digitalization, data analysis (predictive maintenance and digital simulation of flows, for example) and energy management.

The transformation of the Group also requires a diversification of skills. With this in mind, **280 people have been recruited in engineering, technology and services**. For example, 150 people are currently being recruited to meet the challenges of the "Software Defined Vehicle", spread over the three sites integrated into the "French Tech" ecosystems and bringing together software skills: Technocentre in Guyancourt, Software Labs in Sophia Antipolis in Nice and Software Labs in Toulouse. At the same time, as part of the agreement, Renault Group has launched the E-Lardy project to convert the Lardy technical engineering site in the Paris region to electric power.

The Group is also continuing to transform the skills of its employees and support those in the sector towards the new value chain of the automotive industry thanks to the ReKnow University and the objective of **training and retraining nearly 15,000 people by 2025**.

"Through constructive social dialogue and by improving our industrial facilities, we are showing that it is possible to wage the battle for competitiveness in France. We are placing France at the heart of our electrical activities, with new hires in our plants and technology centers, and the assignment of emblematic models such as the future Renault 5, Renault 4 and Scénic electric vehicles. We are doing all of this while remaining true to the social values of the Renault Group, with the concrete desire to support our employees in the transition to the new automotive

professions, from electric to software. At Renault, we are proud to make together the bet of France ”, said Luca de Meo, CEO of Renault Group.

New iconic vehicles produced in France

Renault Group is definitely placing France at the heart of its electric industrial activities: **the future Renault 4 Electric and the future Renault Scénic Electric will be produced in the ElectriCity plants** in Hauts-de-France (North of France).

The Renault ElectriCity division has thus been entrusted with the production of: Megane E-TECH Electric, New Kangoo E-TECH Electric, the future Renault 5 Electric, the future Renault Scénic Electric, the future Renault 4 Electric and the electric model that will replace the Nissan Micra.

In addition, the Group reminds that the Dieppe plant will manufacture the future Alpine GT crossover, the Sandouville plant the new electric Trafic and the Batilly plant the replacement for the Master as well as a partner vehicle.

Le Mans will receive the chassis activities related to the new vehicles.

The Cléon mechanical plant, which already produces the " ePT-160kW " motor for the Megane E-Tech Electric, will manufacture the future " ePT-100 kW " electric motor for the Renault 5 Electric and, from 2027, the new generation 200 kW electric motor, designed without rare earths and developed in partnership with Valeo. In less than two years, the plant will have a production capacity of more than one million electrified motors per year.

Agreement for immediate "purchasing power" assistance for all employees

Based on regular and constructive social dialogue, Renault Group has just signed a global agreement with the representative trade unions CFE-CGC, CFDT and FO to support purchasing power for all its employees in France.

Starting in October, Renault Group will provide its employees with **support in three priority areas: everyday expenses, transportation and health**. To this end, all company employees will benefit from an exceptional bonus of €500, to which will be added a €100 transport bonus, free health insurance for three months and the possibility of monetizing three days of RTT with a 25% increase. These solutions represent **a total amount of €1,000 for most employees** by the end of the year.

In addition, management has made a commitment in this agreement to bring forward the 2023 annual salary negotiations to December 2022 instead of February of next year.

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About Renault Group

Renault Group is at the forefront of a mobility that is reinventing itself. Strengthened by its alliance with Nissan and Mitsubishi Motors, and its unique expertise in electrification, Renault Group comprises 4 complementary brands - Renault, Dacia, Alpine and Mobilize - offering sustainable and innovative mobility solutions to its customers. Established in more than 130 countries, the Group has sold 2.7 million vehicles in 2021. It employs nearly 111,000 people who embody its Purpose every day, so that mobility brings people closer. Ready to pursue challenges both on the road and in competition, Renault Group is committed to an ambitious transformation that will generate value. This is centred on the development of new technologies and services, and a new range of even more competitive, balanced and electrified vehicles. In line with environmental challenges, the Group's ambition is to achieve carbon neutrality in Europe by 2040.

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