



## Appendix

March 7, 2013

### Key dates in the genesis of Women@Renault

- 2005: Signature of the Diversity Charter with IMS Entreprendre pour la Cité.
- 2006: The Renault-Nissan Alliance takes part in its first Women's Forum for the Economy and Society. It has done so every year since.

*The Women's Forum for the Economy and Society is an international platform that focuses on major social and economic questions from a woman's standpoint. The Forum, founded in 2005, gives a voice to influential women and men in politics, business, civil society and academia at a number of international meets. It showcases wide-ranging projects from women and fosters gender equality in all these areas.*

- May 2008: The Renault group and Sciences Po school organize a diversity forum, with Carlos Ghosn in attendance. A Renault think tank presents projects on promoting diversity, including increasing the presence of women in the sales force.
- Between 2008 and 2010: Numerous reviews are made by teams of employees from across the company to assess the effectiveness of the diversity promotion policy and understand any failures. The teams single out a number of problems in terms of processes that prevent some women from getting promoted (for example, the age criteria used when detecting high-potential people were incompatible with the average maternity age). A group of women gradually forms, and takes part in Women's Forum for the Economy and Society events.
- March 2009: Odile Desforges, Renault Purchasing Director, Chairwoman and Managing Director of RNPO, is the first woman to be appointed to the Group Executive Committee. The women's group unifies under her leadership and organizes with women senior managers at Renault.
- October 2009: At the Women's Forum, Carlos Ghosn officially approves the Women@Renault plan structuring this initiative – an innovative, international plan with a

dedicated budget and steering committee. The HR part of the plan, headed by the Human Resources Department, is launched.

- June 2010: The Women@Renault internal social network is launched, headed by the Corporate Social Responsibility Department.