



PRESS RELEASE

May 4, 2009

MORE THAN 4,800 EMPLOYEES HAVE CHOSEN THE RENAULT VOLUNTARY DEPARTURE PROJECT

4,400 employees, among whom 880 from Sandouville plant, have chosen to leave the company within the framework of the Renault Voluntary Departure Project. More than 360 employees from Sandouville plant (France) have also been volunteer to move to another industrial site. The variety of options, personal counselling and confidentiality have made these results possible. The scheme will make a significant contribution to adjusting structural costs and keeping the company competitiveness.

65,5% of employees chose the "alternative employment leave" option, 18,8% took advantage of "aid with voluntary retirement" and 15,2% the "professional or personal plan" option. At Sandouville, 364 employees volunteered to move to another industrial site (1).

During the six months the scheme was in operation, 80 counsellors working in 21 different offices dealt with queries and advised people on the various options open to them. Every consultation was strictly voluntary and confidential. In all, more than 8,000 people came forward. Personal counselling for those who have left the company will continue until January 2010.

The Renault Voluntary Departure Project has made possible the structural changes required to cope with the world economic crisis and to prepare for the recovery in the best possible circumstances. It has helped to achieve the group's targeted cost cuts and the benefits for free cash flow will become apparent from 2010. At Sandouville, the reduction in production staff has limited the impact of part-time working.

In addition to Renault Voluntary Departure Project, staff cuts implemented at subsidiaries and non-replacement of people leaving the company will result in a total of 6,400 departs in Europe.

(1) The final results will be confirmed during May. See appendices listing the various options and giving a breakdown of the results per option.

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Gérard Leclercq, Senior Vice President, Group Human Resources:

"Because of the crisis, it was vital to adjust our staff to our business prospects. The Renault Voluntary Departure Project has enabled us to do this in a socially responsible way. The number of voluntary departures confirms that the options we offered complied with the wishes of a large number of our employees. Now we must focus our efforts on involving everyone in supporting our action plans so that we can get through the crisis and prepare for the after crisis time."

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APPENDICES

Results per option

	Total	<i>Sandouville</i>
Professional or personal plan	670	104
Alternative employment leave	2,884	696
Aid with voluntary retirement	829	82
Aid with return to country of origin	18	0
Sub-total – Leaves	4,401	882
Aid with long-term leave	52	2
Switch to part-time working at end of career	17	1
Mobility on leaving Sandouville	364	364
Sub-total – Other measures	433	367
Total	4,834	1,249

The seven options offered:

- **Professional or personal plan**, for employees who have found another job, want to start or take over a business or accompany a spouse/partner who is moving for professional reasons.
- **Alternative employment leave**, which offers several months off, with pay, to employees wishing to explore employment possibilities outside the company.
- **Aid with voluntary retirement**, for employees eligible for retirement before 31 December 2009.
- **Aid with return to country of origin**, for employees with foreign nationality (outside the European Union) who wish to return to their home country.
- **Aid with long-term leave**, for employees wishing to leave the company temporarily (for up to three years) for personal reasons and return to their job later.
- **Switch to part-time working at end of career**, for employees wishing to gradually reduce the amount they work in the three years leading up to retirement.
- **Mobility on leaving Sandouville**, for production staff willing to accept employment at another plant.