

PRESS RELEASE

November 10, 2020

RENAULT SAS PROPOSES AN AGREEMENT ON THE TRANSFORMATION OF TECHNICAL AND TERTIARY SKILLS TO PREPARE FOR CHANGES IN THE AUTOMOTIVE WORLD

Boulogne-Billancourt, 10 November 2020 – Renault Management and all the representative trade union organisations (CFE-CGC, CFDT, CGT and FO) met today at the 5th negotiation meeting on the transformation of technical and tertiary skills.

Renault Management presented a set of proposals for agreement at this last negotiation meeting on the implementation of the Cost Reduction Plan that was announced on 28 May.

The next meeting to review and finalise this agreement is scheduled for 16 November with all the social partners.

The evolution of employment and technical and tertiary skills is one of the five areas of the savings plan in France. Between 28 July and 22 September, a joint cycle of trade observatories took place in order to analyse changes in skill requirements for each area, linked to the company's situation and changes in the automotive market. Three issues common to all technical and service professions were highlighted during these discussions: strengthening skills to prepare for changes in the automotive industry through internal training, retraining and mobility measures; adapting the workforce by a reduction of 2,500 positions on a voluntary basis; and promoting local social dialogue within the working areas.

In order to meet these challenges, and after five negotiation meetings with the representative trade unions, **the management presented a set of proposals with a view to reaching an agreement on the following three themes:**

- 1. Proposals to strengthen skills to prepare for changes in the world of the automobile industry:**
 - A new internal mobility policy: a more fluid and transparent internal labour market for improved employability of employees
 - Training and retraining pathways to strengthen future skills
 - Recruitment of 250 permanent strategic skills contracts in global functions in 2021 and maintenance of the level of 5% apprenticeships within the Renault s.a.s. scope.

2. Proposals to **adapt staffing levels on a voluntary basis.**
 - Activity exemption 2021 for all eligible Renault s.a.s. employees.
 - Collective Contractual Separation (RCC): maximum number of 1,900 voluntary departures (scheme opened from December 2020 to the end of September 2021)

3. Proposals to **succeed in these transformations, in particular by fostering a local social dialogue within the functions**
 - Monitoring the implementation of the agreement in the functions and at central level
 - Action plan to support change and to strengthen the listening of employees

FOR FURTHER INFORMATION, PLEASE CONTACT:

Céline FURET

Press officer

celine.furet@renault.com

[+33 6 17 41 13 41](tel:+33617411341)