

PRESS RELEASE

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RENAULT TO RECRUIT 1,000 PERMANENT EMPLOYEES AND 1,000 APPRENTICES IN FRANCE IN 2016

- **Renault has announced that it will recruit 1,000 people on permanent contracts in France in 2016.**
- **Added to the 1,000 permanent employees hired in 2015, Renault is significantly exceeding the commitment it made with the "Contract for a new dynamic of growth and social development for Renault in France".**
- **Renault will also continue to support young people by signing 1,000 new apprenticeship contracts.**

Under the "Contract for a new dynamic of growth and social development for Renault in France" signed on March 13, 2013, Renault made a commitment to hire 760 employees in the second phase of the agreement.

Between 2015 and 2016, 1,000 people were hired on permanent contracts. This is proof that the concrete measures taken since 2013 to help drive the Group's growth and prepare for the future have been a success.

Carlos Ghosn, Chairman and CEO of the Renault group: *"With the agreement signed in 2013, we ensured the continuing activity of our French plants, which are now more competitive, higher-performing, and more attractive to our partners. In 2015, this enhanced competitiveness significantly boosted our production volume to more than 660,000 vehicles. This 24% increase from 2014 (31% more than in 2013) translated into new hires. In 2016, we will again reap the rewards of this agreement, and Renault will be recruiting again in France this year. This win-win agreement provides yet another illustration of the robustness of our group's social model."*

In 2016, the hiring campaign will focus on specific businesses related to the major industrial projects and technological challenges of the next few years in France, such as self-driving cars, connected cars and alternative energies.

One-half of the recruitments will be in Renault plants; the other half will occur in other areas of the Group, particularly engineering and services. The positions will span the entire range of occupational categories (production workers, technicians, engineers and managers) and target young graduates and experienced candidates alike.

In addition, the company will continue to actively develop young people's professional skills and offer 1,000 new apprenticeship contracts in 2016.

Positive effects on plant activity and employment achieved through the agreement

- **Production of 132,000 Nissan Micras at the Flins plant, starting end-2016**
- **Production of chassis parts for the future Nissan Micra at Le Mans plant**

- **Production of 65,000 “J” gearboxes at the Cléon plant (previously manufactured in Portugal)**
- **Production of Renault’s R240 electric motor at the Cléon plant**
- **Assembly of the Bolloré group’s Bluecar electric vehicles at the Dieppe plant**
- **Production of a new light commercial vehicle for Fiat, based on the same platform as the New Trafic, at the Sandouville plant, with a total estimated volume of 100,000 units**
- **Production of the new Nissan NV300 van, to replace the Nissan Primastar, at the Sandouville plant. The Nissan NV300 van will be built on the same production line as the New Trafic and generate an estimated additional volume of 100,000 vehicles for the 2016-2026 period.**
- **Extension and broadening of the provision of the forward-looking employment and skills management agreement (GPEC), thereby helping to increase the number of departures while avoiding a redundancy plan, as per the terms of the agreement**
- **New employees hired on permanent contracts as of 2015 (1,000 on permanent contracts and 1,000 apprenticeships) and again in 2016 (another 1,000 on permanent contracts and 1,000 apprenticeships), exceeding the number provided for under the competitiveness agreement (760 new hires)**

About Groupe Renault

Groupe Renault has been making cars since 1898. Today it is an international multi-brand group, selling more than 2.8 million vehicles in 125 countries in 2015, with 36 manufacturing sites, 12,000 points of sales and employing more than 120,000 people. To meet the major technological challenges of the future and continue its strategy of profitable growth, the Group is harnessing its international development and the complementary fit of its three brands, Renault, Dacia and Renault Samsung Motors, together with electric vehicles and the unique Alliance with Nissan. With a new team in Formula 1 and a strong commitment in Formula E, Renault sees motorsport as a vector of innovation, image and awareness.

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