



March 13, 2013

**RENAULT AGREEMENT**  
**“CONTRACT FOR A NEW DYNAMIC OF RENAULT GROWTH AND SOCIAL DEVELOPMENT IN FRANCE”**  
**MEASURES AND COMMITMENTS**

**RENAULT’S COMMITMENTS**

- Keep the manufacturing sites and core engineering and service businesses and corporate functions in France.
- Increase production at the French plants between now and 2016, with a minimum of 710,000 vehicles made in France, of which 630,000 Renault vehicles and at least 80,000 vehicles for partner manufacturers.
- Maintain or increase business at the powertrain and logistics sites in France.
- Adjust workforce numbers without a redundancy or voluntary departure plan, by not replacing 7,500 positions between now and 2016.
- Hire 760 people on permanent contracts targeting critical skills in the second period of the agreement.

MEASURES	MODALITES
1. SET UP REGIONAL HUBS	<p><b>Organize the operation of the manufacturing sites into two regional hubs:</b></p> <ul style="list-style-type: none"> <li>- North-east hub: Douai, STA, MCA and SOVAB</li> <li>- Seine Valley hub: Sandouville, Cléon, Grand-Couronne, Sofrastock, Flins, Choisy-le-Roi, Cergy and Le Mans.</li> </ul> <p><b>Employees affected:</b> employees on the above sites.  <b>Date of implementation:</b> starting in late 2013 after the employee representative bodies have been informed and consulted</p>
2. AMALGAMATE SUPPORT FUNCTIONS WITHIN REGIONAL HUBS	<p><b>Amalgamate the support functions not <u>directly</u> related to the everyday manufacturing business within the regional hubs</b></p> <ul style="list-style-type: none"> <li>- the exact terms and conditions will be determined by the functions concerned at the Manufacturing Department.</li> </ul> <p><b>Employees affected:</b> Employees in the manufacturing support functions (general management, HR, quality, communications, management, accounting, purchasing, maintenance, logistics organization, etc.).  <b>Date of implementation:</b> starting in late 2013 after the employee representative bodies have been informed and consulted.</p>
3. WORKING TIME	<p><b>Position working time at 35 hours per work on average over the year (in shifts or standard working hours), i.e. 1,603 hours per year at all Renault sites in France</b></p> <ul style="list-style-type: none"> <li>- The working hours introduced at these sites will generate 5-10 days of time in lieu per year. These hours will be defined in consultation with the trade unions at each site and subsidiary concerned, following the notifications and consultations required by law.</li> </ul> <p><b>Employees affected: all employees of Renault sas and the manufacturing subsidiaries</b>  <b>Date of implementation: between July and September 2013</b></p>
4. REORGANIZE TRAINING	<p><b>Deliver the training actions planned in the work-time training plan and terminate the system of training time accounts</b></p> <ul style="list-style-type: none"> <li>- Days already accrued by employees in training time accounts will be transferred to a transitional account and taken preferably as leave by December 31, 2016.</li> <li>- Negative training time accounts will be cancelled</li> <li>- The legal individual training allowance will be introduced, entitling employees to training outside working time in accordance with the Branch provisions (entitlement to 20 hours per year for full-time permanent employees).</li> <li>- A joint discussion will be initiated between now end-2013 to involve employee representatives in assessing the training</li> </ul>

	<p>offered and designing a plan to make it more attractive.</p> <p><b>Employees affected: all employees of Renault sas and the manufacturing subsidiaries</b> <b>Date of implementation: as soon as the agreement is signed</b></p>
<p>5. <b>CAP TIME ACCOUNTS</b></p>	<p><b>Cap the number of days of leave that can be accrued and introduce a requirement for leave to be taken in the year it is accrued</b></p> <ul style="list-style-type: none"> <li>- Limit the number of days that can be accrued in the individual working time account to 15 days until December 31, 2016, and to 10 days at end-2017. At the end of each year, any leave days in excess of 15 days not taken will be lost.</li> <li>- Days in excess of 10 days accrued by employees in their individual working time accounts, days in excess of 10 days accrued in the collective working time account, and any days accrued in the training time account, which will be discontinued, will be transferred to a transitional time account, which will be set up on the date the agreement takes effect. Negative training time accounts will be cancelled, and negative collective time accounts more than 10 days in deficit will be reset to 10 days in deficit.</li> <li>- Days transferred to the transitional time account can be taken as individual leave until December 31, 2016 or paid into the employee retirement savings plan.</li> <li>- Some or all of the days transferred to the transitional time account can be used to buy quarters for retirement, to top up wages under the activity exemption provisions or to donate to charity.</li> <li>- At the end of 2013 and every year after that, the commission set up to monitor the agreement will review the transitional accounts and take the necessary steps to ensure that the employees' entitlements are recognized.</li> </ul> <p><b>Employees affected: all employees of Renault sas and the manufacturing subsidiaries</b> <b>Date of implementation: between July and September 2013</b></p>
<p>6. <b>WAGE POLICY</b></p>	<p><b>Implement a wage policy for the next three years, based on the following principles:</b></p> <ul style="list-style-type: none"> <li>- Maintain wages in 2013 at the same level as in 2012; for 2014 and 2015, wages will be reviewed at the compulsory annual negotiations, taking the company's situation into account and with the aim of encouraging motivation and career development.</li> <li>- Enhance the solidarity and reward aspects of the current incentive plan, which requires the negotiation of an additional clause to the current plan, which must be signed and submitted to the Group Works Council by June 30, 2013.</li> <li>- Employee shareholding: management undertakes to examine the conditions that would make it possible to increase employee shareholding in the period covered by the agreement.</li> </ul> <p><b>Employees affected: all employees of Renault sas and the manufacturing subsidiaries</b> <b>Date of implementation: principles taken into account in the compulsory annual negotiations in 2013</b></p>
<p>7. <b>EXTEND AND BROADEN THE FORWARD-LOOKING MANAGEMENT OF JOBS AND SKILLS (FMJS) AGREEMENT</b></p>	<p><b>Extend the Forward-looking Management of Jobs and Skills (FMJS) Agreement until end-2016, and extend the principles of the activity suspension scheme to all employees (except HA managers) aged 58 and over (or 57 for employees who have had long careers or who have a disability) who are eligible to claim a full pension within three years</b></p> <p>The FMJS agreement signed in 2011 will be extended until end-2016. The FMJS provides for the use of internal resources to promote employees' career development and facilitate career opportunities inside and outside the group. The bodies and commissions of the agreement will remain in place.</p> <p><b>Exemption from activity for specific careers:</b> This system of suspended contracts, paid at 75% of their existing wage for employees aged 58 and over who will be eligible for a full pension within three years would be open to managers, technical and supervisory staff, and production workers at all the manufacturing, technical and service sites (excluding HA managers). Employees eligible for early retirement for long careers or a disability would be able to join at 57, since 60 is the maximum retirement age for these employees.</p> <p><b>Employees affected: all employees of Renault sas and the manufacturing subsidiaries who meet the eligibility criteria (excluding HA managers)</b> <b>Date of implementation: as soon as the agreement is signed</b></p>
<p>8. <b>QUALITY OF LIFE IN THE WORKPLACE</b></p>	<p><b>Incorporate quality of life in the workplace into the wording of the agreement</b></p> <p>It has been stressed that quality of life in the workplace is a fundamental source of motivation and individual and collective performance, and therefore, of competitiveness. The principle of quality of life in the workplace will therefore be written into the draft agreement, and a joint working group will be set up to propose concrete measures.</p>
<p>9. <b>MONITORING OF THE AGREEMENT</b></p>	<p><b>Appoint a group to monitor the agreement in 2013</b></p> <p>A group consisting of three representatives of each trade union signatory to the agreement and representatives from Group management will be tasked with monitoring the implementation of the provisions of the agreement. The group will define monitoring indicators at its first meeting.</p>