
Renault Group launches negotiations to lastingly establish value-creating activities in France

- Negotiations began today between Renault Group management and representative trade unions with a view to concluding a three-year labor agreement (2022-2024) to prepare the Group's future in France¹.
- Renault Group reaffirms its commitment to position France at the heart of its industrial and R&D activities by establishing future-oriented and value-creating technologies in the country.
- Renault Group plans to produce nine new vehicle models in France by 2025.
- The project would involve 2,500 new recruitments for a net increase of 500 jobs and provide 10,000 training and professional reorientation initiatives spanning all occupations.
- This agreement would support the transformation of Renault Group, enabling it to better rise to the challenges of new mobilities and stand out as a leader in the environmental and digital transition in France and throughout Europe.
- Management and social partners will discuss the ways and means of the project during several negotiation sessions over the coming months.

Boulogne-Billancourt, September 16, 2021 - Renault Group management and representative trade unions launched negotiations today with a view to concluding a nationwide multi-year labor agreement for the period 2022-2024. This agreement would support the goals of the Renaultion strategic plan while positioning France at the heart of Renault Group's industrial, technological and research and development activities, thereby strengthening the Group's position as a pillar of the French automotive ecosystem.

An ambitious industrial project providing for job creations in production plants

With this project, France would become Renault Group's central hub for electric vehicles. It will intensify the industrial activity in the electric field and production of core electric engine would be established, within French borders. **Subject to an agreement, the Group plans to allocate the production of nine new vehicles to its French plants**, a majority of which would be 100% electric. ElectriCity would be responsible for the production of: Mégane E-TECH Electric, the future electric Renault 5, the electric version of New Kangoo, an electric SUV project and another future vehicle. The Dieppe plant would produce a new Alpine vehicle, while the Sandouville plant would manufacture the New electric Trafic. Finally, the vehicle following-up to Master as well as a vehicle developed for a partner would be produced at the Batilly plant.

¹ Renault S.A.S. Establishments, Meyzieu, Maubeuge Construction Automobile (MCA), Alpine Cars, Société des Automobiles Alpine, Sofrastock International, Société de Véhicules Automobiles de Batilly (SOVAB), Société de Transmissions Automatiques (STA), SODICAM2, Renault Digital, Renault Software Labs

The Cléon plant would be responsible for the future 100 kW electric engine as well as the associated value chain.

These projects, which expand on previously announced initiatives including **Re-Factory** in Flins and **ElectriCity** in the Hauts-de-France region, would help position Renault as a leader in the energy transition in France, as well as a key player in the new mobilities sector throughout Europe.

To carry out this ambitious industrial plan and bring these various projects to fruition, 2,000 new jobs would be created in the Group's French plants. Renault Group would also implement more than 5,000 training and professional reorientation programs to help workers develop skills suited to the automotive industry's new value chain.

A new engineering model to enhance Group performance

The Renaulution strategic plan also positions France at the heart of future-oriented technologies intended to help rise to the challenges of electrification, hydrogen and digitalization. Connectivity, artificial intelligence, electric battery and hydrogen-based solutions would be imagined and designed in France. All expertise geared to designing connected and autonomous vehicles, as well as services for mobility of the future, would be concentrated in engineering sites within French borders. Key activities associated with vehicle project development would also be based in France.

To ensure industry-leading engineering capabilities, the Group must continue tailoring its workforce, with the possibility of 1,600 departures. **At the same time, the Group would create 400 jobs centered on new key skills such as data sciences and battery chemistry**, while also implementing 3,000 training and professional reorientation initiatives, an essential course of action if we are to turn the corner on new mobilities.

Transforming support functions with a focus on value creation

Building on recent cost control measures, the Group presented a plan to refocus support functions, with 400 potential departures in France. The goal would be to modernize and digitalize these functions with a renewed emphasis on value-added activities, in accordance with the Group's strategic objectives. 100 new jobs grounded in key skills are also under consideration, along with 2,000 training and professional reorientation initiatives, with an eye to accelerating the transformation of support functions.

Through these pivotal projects, Renault Group has chosen France as the strategic and industrial hub for its future-oriented activities, strengthening the Group in its home country while contributing to its transformation. Finally, this agreement would help the entire French mobility sector adapt to the new automotive value chain.

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About Renault Group

Renault Group is at the forefront of a mobility that is reinventing itself. Strengthened by its alliance with Nissan and Mitsubishi Motors, and its unique expertise in electrification, Renault Group comprises 5 complementary brands - Renault, Dacia, LADA, Alpine and Mobilize - offering sustainable and innovative mobility solutions to its customers. Established in more than 130 countries, the Group has sold 2.9 million vehicles in 2020. It employs more than 170,000 people who embody its Purpose every day, so that mobility brings people closer. Ready to pursue challenges both on the road and in competition, Renault Group is committed to an ambitious transformation that will generate value. This is centred on the development of new technologies and services, and a new range of even more competitive, balanced and electrified vehicles. In line with environmental challenges, the Group's ambition is to achieve carbon neutrality in Europe by 2040. <https://www.renaultgroup.com/en/>