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## Renault Group signs an agreement on new hybrid work organisation in France

- **Renault Group's new hybrid work organisation, on a voluntary basis, combines on-site and remote work**
- **It is organised around two to three days of teleworking per week**
- **The implementation of the organisation and the fitting out of the premises will start in September 2021**

Boulogne-Billancourt, June 18, 2021 - Following constructive social dialogue and several weeks of negotiations, management and the representative trade unions CFDT, CFE-CGC and FO signed the agreement on new working methods in France on June 10<sup>th</sup>.

This new hybrid work organisation, which aims to get the best out of face-to-face and teleworking, will be implanted on a voluntary basis and will combine on-site and remote work. It is organised around two days of teleworking per week (up to three days of teleworking with the agreement of the manager) and will be accessible to all those whose activity allows it.

The new organisation and workspace arrangements to improve on-site collaboration will be rolled out in several stages, starting in September 2021. Ergonomic support and training on how to telework will also be offered progressively, as well as numerous tools to support the management of change and build this new way of working. Continuous monitoring will be implemented through internal surveys to improve the system.

**RENAULT GROUP** Céline Furet  
**PRESS** +33 6 17 41 13 41  
Celine.furet@renault.com

### **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.