



PRESS RELEASE

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RENAULT S.A.S. 2007 PROFIT-SHARING

Renault s.a.s. will pay €161.30 million in profit-sharing for 2007, with €109.40 per €100 of gross monthly salary for each employee and a minimum payout of €2369.43

On February 14, Renault's management announced to the trade unions having signed the agreement¹ that the payout for Renault s.a.s. employees in 2007 would be €161.30 million.

This amount is calculated according to the formula set out in the June 23, 2005 amendment to the master agreement of January 7, 2005, whereby employees shall receive 6% of Renault's consolidated net income after taxes, minority interests and adjustments for exceptional items arising on Nissan.

The individual profit-sharing payout of all Renault s.a.s. employees is calculated in proportion to the gross basic monthly salary.

In 2007, the total individual payout amounts to €109.40 per € 100 of gross basic monthly salary with a minimum payout of €2369.43

The new profit-sharing system reflects the Management's desire for all Group employees to share in the results of growth and improved performance. It is an important part of the company's motivating pay policy. The first profit-sharing agreement was signed in 1987, and has since been renewed seven times. The previous agreement expired at the end of 2007.

¹ CFDT, CFE-CGC, CFTC and FO

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Following on from this policy, a new profit-sharing agreement was signed by the Board of Directors and the four labor representatives² in December 2007. It will apply from the 2008 financial year to Renault s.a.s. and the participating French subsidiaries.

This agreement is part of the “Profit Sharing” policy chosen by the Board of Directors to involve all Group employees in the long-term in the Group’s economic performance and financial results, starting in the 2008 financial year in France and the 2009 financial year in the other world regions. Previously, only Renault s.a.s. employees were included in the incentive system.

The formula for calculating profit-sharing totals will now be based on the relation between actual and budgeted operating margin. This amount was previously based on net income.

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² CFDT, CFE-CGC, CFTC and FO