



PRESS RELEASE

September 8th, 2010

## TOP MANAGEMENT APPOINTEMENTS AT RENAULT

From December 1st, 2010, **Michel GORNET**, Executive Vice President for Manufacturing and Supply Chain will retire.

At the same date, **Gérard LECLERCQ**, Senior Vice President Human Resources for the Renault group will be appointed Executive Vice President for Manufacturing and Supply Chain. He will join the Renault Executive Committee. He will report to Patrick Pélata, Chief Operating Officer.

From November 2nd 2010, **Marie-Françoise DAMESIN**, Senior Vice President, Communications for the Renault group will be appointed Senior Vice President Human Resources for the Renault group. She will report to Patrick Pélata, Chief Operating Officer.

From October 2<sup>nd</sup>, 2010, **Stephen NORMAN**, Senior Vice President, Global Marketing, will be appointed Chief Marketing and Communications Officer. **Frédérique LE GREVES**, Vice President, Corporate information will be appointed Deputy to Chief Marketing and Communications Officer. They will lead the project to increase brand value through marketing, communications and digital. Stephen NORMAN will report for marketing activities to Jérôme Stoll, EVP, Commercial Division and to Patrick Pélata, Chief Operating Officer for all activities.

From October 1st, 2010, **Christian ESTEVE**, Managing Director for Russia and Leader of Eurasia region will retire.

At the same date, **Bruno ANCELIN**, Alliance Managing Director for Global Sourcing, will be appointed Managing Director for Russia and Leader of Eurasia Region. For this position, he will report to Patrick Pélata, Chief Operating Officer. He also maintains his current responsibilities.

### Direction de la Communication

1967, rue du Vieux Pont de Sèvres – 92109 Boulogne Billancourt Cedex

Tel.: + 33 (0)1 76 84 64 69 – Fax: + 33 (0)1 76 84 52 89

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Born on December 20, 1946, **Michel Gornet** is a graduate of the Ecole Polytechnique and Harvard Business School. He began his career at Renault at the Billancourt plant in 1968, then went on to work at the Flins plant in 1979. He became Billancourt plant manager in 1986 and Sandouville plant manager in 1989. He became Director, Body Assembly, in 1992, then Senior Vice President, Manufacturing, in 1994, when he joined the Renault Management Committee (CDR). Michel Gornet is appointed Executive Vice President, Manufacturing and Logistics, and becomes a member of the Group Executive Committee (CEG), effective January 1, 2005.

Born on November 12, 1949, **G rard Leclercq** is a graduate of the  cole Polytechnique engineering school in Paris and the Centre de Perfectionnement aux Affaires business school. He started his career as a research scientist with the IRSID steel research institute, then joined Usinor in 1975, taking various positions at head office and in manufacturing. He joined Renault in 1989, in charge of the manufacturing progress plan at the Manufacturing Department. He was appointed Assistant General Manager of the Renault Flins plant in 1991, then General Manager in 1993. In May 1999 he became Renault Vice President for Powertrain Manufacturing. From March 2007, Mr G rard Leclercq is appointed member of the Renault Management Committee and takes charge of the Group Human Resources Department.

Born on February 28, 1957, **Marie-Fran oise Damesin** is a graduate of ESSEC business school in France and holds a post-graduate degree from Paris-Dauphine University. She began her career in 1979 as an in-house consultant at the Public Affairs Department of the Compagnie des Wagons Lits & du Tourisme. In March 1984 she joined Renault and held various management posts in the Organization, Marketing and Sales and Human Resources departments before joining Nissan Europe in 2001 as Vice President, Human Resources and General Affairs. She was a member of Nissan Europe's Management Committee. Marie-Fran oise Damesin was appointed as Senior Vice President, Communications at Renault on November 2005 and became a member of the Renault Management Committee.

Born on August 31, 1954, **Stephen Norman** was educated at Leicester University from where he graduated with a degree in Economics and International Politics. From 1976 to 1994, he worked for the Rover Group in England, Belgium, and Spain and in France where he was Marketing Director from 1987 to 1994. In 1994, he joined Volkswagen in France successively as Sales and Marketing Director, Managing Director and Chairman of the Group from 2000 to 2004. In 2004, he became Managing Director of Fiat France and in 2005 was nominated Marketing Director, Worldwide of the Fiat Brand in Turin. He took over as Senior Vice President of Global Marketing in September 2007. From January 2008, he became member of the Renault Management Committee.

Born on May 13, 1967, **Fr d rique Le Grev s** graduated from the Ecole Sup rieure de Gestion. She started working for Opel France in 1991 in the Public Affairs department. She joined Delphi in Detroit, USA in the Marketing and Communications department. From 1995 to 2003, she was Communications Director for Europe, Middle East and Africa region at Delphi in Paris. In 2004, she joined Nissan Europe as Vice President Communications. In 2005, she was appointed to Nissan Americas as Vice President Communications covering internal, product and corporate Communications for the US, Canada and Mexico. She returned to France and was appointed Vice President Corporate Information for the Renault Group in August 2008.

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Born on June 4, 1949, **Christian Estève** graduated in 1973 from l'Ecole des Hautes Etudes Commerciales (HEC), he began his career as a commercial attaché at the French Embassy in Venezuela, then in 1976 integrated the Paris office of the Worms Bank. In 1984, he joined Renault's Finance Department becoming Financial Director in 1987 before moving on to become Managing Director of Renault UK. In 1991, he joined Renault's Market Area France as Director of the domestic commercial subsidiaries. In 1996, he was appointed Marketing Director of the DIAC group and then returned to Renault's Finance Department in 1998 to head negotiations for the acquisition of Dacia, for which he became Deputy General Manager and then Managing Director in July 2002. In October 2003, he was named Deputy Corporate Secretary General of the Renault group and Director of Corporate Resources Department. In January 2008, he joined the Renault Management Committee. Christian Estève was appointed Leader of the Management Committee for the Euromed Region in January 2008 and named Chairman of the Dacia Board of Directors. On March 2009, he becomes Managing Director Renault in Russia and Leader of Eurasia Region.

Born on December 11, 1957, **Bruno Ancelin**, holds a degree in Civil Engineering from Ecole des Mines de Paris, and he is Chief Engineer of the Corps des Mines. He joined Renault in 1982, in the Research Department. In 1987, he joined the Manufacturing Department at the Mans plant, first as Manager in the Transmission Department, then as the Manufacturing Process Manager. In 1992, he became Industrial Strategy Manager at the Manufacturing Technologies Department. In 1996, he joined the Flins plant where he became Deputy Director in charge of manufacturing. In 1999, he became Supply Chain Director, and in April 2006, Program Director for Mégane, Scénic and Koleos. In September 2008, he is appointed to the Renault Management Committee. On May 2009, he is appointed Alliance Director of Global Sourcing.

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