



PRESS RELEASE

April 11, 2008

DACIA PAY AGREEMENT SIGNED

- Dacia management and Dacia's trade union, Syndicat Autoturisme Dacia (SAD), signed an agreement on an annual pay increase on April 11, 2008. Work resumed at the plant on the same day at noon (GMT +1).
- Under the agreement, qualified production workers will receive a gross monthly salary increase of 300 lei (83 euros) from January 1, 2008, followed by a gross monthly increase of 60 lei (16 euros) from September 1, 2008. Technicians, supervisory staff and managers get a 15% raise. All employees will receive a profit-sharing bonus based on 2007 results. The bonus will be equal to one month's gross salary, with a gross minimum of 900 lei (249 euros).
- The agreement concludes the negotiations started on January 28, according to a protocol established under Romanian law.

Dacia management and the trade union have thus reached a reasonable compromise. The pay increases are significantly higher than the national average and the average in the Romanian manufacturing sector. In 2008, the average gross yearly salary of Dacia production workers will be 43% higher than the Romanian average (forecast). The salaries will also keep the Pitesti plant competitive on producing Dacia vehicles and parts for the worldwide Logan program.

Today's agreement between Dacia and SAD concludes a negotiation period that started on January 28, 2008, during which the management and the trade union met three times a week.

Press contact: Axelle de Ladonchamps, 33 (0)1 76 84 64 69

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 89 08 56

Sites : www.renault.com & www.media.renault.com

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Dacia

Since Renault acquired Dacia in 1999, almost €1 billion has been invested in the Romanian subsidiary.

In 2007, the average monthly salary for a Dacia operator was 1663 lei (€453), 18% higher than the average salary in Romania (all sectors and all categories). The average salary at Dacia —1896 lei— is 34% higher than the average salary in Romania.

Logan programme

Between the launch of Logan in 2004 and the end of 2007, almost 783,000 platform B0 vehicles (Logan, Logan MCV and Logan Van) were sold worldwide.

At the beginning of 2008, entry-level vehicles based on the B0 platform (Logan) were sold in 55 countries. Dacia badged vehicles were sold in 44 countries and Renault branded equivalents in 11 countries.

By 2009, six B0 platform vehicles will be available, five of which will have been launched by the end of 2008: Logan, Logan MCV, Logan Van, Logan Pick-up and Sandero.

APPENDIX

1. Dacia

1966	Creation of the Auto Dacia plant of Pitesti.
1968	Signing of cooperation agreement between Renault and Auto Dacia. Manufacturing of the Dacia 1100 (Renault 8) begins. 1969: Manufacturing of the Dacia 1300 saloon (Renault 12) begins. 1973: Manufacturing of the Dacia 1300 estate begins. 1976: Dacia Pick-up, first vehicle autonomously produced.
1976	Dacia becomes self-reliant
1991	Studies on Dacia-Renault joint industrial project
1995	Dacia Nova, first model wholly Romanian-designed.
1997	Record-breaking production year: Dacia produced 100 000 cars
1999	Renault takes a 51% controlling interest in Dacia.
2000	Renault raises its stake to 73.29% and then to 80.14%. Manufacturing of the SuperNova with a Renault powertrain
2001	Renault raises its stake to 92.72%.
2002	Manufacturing of the diesel Pick-up range (with Renault F8Q engine).
2003	Renault raises its stake to 99,3%. Manufacturing of Solenza begins.
2004	June 2: Unveiling Logan. July 21: Discontinuation of Dacia saloon and estate production (a total of 1,959,730 examples produced in Romania since 1969). September 9: Sales release of Logan in Romania.
2005	March 29: opening of the INL Center March 31: Discontinuation of Solenza June : launch of Logan in Western Europe Septembre 8: launch of Logan 1.5 dCi in Romania September 12 : certification ISO 14 001
2006	September 14: Press release on Logan second collection October: Release of Logan MCV in Romania and Bulgaria
2007	From January: launch of Logan MCV in other countries (Europe, North Africa, etc.) February: launch of Logan Van in Romania and Bulgaria May: launch of gas-powered Logan in Romania
2008	February: release of Logan Pick-up in Romania, Bulgaria and Turkey From June: launch of Sandero

The Pitesti site comprises:

- Body assembly plant making Logan, Logan MCV, Logan Van (2007)
- Powertrain plant making K7J, K7M and F8Q engines and JH3 gearboxes
- ILN (International Logistics Network) centre

2. Labour relations at Dacia

From 2003 to 2007, Dacia employees' salaries have risen by 140.7% on average, against inflation of 32.66% over the same period.

The Dacia plant is one of the best in the Renault group for safety and ergonomics.

Gross average monthly salary

- Dacia operators = 1663 lei (€453)
- Dacia overall = 1896 lei
- Romania overall = 1410 lei
- Industry overall = 1312 lei

The Pitesti plant employs a workforce of 13,000 (on permanent and fixed-term contracts)

3. Logan programme worldwide

The vehicles are manufactured closed to their markets.

Logan programme production

Logan production in 2007	
Romania	222854
Morocco	18856
Russia	72700
India	18100
Brazil	47391
Colombia	24643
Total	420063

Sales : Romania is the first market of the Logan program.

Top 10

Rank	Countries	Brand	Sales in 2007
1	Romania	Dacia	102 062
2	Russia	Renault	67 844
3	France	Dacia	32 688
4	India	Renault	17 706
5	Germany	Dacia	17 301
6	Brazil	Renault	14 764
7	Venezuela	Renault	13 379
8	Morocco	Dacia	12 639
9	Iran	Renault	10 657
10	Ukraine	Dacia	9 350

Sales, by models (Dacia and Renault)

	2007
Logan	278 773
Logan MCV	81 251
Logan Van	7 384
Total	367 408

Sales breakdown by regions – 2007 (all models/ Renault and Dacia brands)

Brands	2004	2005	2006	2007	Total
Total Dacia	22 833	135 184	184 472	229 958	572 447
Total Renault		9 915	63 134	137 450	210 499
Total	2 2833	145099	247 606	367 408	782 946