

Renault Group has closed the gender pay gap, accomplishing its goal two years ahead of schedule

- Committed to a proactive Diversity and Inclusion policy, Renault Group aimed to close the gender pay gap by 2025.
- Every year, the Group measures the average salary difference between its women and men employees in similar positions by using the *Gender Pay Gap* indicator.
- In 2023, the Group is proud to announce that it has reached 0% gender pay gap between women and men employees globally, surpassing its ambition by two years.

Boulogne-Billancourt, March 6, 2024 – Renault Group has been committed for several years to "neutralizing" the gender pay gap in all countries where the Group is present, thanks to specific action plans implemented particularly during the annual salary review campaign. By measuring the *Gender Pay Gap* year after year, the teams ensure that the gap is narrowing and that employees have, on average, equal pay for similar positions, regardless the gender.

"Believing that our diversity stands as a source of strength and an asset, we have been implementing a proactive policy for several years aimed at providing a workplace free of discrimination, where everyone feels integrated, respected, and valued. Neutralizing the gender pay gap two years ahead of our ambition demonstrates the strong commitment of Renault Group teams to promote gender equality at work, one of the priorities of our Diversity and Inclusion strategy," explains François Roger, Chief People, Workplace, Organization Officer, Renault Group.

In April 2021, Renault Group created a Diversity and Inclusion department within Human Resources. The challenge: to work for greater diversity of profiles to enhance our resources and performance while promoting inclusion within the teams. Among all the priorities set by the Diversity and Inclusion department, gender equality stands out with the ambition of becoming a reference employer for women.

By the end of 2023, Renault Group had 35% representation of women in its Governing bodies and 27% in managerial roles. The Group aims to reach 30% by 2030, with a goal of gender equality by 2050.

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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 4 complementary brands - Renault, Dacia, Alpine and Mobilize - offering sustainable and innovative mobility solutions to its customers. Established in more than 130 countries, the Group has sold more than 2.235 million vehicles in 2023. It employs nearly 106,000 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.

More information: <https://www.renaultgroup.com/en/>