

RENAULT GROUP SIGNS A WORLDWIDE AGREEMENT FOR A HYBRID WORK ORGANISATION

- **Renault Group, its Group Works Council and IndustriAll Global Union have signed an innovative agreement to provide a framework for the transformation of working methods worldwide**
- **Based on trust, this agreement provides for a hybrid work organisation to get the best out of remote and face-to-face work, and thus strengthen employees' life balance**
- **In France, Renault Group has opened negotiations with the representative trade unions to define and implement a new organisation within the framework of this agreement**

Boulogne-Billancourt, 5 May 2021.

Luca de Meo, CEO Renault Group, Eric Vidal, Secretary of the Group Works Council and Valter Sanches, IndustriAll General Secretary, signed an addendum to the global framework agreement "Building the world of work together in the Renault Group" concerning the organization between on-site and remote work on April 26.

This new hybrid organisation for work at Renault Group aims to get the best out of face-to-face and teleworking activities and operates on a voluntary basis. It is based on the following principles:

- More flexibility in personal work organisation: organisation of the week between telework and face-to-face work around a minimum of two days of telework per week and maintaining at least 20% of monthly working time in face-to-face work.
- Empowerment and autonomy: based on individual objectives, free organisation of work between individual, collaborative, and face-to-face meetings with the team.
- Respect for work/life balance: respect for the company's working hours, as well as for break and holiday times (right to disconnect).

This addendum extends the global framework agreement signed in 2019 and makes it possible to support the transformation of Renault Group, including rethinking its ways of working. It also responds to the expectations expressed by employees, reinforced since the health crisis, on the possibility of mixing face-to-face and remote work, to improve the balance between private and professional life.

"It is essential to lay down the rules of the game for the new hybrid work organisation. This is the meaning of the agreement we are signing today. By finding the right balance between physical presence and remote work, and by using all the advantages that technology can offer us, we will gain in efficiency and improve the quality of life of our employees everywhere. This unique agreement is very modern. This is what Renaultion is all about," said Luca De Meo, CEO Renault Group.

"In line with the global framework agreement of 9 July 2019, the addendum signed today meets the expectations of all Renault Group employees with regard to remote working: it lays the foundations for structuring a new daily working method that combines company performance and work/life balance for every Renault Group employee worldwide," said Eric Vidal, Secretary of the Renault Group Works Council.

"The pandemic has forced a significant proportion of employees to work remotely and it is of the utmost importance to ensure that workers' rights are well protected. This agreement with Renault Group is an important first step as it sets high global standards and provides the framework for national/local negotiations on the issue. We will approach other companies on this issue in the hope that they will follow this good example," said Valter Sanchez, Secretary General of IndustriAll Global Union.

The signing of this addendum now paves the way for local implementations to roll out the agreement in all countries to achieve the best balance between efficiency and well-being at work locally.

Thus, on 13 April France has already launched negotiations with the social partners to define the conditions of this new hybrid work organisation for French employees. In the coming months the other countries of the group will also define the conditions of application of the addendum locally.

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.