

Negotiations for a three-year labor agreement: Renault Group confirms its ambition to develop high value-added activities in France

- Negotiations continue between representative trade unions and management to conclude a three-year social agreement (2022-2024) and prepare the Group's future in France¹.
- Renault Group aims to produce over 700,000 high value-added vehicles in France every year, thanks to the allocation of 9 new models to its French factories.
- Renault Group wants to maintain in France its engineering technical sites of Lardy and Aubevoye as well as its industrial and logistics sites within the scope of the agreement.
- Renault Group underlines that the project includes 2,500 recruitments and 10,000 trainings and professional reorientations in all fields, and proposes that the 2,000 expected departures would be made on a voluntary basis.
- The three-year labor agreement would support the transformation of Renault Group to stand out as a leader in the environmental and digital transition in France and throughout Europe.

Boulogne-Billancourt, 12th October 2021 - Renault Group management and representative trade unions, continued today the negotiations launched on September 16 with a view to concluding a three-year labor agreement for France, from 2022 to 2024.

The group confirmed its ambition to allocate 9 new vehicles to French factories, aiming the production of more than 700,000 vehicles per year. These would be high value-added vehicles, either electric or utility vehicles, and would put France at the heart of Renault Group's industrial and technological strategy.

In France, Renault Group also expressed its intention to maintain its engineering technical sites of Lardy and Aubevoye as well as its industrial and logistics sites, within the scope of the ongoing negotiations. In Ile-de-France, the group intends to reduce its real estate footprint in tertiary sites by half, from 450,000 sqm to 250,000 sqm by 2025, in order to adapt it to its actual needs.

Furthermore, the group confirmed its willingness to hire over 2,500 employees and to proceed with 10,000 trainings and professional reorientations to acquire new key skills. The management also proposes that the 2,000 expected departures as part of the new agreement should be on a voluntary basis.

¹Etablissements Renault S.A.S., Meyzieu, Maubeuge Construction Automobile (MCA), Alpine Cars, Société des Automobiles Alpine, Sofrastock International, Société de Véhicules Automobiles de Batilly (SOVAB), Société de Transmissions Automatiques (STA), SODICAM2, Renault Digital, Renault Software Labs

These commitments are subject to the reaching of a general agreement, which would also include an evolution of working time organisation.

The negotiations between management and representative trade organisations will continue over the coming weeks to conclude the three-year labor agreement, which is crucial for the transformation of Renault Group, as well as its performance and future.

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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 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. In line with environmental challenges, the Group's ambition is to achieve carbon neutrality in Europe by 2040. www.renaultgroup.com/en/