

AMENDMENT 7 TO THE GROUP SAVINGS PLAN REGULATIONS

RENAULT RETAIL GROUP,

Registered in the Nanterre Trade and Companies Register under SIREN no. 312 212 301, whose registered office is located at 2 Avenue Denis Papin, represented by Mr Eric Pasquier in his capacity as Chief Executive Officer,

hereinafter referred to as the “Enterprise”,

decides to enter into this amendment to the Group Savings Plan regulations, hereinafter referred to as the “**Plan**”, set up by the companies comprising the Renault Retail Group on 16 March 2001 and amended by amendments dated 29 September 2004, 5 February 2010, 12 February 2016, 5 September 2018, 27 September 2022 and 23 May 2023.

RECITALS

The company savings plan of **Renault Retail Group** (“**RRG Group**”) was set up by the companies comprising RRG Group on 16 March 2001 and amended by successive amendments (the “**Plan**”).

This amendment to the Plan is entered into in connection with a share offer initiated by Renault S.A. (the “**Enterprise**”) reserved in particular for the employees of RRG Group and of companies participating in the Plan (the “**Plan Member Companies**”). Its purpose is to amend the Plan for the purposes of the offer and, more specifically, to provide for the specific terms and conditions of the “Renaulution 2024” offer reserved for employees (the “**Offer**”), in particular the Enterprise's employer contribution rules, as well as to integrate into the Plan some investment vehicles intended to receive investments from the beneficiaries of the Offer reserved for employees, with the creation of two relay company mutual funds (“**FCPE**”), namely, “Renaulution France Relais 2024” and “Renaulution International Relais 2024” intended to be merged respectively in the “**Renault Actions**” sub-fund of the “Renault France” FCPE and the “**Share Original**” sub-fund of the “Renault International” FCPE, subject to the approval of the Financial Markets Authority and the favourable opinion of the FCPE supervisory boards.

Consequently, this amendment is adopted and entered into as follows:

ARTICLE 1 - AMENDMENTS TO ARTICLE 5 OF THE PLAN

Under the terms of this amendment and for the purposes of implementing the Offer, Article 5-2 is replaced in its entirety by the provisions specified in Appendix 1 of this amendment.

The provisions of Article 5-2 will be applied when implementing the Offer. They are notwithstanding the other provisions of the Plan, which remain unchanged outside the specific context of the Offer.

ARTICLE 2 - EFFECTIVE DATE – TERMINATION – AMENDMENT

This amendment takes effect on the date it is filed with the Interdepartmental Regional Directorate for the Economy, Employment, Labour and Solidarity (“**DRIEETS**”).

It follows the conditions for amending and terminating the Plan’s regulations.

ARTICLE 3 - FILING – PUBLICITY

This amendment to the regulations will be filed, by the Enterprise, in the required forms with the Hauts-de-Seine department’s Unit of the Interdepartmental Regional Directorate for the Economy, Employment, Labour and Solidarity (DRIEETS) before the first payment is made.

The Enterprise will provide each employee with a personal information document on the existence and contents of this amendment.

In addition, the staff will be informed of the contents of this amendment by means of posters or any other suitable means.

Signed in Clamart on [●] 2024 in 2 original copies

For the **RENAULT RETAIL GROUP** Enterprise
Represented by Eric Pasquier, Chief Executive Officer

APPENDIX 1 PROVISIONS SPECIFIC TO EMPLOYEE SHAREHOLDING OFFERS

In 2023, an employee shareholding offer was made to eligible Beneficiaries of Renault Group and of the Companies participating in the Plan (the “**2023 Offer**”), whose registered office was located in the following countries: France, Germany, Spain, Switzerland and the United Kingdom.

The 2023 Offer was made through the following FCPEs:

- the “Renaulution France Relais 2023” relay FCPE, intended to collect the investments of the 2022 Offer Beneficiaries of the DIAC Group and Plan Member Companies whose registered office is located in France;

This fund merged with the “**Share Actions**” sub-fund of the “**Renault France**” FCPE, an existing FCPE in the Plan and classified as “invested in the company’s listed securities”.

- the “**Renaulution International Relais 2023**” relay FCPE, intended to collect the investments of the 2023 Offer Beneficiaries of RRG Group and of Plan Member Companies whose registered office is located outside France;

This fund merged with the “**Share Original**” sub-fund of the “**Renault International**” FCPE, an existing fund in the Plan and classified as “invested in the company’s listed securities”.

In countries where the FCPE cannot be open to eligible 2023 Offer Beneficiaries for reasons related to current regulations, the Renault S.A. shares are held directly by the Beneficiaries, in securities accounts opened in their own name.

All assets created in the context of the 2023 Offer will be available after a period of five years starting from the share acquisition date, subject to the applicable cases of early withdrawal.

The following specific provisions apply to the “Renaulution Shareplan 2024” employee share ownership offer that could be proposed in 2024 (the “**2024 Offer**”):

- The 2024 Offer is reserved for (i) employees of RRG Group and of Plan Member Companies who have an employment contract current on the last day of the 2024 Offer participation period (the “**Acquisition Period**”) and who can provide proof that they have been continuously or intermittently so employed for a minimum of three months between 1st January 2023 and the last day of the Acquisition Period, (ii) employees, retirees and pre-retirees of RRG Group and Plan Member Companies who have assets in the Plan but who do not receive any employer contribution whatsoever and (iii) executive officers and corporate officers of RRG Group and Plan Member Companies that usually employ at least one person and a maximum of 249 employees (the “**Beneficiaries**”).

- The 2024 Offer is proposed to eligible Beneficiaries of RRG Group and of Plan Member Companies whose registered office is located in the following countries: France, Germany, Spain, Switzerland and the United Kingdom through an FCPE or under direct ownership when it cannot be opened to Beneficiaries in a country for reasons related to the regulations in force.
- All Beneficiaries eligible for the 2024 Offer will receive a unilateral employer contribution equivalent to seven (7) Renault S.A. shares, in accordance with the provisions of Article L. 3332-11 of the French Labour Code (the “**Unilateral Employer Contribution**”). The Renault S.A. shares will be held through the “Renaulution France Relais 2024” FCPE or “Renaulution International Relais 2024” FCPE, which will issue units to the Beneficiary, or directly via a securities account opened in the Beneficiary’s name in countries where the “Renaulution International Relais 2024” FCPE will not be offered. The Beneficiary will have the right to waive the Unilateral Employer Contribution directly on the dedicated platform that will be open during the Acquisition Period.
- All Beneficiaries eligible for the 2024 Offer can subscribe to additional Renault S.A. shares by making a voluntary personal payment (the “**Personal Contribution**”).

The acquisition price of a Renault S.A. share in the context of the 2024 Offer corresponds to the average weighted price of the volumes of the Renault S.A. share during the twenty (20) trading days preceding the date on which the opening of the Acquisition Period is set by the Board of Directors or otherwise, the Enterprise’s Chief Executive Officer, rounded up to the next hundredth of a Euro (the “**Reference Price**”), minus a discount of thirty (30)% (the “**Acquisition Price**”). The shares are acquired in Euros. Consequently, for the Beneficiaries participating in the 2024 Offer in a currency other than the Euro, the amounts invested will be converted into Euros based on the exchange rate on the last day of the Reference Price statement.

The Beneficiaries subscribing to the 2024 Offer will receive an additional employer contribution from the Enterprise, corresponding to (i) 300% of the amount of their Personal Contribution allowing the acquisition of additional Renault S.A. shares, up to an amount corresponding to the value of six (6) Renault S.A. shares per Beneficiary and, beyond this last amount, (ii) 100% of the amount of their Personal Contribution allowing the acquisition of additional Renault S.A. shares, up to an amount corresponding to the value of a maximum of one (1) Renault S.A. share per Beneficiary (the “**Additional Employer Contribution**”).

Consequently, the Additional Employer Contribution may not exceed an amount corresponding to the value of seven (7) Renault S.A. shares.

The Unilateral Employer Contribution and the Additional Employer Contribution are subject to CSG and CRDS social contributions at the current legal rate for the Beneficiaries participating in the 2024 Offer of RRG Group and of Plan Member

Companies in France. The CSG/CRDS social contribution will be deducted directly from the gross employer contribution amount.

Beneficiaries of the 2024 Offer outside France may be subject to the payment of tax and Social Security charges. Any amounts owed by the Beneficiaries in this respect may be deducted from the contribution(s) paid or from their salaries or be subject to a separate payment.

- The 2024 Offer will be made through the following FCPEs:
 - the “**Renaulution France Relais 2024**” relay FCPE, intended to collect the investments of the 2024 Offer Beneficiaries of RRG Group and of Plan Member Companies whose registered office is located in France;

This fund is intended to merge with the “Renault Actions” sub-fund of the “Renault France” FCPE, an FCPE existing within the Plan and classified as “invested in the company’s listed securities”, subject to the approval of the Financial Markets Authority and the favourable opinion of the FCPE supervisory boards.

- the “**Renaulution International Relais 2024**” relay FCPE, intended to collect the investments of the 2024 Offer Beneficiaries of RRG Group and of Plan Member Companies whose registered office is located outside France;

This fund is intended to merge with the “Renault International” FCPE’s “Share Original” sub-fund existing within the Plan and classified as “invested in the company’s listed securities”, subject to the approval of the Financial Markets Authority and the favourable opinion of the FCPE’s supervisory boards.

The “**Renaulution France Relais 2024**” and “**Renaulution International Relais 2024**” FCPEs will be open to payments from Beneficiaries exclusively in the context of the 2024 Offer and closed to subscriptions once the 2024 Offer is completed. No arbitrage may take place concerning these FCPEs, or the FCPEs with which they would be merged, during the asset lock-up period.

The key investor information documents (“**KIID**”) and the regulations of the “**Renaulution France Relais 2024**” and “**Renaulution International Relais 2024**” FCPEs, the “**Renault Actions**” sub-fund of the “**Renault France**” FCPE and the “**Share Original**” sub-fund of the “**Renault International**” FCPE will be made available to the 2024 Offer Beneficiaries on RRG Group’s “Box Espace Epargne Salariale” website dedicated to the 2024 Offer or upon simple request to the management company, so that they may read them before making any investment decision.

In countries where the FCPE cannot be open to 2024 Offer Beneficiaries for reasons related to current regulations, the Renault S.A. shares will be held directly by the Beneficiaries, in securities accounts opened in their own name.

- The shares allocated in the context of the 2024 Offer will be existing Renault S.A. shares granted to the Beneficiaries. It is specified that the Renault S.A. shares held by the Beneficiaries will increase or decrease depending on the change in the share price and, consequently, employees will remain at risk for the total amount of their investment.
- The minimum amount of a Beneficiary's Personal Contribution in the context of the 2024 Offer is fifteen (15) Euros, or the acquisition price of a share in the case of direct acquisition of a Renault S.A. share.
- The total amount of a Beneficiary's Personal Contribution in the context of the 2024 Offer may not exceed one quarter of their estimated gross annual pay for 2024 if they are an employee, of their professional income subject to income tax if they are an executive corporate officer authorised to participate in the Plan, of their gross annual pension if they are retired, or of the cap provided for in Article L. 241-3 of the French Social Security Code for employees whose employment contract is suspended and who have not received any pay in respect of the year of payment. The Unilateral Employer Contribution and the Additional Employer Contribution are not taken into account to assess this cap.
- The 2024 Offer Beneficiaries of RRG Group and of Plan Member Companies whose registered office is located in France may participate in the 2024 Offering (i) by direct debit, and/or (ii) by arbitrage of available assets held in the “Epsens Monétaire ISR – Part A” FCPE. It is specified that the arbitrage of available assets will not be taken into account for the assessment of the cap of one quarter of the gross annual remuneration (or equivalent) mentioned above.
- Notwithstanding Article 9 of this Plan, all assets created in the context of the 2024 Offer will be available after a period of five years starting from the last day of the sixth month of the financial year in which the assets were acquired, subject to the cases of early withdrawal provided for by the provisions of the French Labour Code.

The early withdrawal cases may be adapted in countries participating in the 2024 Offer in order to take into account the constraints of current regulations.

- The number of Renault S.A. shares that may be delivered to the Beneficiaries under the 2024 Offer, including those corresponding to the Unilateral Employer Contribution and the Additional Employer Contribution, is capped at 2% of the share capital and any other cap in Euros and/or the number of shares that may be set by the Enterprise's Chief Executive Officer acting on behalf of the Board of Directors (the “Caps”). If the number of shares requested by the Beneficiaries during the Acquisition Period exceeds at least one of the two Caps, the requests would be reduced to reach the Cap(s) exceeded, in accordance with the following terms:
 - (i) If the number of shares that can be allocated to the net Unilateral Employer Contribution exceeds the Cap, the number of shares whose acquisition has been

requested by Personal Contribution and, thus, the shares resulting from the Additional Employer Contributions, would be reduced to zero (0).

- The number of shares that can be allocated to the net Unilateral Employer Contribution would then be reduced as follows: the number of shares corresponding to the net Unilateral Employer Contribution will be allocated in full to the Beneficiaries up to a number of shares equal to the quotient of the total number of shares offered under the net Unilateral Employer Contribution over the number of Beneficiaries of the Unilateral Contribution (the “**Average Allocation**”). This Average Allocation will be rounded down to the immediately lower number of shares only for Offer Beneficiaries in countries where the shares are held directly. Beneficiaries of a number of shares resulting from the net Unilateral Contribution exceeding the Average Allocation will be allocated a number of shares proportional to the amount of their net Unilateral Contribution, depending on the shares still to be allocated to reach the Cap.
- (ii) If the number of shares that can be allocated under the net Unilateral Contribution is less than the Cap, the shares under the net Unilateral Employer Contribution will be allocated to the Beneficiaries in full.
- A reduction would then be applied to the shares whose acquisition has been requested by Personal Contribution and, thus, the shares resulting from the Additional Employer Contribution. Accordingly, acquisition requests will be fully honoured up to a number of shares equal to the quotient of the total number of shares available in the context of the Offer, previously reduced by the number of shares fully allocated under the net Unilateral Employer Contribution, by the number of Beneficiaries who have made a Personal Contribution to the Offer (the “**Average Subscription**”). This Average Subscription will be rounded down to the immediately lower number of shares only for Offer Beneficiaries in countries where the shares are held directly. Beneficiaries who have asked to acquire by Personal Contribution a number of shares exceeding the Average Subscription will then be paid in proportion to the number of shares they have requested, depending on the shares still to be allocated to reach the Cap, once the shares under the Unilateral Contribution have been fully allocated.

If several funding methods are used, the reduction will first concern requests to acquire shares by voluntary payment and then by arbitrage of available assets. The amount debited to the Beneficiary or arbitrated will correspond to the amount after reduction.

It is specified that in the context of the implementation of the 2024 Offer within the Plan Member Companies whose registered office is not located in France, the terms of the 2024 Offer described in this article may be adapted to take into account current regulatory constraints

and the exchange rate if applicable. The amounts resulting from the 2024 Offer may also be subject to tax and Social Security charges in certain countries, the details of which will be sent separately to the Beneficiaries.

APPENDIX 2 GROUP SAVINGS PLAN REGULATIONS: CUSTODY ACCOUNT-KEEPING SERVICES COVERED BY THE ENTERPRISE

The purpose of this appendix is to detail the custody account-keeping services provided by the enterprise and performed by BNP Paribas SA through its Epargne & Retraite Entreprises business line in its capacity as Custodian Account-Keeper approved by the Financial Markets Authority.

It should be noted that the provision of these services gives rise to the signing of an account opening agreement by and between the enterprise and BNP Paribas SA through its Epargne & Retraite Entreprises business line.

The custody account-keeping services provided in this way comprise the opening and management in the books of BNP Paribas SA through its Epargne & Retraite Entreprises business line of a financial instrument account in the name of the employee, providing access to the following processing and services (please note that other services may be offered to the enterprise):

Processing and Services provided

Opening and updating of beneficiary accounts

Processing the creation and modification of the indicative entries of beneficiaries

Processing of profit-sharing, incentive schemes and any employer contributions

The enterprise mandatorily enters the files in its dedicated space (“Espace Entreprise”) after calculating the individual amounts and questioning the beneficiaries

Digital services

For the enterprise:

Providing access to the secure enterprise space “Espace Entreprise” (website)

Providing access, via the enterprise space “Espace Entreprise”, to detailed account-keeping reports and detailed financial reports on investment vehicles

For savers:

Providing access to the following via the secure saver space “Mon Epargne Entreprise” (app and website):

- transactions (processing of arbitrage/transfers between BNP Paribas Group funds, processing of repayments on available assets, analysis of supporting documents and payment by bank transfer)
- web services (savings, retirement and annuity simulators, capital gains calculator, notifications/alerts, etc.).

Information and services for savers

Providing access to the sales advisor call line “Allo Contact Épargnants” for beneficiaries (excluding call costs)

Creating the option notices and transaction statements sent to beneficiaries*

Creating annual account statements and the employee savings newsletter*

The employee savings account “Livret d’Epargne Salariale” is provided online

Employee savings newsletter

Voluntary contributions to the company savings plan (PEE)

Voluntary payments via paper instruments or via “Mon Epargne Entreprise” (by direct debit or bank card)

**Excluding postage costs (stamp, envelope, package and routing) or costs of sending, notification, provision and archiving in the secure saver space “Mon Epargne Entreprise”.*