

**Amendment 13 to the  
RENAULT GROUP  
SAVINGS PLAN**

**RECITALS**

The **Renault Group** Savings Plan was set up by Renault S.A., whose registered office is located at 122-122 bis avenue du Général Leclerc, Boulogne-Billancourt - 92100, France (the "**Company**" or "**Renault S.A.**") on 27 June 2003 and revised by successive amendments (the "**Plan**").

This amendment to the Plan is entered into in connection with a Company-initiated share offer reserved for employees of the Company and of the Renault Group Plan's member companies. Its purpose is to amend the Plan for the needs of the offer and, in particular, to do the following:

- integrate investment vehicles into the Plan for the purpose of receiving investments from the offer reserved for employees, with the creation of two relay mutual funds ("**FCPE**"), "Renaulution France Relais 2024" and "Renaulution International Relais 2024", intended to be merged respectively into 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's supervisory boards;
- provide for terms and conditions specific to the offer reserved for employees, in particular the rules for employee contributions by the Company and by the Renault Group Plan's member companies, detailed in Article 4 of this Plan; and
- incorporate any legislative and regulatory changes that have occurred since the last amendment to the Plan.

Each Renault Group company that is a Plan member and wishes to participate in the offer reserved for employees must adhere to this amendment.

This amendment takes effect on the date it is deposited with the Regional Directorate for the Economy, Employment, Labour and Solidarity ("**DREETS**").

Consequently, all provisions of the Plan are replaced by the following:

**ARTICLE 1 - BENEFICIARIES**

All Renault Group companies that are not Plan members and whose share capital is more than 50% owned by the Company may join this Plan (the "**Member Company**"). Each Renault Group company's membership of the Plan is subject to the applicable provisions of the French Labour Code and, in particular, to the consultation of the employee representative bodies on the draft adoption or membership at least fifteen days before the Plan is filed with the competent

Regional Directorate for the Economy, Employment, Labour and Solidarity (DREETS). A list of the Member Companies is provided in Appendix 3.

All employees of the Company or of a Plan Member Company can subscribe to the Plan.

When the usual workforce of the Company or of a Plan Member Company includes at least one and no more than two hundred and fifty employees in addition to the executive corporate officer, the company manager, the company manager's spouse if they have the status of husband/wife employee ("*conjoint collaborateur*") or husband/wife business partner ("*conjoint associé*") mentioned in Article L. 121-4 of the French Commercial Code or in Article L. 321-5 of the French Rural and Maritime Fishing Code, the president, directors general, managers and members of the management board may also participate in the Plan.

When the usual workforce of the Company or of a Member Company includes more than two hundred and fifty employees in addition to the executive corporate officer, the latter may subscribe to this Plan if they hold a written employment contract, perform a function that places them in a subordinate position relative to the company and receive separate remuneration for it.

The above-named persons must have at least three months' seniority in the Company or in a Plan Member Company to be able to subscribe to the Plan.

This seniority is assessed on the date the person makes their first payment into the Plan. All employment contracts performed during the year in which the payment is made and the twelve months preceding it are taken into account.

Any employment contract suspension periods are not deducted when calculating seniority.

Former employees who have left the Company or Plan Member Company following retirement or early retirement may continue to make payments to the Plan, provided that they have made at least one payment before they leave but without receiving the employer contribution (unilateral or supplementing their own payments).

All the above persons are hereinafter referred to as the "**Beneficiaries**".

## **ARTICLE 2 - FUNDING OF THE PLAN**

The Plan is funded by the following payments and amounts:

- voluntary payments by the Beneficiaries.

The total amount of the voluntary payments (excluding incentives and profit-sharing plans) made annually by each Beneficiary in all savings plans they are offered may not exceed one quarter of their gross annual pay 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 under Article 1 of these regulations, their gross annual pension if they are retired, or the cap provided for in Article L. 241-3 of the French Social Security Code for spouses of company managers and for employees whose employment contracts are suspended and who have not received any pay in respect of the year of payment.

In particular, the Beneficiary undertakes to ensure that each of their voluntary payments into the Plan is not less than €15.

No payment interval has been fixed for payments.

- payments made by the Company or by a Plan Member Company whose registered office is located in France, when employees request all or part of their incentive bonuses.

In accordance with article L. 3315-2 of the French Labour Code, incentive bonuses paid into the Plan are exempt from income tax on the date of this Plan, up to an amount equal to three quarters of the average annual cap used to calculate Social Security contributions.

Former employees of the Company or of a Plan Member Company who joined the Plan before they leave may allocate all or part of their incentive bonus relating to their last period of work when this bonus is paid after they leave the Company or Plan Member Company.

These amounts are unavailable during the period stated in Article 8 below.

Incentive bonuses paid into the Plan by employees who have left the Company or a Plan Member Company for a reason other than retirement or early retirement will not receive an employer contribution paid by the Company or Plan Member Company.

- payments by the Company or a Plan Member Company whose registered office is located in France, of the amounts allocated to employees in respect of profit-sharing by the Company or Plan Member Company.

Former employees of the Company or of a Plan Member Company who joined the Plan before they leave may allocate all or part of their profit-sharing portion relating to their last period of work when this bonus is paid after they leave the Company or Plan Member Company.

Profit-sharing bonuses paid into the Plan by employees who have left the Company or a Plan Member Company for a reason other than retirement or early retirement will not receive an employer contribution paid by the Company or Plan Member Company.

- available amounts recorded in blocked current accounts.

These amounts may be reinvested in the Plan within two months of the end of their lock-up period.

- unavailable amounts recorded in blocked current accounts.

These amounts may be transferred at any time to the FCPEs (corporate mutual funds) that authorise it, with the Company or Plan Member Company having a period of two months following the Beneficiary's request to make the transfer.

- transfer of the amounts held in a former employer's savings plan or profit-sharing agreement that the employee did not request when their employment contract was terminated. This transfer will result in the closure of the previous plan.

For amounts from a voluntary employee savings partnership plan, only the transfer of available assets is authorised.

- additional payment by the Company or by a Plan Member Company as defined in Article 3 below.

### **ARTICLE 3 - COMPANY ASSISTANCE AND EMPLOYER CONTRIBUTION**

The assistance of the Company or Plan Member Company consists in paying the subscription fee, the charges for keeping the Beneficiaries' accounts under the terms and conditions referred to in Article 6 below and the charges for holding the supervisory board meetings of the FCPEs in the portfolio.

These costs will cease to be borne by the Company or Plan Member Company after the Beneficiary leaves the Company or Plan Member Company, with the exception of retirees or early retirees who have completed their career in Renault Group. As soon as the Company or Plan Member Company has informed BNP Paribas Epargne Retraite Entreprises of the fact, these costs will be borne by the Beneficiaries concerned and are deducted from their assets.

The account-keeping services covered by the Company or Plan Member Company are specified in Appendix 1 of the Plan. The costs of transactions related to the operation of the Plan, which are borne by the Beneficiaries, are sent to the latter annually by the custodian account-keeper and available (in French) on the BNP Paribas Epargne Retraite Entreprises website (<http://www.epargne-retraite-entreprises.bnpparibas.com/epargnants>).

In addition, the Company or Plan Member Company may pay an additional employer contribution supplementing the voluntary payments made by Beneficiaries.

The exact amount of this additional employer contribution will be specified in an amendment to this Plan. All staff will be immediately informed of the amendment in accordance with Article 11 below.

The employer contribution will be paid no later than the end of each financial year. If the Beneficiary leaves the Company or Plan Member Company during the financial year, the employer contribution will be paid into the Plan before the Beneficiary leaves.

The additional employer contribution may also be paid when the Company or Plan Member Company makes offers for subscribing for or acquiring Company shares and may be paid in monetary form or in the form of free Company shares.

Per calendar year and per Beneficiary, the total amount of payments constituting the employer contribution paid by the Company or Plan Member Company may not exceed three times the Beneficiary's payments or exceed the legal cap in force, i.e. 8% of the annual Social Security cap in accordance with Article R. 3332-8 of the French Labour Code, or the increased cap in accordance with article L 3332-11 of the French Labour Code (for payments into a Fund dedicated to the subscription of Company securities).

Lastly, the Company or Plan Member Company may, even if the employee does not make any voluntary payment, make payments into the Plan in the form of unilateral employer contributions, subject to allocating them uniformly to all employees, for acquiring shares or investment certificates issued by the Company or by a company included in the same

consolidation or combination of accounts within the meaning of the second paragraph of Article L. 3344-1 of the French Labour Code.

This unilateral employer contribution may not exceed, on the date of this Plan and in accordance with Article D. 3332-8-1 of the French Labour Code, 2% of the annual cap provided for in the first paragraph of Article L. 241-3 of the French Social Security Code. This cap is included in the above-mentioned cap for additional employer contributions.

The amounts paid as employer contributions (unilateral or supplementing the personal payments of Beneficiaries) to Beneficiaries of the Company or Plan Member Companies whose registered office is located in France are subject to payment of the CSG and CRDS social contributions on business income, in accordance with and at the rates set by the regulations in force.

#### **ARTICLE 4 - PROVISIONS SPECIFIC TO EMPLOYEE SHAREHOLDING OFFERS**

In 2023, an employee shareholding offer was made to eligible Beneficiaries of the Company and Member Companies participating in the Plan (the “**2023 Offer**”), whose registered office was located in the following countries: Argentina, Austria, Belgium, Brazil, Colombia, Czech Republic, France, Germany, India, Italy, Morocco, Mexico, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, South Korea, Spain, Switzerland, Turkey and 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 2023 Offer Beneficiaries of the Company and Plan Member Companies whose registered office is located in France;

This fund merged with the FCPE’s “Renault Actions” sub-fund. “Renault France”, an existing FCPE in the International 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 the 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 under 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 employee shareholding offer that could be made to the Beneficiaries in 2024 (the “**2024 Offer**”):

- The 2024 Offer is reserved for (i) employees of the Company and 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 continuously or intermittently worked for the Company or a Member Company for at least three months between 1<sup>st</sup> January 2023 and the last day of the Acquisition Period, (ii) persons who have retired or taken early retirement from the Company or from Member Companies and who hold assets in the Plan, without receiving any employer contribution, and (iii) the executive officers and corporate officers of the Company and Plan Member Companies that usually employ at least one person and a maximum of 249 people.

- The 2024 Offer is made to eligible Beneficiaries of the Company and Plan Member Companies whose registered office is located in the following countries: Argentina, Austria, Belgium, Brazil, Colombia, Czech Republic, France, Germany, Hungary, Ireland, Italy, Malta, Morocco, Netherlands, Poland, Portugal, Romania, Slovenia, South Korea, Spain, Sweden, Switzerland and the United Kingdom, through an FCPE or via direct shareholding when it cannot be opened to a country’s Beneficiaries for reasons related to current regulations.
- 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 shares to the Beneficiary, or directly to 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 may 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 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, by delegation, the Company’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 Company, 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 Employee 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 the CSG and CRDS social contributions at the current legal rate for the Beneficiaries participating in the 2024 Offer of the Company and Renault Group 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 the Company and 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” FCPE, intended to collect the investments of the 2024 Offer Beneficiaries of the 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” relay 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 at [www.renaultionshareplan.renaultgroup.com](http://www.renaultionshareplan.renaultgroup.com) 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 under 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 under 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 under 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.
- 2024 Offer Beneficiaries of the Company and Plan Member Companies whose registered office is located in France may participate in the 2024 Offer (i) by direct debit, and/or (ii) by arbitrage of available assets held in the "Mutipar Monétaire Socialement Responsable" sub-fund of the "BNP Paribas Phileis" FCPE, and (iii) for the acquisition of three (3) shares in the Company, by monetisation according to the terms and conditions defined by the Member Companies (e.g. Renault S.A.S. up to a maximum subscription of three (3) shares: monetisation of the days in the Transitional Account (TA) or Individual Time Counter (ITC) or the days in the Company Time Account (CTA), provided that, for the CTA, the counter is greater than 10 days before the deduction) it is specified that the arbitrage of available assets and the amount of the entitlements recorded on the counters intended for the acquisition of the shares will not be taken into account for the assessment of the cap of one quarter of the gross annual pay (or equivalent) mentioned above.
- Notwithstanding Article 8 of this Plan, all assets created under the 2024 Offer will be available after a period of five years starting from the share acquisition date, subject to cases of early withdrawal provided for by the provisions of the French Labour Code.

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

- The number of Renault S.A. shares that may be held by 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 Company'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, requests will be reduced to reach the Cap(s) exceeded, in accordance with the following terms:



- (a) 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).

A reduction in the number of shares that can be allocated to the net Unilateral Employer Contribution will then be implemented 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 Employer 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.

- (b) If the number of shares that can be allocated under the net Unilateral Employer 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 under 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 Employer Contribution have been fully allocated.

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

## ARTICLE 5 - PORTFOLIO COMPOSITION

All sums paid into the Plan are invested, at the personal choice of each Beneficiary, in Renault S.A shares or in portions or ten thousandths of a unit of the following FCPEs:

- the “**Multipar Monétaire Socialement Responsable**” sub-fund of the “BNP Paribas Philéis” FCPE, classified as a “Standard Variable Net Asset Value (VNAV) Money Market Fund”;
- the “**Multipar Solidaire Oblig Socialement Responsable**”) sub-fund of the “BNP Paribas Philéis” FCPE, classified as “Euro-Denominated Bonds and Other Debt Securities”;
- the “**Multipar Solidaire Equilibre Socialement Responsable**” sub-fund of the “BNP Paribas Philéis” FCPE;
- the “**Multipar Actions Socialement Responsable**” sub-fund of the “BNP Paribas Philéis” FCPE, classified as “Eurozone Country Shares”;
- the “**Perspective Certitude**” FCPE;
- the “**Perspective Conviction Monde**” FCPE, classified as “International Shares”;
- the “**Renault Caremakers Solid’Air**” FCPE, a fund invested in securities issued by solidarity-based companies, representing between 5% and 10% of their assets (unlisted company securities defined in Article L. 3332-16 of the French Labour Code);
- the “**Renault France**” FCPE:
  - the “**Renault Actions**” sub-fund;
- the “**Renault International**” FCPE:
  - the “**Share Original**” sub-fund;
- the “**Renaulution France Relais 2024**” relay FCPE, intended to collect the investments of the 2024 Offer Beneficiaries of the Company and Plan Member Companies whose registered office is located in France;

This fund is intended to merge with the “Renault France” FCPE’s “Renault Actions” 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 supervisory boards.

- the “**Renaulution International Relais 2024**” relay FCPE, intended to collect the investments of the 2024 Offer Beneficiaries of the 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 Beneficiaries may change the allocation of all or part of their savings between these various investment vehicles by means of arbitrage. However, no arbitrage may be carried out for the transfer of their assets outside the sub-funds of the "Renault France" FCPE or the "Renault International" FCPE during the asset lock-up period, when their investment in these sub-funds has received a discount and/or an employer contribution.

The "Renault France Relais 2024" and "Renault International Relais 2024" relay 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 outside these FCPEs, or the FCPEs with which they would be merged, during the asset lock-up period.

Any change in the choice of investment will be applied to the net asset values calculated according to the procedures mentioned in the regulations/prospectuses of the investment vehicles.

The transaction in question will be carried out without entry fees or arbitrage fees and have no effect on the lock-up period.

If the Beneficiary has not indicated the chosen vehicle(s), their entire payment will be allocated by default to the "BNP Paribas Philéis" FCPE's "Multipar Monétaire Socialement Responsable" sub-fund.

The KIIDs of the investment vehicles must be provided to the Beneficiaries prior to any subscription.

## **ARTICLE 6 - ACCOUNT-KEEPING OF PAYMENTS**

Each Beneficiary's entitlements will be individualised by recording in their name the number of shares corresponding to the amount of these entitlements.

The Company has decided to delegate the keeping of the register of administrative accounts opened in the name of each Beneficiary, tracing the amounts allocated to this Plan. For each Beneficiary, this register includes a breakdown of the investments made and the remaining lock-up periods.

The institution responsible for keeping this register in its capacity as custodian account-keeper is:

BNP Paribas, through its Epargne & Retraite Entreprises business line, a public limited company ("société anonyme") with share capital of €2,492,372,484 whose registered office is at 16, bd des Italiens 75009 Paris, France.

The costs relating to custodianship are borne by the Company or Plan Member Company (for more details, see Appendix 1).

## **ARTICLE 7 - DEADLINE FOR USE OF THE FUNDS**

The custodian has undertaken to use the amounts paid within a maximum period of fifteen (15) days starting from their payment.

## **ARTICLE 8 - UNAVAILABILITY AND EARLY AVAILABILITY**

The amounts corresponding to the portions and fractions of units of the FCPEs acquired on behalf of the Beneficiary and those resulting from payment of the participation in the Plan will only be payable or negotiable at the end of the 5-year period starting from the date of acquisition of these units.

After this period, the Beneficiary may either retain the amounts and securities held in their account or obtain all or part of their assets.

Exceptionally, and in accordance with Articles R. 3332-28 and R. 3324-22 of the French Labour Code, the entitlements of the Beneficiaries will become due or negotiable before the above-mentioned period expires if any of the following events occurs:

- (a) If the Beneficiary gets married or enters into a civil solidarity pact (PACS);
- (b) If there is a birth or adoption in the Beneficiary's household with at least two existing dependent children;
- (c) If the Beneficiary gets divorced or separated or if their civil solidarity pact (PACS) is dissolved if this is accompanied by an agreement or judgment providing for the single or shared habitual residence of at least one child at the Beneficiary's home;
- (d) If the Beneficiary suffers violence committed by their spouse, cohabitee or partner in a civil solidarity pact (PACS) ("civil partner") or their former spouse, cohabitee or partner:
  - Either when a protection order is issued in favour of the Beneficiary by the family court judge pursuant to Article 515-9 of the French Civil Code;
  - Or when the facts fall within the scope of Article 132-80 of the French Criminal Code and result in an alternative to prosecution or to a settlement, the public prosecutor opening an investigation, to the public prosecutor or the investigating judge referring the matter to the criminal court, an indictment or a criminal conviction, even if this is not final;
- (e) If the Beneficiary or their child, spouse or civil partner is disabled. This disability is assessed within the meaning of paragraphs 2 and 3 of Article L 341-4 of the French Social Security Code or must be recognised by a decision of the CDAPH (commission for the rights of disabled persons to independence) or the President of the Departmental Council, provided that the disability rate is at least 80% and the person concerned does not conduct any business activity;
- (f) If the Beneficiary, their spouse or their partner under a civil solidarity pact dies;

- (g) If the Beneficiary breaches their employment contract, ceases business as an individual contractor, their corporate office ends or they lose the status of employee spouse (“*conjoint collaborateur*”) or partner spouse (“*conjoint associé*”);
- (h) If the Beneficiary, their children, spouse or civil partner allocates the amounts saved to creating or taking over an industrial, commercial, craft or agricultural enterprise, either personally or in the form of a company, provided that they effectively exercise control within the meaning of Article R. 5141-2 of the French Labour Code, setting themselves up in another self-employed profession or buying shares in a cooperative production company;
- (i) If the Beneficiary, their children, spouse or civil partner allocates the sums saved to buying or expanding their main residence, entailing the creation of new living space, as defined in Article R. 156-1 of the French Construction and Housing Code, subject to having a building permit or having registered the works with the appropriate authorities, or to restoring the main residence damaged by a natural disaster recognised in a ministerial order;
- (j) If the Beneficiary is over-indebted as defined in Article L. 711-1 of the French Consumer Code, on request sent to the fund management body or the employer, either by the chairman of the French personal over-indebtedness commission or by the judge when the release of the entitlements seems necessary for the party concerned to discharge their liabilities.

Any legal or regulatory changes subsequently made to the above list will automatically apply.

The early lifting of unavailability takes the form of a single payment that, at the employee’s discretion, covers all or part of the entitlements that can be released.

The employee must submit their request within six (6) months of the triggering event occurring, except if the employment contract is terminated, the Beneficiary’s spouse or civil partner dies or the Beneficiary becomes disabled, suffers domestic violence or becomes over-indebted, or may do so at any time.

The judgment setting out the plan for the total sale of the company or the judgment opening or ordering the court-ordered liquidation of the company will render the profit-sharing entitlements not yet due immediately payable pursuant to Article L. 643-1 of the French Commercial Code and Article L. 3253-10 of the French Labour Code.

In accordance with Article L. 3332-25 of the French Labour Code, employees have the option of using their unavailable assets acquired under the Plan to exercise share subscription or purchase options granted in accordance with article L. 225-177 of the French Commercial Code.

The shares thus subscribed or purchased are held in registered form, in a specific account opened within the Plan in the employee’s name.

The shares will only become available at the end of a minimum period of five years starting from their payment into the Plan. This five-year period may not be reduced, insofar as no cases of early release apply to this situation.

However, in the event of the Beneficiary of the options dying, the Beneficiary's heirs will be entitled to dispose of the securities once the inheritance declaration has been filed with the competent tax office.

#### **ARTICLE 9 - INCOME**

The income from the portfolios created pursuant to this Plan must be reused in the Plan, with the exception of income relating to Renault S.A. shares held directly by Beneficiaries.

All deeds and formalities necessary for this reuse will be carried out by the custodian, whose duties will include asking the tax authorities to pay the amounts corresponding to the tax credits attached to the reused income.

The amounts resulting from this refund will themselves be reused.

#### **ARTICLE 10 - EFFECTIVE DATE AND TERM OF THE PLAN**

Any amendment to the Plan will take effect starting from the date of its signature, with the exception of provisions concerning new FCPEs, which will take effect immediately they are approved by the French Financial Markets Authority (AMF).

The Plan and all its amendments are established for an indefinite period.

The Plan may be terminated by the Company with three months' notice, but its final liquidation may only take place at the end of the lock-up period referred to in Article 8, for all Plan Beneficiaries on the date of said termination.

#### **ARTICLE 11 - INFORMING OF STAFF**

Staff will be informed of any changes to these Plan regulations by means of posters or any other suitable means.

When signing their employment contract, new employees receive the necessary login details/links and activation codes enabling them to access their private space in order to be able to manage their employee savings.

At any time, Plan Beneficiaries may consult all completed transactions in their private space in the custodian account-keeper's website:

- Number of FCPE units acquired in the payments,
- Arbitrage,
- Transfers,
- Refunds,
- The date on which said entitlements will be available,
- The amount of withholding tax paid in respect of CSG and CRDS social contributions,
- The body entrusted with managing the entitlements.

In addition, the Beneficiaries are sent a statement of the number of FCPE units at least once a year, indicating the status of their account.

Any Beneficiary leaving the Company or a Plan Member Company receives a summary statement of the amounts and securities saved in the Plan. This summary statement, inserted in the employee savings book, indicates whether the custody account-keeping charges will be borne by the Company or Plan Member Company or be deducted from the Beneficiary's assets (see details in Appendix 1).

If a Beneficiary leaves the Company or Plan Member Company without transferring their entitlements or exercising their release rights or before the Company or Renault Group Plan Member Company has been able to liquidate, on their date of leaving, all the entitlements they hold, the Company or Plan Member Company is required to ask them to specify the address to which all information relating to their Plan must be sent and to inform them that they must inform BNP Paribas SA through its Epargne & Retraite Entreprises business line if they change address.

Any shares acquired by employees through profit-sharing will result in each Beneficiary receiving a form separate from the payslip.

This form includes the following information:

- the total amount of the special profit-sharing reserve for the past financial year,
- the amount of the entitlements allocated to them, the amount of the related CSG and CRDS social contributions and their management method,
- the body entrusted with managing the assets,
- the date from which said assets will be negotiable or due,
- cases in which they may exceptionally be liquidated or transferred before this period expires.

Furthermore, whenever an acquisition is made on their behalf following payments into the Plan, Beneficiaries who have chosen "paper" communication will receive a personal statement that includes the acquisition date, the number of shares or units and ten thousandths of a unit acquired and the total acquisition amount. The other employees will find the same information in their private space.

To this end, each Beneficiary must undertake to inform the Company or Plan Member Company and the body managing the Plan if they change address. If the Beneficiary cannot be reached at the latest address they provide, the body responsible for custody of the FCPE units will continue to manage said units and the interested party may request them from said body until the limitation period provided for in paragraph III of Article L. 312-20 of the French Monetary and Financial Code expires.

## **ARTICLE 12 - FUND REGULATIONS – SUPERVISORY BOARD**

The rights and obligations of the Beneficiaries, the management company, the custodian account-keeper and the custodian are fixed by the regulations of each of the FCPEs.

These regulations establish a Supervisory Board whose duties include reviewing the financial, administrative and accounting management of the Fund. The composition, role and functioning of the Supervisory Boards are defined in greater detail in the regulations of each FCPE.

The regulations and KIIDs of each FCPE are made available to the Beneficiaries, along with the list of investment instruments and selection criteria, on the Employees site of the custodian account-keeper and on the corporate intranet.

### **ARTICLE 13 - LEAVING THE COMPANY**

When a Beneficiary permanently leaves the Company or Plan Member Company, their entitlements may, at the interested party's discretion, be liquidated, retained in the portfolio or transferred to the corporate savings plan, group savings plan or retirement savings plan of their new employer.

They must then submit a request to the body responsible for managing the new plan(s) and inform BNP Paribas thereof, including the name and address of their new employer and the body responsible for managing the new plan(s). This transfer will result in the closure of the Beneficiary's account under this Plan.

### **ARTICLE 14 - FILING FORMALITIES**

Any amendments must, at the Company's initiative, be sent to DREETS via the "Téléaccords" remote procedure platform.

### **ARTICLE 15 - FINAL PROVISIONS**

The act of making a payment into the Plan implies acceptance of these regulations, together with their Appendices, as well as the regulations of the FCPEs comprising the portfolio.

Any amendment to these Plan regulations must be brought to the attention of the staff of the Company and Plan Member Companies, and the Company also undertakes to immediately inform BNP Paribas thereof by post.

Before submitting disputes to the competent courts, the management of the Company and Plan Member Companies and the Plan Beneficiaries must endeavour to resolve them amicably.

Signed in Boulogne Billancourt on 13 June 2024.

**François Roger**

Acting in his capacity as Human Resources Director of Renault Group



**APPENDIX 1**  
**CUSTODY ACCOUNT-KEEPING SERVICES PROVIDED BY THE COMPANY**  
**AND PLAN MEMBER COMPANIES**

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

It should be noted that the provision of these services gives rise to the signing of an account opening agreement by and between the company 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 of a financial instrument account in the employee's name in the books of BNP Paribas SA through its Epargne & Retraite Entreprises business line, providing access to the following processing and services (please note that other services may be offered to the company):

**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 bonuses and any employer contributions**

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

Calculating the employer contribution on voluntary payments under certain operating conditions

Entering files containing the company's calculations of employer contributions on profit-sharing and incentive bonuses, if applicable

**Digital services**

**For the company:**

Providing access to the secure company space "Espace Entreprise" – website

Providing access, via the company 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 and analysis of supporting documents and payment by bank transfer)

- web services (savings, pension and annuity simulators, capital gains calculator, notifications/alerts, etc.).

Providing Global Vision access to all employee savings (profit-sharing, company savings plan (PEE) and collective retirement savings plan (PERCO/PERECO)) and employee share ownership (registered)

### **Information and services for savers**

Providing access to the saver 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 Book is provided online

Employee savings newsletter

### **Voluntary contributions to the PEE company savings plan and PERCO/PERECO collective retirement savings plan**

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

### **BNP Paribas Group privileged offers**

Real estate projects, auto loans, account opening, etc.

*\*Excluding postage costs (stamp, envelope, package and routing) or costs of sending, notification, provision and archiving in the Personeo secure saver area.*

**APPENDIX 2**  
**CRITERIA FOR CHOOSING THE FCPE INVESTMENT VEHICLES OFFERED**  
**AND KEY INVESTOR INFORMATION DOCUMENT**

In accordance with the provisions of article R. 3332-1 of the French Labour Code, the purpose of this Appendix is to present the list and selection criteria of the investment vehicles offered to the beneficiaries of this plan. The unit custody account-keeper for all funds is BNP Paribas SA.

<b>FCPE</b>	<b>Classification</b>	<b>Desired investment risk/horizon</b>	<b>Management company</b>	<b>Custodian</b>
“BNP Paribas Philéis” FCPE “Multipar Monétaire Socialement Responsable” sub-fund	Standard variable net asset value (VNAV) money market fund	1/7 3 months	BNP Paribas AM France	BNP Paribas SA
“BNP Paribas Philéis” FCPE “Multipar Solidaire Obl. Socialement Responsable” sub-fund	Bonds and other debt securities denominated in euros	2/7 > 3 years	BNP Paribas AM France	BNP Paribas SA
“BNP Paribas Philéis” FCPE “Solidaire Equilibre Socialement Responsable” sub-fund		4/7 > 4 years	BNP Paribas AM France	BNP Paribas SA
“BNP Paribas Philéis” FCPE “Multipar Actions Socialement Responsable” sub-fund	Eurozone country shares	6/7 > 5 years	BNP Paribas AM France	BNP Paribas SA
“Perspective Certitude” FCPE		3/7 > 5 years	Crédit Mutuel Asset Management	Banque Fédérative du Crédit Mutuel (BFCM)

<b>FCPE</b>	<b>Classification</b>	<b>Desired investment risk/horizon</b>	<b>Management company</b>	<b>Custodian</b>
“Perspective Conviction Monde” FCPE	International shares	5/7 > 5 years	France Crédit Mutuel Asset Management	Banque Fédérative du Crédit Mutuel (BFCM)
“Renault Caremakers Solid’ Air” FCPE		4/7 > 5 years	ECOFI Investissements	CACEIS Bank
Renault France “Renault Actions” FCPE sub-fund reserved for subscribers whose parent company is located in France	FCPE invested in the company’s listed securities.	7/7 > 5 years	BNP Paribas AM France	BNP Paribas SA
“Renault International” FCPE: “Share Original” sub-fund reserved for subscribers whose parent company is located outside France (see Art. 4 of the Group Savings Plan)	FCPE invested in the company’s listed securities.	7/7 > 5 years	BNP Paribas AM France	BNP Paribas SA
“Renaulution France Relais 2024” FCPE	FCPE invested in the company’s listed securities.	7/7 > 5 years	BNP Paribas AM France	BNP Paribas SA
“Renaulution International Relais 2024” FCPE	FCPE invested in the company’s listed securities.	7/7 > 5 years	BNP Paribas AM France	BNP Paribas SA

**APPENDIX 3**  
**LIST OF COMPANIES THAT ARE PLAN MEMBERS ON THE DATE OF**  
**SIGNATURE OF THIS AMENDMENT**

Renault SAS

Sovab

Alpine Racing

Ampere Software Technology

Sodicam2

Alpine Cars

ACI Villeurbanne

Sofrastock International

Renault Digital

Qstomize

Manufacture Alpine Dieppe

Gaia

Ampere Electricity

Ampere Cleon

Ampere SAS

The Remakers