

# Understand all about the Renault Group employee share plan



The Renaulution Shareplan 2024 consists of two schemes:

**1 7 shares free allocation**  
without any investment required from you\*.

**2 An offer to acquire shares on preferential terms:**

- A 30% discount off the reference price.
- An additional contribution up to:
  - 300% for the first 2 shares acquired and,
  - 100% for the 3<sup>rd</sup> share acquired
 calculated on your participation and capped at the value of 7 shares.



**Example of contributions paid**

Buy 3 shares with 30% discount to receive an additional free allocation of 7 shares

|           | Gross unilateral contribution | Number of shares acquired (personal contribution) | Gross employer contribution | Gross shares before social security deductions |
|-----------|-------------------------------|---|-----------------------------|--|
| Example 1 | 7                             | 1   | 3                           | 11   |
| Example 2 | 7                             | 2   | 6                           | 15   |
| Example 3 | 7                             | 3   | 7                           | 17   |
| Example 4 | 7                             | 10  | 7                           | 24   |

## Am I eligible?

To participate, you must:

**Be an employee of Renault Group** and its consolidated subsidiaries subscribing to the Renault Group, DIAC or Renault Retail Group Savings Plans.

**Holding a contract with Renault Group in effect** at October 2, 2024.

**3 months service** continuous or discontinuous, from January 1, 2023 as of October 2, 2024.

## How can I finance my investment?

To finance your investment, you can **make a voluntary payment** in accordance with the procedures proposed by your country\*\*.

➤ Your voluntary payments are capped at **25% of your estimated 2024 gross annual pay.**



\*You can refuse this unilateral employer contribution online. Full information is available on the operation's website [www.renaultgroup.com](http://www.renaultgroup.com) ('I subscribe' link).  
 \*\*You can find details of how to pay for your investment on your country's information website [www.renaultgroup.com](http://www.renaultgroup.com) and in the country supplement available for download on the website.

## Advantages and disadvantages

- Discount off the share price
- Employer contributions from Renault Group
- Management fees paid by Renault Group
- Any dividends are reinvested

- Assets frozen until June 30, 2029
- Risk of capital loss if the Renault SA share value falls

## Example investment

Assumed reference price  
**€50\***

Assumed acquisition price  
(reference price – 30% discount)  
**€35**

**1** Unilateral contribution:  
equivalent to 7 shares.



**2** I invest €105  
by buying 3 shares  
at the acquisition price.

Additional contribution:  
(2 x €35 x 300%)  
+ (1 x €35 X 100%)

i.e. equivalent to 7 shares.

**3** I acquire 17 shares with a gross  
market value of €850\*\* at the  
reference price. By me investing  
€105.

\* Share value for information purposes

\*\* Excluding applicable tax and social security charges

## What happens once I invest?

- You hold shares in the "Original Share" compartment corporate mutual fund (FCPE) "Renault International", which will in turn hold the Renault SA shares. You are therefore an indirect Renault Group shareholder.

- Your assets are locked in until June 30, 2029 unless they are released early. The list of early release situations and details of how to ask for your assets to be released are available on the [www.renaultgroup.com](http://www.renaultgroup.com) information website.

## What can I do with my investment once the lock-in period ends?

Your assets become available and you can choose to either:

**1** Keep your assets in the "Renault International" FCPE for as long as you want.

**2** Ask for your assets to be redeemed in full or in part.



FOR MORE INFORMATION

Log in to [www.renaultgroup.com](http://www.renaultgroup.com)

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