

# Understand all about the Renault Group employee share plan



The Renaulution Shareplan 2024 consists of two schemes:

**1** The free allocation of 7 shares in the form of a unilateral contribution 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

	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.

**Have worked there for 3 months**, continuously or periodically, between January 1, 2023 and October 2, 2024.

**Still be under an employment contract** on 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 matching employer contribution online. Full information is available on the operation's website [www.renaulutionshareplan.renaultgroup.com](http://www.renaulutionshareplan.renaultgroup.com) ('I subscribe' link).

\*\*You can find details of how to pay for your investment on your country's information website [www.renaulutionshareplan.renaultgroup.com](http://www.renaulutionshareplan.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\*, i.e. ₹4 502\*\***

Assumed acquisition price  
(reference price – 30% discount)  
**€35, i.e. ₹3 152**

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



**2** I invest €105 (₹9 455)  
by buying 3 shares  
at the acquisition price.

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

i.e. the equivalent of 7 shares.

**3** I acquire 17 shares with a raw value  
of €850\*\*\* i.e. ₹76 539 at the  
reference price. By me investing  
€105, i.e. ₹9 455.

\* Share value for information purposes  
\*\* Exchange rate at June 14, 2024  
\*\*\* Excluding applicable tax and social security charges

## What happens once I invest?

- You hold shares in the "Share Original" compartment of "Renault International" corporate mutual fund (FCPE), 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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