

Understand all about the Renault Group employee share plan

The Renaulution Shareplan 2025 consists of two schemes:

1 The free allocation of 3 shares in the form of a unilateral contribution without any investment required from you⁽¹⁾.

FROM 12 TO 30 MAY 2025

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 share acquired**, calculated on your participation and capped at the value of 3 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	3	1	3	7
Example 2	3	2	3	8
Example 3	3	3	3	9
Example 4	3	10	3	16

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 1st January, 2024 and 30 May, 2025.

Still be under an employment contract on 30 May, 2025.

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⁽²⁾.

➤ Your voluntary payments are capped at **25% of your estimated 2025 gross annual pay**.

⁽¹⁾ You can refuse this matching employer contribution online. Full information is available on the operation's website www.renaulutionshareplan.renaultgroup.com ('I subscribe' link).

⁽²⁾ You can find details of how to pay for your investment on your country's information website 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 30 June, 2030
- Risk of capital loss if the Renault SA share value falls

Example investment

Assumed reference price
€50⁽¹⁾, i.e. ₹4 733,28⁽²⁾

Assumed acquisition price
(reference price – 30% discount)
€35, i.e. ₹3 313,30

1 Unilateral contribution:
equivalent to 3 shares.



2 I invest €35 (₹3 313,30)
by buying 1 share
at the acquisition price.

Additional contribution:
(1 x €35 x 300%)

i.e. the equivalent of 3 shares.

3 I acquire 7 shares with a raw value
of €350⁽³⁾ i.e. ₹33 133 at the
reference price. By me investing
€35, i.e. ₹3 313,30.

⁽¹⁾ Share value for information purposes.

⁽²⁾ Exchange rate at 14 March, 2025.

⁽³⁾ 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 30 June, 2030 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.renaultutionshareplan.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.renaultutionshareplan.renaultgroup.com

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