

**Amendment 11 to the  
DIAC GROUP  
COMPANY SAVINGS PLAN**

**BY AND BETWEEN**

DIAC Group, comprised of the DIAC and DIAC Location companies belonging to the DIAC Economic and Social Unit (UES) and represented by Mr Fabrice Pomonti, Human Resources Director, duly authorised to enter into this agreement,

Party of the first part,

**AND**

The representative trade union Organisations of the RCI Banque group, duly authorised to enter into this agreement

The **CFDT** represented by its trade union representatives:

Mr Akim Lamouri  
Mr Eric Rosse  
Mr Fabien Fiston

The **CFTC** represented by its trade union representatives:

Ms Véronique Le Bars  
Mr Jérémie Sigalat  
Ms Laure Cassan

The **CGT** represented by its trade union representatives:

Mr Jean-Michel Tiron  
Ms Samira Dahdouh  
Mr Romain Vesseron

The **SNB** represented by its trade union representatives:

Mr Axel Maunoury  
Mr Emmanuel Baudry  
Mr Jérôme Cornic

## RECITALS

The company savings plan of the DIAC group (“**DIAC Group**”) was concluded on 17 December 2003 between the companies of the “Groupe DIAC” Economic and Social Unit (“UES”) in agreement with the representative trade union organisations in DIAC Group and revised by successive amendments (the “**Plan**”).

This amendment to the Plan is entered into on the occasion of a share offer initiated by Renault S.A. (the “**Company**”) reserved in particular for employees of DIAC Group and of the 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 “Renault Shareplan 2024” offer reserved for employees (the “**Offer**”), in particular the Company's employer contribution rules, as well as to integrate into the Plan investment vehicles intended to receive investments from the beneficiaries of the Offer reserved for employees, with the creation of two relay mutual funds (“**FCPE**”), "Renault France Relais 2024" and "Renault 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.

## ARTICLE 1. AMENDMENTS TO ARTICLE 8-A OF THE PLAN

Under the terms of this amendment and for the purposes of implementing the Offer, Article 8-A is replaced in its entirety by the provisions specified in Appendix 1 of this amendment.

The provisions of Article 8-A shall 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. ADHESION – FILING

Each DIAC Group Plan Member Company wishing to participate in the Offer must adhere to this amendment.

## ARTICLE 3. EFFECTIVE DATE

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

Signed in Noisy-le Grand on 10 July 2024.

For RCI Banque SA, the dominant company of the Group

**Mr Fabrice Pomonti**, duly authorised for this purpose

The **CFDT** represented by its trade union representatives:

Mr Akim Lamouri  
Mr Eric Rosse  
Mr Fabien Fiston

The **CFTC** represented by its trade union representatives:

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Mr Jérémie Sigalat  
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## APPENDIX 1

### ARTICLE 8-A – Provisions specific to the employee shareholding offer

In 2023, an employee shareholding offer was made to eligible Beneficiaries of DIAC Group and of the 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, Italy, Morocco, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, South Korea, 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 2023 Offer Beneficiaries of DIAC Group and of Plan Member Companies whose registered office is located in France;
- This fund merged with the “Renault Actions” sub-fund of the “Renault France” FCPE, an existing fund 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 DIAC 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 shareholding offer that could be proposed in 2024 (the “**2024 Offer**”):

- The 2024 Offer is reserved for (i) employees of DIAC 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 1<sup>st</sup> January 2023 and the last day of the Acquisition Period, (ii) retirees and pre-retirees of DIAC Group and of 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 DIAC Group and of Plan Member Companies that usually employ between one person and a maximum of 249 employees (the “**Beneficiaries**”).
- The 2024 Offer is proposed to eligible Beneficiaries of the DIAC Group and of Plan Member Companies whose registered office is located in the following countries:

Argentina, Austria, Belgium, Brazil, Colombia, Czech Republic, France, Germany, Ireland, Italy, Morocco, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, South Korea, Spain, 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 the “Renaulution International Relais 2024” FCPE, which will issue shares 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 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 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 DIAC Group and of Plan Member Companies in France. The CSG/CRDS 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. All amounts owed by the Beneficiaries in this respect must be paid in 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 DIAC Group and of the 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 DIAC Group and 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” 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” FCPE and the “Renaulution International Relais 2024” FCPE, 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 the [www.renaultionshareplan.renaultgroup.com](http://www.renaultionshareplan.renaultgroup.com) 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 DIAC Group and of Plan Member Companies whose registered office is located in France may participate in the 2024 Offer (i) by direct debit, and/or by arbitrage of available assets held in the "Amundi Label Monétaire ESR" FCPE. It is specified that the arbitrage of available assets is not taken into account for the assessment of the cap of one quarter of the gross annual remuneration (or equivalent) mentioned above.
- In accordance with Article 7 of the Plan, all assets created in the context of the 2024 Offer will be available after a period of five years starting from the first day of the sixth month of the financial year in which the shares 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 in the context of 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, the requests will 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).

A reduction in the number of shares that can be allocated to the net Unilateral Employer Contribution would 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 Ceiling.

- (ii) If the number of shares attributable in the context of the net Unilateral Contribution is less than the Ceiling, the shares under the net Unilateral 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 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.