

## RENAULT S.A.

### Employee shareholding plan "Renaulution Share Plan 2025"

#### Information Document for Beneficiaries in Poland

The Board of Directors of Renault S.A. ("**Renault**", the "**Company**" or the "**Issuer**") decided on 12 December 2024 to implement an offer of shares of the company (the "**Shares**"), up to 2% of the share capital of the Company, reserved for employees of the Renault group (the "**Group**") (the "**Offer**").

Under the Offer, employees will be invited to acquire already existing shares of the Company, repurchased on the market by the Company.

The Offer will be implemented in accordance with Art. L. 3332-18 *et seq.* of the French Labour Code. The Company is conducting the Offer on the basis of Article 1.4 (i) of the Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market, and repealing Directive 2003/71/EC (the "**Prospectus Regulation**"), pursuant to which the obligation to publish a prospectus shall not apply to securities offered, allotted or to be allotted to existing or former directors or employees by their employer or by an affiliated undertaking provided that a document is made available containing information on the number and nature of the securities and the reasons for and details of the offer or allotment.

This document constitutes the information document within the meaning of Article 1.4 (i) of the Prospectus Regulation (the "**Information Document**") and does not constitute a prospectus. The Offer is conducted in the Republic of Poland only on the terms and in accordance with the rules set out in this Information Document, which is the only legally binding document containing information on the securities, the Offer and the Company.

This Information Document was prepared on 17 April 2025 in Paris (France) and contains information current as at 17 April 2025.

This Information Document is valid until 23 July 2025.

This Information Document will be made available from 5 May 2025 on the Company's website dedicated for the Offer ([www.renaulutionshareplan.renaultgroup.com](http://www.renaulutionshareplan.renaultgroup.com)). All beneficiaries will be informed of possible changes of data contained in this Information Document during its term. An appropriate notification will be made available on the Company's website dedicated for the Offer ([www.renaulutionshareplan.renaultgroup.com](http://www.renaulutionshareplan.renaultgroup.com)).

The purchase price and the Offer period will be determined by the Board of Directors of the Company (or its CEO acting by delegation). Currently, this date is scheduled for 30 April 2025.

#### **1. OFFER**

##### **1.1 Name and registered office of the issuer**

Renault S.A. is a French public limited company (*Société Anonyme à Conseil d'administration*) with share capital of EUR 1,126,701,902.04, with its registered office at 122-122 bis avenue du Général Leclerc – 92100, Boulogne-Billancourt, France, registered in the RCS of Nanterre under no. 441 639 465.

The shares in Renault are admitted to trading on the Compartment A of the Euronext Paris stock market. ISIN code FR0000131906 RNO.

Information on the Company is available at [www.renaultgroup.com](http://www.renaultgroup.com) and in particular in the reference document available on this site.

## **1.2 Number, type, unit nominal value and marking of the issue of the offered securities**

Under the Offer, shares offered by the Company are already existing shares of the Company, either already owned or repurchased on the market by the Company (the "**Shares**").

The maximum number of the Shares to be offered to employees under the Offer is 2% of the Company's share capital. The CEO of the Company shall have the power to fix another limit of Shares to be offered under the Offer expressed in euros.

The nominal value of each share is EUR 3.81.

## **1.3 Companies participating in the Offer**

The companies participating in the Offer in Poland are the following:

- Renault Polska Sp. z o.o. ;
- SODICAM Polska Sp. z o.o. ;
- RCI Banque Spółka Akcyjna Oddział w Polsce ; and
- RCI Leasing Polska.

(the "**Polish Subsidiaries**").

## **1.4 Details of the Offer**

All eligible employees will receive a unilateral contribution from Renault, for an amount equivalent to three (3) Renault Shares within the framework of the Offer, in accordance with provisions of article L. 3332-11 of the French Labor Code (the "**Free Shares**").

Eligible employees have the possibility to waive this advantage on the website dedicated for the Offer ([www.renaultshareplan.renaultgroup.com](http://www.renaultshareplan.renaultgroup.com)) until 30 May 2025.

Eligible employees have the possibility to acquire additional Shares by making a voluntary and personal payment. The acquisition price of a Renault Share within the framework of the Offer corresponds to the average of the daily volume-weighted average price of the Renault share during the twenty (20) trading days preceding the date of fixation of the opening of the acquisition period by the Board of Directors (or by the CEO of Renault, acting upon delegation of the Board of Directors) (the "**Reference Price**"), reduced by a discount of thirty percent (30%) and rounded up to the nearest hundredth of euro (the "**Acquisition Price**").

Eligible employees will be informed of the Acquisition Price as from 30 April 2025 and will have the possibility to acquire Shares between 12 May 2025 and 30 May 2025 (the "**Acquisition Period**").

The acquisition of Shares by personal contribution entitles the eligible employee to a matching contribution from Renault, corresponding to 300% of the amount of his or her personal contribution and aimed at the acquisition of additional Renault Shares at a discounted price within the framework the Offer, within the limit of an amount corresponding to the value of three (3) Shares (the "**Matching Shares**"). Consequently, Matching Shares will not exceed an amount corresponding to the value of three (3) Shares.

## **1.5 Investment limits**

The minimum investment of a given employee is the Polish zloty equivalent to the Acquisition Price of one Share.

The maximum investment of a given employee is (i) 25% of his or her estimated gross annual remuneration for 2025 if he or she is an employee, or (ii) 25% of his or her professional income subject to income tax if he or she is a corporate officer, or (iii) eleven thousand seven hundred and seventy five (€11,775) (in 2025) if he or she did not received any remuneration in 2025.

Free Shares and Matching Shares shall not be taken into account for calculation the above limits.

## **1.6 Eligible persons**

The beneficiaries of the Offer (the "**Beneficiaries**") will be :

- (i) Employees of a Polish Subsidiary on 30 May 2025, with a length of service of at least three months, on a continued basis or not, since 1<sup>st</sup> January, 2024; and
- (ii) Corporate officer of a Polish Subsidiary, on 30 May 2025, with a headcount of at least one (1) and less than two hundred and fifty (250) employees.

## **1.7 Early Release Events**

Beneficiaries will not be able to dispose of their Shares before 30 June 2030 (inclusive), unless one of the following events ("**Early Release Events**") occurs and the Beneficiary requests such disposal:

- (a) the Beneficiary's marriage or civil union (\*);
- (b) birth or arrival at home for adoption of a third and any subsequent child (\*);
- (c) the Beneficiary's divorce (if the Beneficiary retains the custody of at least one minor child) (\*);
- (d) disability of the Beneficiary, his/her spouse, his/her child or the person with whom he/she has concluded a civil union;

- (e) termination of the employment contract;
- (f) acquisition or extension of the Beneficiary's main home or repair of the Beneficiary's main home following an act of God (\*);
- (g) bankruptcy of the Beneficiary as determined by any local competent authority;
- (h) death of the Beneficiary or of his/her spouse or the person with whom he/she has concluded a civil union;
- (i) creation by the Beneficiary, his/her spouse, his/her child or the person with whom he/she has concluded a civil union or takeover of an industrial, commercial, craft or agricultural enterprise or decision to set up on a non-salaried profession (\*);
- (j) purchase of (a) a two or three wheeled motor vehicle, a motor quadricycle, a car or a light truck that uses electricity, hydrogen or a combination of both as its exclusive energy source or (b) a new electric bike (\*).

Beneficiaries must present a request for redemption within a period of six months for events marked (\*).

These Early Release Events are more specifically defined under the French law and must be interpreted and applied in a manner consistent with the French law.

The Beneficiary is required to provide appropriate justification of the occurrence of the Early release Event. This information is forwarded to the plan account keeper, and Shares are sold shortly thereafter.

## **1.8 Rights under the offered securities**

Pursuant to the currently applicable provisions of French law, as well as the terms of the Company's statutes, the main rights attached to the Shares include:

### **1.8.1 Right to the dividend**

An annual dividend is paid out to the shareholders in proportion to the number of the shares they hold. The dividend is determined each year by the General Shareholders' Meeting.

### **1.8.2 Voting right attached to the Shares**

Subject to the exceptional circumstances envisaged in provisions of law, each shareholder holds as many votes as shares fully paid up.

### **1.8.3 Pre-emptive right**

Shareholders have the pre-emptive right to take up new shares, proportionate to the number of shares they hold. This right applies to any transactions to increase the share

capital in exchange for a cash contribution, unless such right is excluded following a decision of the General Shareholders' Meeting.

#### **1.8.4 Right to participate in the surplus assets in the case of liquidation**

In the case of the liquidation or planned winding up of the Company, the net assets remaining following the repayment of the nominal value of the shares will be divided between the shareholders in proportion to their share in the Company's capital.

### **1.9 Timetable**

The following provisional timetable is currently contemplated for the Offer:

- Record of the Reference Price: 2 April 2025 to 29 April 2025 (inclusive) ;
- Decision of the board of directors of the Company (or the CEO by delegation) fixing the Acquisition Price and the exchange rate: 30 April 2025 ;
- Information of Beneficiaries about the Acquisition Price: as from 30 April 2025 ;
- Acquisition Period: from 12 May 2025 to 30 May 2025 ;
- Delivery of Shares: 23 July 2025;
- End of the lock-up period: 30 June 2030 (inclusive).

### **1.10 Subscription process**

Beneficiaries will be able to acquire Shares during the Acquisition Period, on the website dedicated for the Offer ([www.renaultshareplan.renaultgroup.com](http://www.renaultshareplan.renaultgroup.com)).

The Acquisition Price is denominated in EUR and converted into PLN at the exchange rate set by the Company on the date the Acquisition Price is determined and corresponding to the exchange rate of the last day of record of the Reference Price.

### **1.11 Rules applicable in the case of over-participation and return of the overpaid amounts**

The number of Shares that could be delivered to eligible beneficiaries within the framework of the Offer, including those corresponding to Free Shares and Matching Shares, is capped at 2% of the share capital of the Company and any other ceiling in shares and/or in euros that may be set by the CEO of the company acting upon delegation from the Board of Directors (the "Ceilings"). In the event that the number of actions requested by Beneficiaries during the Acquisition Period exceeds at least one of the two Ceilings, a reduction of the participation request will be made to reach the exceeded Ceiling(s), in accordance with the following methods:

- If the number of shares to be granted to serve net Free Shares is greater than the Ceiling, the number of shares corresponding to Beneficiaries' personal contributions and, correspondingly, shares resulting from Matching Shares, would be reduced to zero (0).

A reduction in the number of shares to be served for net Free Shares would then be implemented as follows: the number of shares corresponding to net Free Shares will be fully allocated to eligible beneficiaries up to a number of shares equal to the total number of shares offered from net Free Shares divided by the number of Beneficiaries eligible to Free Shares (the "**Grant Average**"). This Grant Average will be rounded down to the next number of shares only for Beneficiaries of the Offer in countries where shares are held directly. Beneficiaries eligible for a number of shares from net Free Shares exceeding the Grant Average will be allocated a number of shares proportional to the amount of their net Free Shares, depending on shares remaining to be granted to reach the Ceiling.

- If the number of shares to be granted to serve net Free Shares is inferior to the Ceiling, shares corresponding to net Free Shares will be allocated to Beneficiaries in totality.

A reduction would then be applied to shares requested by Beneficiaries' personal contribution and, correspondingly, to shares resulting from Matching Shares. Thus, acquisition requests will be fully served up to a number of shares equal to the quotient of the total number of shares offered under the Offer, previously reduced by the number of shares fully allocated from net Free Shares, by the number of Beneficiaries who have made a personal contribution in the Offer (the "**Subscription Average**"). This Subscription Average will be rounded down to the next number of shares only for Beneficiaries of the Offer in countries where shares are held directly. Requests from Beneficiaries by personal contribution exceeding the Subscription Average will then be served in proportion to the number of shares they have been requested, depending on shares remaining to be allocated to reach the Ceiling, once shares from Free Shares have been fully granted.

If various payment methods are offered for payment of Beneficiaries' personal contribution, the reduction would be first applied against payment via potential wire transfer or direct bank debit, then on payment via payroll deductions. The amount effectively paid will correspond to the amount after applying the reduction.

#### **1.12 Circumstances in which the offering may not be successful or the issuer may withdraw from it**

The Company may decide, at its discretion and for any reason whatsoever, not to conduct the Offer, if it decides that it is not in the interest of the employees, at any time until 23 July 2025. If such a situation occurs, Beneficiaries will be promptly informed of this. If the Company decides not to conduct the Offer after the date on which the funds for participation have been collected, the funds will be returned to Beneficiaries.

## **2. STATEMENT**

### **2.1 The Issuer**

The Issuer is responsible for all information included in this Information Document.

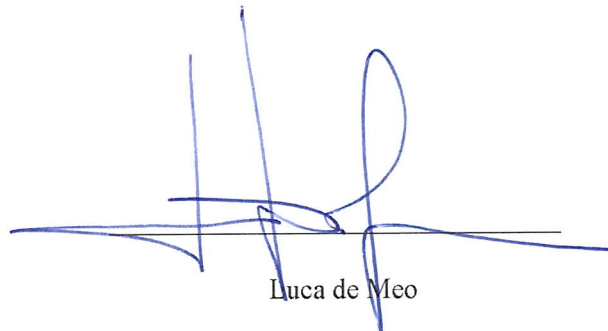
Business name:	RENAULT S.A.
Seat:	Boulogne-Billancourt, France

Address: 122-122 bis avenue du Général Leclerc – 92100,  
Boulogne-Billancourt  
Telephone number: +33 1 76 84 04 04  
Fax: None  
Website: [www.renaultgroup.com](http://www.renaultgroup.com)  
Registration number in  
the Nanterre Corporate 441 639 465  
& Trade Register:

**2.2 The person that makes the statement on behalf of the Issuer:**

Name and Surname	Position
Luca de Meo	Chief Executive Officer

Acting on behalf of the Issuer, we state that having taken all reasonable care to ensure that such is the case, the information contained in this Information Document is, to the best of our knowledge, true, reliable and in accordance with the facts and contains no omission likely to affect its import.



Luca de Meo  
Chief Executive Officer

