



## Country Supplement PORTUGAL

You have been granted Free Shares and invited by Renault S.A. to invest in Renault shares, through the subscription of units of the FCPE "Renaulution International Relais 2024" under preferable conditions (30% Discount on acquired shares and Matching Shares) in the context of the offering reserved for employees of the Renault Group, "Renaulution Share Plan 2024" (the "**Offer**").

Shortly after the completion of the Offer, the FCPE "Renaulution International Relais 2024" will merge in the sub-fund "Share Original" of the FCPE "Renault International", subject to the approval of the French Securities Authority (*l'Autorité des Marchés Financiers* or the "**AMF**") and to the decision of the Supervisory Board of the FCPE "Renaulution International Relais 2024".

You will find below local offering information and a summary of the principal tax and social implications applying to your investment if you participate to the Offer.

*This document is provided to you in addition to the documents relating to the Offer and in particular, the Information Brochure, the Key Information Documents (the "**KID**") of the FCPE "Renaulution International Relais 2024" and of the sub-fund "Share Original" of the FCPE "Renault International", and the Terms and Conditions of the Offer. For additional details, please also refer to the Regulations of the group savings plan of the Renault Group, of the DIAC Group or of the Renault Retail Group (Plan d'Épargne Groupe or "**PEG**") and to the Regulations of the FCPE "Renaulution International Relais 2024" and of the FCPE "Renault International". All documents are made available to you on the Offer website [www.renaultutionshareplan.renaultgroup.com](http://www.renaultutionshareplan.renaultgroup.com).*

*Renault shares are listed on Euronext Paris. The value of your investment will depend on the value of Renault S.A. shares and therefore implies a risk.*

*Neither your employer nor Renault can give you investment advice nor any guarantee as to the future price of the Renault share.*

*If you do not understand the contents of the documents made available to you in the context of the Offer, the nature of the investment, or the comparative risks and benefits associated with the Offer, you should contact an authorised financial advisor.*

## LOCAL OFFER INFORMATION

### SECURITIES LAW NOTICE

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This is an **advertisement** and not a prospectus for the purposes of Regulation (EU) 2017/1129 (the "**Prospectus Regulation**"). In accordance with Article 1, 4., i) of the Prospectus Regulation, Renault S.A. is exempted from the obligation to publish a prospectus in Portugal regarding the Offer.

This document, jointly with the Information Brochure and the Terms and Conditions of the Offer provided to you shall serve as information document required pursuant to Article 1, 4., i) of the Prospectus Regulation.

The reason for this offer is to encourage the bond between the employees and Renault S.A. allowing them to become shareholders of the company in preferential terms.

### LABOR LAW DISCLAIMER

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The Offer is made on the initiative of Renault S.A., not by your local employer, and does not form part of your terms of employment. Your participation in the Offer is completely voluntary and does not give rise to a contractual entitlement to continued employment. The Offer does not form part of your employment agreement and does not amend or supplement such agreement. The Offer does not constitute a right to participate in similar transactions and there is no obligation for Renault S.A. to launch new offerings in subsequent years.

Any gains or benefits that you may receive or be eligible for under the Offer shall not constitute salary for the purposes of any retirement or other benefit plans nor for the purposes of calculating any severance or similar payment that may be due to you (including in cases of termination of employment).

### DATA PROTECTION

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The personal data collected for the implementation of the Offer are subject to the provisions of the French law n° 78-17 dated 6 January 1978 as modified relating to Data Processing, Data Files and Individuals Liberties, the Portuguese law no. 58/2019 of August 8 (as amended) and of the EU Regulation (2016/679) of the European Parliament and of the Council of 27 April 2016, on the protection of natural persons with regards to the processing of personal data and on the free movement of such data.

You are informed of the computer processing of data to be done of the information contained in the participation form by:

- Renault S.A., 122-122 bis avenue du Général Leclerc – 92100, Boulogne-Billancourt – France, as data controller of the Offer;

- BNP Paribas Epargne & Retraite Entreprises, 1, Boulevard des Italiens – 75009 Paris, as data controller for the collection and centralization of subscription requests and in its quality of account holder of the FCPE units subscribed for within the framework of the PEG.

The legal basis for the processing is Renault's legitimate interest to offer group employees the opportunity to participate in the Offer and receive Free Shares, as well as the execution of the acquisition contract for the Offer, to which you are party and operations resulting therefrom. All the personal data required within the framework of your participation in the Offer are mandatory and necessary to your participation in the Offer or to waive your Free Shares. If you do not provide some of this information, your request will not be taken into account.

This information will be used to process your request of participation, to satisfy any applicable legal requirements, especially regulatory and tax requirements, linked to the Offer implementation and to manage your assets until the redemption of your FCPE units. Your personal data may notably be processed by Renault S.A., and as the case may be, by your employer, BNP Paribas Epargne & Retraite Entreprises, BNP Paribas Asset Management France or any services provider mandated by Renault S.A., in particular for the election of the members of the FCPE's supervisory board representing employee unitholders.

Your personal data will be retained for the purposes of the above-mentioned processing for the time necessary for the Offer implementation and for the management of the PEG, at least until the redemption of your FCPE units, and subsequently for archiving purposes until the expiry of the limitation period of any possible dispute.

You have a right to access, modify and rectify, or erase (after redemption of your FCPE units within the PEG and subject to legal archiving requirements), and a right to restrict and to object to the processing, a right to the portability of your data, or to define guidelines relating to the conservation, erasure and communication of your personal data after your death by contacting: Renault S.A., 122-122 bis avenue du Général Leclerc – 92100, Boulogne-Billancourt - France, or BNP Paribas Epargne & Retraite Entreprises, 8 rue du Port, 92728 Nanterre Cedex-France.

In addition, each Personal Data Protection Officer can be contacted at the following email addresses:

- For Renault S.A.: [dpo@renault.com](mailto:dpo@renault.com); and/or
- For BNP Paribas Epargne & Retraite Entreprises: [ere.dataprotection@bnpparibas.com](mailto:ere.dataprotection@bnpparibas.com)

You have the right to lodge a complaint with the French data protection authority, by mail to the CNIL – 3, Place de Fontenoy, 75007 Paris, France or by e-mail on the website [www.cnil.fr](http://www.cnil.fr), or to the relevant data protection authority in your jurisdiction. You declare that you keep a copy of this form for your personal records.

## TAX ASPECTS

*This summary sets forth general principles that are expected to apply to employees who participate to the Offer and are and remain during the whole period of their investment resident of Portugal for the purposes of the tax laws of Portugal.*

*This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. The tax treatment that applies to you may differ from the regime described below depending on your personal situation, and in particular in the case of international mobility. You are encouraged to consult your own tax advisor for definitive advice.*

*The tax consequences described below are based on tax laws and practices as applicable in June 2024. Tax laws and practices may change over time.*

### TAXATION IN FRANCE

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According to French domestic law, you will not be subject to taxation in France at the time you subscribe or dispose of your FCPE units. Considering that your shares will be held in the FCPE, no taxes will be applied in France on dividends, if any, are paid with respect to Renault S.A. shares.

### TAXATION IN PORTUGAL

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#### **Will I be required to pay any tax and/or social charges at the time of inception to the Offer?**

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##### **→ With respect to my Free Shares?**

Yes, your Free Shares will be subject to Individual Income Tax (IRS) as employment income (Category A). The taxable value is the market value of Free Shares on the date of their delivery.

Employment income is taxed jointly with your overall taxable income at progressive rates ranging from 13.25% to 48%, depending on your overall taxable income.

An additional solidarity tax is applicable to an overall taxable income in excess of € 80,000, at the rates of 2.5% for income in excess of € 80,000 and up to € 250,000 and at the rate of 5% for income in excess of € 250,000.

Your local employer will have no withholding obligations, and such income shall be reported by you individually in your annual income tax return in similar terms to your salary

No Social Security contributions will apply.

→ **With respect to my acquired shares with a 30% Discount?**

Yes, the Discount (i.e., the positive difference between the market price of the shares on the date of acquisition and the acquisition price), will be subject to the same tax and social security treatment as described above for Free Shares.

→ **With respect to my Matching Shares?**

Yes, your Matching Shares will be subject to the same tax and social security treatment as described above for Free Shares. The taxable amount is the value of Matching Shares on the date of their delivery.



**If dividends are distributed by Renault S.A. to the FCPE during the investment period, will I be required to pay tax and/or social charges on such dividends?**

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All dividends distributed, if any, will be automatically reinvested and will increase the value of the FCPE units held by you.

The reinvested amount shall not trigger any taxation at the time of reinvestment, since such increasement will be taken into consideration when computing possible capital gains at the end of the lock-up period / in case of early release (according to the regime described below for such effect).



**Shall my FCPE units be considered for the purposes of a wealth tax?**

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No.



**Will I be required to pay any tax and/or social charges when I ask the redemption of my FCPE units for cash at the end of the lock-up period or in case of an authorized case of early release?**

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Yes, capital gains arising from the redemption of units are taxable. The taxable amount shall be equal to the positive difference between (i) the redemption proceeds and (ii) the market value of the shares retained for calculation of taxation at the time of acquisition/delivery (*see above*).

Taxable capital gains shall correspond to the positive annual balance between capital gains and losses of the year derived from the sale of shares, bonds and other securities and shall be taxed autonomously at a flat rate of 28%.

Once the Law approved by the Portuguese Parliament in June 12, 2024 enters into force this rate is reduced in the following percentages, depending on the number of years over which you hold the shares:

- 10% if shares are held for more than 2 and less than 5 years – which translates into a 25.2% tax rate;
- 20% if shares are held for 5 or more and less than 8 years – which translates into a 22.4% tax rate; and
- 30% if shares are held for 8 or more years – which translates into a 19.6% tax rate.

However, you may elect to include the amount of the capital gain in your overall taxable income, in which case, you shall be taxed at the progressive tax rates ranging from 13.25% to 48%, increased by a solidarity tax of 2.5% (on taxable income in excess of € 80,000 and up to € 250,000) and 5% (for income in excess of € 250,000).

Please note that, **if (i) the redemption occurs within the first year** following the allocation of the units and **if (ii) your taxable income** (including the capital gains) **exceeds € 81.199**, it will be **mandatory to include the capital gains in your overall income**.

You must report the taxable amount in your annual tax return relating to the year in which said income has been obtained, to be filed from 1 April to 30 June of the following year. If returns are filed in due time, personal income tax should be assessed until 31 July of the year following that in which income was obtained.



#### **Do I have any reporting obligations with respect to the subscription, holding and redemption of my FCPE units or to the payment of dividends, if any?**

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You must report the employment income and the capital gains/losses in your annual income tax return to be filed with reference to the year where such income/gains were earned, being that such return should be submitted in the following year between 1 April and 30 June.

If returns are filled in due time (within the deadlines previously mentioned), PIT should be assessed until 31 July of the year following that in which income was obtained.