

Understand your employee share plan

Renault Group allows you to acquire shares on preferential terms:

30%
discount

200% employer contribution
for the 1st share,
calculated on your
participation

FROM 11
TO 29 MAY,
2026

>> Any dividends are reinvested

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 (PEG).

Have 3 months of continuous service, between January 1, 2025 and May 29, 2026.

Have an employment contract in effect on 29 May, 2026 inclusive.

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⁽¹⁾.

Your voluntary payments are capped at 25% of your estimated 2026 gross annual pay.



What happens once I invest?

→ You hold shares in the "Original Share" compartment corporate mutual fund (FCPE) "Renault International", 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, 2031 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.shareplan.renaultgroup.com



Example of employer contributions paid



	Number of shares acquired (personal contribution)	Gross employer contribution	Gross shares before social security deductions
Example 1	1	2	3
Example 2	2	2	4
Example 3	10	2	12

Example investment

Assumed reference price
€35⁽¹⁾

Assumed acquisition price
(reference price – 30% discount)
€24,50⁽¹⁾

I invest €24.50 by buying 1 share, equivalent to the €35 reference price, thanks to the 30% discount.



I receive the equivalent of 2 shares as an employer contribution on the reference price (1 x €35 x 200%).



I hold the equivalent of 3 shares with a total gross market value of €105⁽²⁾ at the reference price, for an investment on my part of €24.50.

⁽¹⁾ Share value for information purposes.

⁽²⁾ Excluding applicable tax and social security charges.

At the end of the lock-in period:

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.

What you need to remember

- 30% discount off the reference price
- Payment of an employer contribution by Renault Group
- Management fees paid by Renault Group
- Potential capital gain depending on the performance of the Renault SA share value
- Assets locked in until 30 June, 2031
- Risk of capital loss if the Renault SA share value falls



Participate in your employee share plan
from 11 to 29 May, 2026

FOR MORE INFORMATION
Log in to www.shareplan.renaultgroup.com

**Renault
Group**