

**MEMBERSHIP FORM  
TO THE DIAC GROUP SAVINGS PLAN  
AND TO THE RENAULT GROUP SHAREPLAN 2026**

I, the undersigned, : GRZEGORZ CIBOROWSKI,  
(first and last name)

CHIEF FINANCIAL OFFICER,  
(job title)

Acting as the legal representative of the company:

RCI BANQUE SA ODDZIAŁ W POLSCE,  
(name and head office)

POLAND,  
(country)

Hereinafter the "Company",

Having reviewed the rules of the group savings plan (hereinafter the "PEG") concluded between companies of the Economic and Social Unit (ESU) "Groupe DIAC" on December 17, 2003, and as amended on February 25, 2026, hereby states that the Company joins the PEG and accepts its terms and conditions, more particularly provisions of its Article 8-bis, in order to allow its employees to participate in the offer of shares reserved for employees proposed by Renault S.A. in 2026 (the "2026 Offer").

For Poland, the following terms will apply:

- The investment of participants in the 2026 Offer will be held directly through securities accounts opened in their name.
- Notwithstanding Article 7 of the PEG, only the following cases of early release will apply to participants in the 2026 Offer:
  - (i) Marriage or civil union;
  - (ii) Birth or adoption of a third child (or higher);
  - (iii) Divorce or separation, when an agreement or judgment provides for the custody of at least one child to the participant's home;
  - (iv) Disability of the participant, his/her children or his/her spouse or civil partner;
  - (v) Death of the beneficiary or spouse or civil partner;



- (vi) Termination of the employment contract or end of corporate office;
  - (vii) Use of proceeds for creation by the participant, his/her child or his/her spouse or civil partner of certain businesses;
  - (viii) Use of proceeds for the acquisition or enlargement of the participant's principal residence which includes the creation of new living space, or for its restoration following a damage caused by a recognized natural disaster;
  - (ix) Over-indebtedness of the participant; or
  - (x) 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.
- Participants may be offered to participate in the 2026 Offer by wire transfer.

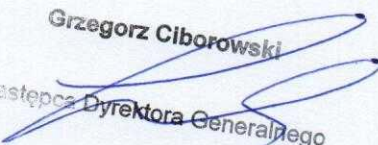
The Company acknowledges that costs related to the 2026 Offer should be borne by the Company and accepts to comply with any fund request required for completion of the 2026 Offer or, as the case may be, reinvoiced in accordance with the terms and conditions of the re invoicing agreement concluded with the Company.

PEG rules will be made available to the Company's participants in the 2026 Offer upon their request.

The Company and participants in the 2026 Offer remain bound by the terms and conditions of the PEG until all 2026 Offer assets held in the PEG are redeemed.

Signed in duplicate, in WARSAW (place), on 23/04/2026 (date).

Signature:

Grzegorz Ciborowski  
  
Zastępca Dyrektora Generalnego

**MEMBERSHIP FORM  
TO THE DIAC GROUP SAVINGS PLAN  
AND TO THE RENAULT GROUP SHAREPLAN 2026**

I, the undersigned, : GRZEGORZ CIBOROWSKI,  
(first and last name)

CHIEF FINANCIAL OFFICER,  
(job title)

Acting as the legal representative of the company:

RCI LEASING POLSKA SP. Z O.O.,  
(name and head office)

POLAND,  
(country)

Hereinafter the "Company",

Having reviewed the rules of the group savings plan (hereinafter the "PEG") concluded between companies of the Economic and Social Unit (ESU) "Groupe DIAC" on December 17, 2003, and as amended on February 25, 2026, hereby states that the Company joins the PEG and accepts its terms and conditions, more particularly provisions of its Article 8-bis, in order to allow its employees to participate in the offer of shares reserved for employees proposed by Renault S.A. in 2026 (the "2026 Offer").

For Poland, the following terms will apply:

- The investment of participants in the 2026 Offer will be held directly through securities accounts opened in their name.
- Notwithstanding Article 7 of the PEG, only the following cases of early release will apply to participants in the 2026 Offer:
  - (i) Marriage or civil union;
  - (ii) Birth or adoption of a third child (or higher);
  - (iii) Divorce or separation, when an agreement or judgment provides for the custody of at least one child to the participant's home;
  - (iv) Disability of the participant, his/her children or his/her spouse or civil partner;
  - (v) Death of the beneficiary or spouse or civil partner;

- (vi) Termination of the employment contract or end of corporate office;
  - (vii) Use of proceeds for creation by the participant, his/her child or his/her spouse or civil partner of certain businesses;
  - (viii) Use of proceeds for the acquisition or enlargement of the participant's principal residence which includes the creation of new living space, or for its restoration following a damage caused by a recognized natural disaster;
  - (ix) Over-indebtedness of the participant; or
  - (x) 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.
- Participants may be offered to participate in the 2026 Offer by wire transfer.

The Company acknowledges that costs related to the 2026 Offer should be borne by the Company and accepts to comply with any fund request required for completion of the 2026 Offer or, as the case may be, invoiced in accordance with the terms and conditions of the re-invoicing agreement concluded with the Company.

PEG rules will be made available to the Company's participants in the 2026 Offer upon their request.

The Company and participants in the 2026 Offer remain bound by the terms and conditions of the PEG until all 2026 Offer assets held in the PEG are redeemed.

Signed in duplicate, in WARSAW (place), on 23/04/2026 (date).

Signature:

**Grzegorz Ciborowski**  
Dyrektor Administracyjno-Finansowy