

RENAULT S.A.

Employee shareholding plan "Renault Group Share Plan 2026"

Information Document for Beneficiaries in Poland

The Board of Directors of Renault S.A. ("**Renault**", the "**Company**" or the "**Issuer**") decided on 11 December 2025 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 30 April 2026 in Paris (France) and contains information current as at 30 April 2026.

This Information Document is valid until 22 July 2026.

This Information Document will be made available from 4 May 2026 on the Company's website dedicated for the Offer (www.shareplan.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.shareplan.renaultgroup.com).

The Offer period, the acquisition price and the exchange rate have been determined on 30 April 2026 by the CEO of the Company, acting upon delegation of its Board of Directors.

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 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.; and
- RCI Poland.

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

1.4 Details of the Offer

Eligible employees will have the possibility to acquire 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**").

On 30 April 2026, the CEO of Renault accordingly set the Reference Price at € 30.7793, resulting in an Acquisition Price of € 21.55.

On this same date, the CEO of Renault also set the exchange rate applicable to the Acquisition Price, of € 1 = PLN 4.2518.

Eligible employees will be informed of the Acquisition Price as from 4 May 2026 and will have the possibility to acquire Shares between 11 May 2026 and 29 May 2026 (the "**Acquisition Period**").

The acquisition of Shares by personal contribution entitles the eligible employee to a matching contribution from Renault, corresponding to 200% 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 two (2) Shares (the "**Matching Shares**"). Consequently, Matching Shares will not exceed an amount corresponding to the value of two (2) 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 2026 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) twelve thousand and fifteen euros (€12,015) (in 2026) if he or she did not received any remuneration in 2026.

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 29 May 2026, with a length of service of at least three months, on a continued basis or not, since 1st January, 2025; and
- (ii) Corporate officer of a Polish Subsidiary, on 29 May 2026, 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 2031 (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:

- Information of Beneficiaries about the Acquisition Price: as from 4 May 2026 ;
- Acquisition Period: from 11 May 2026 to 29 May 2026 ;
- Delivery of Shares: 22 July 2026;
- End of the lock-up period: 30 June 2031 (inclusive).

1.10 Subscription process

Beneficiaries will be able to acquire Shares during the Acquisition Period, on the website dedicated for the Offer (www.shareplan.renaultgroup.com).

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 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 method: a reduction would 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, 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.

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 22 July 2026. 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. OŚWIADCZENIE

2.1 Emitent

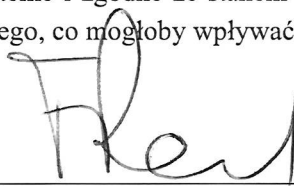
Emitent jest odpowiedzialny za wszystkie informacje zawarte w tym Dokumencie Informacyjnym.

Nazwa firmy:	RENAULT S.A.
Siedziba:	Boulogne-Billancourt, France
Adres:	122-122 bis avenue du Général Leclerc – 92100, Boulogne-Billancourt
Telefon:	+33 1 76 84 04 04
Fax	Brak
Strona internetowa:	www.renaultgroup.com
Numer rejestracyjny w rejestrze RCS dla Nanterre:	441 639 465

2.2 Osoba, która składa oświadczenie w imieniu Emitenta

Imię i nazwisko	Stanowisko
François Provost	Dyrektor Generalny (<i>Chief Executive Officer</i>)

Działając w imieniu Emitenta, oświadczam, że zgodnie z moją najlepszą wiedzą i przy dołożeniu należytej staranności, by zapewnić taki stan, informacje zawarte w Dokumencie Informacyjnym są prawdziwe, rzetelne i zgodne ze stanem faktycznym, i że w Dokumencie Informacyjnym nie pominięto niczego, co mogłoby wpływać na jego znaczenie.



François Provost

Dyrektor Generalny (*Chief Executive Officer*)

