



# Sustainability Report

## > 2025

[renewable-trucks.com](https://renewable-trucks.com)



**RENAULT  
TRUCKS**

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Editorial

## Shaping a desirable future for road transport.

We've been designing and manufacturing trucks that travel the roads of the world since 1894. We're fully aware of the role and impact of road transport in our everyday lives and are committed to accelerating its transition towards a more sustainable and efficient model.

Without trucks, society simply wouldn't function: supermarkets would run out of food, hospitals would lack essential medicines, industries would be short of raw materials and energy supplies would be disrupted. This is why we've chosen to help shape a decarbonised transport system that's more respectful of the environment, while continuing to deliver performance and reliability.

However, this transformation wouldn't be possible without the people of Renault Trucks. Our employees are at the heart of this transformation; their commitment is what drives both our success and that of our customers. We prioritise their well-being, health and safety. We foster inclusion and collaboration in a workplace where everyone can thrive. At Renault Trucks, and with our partners, we carry out our activities with responsibility and integrity, always respecting fundamental human rights.

We fully embrace our role, guided by the ambition to make a lasting impact. Through innovation, sustainable development and cooperation, we are now shaping the future of decarbonised road transport.

**Bruno Blin**  
President of Renault Trucks

# Renault Trucks



# Our commitment for a sustainable future



**Climate change, population growth and urbanisation are transforming not only our living environments, but also expectations as regards mobility and infrastructure.**

To meet these challenges, Renault Trucks has made strong, lasting commitments and developed a sustainable development model that balances economic, social and environmental priorities.

**>> Climate:**  
radically transforming transport

**Renault Trucks has committed to aligning its climate trajectory with the goals of the Paris Agreement.**

Its priority is to decarbonise vehicle use – which accounts for 95% of its carbon footprint – by developing battery-electric solutions. Renault Trucks is also taking action across all its operations to accelerate its own energy transition.



**>> Resources:**  
rethinking use and extending lifespans

**Renault Trucks is reducing its consumption of natural resources by securing responsible sourcing and embracing the principles of the circular economy.**

Its ambition is to extend the lifespan of products by regenerating trucks and parts, and by refurbishing used vehicles to give them second and third lives.



**>> People:**  
a collective commitment

**The transformation of Renault Trucks is, first and foremost, a human journey.**

Across the company, employees are taking action to reduce the environmental impact of their activities, preserve resources and put people at the heart of every decision.

Health, safety, equal opportunities and diversity are embedded at all sites worldwide.

# Key figures



## Environment

**6<sup>th</sup>** consecutive  
**EcoVadis Gold**

certification for Renault Trucks  
with a score of 78/100  
for 2024-2025

**- 20%** energy  
consumed

by Renault Trucks SAS  
between 2023 and 2024

**- 60%** water  
used

for each vehicle produced  
between 2016 to 2024

**- 26.1%** CO<sub>2</sub>  
emissions

(scopes 1 & 2) by Renault Trucks SAS  
between 2023 and 2024

**5,000** fully  
electric vehicles  
on the road on June 1, 2025

**18,416** particulate  
filters

reconditioned (+6.9% vs 2023)

**24,000** trees  
planted

in 2023 and 2024  
on Renault Trucks SAS sites

**18,000 t** of metal  
offcuts

from the stamping plant reused  
in the Lyon site foundry



## Social

Guaranteed annual  
minimum income

**30.9%** above the  
minimum  
wage in 2025

**88/100**

Gender Equality Index

**544** students

(work/study, interns, VIE)

**€3.71M**

invested in continuous training

**3,921** employees  
trained

on health and safety topics

**597** specifically  
on mental health

**572** employees

with a disability



## Governance

**6,700** employees

trained to prevent harassment  
and sexism

Risk transaction analysis  
process in place:

**42** projects assessed  
in 6 months - 1 rejected

**88%** of employees

trained online in data  
protection

**481** audits

conducted on supplier sites in 2024

# Environment

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## Accelerating the transition to more sustainable transport



**We are moving forward with a clear ambition, namely to provide our customers with practical solutions to reduce their CO<sub>2</sub> emissions.**

Electric mobility lies at the heart of this transformation – but our commitment goes far beyond that. From optimising the energy efficiency of our vehicles and embracing the circular economy, to reducing resource consumption, we are activating every lever to build a genuinely sustainable model.

Beyond its environmental impact, our decarbonisation strategy is a true asset for our brand: it boosts competitiveness in a rapidly changing world, offers a unique opportunity for sustainable growth, acts as a catalyst for new business models and plays a key role in attracting talent in an increasingly competitive job market.

**Karine Forien,**

Senior Vice President,  
Strategy, Sustainable Development  
and Communication

# The environmental impact of our products

› Pages 12 to 27

12 ›› Environment



## Transforming transport for a sustainable future

With 60,000 trucks sold each year throughout the world, Renault Trucks has chosen to take its share of responsibility in tackling climate change and is forging a new path for low-carbon transport.

By developing solutions that are more resource-efficient, safer and circular, the company is targeting carbon neutrality. To achieve this, it is fundamentally rethinking its industrial and economic model. Together with entire sector, Renault Trucks is working towards sustainable growth based on doing only what is strictly necessary.



## ›› Decarbonising transport to tackle the climate emergency

As 95% of its CO<sub>2</sub> emissions stem from the use of the trucks it produces, Renault Trucks began exploring solutions early on – identifying electric power as an alternative energy source over 15 years ago.

**2010** 1<sup>st</sup> all-electric Renault Trucks urban distribution vehicle tested with a customer.

**2020** Manufacture of medium-duty electric trucks at the Renault Trucks factory in Blainville-sur-Orne (Calvados), the first plant in Europe to mass-produce electric trucks.

**2023** Series production of heavy-duty electric trucks at the Renault Trucks factory in Bourg-en-Bresse (Ain).

In 2016, it also committed to supporting the goals of the Paris Climate Agreement, which aims to limit global warming to 1.5°C. The company has set CO<sub>2</sub> reduction targets based on a scientific approach, developed within the framework of the Science Based Targets initiative (SBTi).

Renault Trucks undertakes to achieve carbon neutrality by 2050.



SDG 09 | 9.4 - Industry, innovation and infrastructure  
SDG 11 | 11.6 - Sustainable cities and communities

SDG 12 | 12.2, 12.4, 12.5 - Responsible consumption and production  
SDG 13 | 13.2 - Action to combat climate change

13 ›› Environment

# Targeting carbon neutrality

Renault Trucks is undergoing a full-scale transformation of its business and product range, with the aim of offering only 100% decarbonised vehicles by 2040, in order to reach carbon neutrality by 2050.

Its in-depth work to drastically reduce fuel consumption and CO<sub>2</sub> emissions from its vehicles is structured around three key areas:

- 1 **Providing all-electric solutions** for emission-free transport in use > [page 15](#)
- 2 **Offering ever-more energy efficient trucks** > [page 19](#)
- 3 **Extending the life of its vehicles using a circular approach** > [page 21](#)



# Paving the way for decarbonisation

Transforming the perception of transport and proving that **decarbonisation is achievable**: this is the challenge Renault Trucks has chosen to take on, relying on a combination of complementary levers.

## » Diamond Echo, a unique roadshow in Europe

To demonstrate that electric mobility can be a practical reality, even over long distances, Renault Trucks launched the Renault Trucks E-Tech T Diamond Echo – an all-electric truck designed for inter-regional distribution – on a tour across Europe. The result was a 23,000 km journey to the edge of the Arctic Circle, completed without a single incident.

## » The Good City, the library of customer success stories

**With The Good City, Renault Trucks has inaugurated the largest zero-emission zone in Europe... in 3D!**

This interactive virtual city showcases real-world case studies featuring all-electric trucks in daily operation at customer sites, across a wide range of contexts, including urban delivery, regional distribution, waste collection and industrial logistics.

Who said electric technology was complicated?



## » Rethinking the entire transport chain

**Battery-electric technology is reshaping usage, business models and even infrastructure.**

To better support operators, Renault Trucks has rethought its economic model in collaboration with partners, suppliers, customers and the wider transport industry. The company is moving away from the traditional model focused on truck sales, towards a more global approach centred on support and the provision of comprehensive solutions.

Beyond defining and configuring trucks, with their equipment and bodywork, this approach is rooted in partnership. It is based on attentive listening and a deeper understanding of both our customers' activities and those of their end clients. It encompasses financing, insurance, advice on accessing local or government subsidies, site charging infrastructure, maintenance contracts and the provision of temporary replacement vehicles, thereby ensuring maximum vehicle availability for operators.

## » The Good Move, the web series from Renault Trucks

**How does an industrial manufacturer reduce its CO<sub>2</sub> emissions?**

In the documentary The Good Move: Committed to Decarbonisation, aimed at the general public, the President of Renault Trucks and a company employee visit all sectors of the company, over 7 episodes, to see the concrete actions already underway as part of the company's transition.

» [The Good Move - The trailer](#)

## » Decarbonisation Academy, the learning platform

Free and open to all, this educational tool is designed especially for professionals in transport and logistics, as well as anyone interested in electric mobility. The Decarbonisation Academy's training modules answer most frequently asked questions, while helping users develop their strategic thinking, giving them the confidence to plan the transformation of their business.



# Making electric trucks the new standard

**Battery-electric technology is the most effective solution for decarbonising transport:** while CO<sub>2</sub> emission reductions over the full life cycle of a vehicle (including battery recycling) vary across European countries, it has already reached over 80% in France. This technology is also the most effective in tackling air and noise pollution.

## >> A key challenge: encouraging the adoption of electric trucks

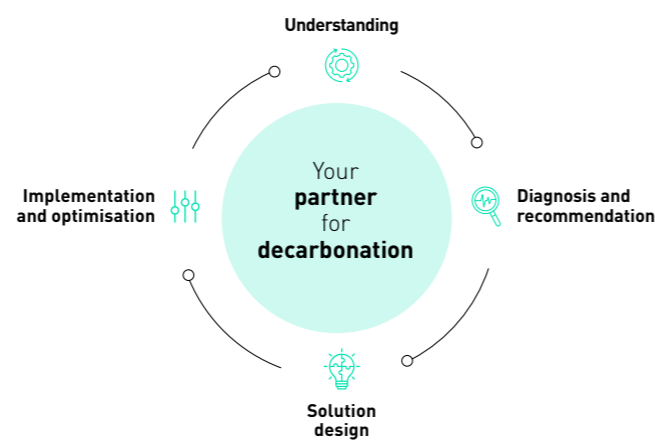
**There is no doubt the shift to electromobility is underway.** It does not, however, follow a traditional market dynamic where demand drives supply – it is the manufacturers who are leading the change. Renault Trucks is convinced of the need to accelerate the sector's decarbonisation in response to the climate emergency.

To that end, the manufacturer has put in place comprehensive support to create the right conditions for the adoption of electric trucks and to stimulate demand.

## >> Providing support for customers in their energy transition

**Decarbonising a fleet goes far beyond electrifying trucks.** It transforms the entire ecosystem, bringing new challenges but also real opportunities for operators. Every use, site and mission has its own specific requirements, which call for a tailored approach.

Renault Trucks has designed a pragmatic four-step approach, delivered by its experts to guide customers through the transition.



- > **Understanding** the customer's challenges, constraints and motivations.
- > **A diagnosis** (fleet and operating site) and recommendation of a transition scenario that includes all available technological options.
- > **Designing a tailored solution** (vehicles, charging infrastructure, services and financing).
- > **Implementing and optimising** the solution to ensure the expected financial, environmental and operational performance is achieved.



**We're not seeking to join the race for maximum range on a single charge**

Oversized batteries reduce payload capacity, increase total cost of ownership and carry a heavier environmental footprint. That's why we support our customers in selecting and sizing both vehicles and charging infrastructure, as well as in planning intermediate charging stops. This approach allows us to double the range of our long-haul tractors while keeping costs optimised.

Our electric vehicles currently meets nearly 90% of urban transport needs. And by 2026, the introduction of e-axle technology will enable us to reach a range of 600 km on a single charge, thereby covering the vast majority of long-haul transport requirements.

**Emmanuel Duperray**

Senior Vice President Electromobility Mobility

## >> The widest electric range on the market

Renault Trucks is the only manufacturer to offer electric mobility that covers virtually every use, eliminating both air and noise pollution. The range spans from a 450 kg cargo bike to the 50-tonne Renault Trucks E-Tech T and C:

- > E-cargo bike (350 and 650 kg).
- > New light commercial vehicles available from 2026.
- > Renault Trucks E-Tech Trafic (3.1 t) and Master (3.5 and 4 t).
- > Medium-duty trucks: Renault Trucks E-Tech D and D Wide (16, 19 and 26 t).
- > Heavy-duty trucks: Renault Trucks E-Tech T and C (up to 50 t).

**90%**

of urban applications covered by 100% electric solutions

**5,000**

Renault Trucks E-tech on the road

**1,700**

public charging stations by 2027



## >> Developing the charging infrastructure required

Renault Trucks is contributing to the project to build a public charging network on a European scale.

This large-scale initiative is led by Milence, a joint venture in which the Volvo Group is a member. It aims to deploy 1,700 high-performance public charging stations by 2027.

## >> Innovative technology at the heart of performance

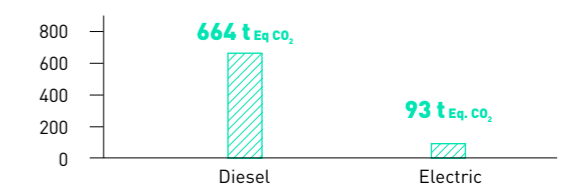
**Renault Trucks is boosting the range of its long-haul Renault Trucks E-Tech T tractor unit with the integration of a new component: the electric axle (e-axle). The vehicle will be able to cover long distances on a single charge by 2026.**



This technology integrates the motors and transmission at the rear of the vehicle, thereby creating space for additional battery packs.

## 600 km of range on a single charge

**Difference in CO<sub>2</sub> emissions between a 4x2 diesel tractor and a 4x2 electric tractor\***



\* Calculated over the full life cycle of the Renault Trucks E-Tech 4x2 tractor in France and compared with the same diesel vehicle.

\*\*on June 1, 2025

# Reinventing urban logistics

Urbanisation and the growth of e-commerce are transforming last-mile logistics. Renault Trucks is supporting hauliers by co-developing innovative solutions to ease urban congestion and improve safety and working conditions for operators, while enhancing productivity and reducing the environmental impact of deliveries.



## » Oxygen: a truck designed for cities

Renault Trucks is reimagining urban delivery with Oxygen, an experimental truck designed to blend seamlessly into the urban landscape and better coexist with other road users, including in pedestrian zones. This concept vehicle reduces both noise and air pollution, and enhances safety thanks to a low-entry, 360-degree visibility and a sliding side door that provides a safe exit for the driver.

Designed and built in France, Oxygen is being tested under real operating conditions by partners such as Geodis and DB Schenker in France, and Jumbo in the Netherlands.

## » Deliver-Assist: optimising urban deliveries

Renault Trucks is innovating with Deliver-Assist, an intelligent solution that is revolutionising urban logistics through an onboard carousel system.

Jacky Perrenot, the first haulier to adopt this solution on behalf of Intermarché, is using it to optimise deliveries to the retailer's urban stores. The system enhances safety and improves working conditions for delivery drivers, boosts productivity and significantly reduces the environmental footprint of delivery routes.

## » Kleuster electric cargo bikes: an agile alternative

Since 2022, Renault Trucks has been assembling and marketing Kleuster E-cargo bike, offering an 80 km range, which is ideal for city-centre deliveries, particularly in low-emission and pedestrian zones.

In 2025, the range is expanding, with lighter, more manoeuvrable models starting at 350 kg gross weight, developed and manufactured by Renault Trucks.



It is crucial to rethink our models in response to the growing challenges of last-mile logistics.

To streamline deliveries, reduce their carbon footprint and improve working conditions for delivery drivers, we are working in close partnership with transport operators, technical solution providers and even end customers. Together, we are designing and trialling efficient, sustainable models for urban logistics.

**Laurent Colpier**  
Vice President Urban Logistics

## » New light commercial vehicle range: flexible and 100% electric

In addition to its Master and Traffic ranges, Renault Trucks is pursuing its ambition to offer decarbonised vehicles tailored to every urban transport need and, from 2026, will be introducing new, fully customisable light commercial vehicles to its range. Built on an all-new, fully electric and connected platform, the three models – a van, a modular chassis-cab and a step-in van – are perfectly suited to the demands of city-centre operations.



# The energy efficiency of diesel trucks: continuous innovation

Renault Trucks continues to improve its diesel vehicles by focusing on reducing fuel consumption, and therefore CO<sub>2</sub> emissions. Each new model year brings innovations designed to improve energy efficiency and lower environmental impact.

In 2024, optimisations to the powertrain, the adoption of low rolling resistance (A+) tyres and enhanced aerodynamics across Renault Trucks' heavy-duty range deliver up to an additional 3% reduction in fuel consumption. The Renault Trucks T, in particular, now comes standard with rear-view cameras, improving both visibility and aerodynamics – with a direct effect on fuel efficiency.



## » Renault Trucks T Smart Racer: maximum efficiency

With the Renault Trucks T Smart Racer, the manufacturer is taking energy optimisation to the next level. Thanks to its DE13 Turbo Compound engine and associated features, it delivers 14% lower fuel consumption and 15% fewer CO<sub>2</sub> emissions compared to a standard model.

### Turbo Compound: more power, less fuel

Available on the Renault Trucks T, T High and C, the DE13 TC engine with Turbo Compound technology optimises energy efficiency.

A supplementary turbine recovers energy from exhaust gases and transfers it to the crankshaft, increasing engine torque. The result: lower fuel consumption, greater low-end power, consistent cruising speeds and hill climbing without downshifting, as well as, ultimately, reduced CO<sub>2</sub> emissions.

## » Optivision: intelligent anticipation

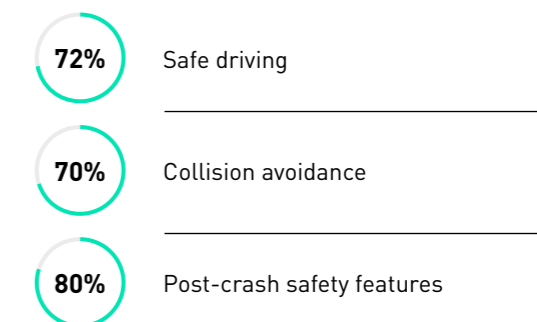
Renault Trucks vehicles are fitted with the Optivision Map Based system, which analyses the road profile in advance using GPS data and sends the information to the onboard computer to optimise gear-shifting strategies. By adjusting speed according to the terrain, Optivision helps reduce fuel consumption and maximise vehicle performance, all without compromising commercial delivery times.



## » One of the safest trucks on the market

In 2024, the Euro NCAP programme – the European benchmark for vehicle safety assessment since 1997 – extended its testing to heavy-duty trucks.

The Renault Trucks T earned a 4-star rating with an overall score of 74%:



This result places Renault Trucks among the top manufacturers for commitment to safety. Euro NCAP specifically praised “the strong 4-star rating of the Renault Trucks T, standing out for the quality of its advanced driver assistance systems and the high level of safety provided as standard.”

# Introducing a circular economy approach

## Eco-design and low-carbon materials

### » Eco- designing vehicles

Renault Trucks integrates the principles of the circular economy from the very earliest stages of vehicle design, taking into account the full environmental impact across the entire life cycle.

Eco-design is the guiding thread of this approach, as it informs every decision, from material selection to recyclability, and includes reparability, assembly, transport, usage and refurbishment. It shapes the entire life cycle of the truck to enhance durability and reduce its environmental footprint.

When integrated from the design stage, circularity can therefore reduce the environmental impact of vehicle manufacturing by up to 73%.







### » Integrating low-carbon materials from the design stage

Renault Trucks is taking action upstream with sustainable purchasing and low-carbon materials: -55% CO<sub>2</sub> emissions by 2030, -75 % in 2035, to reach 100% low-carbon materials by 2040. This commitment is key to achieving carbon neutrality by 2050.

A flagship project illustrating this ambition is the introduction of low-carbon steel (recycled steel) into chassis production. This shift will reduce greenhouse gas emissions from the manufacturing of side members and cross members in the heavy-duty range by 75%, avoiding the equivalent of 26,000 tonnes of CO<sub>2</sub> each year. The first industrial trials are scheduled for late 2025, with gradual rollout starting in 2026.

Several levers make it possible to obtain materials with a low-carbon footprint, including:

-  Green energy
-  Low-carbon manufacturing processes
-  Bio-sourced materials
-  Recycled materials

### » Repurpose: the Used Trucks Factory

Renault Trucks vehicles are built to last and can even have several lives.

In line with this vision, the manufacturer has created the Used Trucks Factory, a specialised workshop for major transformations of used vehicles, located within its plant in Bourg-en-Bresse (Ain). Here, expert mechanics receive trucks less than five years old in order to carry out the transformations needed to adapt them for new uses. For example, long-haul tractors are converted into rigid trucks (P-Road) or into construction approach vehicles (X-Road).

## Repurpose

### » Converting a diesel truck into an electric truck

In 2024, Renault Trucks reached a new milestone as regards the circular economy. The manufacturer received France's first on-road approval for a 12-tonne internal combustion engine truck converted to run on battery-electric power. This national first was achieved in collaboration with Novumtech and with financial support from the French Environment and Energy Management Agency (ADEME).

The next step is to assess the environmental and economic viability of the process. Early trials already suggest that the acquisition cost of such a converted truck could be up to 15% lower than that of a brand-new electric vehicle.

Renault Trucks has also developed a retrofit preparation activity at its Used Trucks Factory in Bourg-en-Bresse, focusing on long-haul trucks to be used on closed sites. These yard tractors are then electrified by Neotrucks Producing no exhaust emissions, they are limited to 25 km/h and used to move semi-trailers on private industrial or logistics sites.



## Reuse and regenerate

### » Remanufacturing used parts

**Reusing rather than producing new is an approach that also applies to spare parts.**

At Renault Trucks, parts are remanufactured following strict industrial standards to deliver the same performance and reliability as new parts. Beyond preserving natural resources, these parts offer tangible benefits for transport operators, such as:

- › reduced vehicle downtime thanks to the availability of the parts;
- › up to 30% cost savings compared to new parts;
- › optimised total cost of ownership (TCO)



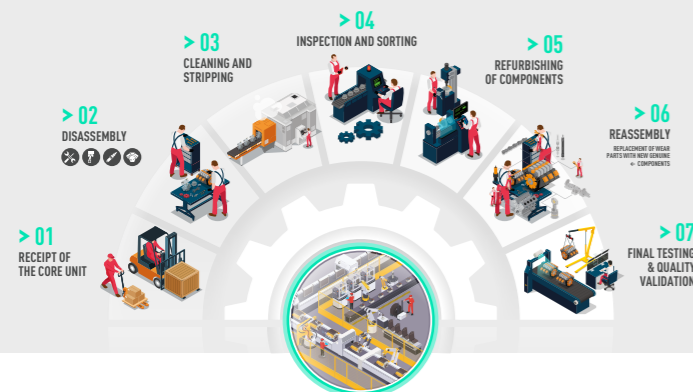
The circular economy lies at the heart of our industrial model: our vehicles are designed to evolve throughout their life cycle.

We are developing solutions that extend the operational life of our trucks. We recondition them so that they can continue performing intensive tasks for the same haulier and, when they no longer meet the original requirements, we repurposed them to offer them a new life. At the end of their life cycle, every component is fully recovered – with reuse always prioritised over recycling.

**Florence Simonet**  
Vice President Circularity

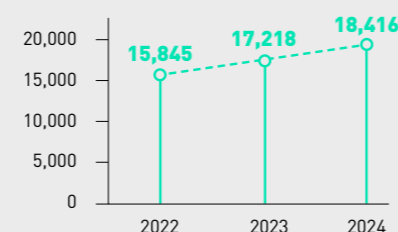


### » The Reman process



#### Example with sales of remanufactured particulate filters:

Number of remanufactured particulate filters sold in 2024 (+6.9% vs. 2023)



### » Regenerate: the Restart offer of reconditioned trucks

**Instead of replacing customer fleet trucks after just 3 to 4 years of use, Renault Trucks is offering a more sustainable alternative through its Restart programme: reconditioning vehicles to extend their operational life.**

This process includes renovation of the truck and a software update, allowing it to return to the same haulier for an additional 3 years of optimal performance, particularly in terms of fuel efficiency.

This circular approach maximises the potential of Renault Trucks vehicles, which are designed to exceed one million kilometres, while actively combating obsolescence. Since 2021, nearly 1,200 trucks have been reconditioned, including 260 in 2024 alone.

The reconditioning is carried out at the Used Trucks Center, Europe's largest truck refurbishment site, located near Renault Trucks' headquarters in Lyon. This semi-industrial facility adheres to a strict process, upholding the manufacturer's expertise.

**5 tons of steel**  
**7.3 tonnes of CO<sub>2</sub>**  
**184 m<sup>3</sup> of water**  
**7 MWh**

**Savings achieved**  
per reconditioned truck



## Life cycle of vehicles and batteries

### » Optimising the life cycle of trucks

**To assess the overall environmental impact of its vehicles, Renault Trucks carries out a comprehensive analysis of their life cycle, from the production of raw materials to their recycling and final disposal.**

The environmental information files for each diesel truck (Renault Trucks T High, T, C, K, D and D Wide) and electric trucks (Renault Trucks E-Tech T, C, D et D Wide) are freely available on [www.renault-trucks.com/en](http://www.renault-trucks.com/en).

### » Managing the end-of-life of vehicles under 3.5 t

**In partnership with INDRA Automobile Recycling in France, Renault Trucks has set up its own dedicated channel for dismantling end-of-life vehicles under 3.5 tonne in order to encourage reuse, parts recovery and material recycling.**

INDRA oversees a network of approved centres and manages all collection and processing operations, including depollution, dismantling and recycling of end-of-life vehicles (ELVs).

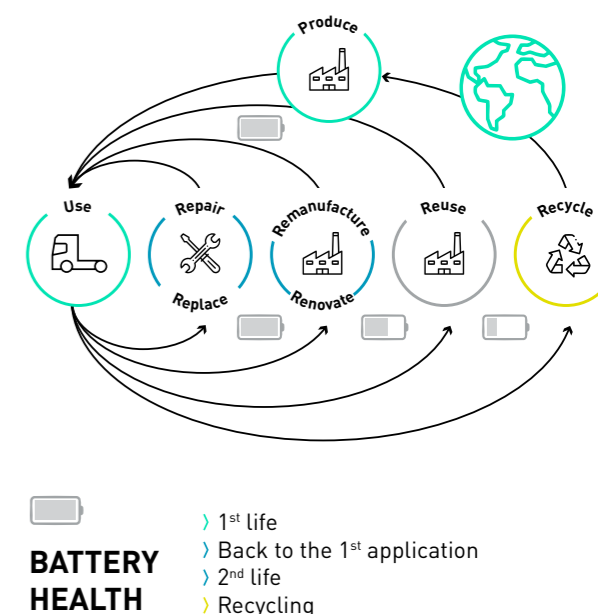
### » The full battery cycle: produce, repair, reuse, recycle

**The traction batteries in electric vehicles are subject to rigorous monitoring to extend their lifespan. Thanks to detailed data, each battery is analysed down to the cell level, enabling optimisation of its initial use and helping anticipate its conversion to new uses.**

When a battery reaches the end of its service life in a vehicle, it still retains valuable potential. An assessment determines whether a simple cell replacement is sufficient or whether a complete overhaul is required. This analysis then informs how the battery can be repurposed most effectively. Following inspection and any necessary refurbishment, the battery can begin a second life as an energy storage system.

Once their potential is exhausted, batteries are dismantled to recover and reuse essential materials such as lithium, cobalt and nickel. These recovered minerals are then reintegrated into the production of new batteries.

### » The circular economy of the battery



# Developing sustainable and innovative solutions with external partners

**CampX by Volvo Group** is a tool deployed across all continents to co-develop innovative solutions with startups and industrial partners from the sustainable mobility ecosystem.

Since 2023, Renault Trucks has been using CampX France to explore and co-create technological and commercial solutions in three strategic areas: decarbonisation, urban logistics and vehicle uptime.

Through this programme, Renault Trucks collaborates with startups and partner companies by offering them privileged access to its experts, resources and infrastructure. CampX fosters the fast-paced co-development of technologies, products and services to effectively address the challenges of transport.



**Innovation and collaboration, the driving forces of transformation**

Innovation and collaboration are key levers for the long-term transformation of the transport industry. Through CampX by Volvo Group, we have developed a partnership model that benefits startups, Renault Trucks and society as a whole. The programme creates growth opportunities for startups, strengthens our strategic positioning and enables our customers to benefit from more efficient and sustainable solutions.

**Marc Bourgeois,**  
Head of CampX France

## » Decarbonating last-mile delivery: DEKI

**Renault Trucks, in collaboration with the startup DEKI, is developing an innovative vehicle data processing solution to optimise urban logistics.**

This digital platform centralises and analyses vehicle data, enabling transport operators to plan and adjust last-mile deliveries in real time. By optimising transport modes and delivery routes, the solution helps reduce greenhouse gas emissions and ease congestion in city centres.



## » Connecting concrete delivery: Wayzz

**In partnership with the manufacturer, the startup Wayzz is developing an onboard system to improve the management and safety of concrete delivery operations.**

Wayzz integrates sensors into Renault Trucks vehicles to monitor the truck and its load in real time. The data collected is displayed directly on the vehicle's secondary screen, providing the driver with information to carry out their task as efficiently as possible.

## » Optimising the performance of onboard software: WedoLow

**Renault Trucks is working with the startup WedoLow to explore an innovative solution for optimising C/C++ code to ensure the efficiency and performance of onboard software.**

The aim is to reduce energy consumption and processor load to better manage the integration of new features into onboard systems. Two complementary solutions make it possible to analyse software performance and identify optimisation opportunities, enabling the most relevant improvements to be implemented quickly and automatically.



# The environmental impact of our activities

› Pages 28 to 39

## Optimising resources



Reducing the environmental impact of our activities is a top priority.

We are committed to using resources more efficiently and controlling our emissions and waste, including aqueous and gaseous discharges, and greenhouse gases.

Our responsibility extends beyond our direct processes, as it also includes the impact of travel and behaviours across our sites. For the transformation to be truly effective and long-lasting, it must involve every employee and be driven at all levels of management.



**Christophe Voisin**  
Sustainability Director

### ›› An analysis of environmental risks

Since 2001, all Renault Trucks entities have been certified to the ISO 14001 standard. As part of this, an environmental analysis is carried out each year to measure their impact on the environment and the wider community, along with a more detailed risk assessment of their activities during major projects or significant site changes.



### ›› Ambitious global objectives

Renault Trucks has adopted an environmental policy based on a number of key objectives:

**1 - Decarbonise all the activity of its sites by 2040**, both for the energy use of its buildings and in the development, manufacturing and repair processes.

**2 - Save the resources used on sites**, in terms of raw materials and water, by including circularity through reduced usage, reuse and recycling, thereby limiting waste generation. The goal is to have all sites certified “landfill free” by the end of 2025.

**3 - Minimise the impact of activities on biodiversity and local environments.** The manufacturer can count on its quality and environmental management system, based on the ISO14001 standard.



# Saving energy

## » Close monitoring of low-carbon performance

Renault Trucks analyses its energy consumption and greenhouse gas emissions with regular performance tracking.

In line with regulatory requirements, Renault Trucks conducts energy audits at its sites every four years. These analyses are supplemented by greenhouse gas emission assessments and decarbonisation studies of its facilities.

In 2024, CO<sub>2</sub> emissions from scopes 1 and 2 fell by 26% compared to 2019, the baseline year set by the Volvo Group – of which Renault Trucks is a member – as part of its SBTi commitment.

This reduction was driven by equipment regulation, the shutdown of several boiler systems, the decarbonisation and modernisation of heating systems, heat recovery from industrial processes and fewer engine tests.

## » Optimised use of buildings

To reduce energy consumption, Renault Trucks is applying a policy of rationalising buildings and their uses. Over 70,000 m<sup>2</sup> of ageing and energy-intensive buildings have been closed or demolished in recent years, while others have been renovated with improved insulation.

During the annual holiday period, the company consolidates its teams to allow heating and air conditioning to be switched off in unoccupied buildings. Thanks to this initiative, the Lyon site (Vénissieux and Saint-Priest) saves 1,027 MWh per year.



## » Investing in energy efficiency and sobriety

Renault Trucks is investing in more energy-efficient infrastructure.

The X-Tech Arena R&D centre was inaugurated in 2023, bringing together over 1,000 employees across 11,000 m<sup>2</sup>. Designed with energy efficiency as a priority, it exceeds French regulatory energy performance standards by 25%. More than €33 million has been invested in the project.

By 2028, a new 46,000 m<sup>2</sup> positive-energy building will become home to the brand's global spare parts distribution centre. Its rooftop solar panels will generate renewable electricity, covering the building's energy needs, as well as those of neighbouring facilities. This project represents an investment of €132 million.

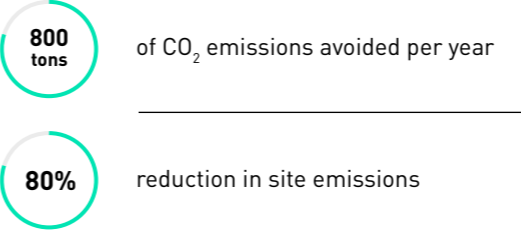
In 2024, the Blainville-sur-Orne site renovated over 1,800 m<sup>2</sup> of building space, resulting in annual savings of 265 MWh of natural gas – the equivalent of a 50 tonnes reduction in CO<sub>2</sub> emissions. Similarly, at the Bourg-en-Bresse site, wall insulation was upgraded, leading to estimated annual energy savings of 100 MWh.

## » Modernising heating systems and recovering waste heat

To achieve tonnes energy and CO<sub>2</sub> savings, Renault Trucks has made significant investments to modernise the heating systems at its sites. Some gas-fired boilers have been replaced by more energy-efficient heat pumps.

In Lyon, €1 million has been invested in installing geothermal heat pumps to heat over 5,000 m<sup>2</sup> of office space, resulting in energy savings of 360 MWh per year.

Renault Trucks also optimises the recovery of waste heat from its production processes. This is the case at the stamping plant in Lyon, which has been recovering the heat produced by presses to heat its building since October 2022.



An investment of €4.5 million is also planned to create an internal heat network over 2 km long. This system will provide heating for 150,000 m<sup>2</sup> of buildings and supply heat to certain production processes.

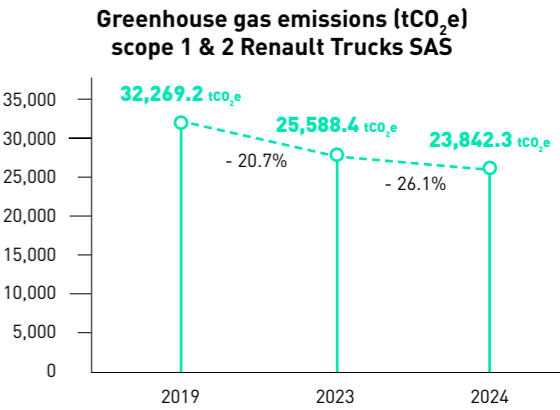
Powered 75% by waste heat from the site, this network will utilise energy recovered from the Vénissieux foundry and other sources, such as stamping. The remaining 25% will come from the urban heat network of the Lyon metropolitan area. Work is due to begin in 2025.

SDG 07 | 7.2, 7.3 - Affordable and clean energy  
SDG 09 | 9.4 - Industry, innovation and infrastructure  
SDG 11 | 11.6 - Sustainable cities and communities  
SDG 13 | 13.2 - Action to combat climate change

## » Advancing renewable electricity and deploying solar power

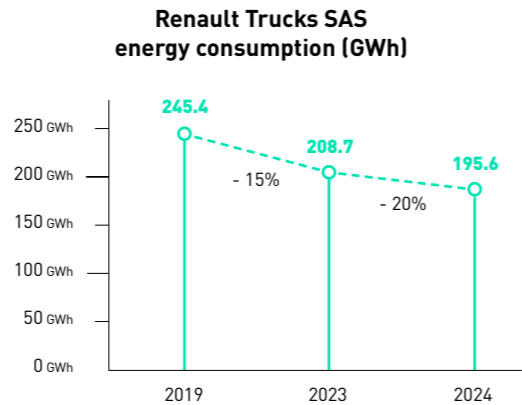
Since 2024, the Bourg-en-Bresse manufacturing site has been gradually equipped with photovoltaic canopies. By 2026, these will cover 17 hectares of parking space for cars and trucks. With an installed capacity of 22 megawatts peak, this development will be one of the largest in France.

The renewable electricity generated will cover the equivalent consumption of 17,500 people, or 43% of the population of Bourg-en-Bresse. Part of this energy (30%) will be used directly for on-site consumption.



## » Choosing low temperatures

Thanks to the use of new products, surface treatment baths now operate at lower temperatures, resulting in annual savings of 1,200 MWh of gas (equivalent to 190 tonnes of CO<sub>2</sub>) and 13,000 m<sup>3</sup> of water.



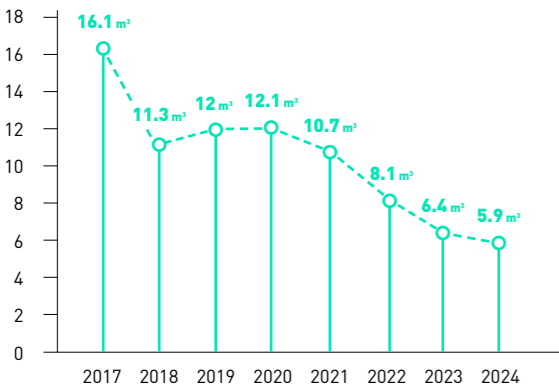
# Preserving water

Water is both a vital and invaluable resource. Its preservation is therefore at the heart of Renault Trucks' environmental commitments.

To monitor and reduce water use linked to its industrial processes, the manufacturer has adopted a continuous improvement approach.

In 2024, Renault Trucks used 5.9 m³ of water per truck produced – a figure reduced thanks to years of optimisation efforts.

## » Ongoing reduction of water consumption across all sites

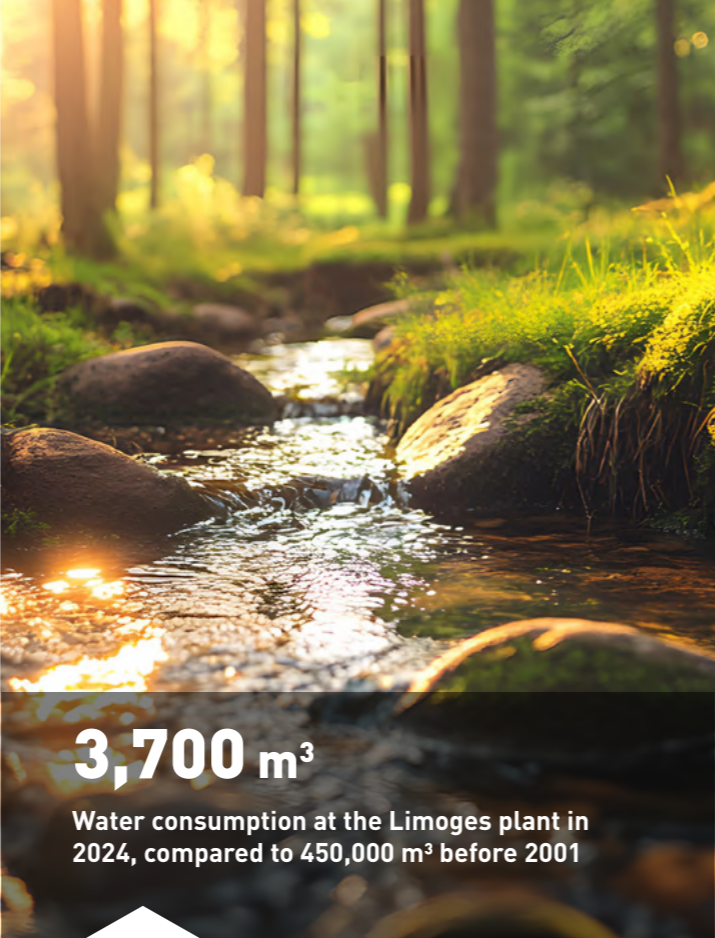


**-80%** Reduction in water consumption at the Lyon site over 20 years per vehicle produced.

## » Anticipating and detecting water leaks in the network

Since 2022, the underground water networks in Lyon have been under close surveillance. Pipes have been fitted with acoustic loggers to detect leaks more effectively – a powerful tool for reducing water consumption.

At the Blainville-sur-Orne site, teams monitor water use daily to spot leaks and repair the network as quickly as possible.



**3,700 m³**

Water consumption at the Limoges plant in 2024, compared to 450,000 m³ before 2001

## » Recycling water in industrial processes

The Limoges plant was redesigned in 2001 to eliminate all liquid discharge. It uses a physico-chemical treatment station that fully recycles the water used in industrial processes, allowing it to be reused.

## » Modernised drainage networks

The Blainville-sur-Orne site is equipped with a state-of-the-art physico-chemical treatment station for industrial wastewater. This ultra-modern equipment ensures that discharges into the natural environment are carefully controlled. In addition, the site's drainage networks (storm-water, process water and wastewater) have been modified.

## » Replacing the cooling towers

To reduce water consumption related to the cooling of industrial processes, the cooling towers at the Lyon and Limoges sites have been replaced. The new systems use closed-loop water circuits or dry coolers.

# Managing waste

## » Goal: zero landfill

Renault Trucks has committed to an ambitious waste reduction strategy with a clear goal, namely to completely eliminate landfill.

To achieve this, reducing waste volumes is a key priority, with actions taken at every stage of the product life cycle – from design to commercialisation. Concrete solutions are being implemented to maximise waste recovery and recycling, thereby avoiding landfill.

Certain sites have already reached the goal set by the company: Blainville-sur-Orne, together with the logistics and engine manufacturing units in Lyon are now certified "Landfill free". This certification, developed by the Volvo Group, is based on strict criteria, including regulatory compliance, employee engagement and the implementation of a continuous improvement plan.

The initiative is actively being rolled out across all sites, with the aim of achieving certification on all sites in 2025.



## » Transforming waste into resources: a tangible goal

Adopting circular economy principles not only reduces the volume of waste generated but can also give it a second life.

Some by-products from the manufacturing process, such as stamping offcuts, are reintegrated as raw materials. Others follow a closed-loop model, such as packaging and component supports that are reused within production sites.

Going a step further, Renault Trucks is currently developing new reuse and recovery projects. The goal is to optimise every waste stream by deploying innovative solutions, whether by reintegrating materials into the production cycle or transforming them into new resources.



# Chemicals of concern and critical materials

As part of the European Green Deal, Renault Trucks is strengthening its commitment to a safer and more environmentally responsible industry by gradually phasing out certain hazardous chemicals from its products and industrial processes.

This commitment is fully aligned with European regulations, including REACH, as well as other standards, such as the POP and GADSL lists, and those relating to specific fluorinated gases.

To ensure rigorous management of chemical, two internal reference lists have been established:

- **The Black List**, which comprises prohibited substances
- **The Grey List**, which identifies those to be replaced in the short term.

Each site follows a strict approval procedure for any new chemicals in order to control risks and minimise impacts on health and the environment. All chemicals are tracked through the CRIPS IT system, which ensures full traceability.

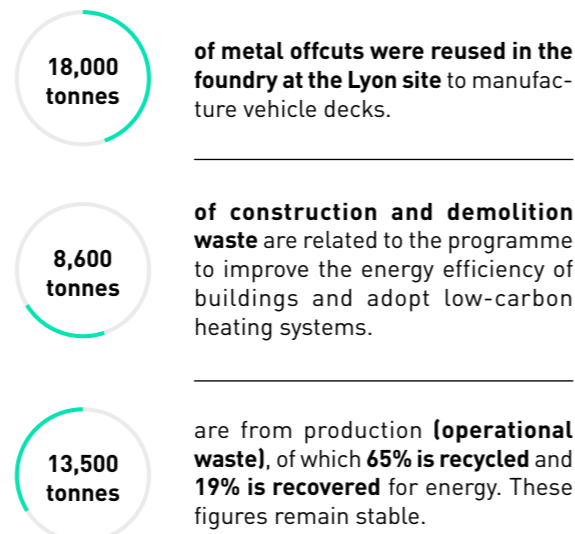


Regarding vehicle parts, a Red List specifies substances that are prohibited or subject to declaration, incorporating both REACH requirements and upcoming regulations. This list also includes critical materials due to their scarcity, their environmental impact or extraction conditions in certain regions of the world, allowing Renault Trucks to anticipate supply-related challenges.

Suppliers are required to declare every item in the International Material Data System (IMDS). This tool enables the composition of vehicles to be tracked and the presence of specific substances to be identified, ensuring improved traceability and regulatory compliance.

Renault Trucks is following an ambitious roadmap to phase out more than 134 hazardous substances or substance groups, including certain lead compounds, Chrome VI, specific phthalates and PFAS.

## » Out of the 40,100 tonnes of waste generated in 2024



# Biodiversity: a heritage to be preserved

With over 350 hectares of natural areas on its sites, Renault Trucks is introducing tangible measures to preserve biodiversity by protecting local wildlife, plant life and surrounding ecosystems.

## » Integrating biodiversity into the development of the Lyon site

2,400 trees have been planted since 2023 to make the Vénissieux and Saint-Priest sites greener, reduce urban heat islands in summer and improve soil permeability.

A 3,000 m² experimental zone has also been created to restore soil fertility through pedological engineering. This space is designed to create a cool microclimate, enhance the working environment and support biodiversity by attracting birds, insects and small mammals.

## » Eliminating plant protection products and protecting species

For several years, the Bourg-en-Bresse and Lyon sites have stopped using plant protection products, opting instead for eco-grazing to maintain certain areas. This approach also supports the introduction of beehives at the Vénissieux and Saint-Priest sites.

In Bourg-en-Bresse, Renault Trucks is actively involved in preserving the biodiversity of the Déborah stream, which is home to a protected dragonfly species. A partnership signed in 2018 with the Reyssouze Catchment Area Association runs until December 2028. Its goal is to improve water quality, protect natural heritage and maintain the ecological balance of the area.

## » Adapting infrastructure to climate changes

In its most recent National Climate Adaptation Plan (PNACC), France forecasts average temperature increases of 2°C by 2030, 2.7°C by 2050 and 4°C by 2100 compared to pre-industrial levels.

In response to these changes and their already noticeable impacts, the Blainville-sur-Orne, Bourg-en-Bresse and Lyon sites are conducting climate risk assessments looking ahead to 2050 and 2100. The OCARA method, developed by the consultancy Carbone 4, is used to evaluate current climate resilience and anticipate the intensification of events such as heatwaves, floods, rising groundwater levels, droughts and strong winds.

In 2024, the Blainville-sur-Orne site defined its roadmap and is already working with the Caen la Mer area to address issues related to sea-level rise and flooding from heavy rainfall. Some sensitive equipment will need to be elevated and a weather alert system has been installed.

Meanwhile, the Lyon and Bourg-en-Bresse sites are preparing for more frequent and prolonged heatwaves. Measures introduced include strengthening heatwave plans, improving building insulation and creating cool zones.

By integrating these risks today, adapting to future climate conditions becomes a key factor in the design of new buildings and industrial processes.



# Responsible purchasing

Renault Trucks places its environmental and social commitments at the heart of its supply chain. To ensure responsible procurement, the company relies on a strict policy based on transparency, traceability and risk management.

Due diligence procedures are implemented to assess suppliers and ensure they share Renault Trucks' values, particularly regarding ethics, human rights and environmental performance. This approach helps build a relationship of trust with all partners, supporting a responsible production model.



**94%\*** of suppliers have completed the SAQ assessment

## » Evaluation tailored to each supplier

Aware of the responsibility that comes with managing a supply chain of over 20,000 suppliers for the Volvo Group's truck division alone, Renault Trucks is committed to evaluating its partners against stringent sustainability criteria, while ensuring a fair, proportionate approach that recognises their diversity.

To this end, Renault Trucks uses a Self-Assessment Questionnaire (SAQ), a standardised questionnaire within the automotive industry to assess supplier performance. Developed through the Drive Sustainability Automotive partnership, this reference framework covers social, environmental and governance commitments.

The SAQ has recently been updated to include criteria tailored to the size, sector and capabilities of each supplier, ensuring more relevant and balanced evaluations for both large corporations and SMEs.

Each supplier's responses, validated by an independent third party, play a key role in their selection. A corrective action plan is implemented for selected partners who do not fully meet the requirements. The evaluation score remains valid for three years, after which a reassessment is required. Requirements are regularly strengthened in order to embed suppliers in a continuous improvement process.

## » Code of Conduct for suppliers

The Supplier Code of Conduct serves as the guiding policy and foundation for collaboration for building sustainable supply networks.

It governs commercial relationships and sets clear requirements regarding decarbonisation, resource management, human rights and business ethics. This code is based on two levels of commitment: obligations with which everyone must strictly comply and expectations that encourage going beyond these obligations in order to collectively advance sustainable impact. It is based on recognised international standards and aligns with the company's ambition to build a carbon-neutral value chain by 2040.

Each supplier therefore undertakes to:

- › **comply with the strict environmental, social and ethical standards** set by Renault Trucks;
- › **implement a management system** suited to the complexity and risks of their operations;
- › **maintain continuous oversight** of their own supply chain;
- › **demonstrate transparency**, particularly regarding greenhouse gas emissions, material traceability and the prevention of human rights violations.

This code sets the conditions for initiating or maintaining a business relationship with Renault Trucks. It is crucial for embedding sustainable development principles throughout every stage of Renault Trucks' product manufacturing.

## » Conducting on-site audits for high-risk suppliers

In addition to self-assessments, Renault Trucks conducts targeted analyses for partners involved in the supply of direct materials from high-risk countries, including on-site audits from the sourcing phase.

Suppliers of indirect materials are also subject to this process if the contract value exceeds a certain threshold. Corrective actions are managed by suppliers, with deviations monitored by the responsible buyer and auditor until resolved. Audits of existing partners follow the same procedure.

In 2024, 481 suppliers were audited. The results influence purchasing decisions and the continuation of supplier relationships. Failure to address critical non-conformities may result in termination of the contract.

## » Programme for responsible minerals

Renault Trucks relies on the Responsible Minerals Initiative (RMI) to strengthen the traceability of its mineral sourcing.

This collaborative platform promotes responsible sourcing of tin, tantalum, tungsten and gold – commonly referred to as 3TG – as well as cobalt, particularly when these materials originate from conflict-affected or high-risk areas. Working with the RMI allows the company to gain access to shared industry tools and resources in order to ensure regulatory compliance and support ethical sourcing practices across the value chain.

Renault Trucks is therefore able to identify Tier 1 suppliers using these minerals and verify that they report their due diligence measures and disclose the list of smelters or refiners from which they source. Since the programme's launch, supplier participation has significantly increased, reaching 73%\* for 3TG and 94%\* for cobalt. This commitment is key to improving mapping, risk assessment and risk mitigation.



**481\*** on-site audits were conducted in 2024 (221 in 2023)

# Sustainable digital practices and eco-friendly mobility

## » Promoting sustainable digital technologies

Since 2022, Renault Trucks has been actively working to better manage the environmental impact of its information systems.

The Digital & IT department launched this transition by developing a dedicated assessment tool called G4IT. This tool measures the environmental effects of digital activities and helps guide targeted improvement initiatives. In 2024, Renault Trucks strengthened its commitment by signing the Responsible Digital Charter.

## » Encouraging sustainable mobility on sites

Renault Trucks is implementing a number of solutions to support the transition towards more responsible daily travel.

At the Lyon site, electric shuttles help employees get around, especially in the mornings, evenings and at mealtimes, as well as on demand between buildings. To supplement this provision, a dedicated carpooling community has been set up on the Grand Lyon website, accessible via the company intranet.

Measures implemented on sites to optimise the efficiency of employee travel have a three-fold objective:

- 1 Reduce greenhouse gas emissions.
- 2 Reduce congestion in transport infrastructure.
- 3 Encourage the use of alternative forms of transport to single-occupancy cars.



## » Digital technology supporting the transition

Beyond reducing the environmental footprint of its digital tools, Renault Trucks is also leveraging digital technology to help employees adopt more sustainable practices in their daily work.

In 2025, the company will be rolling out Act4Impact, a tool designed to help individuals assess and better manage the environmental impact of their work. Commuting, business travel, IT equipment and email usage are all areas where employees can make a difference, with results available either individually or in an aggregated, anonymised format.

## » Concrete alternatives to single-occupancy cars

Car sharing is encouraged between its Lyon and Bourg-en-Bresse sites.

In Lyon, three fleets (two in Saint-Priest and one in Vénissieux) provide 32 vehicles, including 15 electric cars, all accessible via a mobile app. To support electric vehicle use, 95 charging stations have already been installed on site, with 52 more planned for 2025.

## » Supporting cycling

Renault Trucks is also rolling out initiatives to encourage cycling. 500 bike parking spaces are available and mapped on the site's interactive plan, along with three repair stations.

A pilot project is underway in Vénissieux and Saint-Priest, featuring 20 standard service bikes and two cargo trikes. To make cycling safer, new cycle paths and dedicated site entrances have been created both around and within the sites.

Subsidy of transport season tickets in France **80%**

# Raising employee awareness

## » Sustainable Development Weeks: collective action at Renault Trucks

To put the company's commitment into action, Sustainable Development Weeks were organised with a clear goal: to support employees in taking personal steps towards a more environmentally friendly lifestyle.

The 2024 edition featured a diverse programme of talks, hands-on workshops and open discussions focused on practical, everyday issues. Employees had the chance to measure their carbon footprint, discover realistic ways to reduce it and learn more about energy-efficient home improvements, saving water and energy, and the principles of the circular economy.

Waste reduction, responsible digital habits and careers in decarbonisation, as well as workshops on composting and homemade cleaning products were also key parts of the initiative.

These weeks gave everyone the chance to learn and take action, both at work and in their daily lives.

## » Planet Champions, driving the transition

Launched in 2022, the Planet Champions initiative reflects Renault Trucks' commitment to strengthening a corporate culture dedicated to sustainable development.

This global network of over 50 volunteer ambassadors is tasked with raising awareness among all employees about environmental challenges – including climate change, the circular economy, electromobility and energy efficiency – as well as providing information on the concrete solutions the manufacturer is developing to decarbonise road transport.

Beyond sharing the company's strategy and commitments, the Planet Champions act as facilitators: they represent employees' voices to management, encourage feedback from the field and support the roll-out of local initiatives. By harnessing collective intelligence and promoting responsible behaviour on a daily basis, they play an active role in engaging all areas of the business in the transformation journey.



# Social

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## Work-life balance, well-being and safety



**Imagining and building a responsible future requires the involvement of everyone.**

It's the talent, energy and initiative of each person that powers our transformation. That's why we're deeply committed to investing in training and support – so everyone has the opportunity to grow, realise their potential and lead with strong values.

Health and safety are also at the core of our priorities, essential for creating a workplace that is healthy, inclusive and empowering.

Above all, the pride that comes from contributing to a meaningful, purpose-driven mission is what fuels lasting engagement. Together, we move forward by putting people at the heart of our success.

**Marion Keller,**  
Senior Vice President,  
People & Culture

# Working at Renault Trucks

To highlight what makes it a strong and distinctive employer, Renault Trucks has set out five key commitments for those who are part of the company today and those who will join in the future.



## » Making a positive impact on society

**Every day, Renault Trucks' products and services help keep shops stocked, meet essential needs across communities, maintain public cleanliness and enable professionals to carry out their work.**

Because each use case is unique, it is by working closely with customers to understand their needs that tailored mobility solutions can be drawn up, combining economic performance and environmental responsibility.

## » Driving the transformation of road freight transport

**Leading the energy transition means setting ambitious goals in the areas of electromobility, circularity and connectivity.**

To meet these goals, the company harnesses the latest technologies, evolves its ways of working and builds partnerships with leading players on a global scale.

## » Looking after ourselves and others

**Strengthened over the years by the influence of Nordic countries, Renault Trucks' culture is rooted in a concern for wellbeing at work, in a warm and inclusive environment.**

Listening, safety, mental health, a high-quality work environment and a work-life balance are all part of the company's daily focus.

## » Learning and growing

**There are many opportunities for learning and development, supporting personalised career paths.**

Volvo Group University (VGU) offers hundreds of training courses. Sharing knowledge and experience is actively encouraged. Each year, many young people join the company and praise the quality of the assignments and the support they receive.

## » Being empowered and recognised

**Every employee is given responsibility and recognised for their contribution and results.**

Financial recognition – through a competitive base salary, individual pay increases and a variable component linked to collective goals – is just one part of the overall package. Employees also benefit from social benefits and a range of support services that help make daily life easier and promote a healthy work-life balance.



## These five promises

**form the foundation of the employee experience and are driven by a constant focus on progress.**

SDG 04 | 4.3, 4.4, 4.7 - Quality education  
SDG 08 | 8.5, 8.6 - Decent work and economic growth  
SDG 10 | 10.2 - Reduced inequalities

# Building a career path

**At Renault Trucks, each employee can build a career journey that reflects who they are.**

Joining the company isn't an end in itself but the beginning of an adventure. The manufacturer provides practical tools and a range of programmes to nurture the desire to grow and evolve.

## » Approaching career development

**A clear picture of strengths, drivers and goals is vital before setting out a career progression path.**

To support this reflection, Renault Trucks offers dedicated resources on the company intranet and provides tailored guidance through discussions with managers and People & Culture partner.

## » Discovering the variety of roles within the company

**With over 500 roles across nine major functions, Renault Trucks offers a wide range of career paths.**

To guide employees in their career decisions, a job portal provides access to diverse opportunities, details on necessary skills and information on how to move between roles.

## » Expressing career aspirations

**The career development interview, held every two years, is a key step in reviewing employees' career, skills and aspirations.**

Renault Trucks encourages each employee to make the most of this moment to express their development goals and consider the next steps. This discussion helps build a personalised action plan to make each career plan a reality.

## » Gaining experience to confirm career choices

**Before committing to a new role, the company offers several options, such as shadowing ("Live my life") or temporary assignments.**

These immersive experiences provide the opportunity to discover a different role, develop new skills and validate a career plan. For those looking to take things further, Renault Trucks also supports intra-preneurial initiatives, encouraging the exploration of innovative ideas that contribute to the company's transformation. These initiatives are often driven by internal employee networks.

## » Taking the step towards internal mobility

**At Renault Trucks, internal mobility is a key driver of professional development. It can take many forms, such as expanding responsibilities, changing roles or departments, or taking on an international assignment.**

Through a dedicated portal, employees can view available opportunities across different parts of the group, both in France and internationally:

### »»» Welcome (home)!

Mobility committee meetings are held to align the company's needs with employees' aspirations.

# An equitable pay policy

## » Fair pay

**Renault Trucks rewards employees as fairly as possible, taking into account the responsibilities they carry, the performance they demonstrate and the overall value created and shared.**

Fair and appropriate pay contributes to employees' financial security, strengthens loyalty, supports professional fulfilment and helps maintain a healthy work-life balance.

## » Guaranteeing an attractive minimum wage

In France, for 2025, Renault Trucks has set the guaranteed minimum annual income (RMAG) for full-time roles at €27,755 gross (€2,312.92 per month), which is 30.9% above the national minimum wage (SMIC).

For executives, the minimum annual salary is €41,400 gross (€3,450 per month).



## » Structured remuneration

The Renault Trucks remuneration package is built around several complementary components:

- › **A fixed component**, which includes the basic salary as well as other elements such as the seniority bonus, 13<sup>th</sup> month and 35-hour supplements. For executive staff, remuneration is paid over 12 months.
- › **A variable component**, which is linked to collective performance and role-specific factors (on-call duty, bonuses, etc.).
- › **Social benefits**, such as employee saving schemes (profit-sharing, incentive schemes, PEE, PERECO, matching contributions) mutual insurance and provident schemes, supplementary pensions and the Time Savings Account.

## » Reviewing salaries

**In 2025, the total budget for salary increases stands at 2.5%.**

This is a competitive adjustment in a context of slowing inflation in France, which is forecast to fall from 2% in 2024 to 1.5% in 2025 according to INSEE projections. In addition, the combined profit-sharing and incentive bonus amounts to €3,860 net before tax.

# Prioritising well-being at work

**Renault Trucks sees employees' personal fulfilment as an essential part of overall workplace wellbeing.**

As such, the company maintains constructive dialogue with employees to help ensure a healthy work-life balance.

## » Supporting the Social and Economic Committee (CSE)

**The company facilitates the rollout of the CSE's activities through a subsidy equalling 1.13% of total gross payroll.**

The CSE contributes to employee wellbeing by offering support across eleven areas, namely children, holidays, leisure, culture, sport, DIY, mutual aid, travel, a media library, the environment and solidarity. Some activities are fully funded by the CSE, while others require a contribution from employees. In such cases, and to ensure fairness, the contribution is calculated based on household income (using the family quotient).

## » Promoting dialogue

**Renault Trucks fosters open, trust-based communication with its employees to ensure their aspirations are fully considered.**

This commitment is reflected in ongoing dialogue that allows employees to express themselves freely. Several tools are used to anonymously assess engagement, health and safety, work-life balance and looking after ourselves and others (the annual Pulse engagement surveys and tools for evaluating psychosocial risks).

In addition, one-to-one meetings are held throughout the year between employees and managers to constructively discuss mutual expectations. The Touchpoint tool is available to record the content of these discussions, where needed.

## » Respecting the right to disconnect

**At Renault Trucks, the right to disconnect is a fundamental employee entitlement.**

The terms are governed by a clear charter. During working hours, it ensures respect for rest periods as well as personal and family life, and more broadly, it supports the protection of employees' health and wellbeing. Outside of working hours, there is no obligation to check or respond to work messages or to take work-related calls. This right to disconnect is fully recognised by all managers.

## » Allowing flexible working hours

**Employees may work remotely up to two days per week, provided their role does not require a permanent on-site presence.**

Each remote working day entitles employees to a fixed allowance of €2.50. This flexible working model is valued for its role in strengthening social connection and supporting a healthy work-life balance. It also helps optimise commuting time and contributes to lower carbon emissions.

## » Taking action for employees' mental health

**At the Lyon site, a regular assessment is carried out across all represented entities to monitor employee mental wellbeing.**

The aim of this survey, recognised and endorsed by the Volvo Group, is to initiate dialogue around psychosocial risks and to define improvement plans to help protect employees' mental health. Actions may be implemented across different departments within the site. The ultimate goal is to harmonise practices across all sites.



# Ongoing improvement in employee engagement

## » The annual Pulse survey

The 2024 Pulse survey highlights the high level of employee engagement.

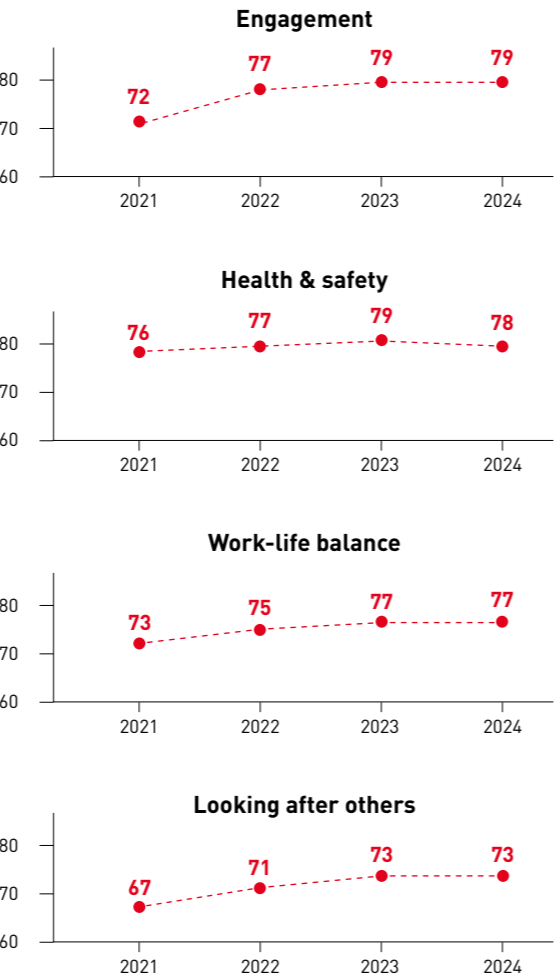
Since 2021, the upward trend has continued, reflecting the company's ongoing commitment to improving working conditions. The survey focused on four topics, namely engagement, health and safety, work-life balance and looking after ourselves and others.

As in 2023, the engagement score remains strong at 79%, with work-life balance at 77% and care for others at 73%. Only the health and safety score saw a slight decrease, from 79% to 78%.

These results are highly encouraging and confirm the lasting impact of the company's ongoing efforts.



## » Strong employee engagement



# A people-focused culture



Promoting a safe and healthy working environment by encouraging self-awareness and shared vigilance.

Health and safety are priorities for Renault Trucks. Through our Active Care initiative, we foster a prevention culture that is both demanding and human-centred.

This approach is supported by concrete actions at every level: risk assessments, targeted training, monitoring tools and employee support.

Looking after ourselves, caring for others and accepting care in return – this collective mindset drives us forward as we continue to build a safer, healthier working environment.

**Bertrand Philippin**  
Health & Safety Director

## » Active Care



**Looking after ourselves**  
Being an example for others.

**Looking after others**  
Being aware of the risks colleagues may be exposed to.

**Accepting care from others**  
Listening to and considering what colleagues say.

**597** employees have completed mental health training

A number of indicators have been put in place to track the progress of this proactive policy, including the Pulse survey, monitoring of the overall lost-time accident rate (LTAR), prevention of serious injuries and fatalities (SIF), internal assessments of maturity levels regarding safety guidelines, etc.

The company is actively working to create safe and healthy workplaces for all its employees, visitors, subcontractors and customers. It is committed to supporting each individual in facing daily challenges, with the aim of protecting their health and wellbeing.

Health and safety are a top priority for Renault Trucks.

This is reflected in an HR policy focused on safeguarding the company's human capital, embodied by the Active Care approach.

Renault Trucks is committed to fostering a strong health and safety culture built on a safe and healthy working environment.

This strategy places a clear emphasis on protecting people and managing risk.

Prevention is a cornerstone of this approach, underpinned by a structured and rigorous policy that addresses all aspects of physical and mental health and safety – from ergonomics to chemical exposure.

### 1 Primary prevention: assessing all types of risks

- » 4,500 employees took part in the COPSQ survey to assess risks to psychological health.
- » Digital tools are used to identify, evaluate, monitor and prevent risks related to chemical exposure.
- » The strengthening of evaluation criteria used to analyse ergonomic risks at workstations.

### 2 Secondary prevention: support and training for those involved

- » 3,921 employees have received training on health and safety issues, including 597 specifically on mental health as part of the rollout of the "Mental Health First Aid" training.
- » 113 employees have been trained on ergonomic risks. Three practical guides are available to all employees, namely the Industrial Ergonomics Guide, the Office Work Guide and the Physical Awareness Guide.
- » Ongoing vigilance is maintained on safety, with a focus on controlling high-risk and fatal hazards, which are secured within 48 hours.

### 3 Tertiary prevention: support and care when needed

- » A helpline is available to all employees 24/7, covering any issues that may affect their professional activity.
- » Each site has a dedicated committee for job retention, responsible for safeguarding employees' health.



# Developing skills to support transformation

**The company is moving into a new era of mobility – electric, urban and connected – and is rethinking its role within the transport ecosystem.**

This unprecedented transformation requires close attention to changes in job roles, ways of working and employee employability. New skills are emerging and need to be updated much more frequently than before, which calls for a rethink of the training model and the creation of a learning organisation.



**At Renault Trucks, we firmly believe that the strength of our collective lies in the diversity of backgrounds, experiences and skills.**

Valuing every talent, encouraging engagement and ensuring an inclusive environment – this is how we create the conditions for each individual to thrive professionally. Our ambition is clear: to enable everyone to reach their full potential within a fair and equitable framework that is open to all potential.

**Camille Bessy**

Talent & Competence Director



## » Unlocking potential

**The world is changing, as is the work environment and the expectations of new generations towards their employers. Today, managers must evolve into leaders who are able to empower the talents within their teams.**

To support this shift, a programme called “Unlocking Human Potential” has been developed for 600 leaders across the company. It is built around five key pillars: embracing high-performance leadership, adopting a growth mindset, building strong teams, acting as a positive role model and embedding leadership in lasting change.

## » Sharing knowledge in real time

**The rise of electromobility presents two major challenges: keeping experts at the forefront of evolving technical knowledge and upskilling all employees to prepare for the future.**

Partnerships with academic researchers have been set up to give engineers access to the latest technical and technological insights. A coordinated, collaborative and iterative approach has been developed to speed up the delivery of training pathways and offer regular knowledge-sharing opportunities with experts. All these resources are available on demand.

## » Learning a new skill set

**The Volvo Group University (VGU) is dedicated to supporting all employees through a lifelong skills development approach.**

It is no longer just about offering standard training courses but providing a variety of learning formats that allow everyone to access the knowledge they need, in the way that suits them best and at the right time. The training catalogue has therefore been expanded to include podcast playlists, interactive virtual classes, innovation labs within factories, modules using virtual or augmented reality, themed workshops, exhibitions and peer-to-peer exchanges.

## » Promoting knowledge sharing

**Peer learning is a powerful driver of development. Employees are encouraged to share their expertise through various formats: practice-sharing groups, mentoring, training facilitation, workshops and conferences.**

“100% Learning” was created by employees, for employees. This is a bi-monthly webinar where anyone can share their knowledge on a topic of their choice. It is open to everyone and aims to facilitate the dissemination of knowledge between all employees on a variety of themes (personal development, artificial intelligence, business, leadership, etc.). Each session attracts between 150 and 600 participants, and over 70 episodes are available on demand.



**€3.71M**

Amount dedicated to **continuous training**.

**124,162**

Number of **hours of training** provided by the **in-house university** in 2024.

**5,580**

Number of **employees** who completed a **training course** in 2024.

# Investing in the younger generation

Opening doors to young people means investing in the future and actively contributing to a more inclusive and skilled society.

Renault Trucks supports them at every stage of their journey – helping them learn about different jobs, train effectively skills and find their place in the world of work.



## » Developing graduates' skills worldwide

To support graduates in shaping their career paths, Renault Trucks is involved in the Volvo Group's international Graduate Programs.

These 15-month international programmes combine assignments across different departments, cross-functional projects and shared training weeks, fostering collaboration, innovation and a culture that embraces diversity.

Participants gain a broad understanding of the company, explore the variety of roles within the Group and start building their professional network from the very beginning of their careers.

## » Inspiring future vocations

The company is strongly committed to helping young people discover the world of work and sparking career ambition.

As part of this effort, a partnership was signed in January 2023 with the Lyon-based association "Viens voir mon taf" (Come and see my job), to host teenage pupils from priority education districts for work experience placements at the Lyon site. This initiative aims to reduce inequalities in access to workplace experience while promoting careers in transport to the next generation.

## » Strengthening links between education and business

Renault Trucks is developing strong ties with the education sector.

Through around 40 partnerships across Europe with technical training programmes, the company is enhancing collaboration between its distribution and repair network and schools. The manufacturer provides vehicles and educational equipment (diagnostic kits, mechanical components, etc.) to offer students hands-on, meaningful learning experiences.

## » Offering meaningful placements

Renault Trucks places strong emphasis on welcoming and supporting apprentices and interns. Fully integrated into teams, they benefit from a learning-focused environment where they can build their skills, develop autonomy and make a real contribution to company projects.

In 2024, the company hosted 544 work-study students, 281 interns, 33 VIE volunteering students and 3 PhD students.

Of these, 46% were women and 12% were foreign students. Work-study agreements are signed for either three years (9%), two years (38%), or one year (53%). 69% of hosted students hold a BAC+4/5 degree, 24% a BAC+2/3, 3% a BAC Pro and 4% a BAC+6.

## » Renault Trucks, a company highly rated by the young

Renault Trucks is among the highest-rated companies by young talent for the quality of its onboarding experience. The company has been awarded the "Engagement Jeunes" label, which supports integration and connects graduates to a shared recruitment network with other major employers.

For the 10th year in a row, Renault Trucks features in the 2024 HappyIndex@Trainees / Focus CSR ranking, with a recommendation rate of 91.7%. This index highlights the most committed organisations according to students, particularly in areas such as environmental protection and social justice. These two recognitions emphasize a commitment that addresses both young people and key social issues.

## » Building a career plan

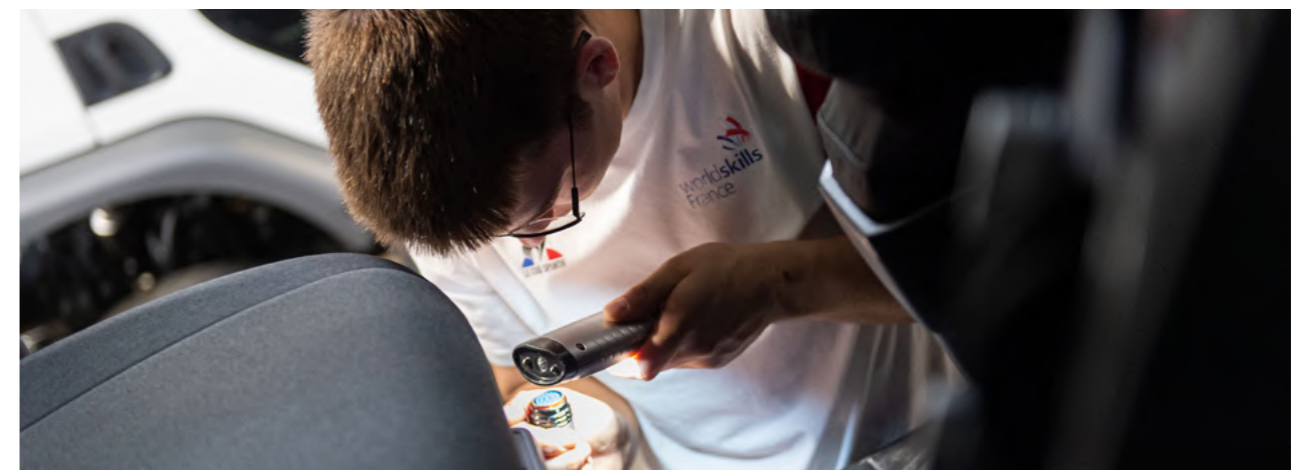
The company supports young people as they explore future career opportunities.

Through a partnership signed in May 2025 with the association JobIRL, Renault Trucks is helping to build bridges between 12–30-year-olds and the world of work. Thanks to an online platform and grassroots initiatives, young people can connect with professionals, gain insight into real jobs and make more informed choices about their future paths.

## » Promoting technical careers with WorldSkills

Since 2020, Renault Trucks has partnered with WorldSkills, the organiser of the world's largest vocational skills competition.

They share a common ambition, namely to shine a spotlight on manual trades, in particular that of heavy vehicle mechanics. Renault Trucks supports national, European and international competitions in the Industrial Vehicle Technology category.



# Renault Trucks, logistics partner for World Food Programme operations



**35** | employee volunteers in the field  
**350** | people trained across 12 African countries

Renault Trucks has been committed to the World Food Programme (WFP)\* for 13 years. As the world's leading humanitarian organization in the fight against hunger and Nobel Peace Prize laureate in 2020, the WFP assisted 120 million people across more than 120 countries in 2024 alone.

Trucks are a vital part of the WFP's logistics system, enabling the delivery of aid to populations in emergency situations and transporting food supplies under some of the harshest conditions. Renault Trucks supports the organisation's fleet performance by training drivers, mechanics and fleet managers. This commitment is structured around three programmes.

## » Two mobile training units in the field

Since 2012, Renault Trucks has provided the World Food Programme with two Kerax 6x6 training trucks, fitted out as mobile workshops and deployed in West and East Africa.

Equipped with an engine mounted on a frame, these units replicate the conditions of a real workshop. They help strengthen the skills of WFP's local teams, thereby improving the maintenance of humanitarian vehicles. Both mobile training units are now based in Accra, Ghana, to support the needs of the WFP's transport training centre.

## » Training for better transport

Renault Trucks employees volunteer to share their expertise to support WFP teams on the ground in Africa. These training sessions on maintenance, workshop and fleet management aim to help the WFP improve the condition and therefore the availability of its trucks.

Since the programme began, 35 Renault Trucks employees have trained over 350 people in 12 African countries. The benefits are tangible: "Vehicle maintenance costs have been halved in some regions thanks to preventive maintenance."

## » A transport training centre in Ghana

Renault Trucks helped create the WFP's first transport training centre, located in Accra, Ghana.

Since opening in 2023, the centre has already trained over 500 people from 26 different countries. It offers modules on logistics best practices, fleet management and the secured transport of temperature-sensitive goods. Training is aimed at staff from humanitarian organisations, government representatives and professionals from the local private sector. The centre also supports employment and skills development for young people and women, both regionally and beyond.



# Local roots, global commitment

## » Supporting the Marius Berliet Automobile Foundation

As a founding member and patron of the Marius Berliet Automobile Foundation, Renault Trucks helps preserve and promote technical and industrial heritage and culture.

The foundation is dedicated to preserving the legacy of the regional automobile industry, including trucks, coaches and buses from all French brands. To this end, it maintains a collection of 280 cars and industrial vehicles.



## » A commitment to the Global Compact

Since 2004, Renault Trucks has been a signatory of the United Nations Global Compact, an international initiative promoting voluntary commitment to sustainable development.

As such, the company contributed in 2024 to launching the Lyon Circle of the Global Compact Network France. In March 2025, in partnership with the Chamber of Commerce and Industry, Renault Trucks hosted the 2025 edition at its Lyon site, focused on the theme of circularity.

## » Supporting the growth of ONLYLYON

As an economic and social player in the regions where it operates, Renault Trucks supports local vitality and development.

In Lyon, where the company has its headquarters and main site, it has been a partner of the ONLYLYON programme for nearly 15 years. This marketing initiative aims to enhance the visibility, attractiveness and influence of the Lyon metropolitan area in France and around the world.

# Stimulating social dialogue

Renault Trucks encourages regular dialogue with social partners, bringing together employee representatives, employer associations and trade unions.

The goals of these crucial discussions are three-fold, namely to strengthen working relationships, support employee well-being and foster a culture of dialogue and mutual respect. Many company agreements are also revised during these exchanges.



# Promoting diversity and inclusion

Equal opportunities and fair treatment for women and men at all stages of their working lives are fundamental and constitutional rights.

As such, Renault Trucks ensures these principles are applied through its training, career development and remuneration programmes.

## » The Social Dialogue Agreement

This agreement was revised in December 2018. It defines the role of social partners and the operational resources provided by the company.

Each trade union body is allocated an annual budget of €7,825 and may employ a part-time or full-time secretary, funded by the employer. This provision also applies to the Social and Economic Committee (CSE) and the Central Social and Economic Committee (CSEC). The agreement also sets out the structure and functioning of social dialogue. At Renault Trucks, the number of delegation hours and mandates is well in excess of that required by law.

## » The Provident Health Insurance Agreement

To manage healthcare costs, Renault Trucks signed a company-wide agreement in 2011, supplemented by an amendment in December 2023.

The compulsory group scheme applies to all employees. Monthly contributions are set at €84.96 for non-executive staff and €94.56 for executives. For each employee, the company contributes €55.56 per month.

## » The Profit-sharing Agreement

Since 2008, a profit-sharing scheme has been in place for Renault Trucks employees with more than three months of service. They can choose to receive their share immediately or invest it in the company savings plan.

## » The Incentive Agreement

Renault Trucks has signed a new employee incentive agreement for the 2024 to 2026 period.

It has two main goals: to strengthen employees' sense of belonging and to involve them in the company's economic and environmental performance.

This incentive, which has no length-of-service requirement, is proportional to the time spent with the company.

Its amount varies from year to year and can be paid immediately or partly or fully invested in the Group Savings Plan and the PERECO.

## » The PERECO Plan

The Collective Company Retirement Savings Plan (PERECO) is available to all employees with more than three months' service.

Each employee can build up retirement savings with the help of the company in the form of a collective portfolio of securities. Employees can contribute through voluntary contributions and by all or part of the profit-sharing and incentive scheme bonuses. The company can also make contributions to the PERECO and covers the annual fees for managing individual accounts.

As its main activity is manufacturing trucks, Renault Trucks SAS is subject to the collective agreement for the metallurgy industry.

This agreement covers wages, working conditions, working hours, holiday pay, benefits and safety at work.

## » The Gender Equality Agreement

Revised in May 2025, this agreement addresses equality in the workplace between men and women, as well as the work-life balance.

Regarding equality in the workplace, it sets several goals for progress: recruitment and outreach to schools, career advancement, pay and working conditions. It also reaffirms the principle of equal opportunities by ensuring identical career prospects for men and women with equivalent skills and performance. Building on this commitment, a parenting guide has been produced, containing practical information to support employees at every stage of their parenting journey.

On work-life balance, the agreement includes provisions such as paid paternity leave of 25 days and the granting of four days of annual leave for caring for a sick child.

The new version of the agreement also introduces:

- » Menstrual leave for affected female employees;
- » Additional leave for employees accompanying their partner to medical appointments related to assisted reproductive technology (ART) in France.

## » Leadership that reflects our commitments:

At Renault Trucks, diverse teams are a strength that drives collective performance and innovation.

Four women currently sit on the 14-member executive committee.

- » **Karine Forien**  
Senior Vice President, Strategy, Sustainable Development and Communication
- » **Marion Keller**  
Senior Vice President, People & Culture
- » **Yaël Ginzburg**  
Senior Vice President, Legal & Compliance
- » **Laurence Hildenbrand**  
Senior Vice President, Finance

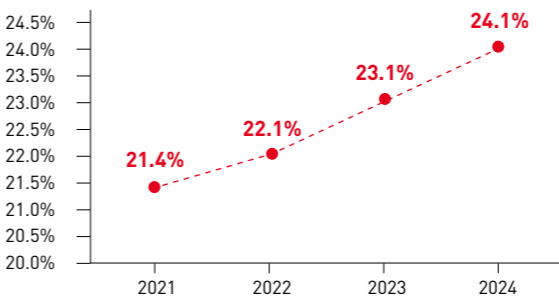
## » Taking action from the recruitment phase

Without compromising the principles of equal treatment and the objectivity of recruitment processes, the company has undertaken to reach a minimum of 35% women in all roles, including leadership positions, by 2030.

To promote gender diversity in roles where women are still underrepresented, the company is also working to broaden the range of candidate profiles, with a target of 45% women hired over the duration of the gender equality agreement.

At the same time, training efforts are being strengthened to support faster career progression.

Evolution in the proportion of female employees at Renault Trucks SAS



# Promoting diversity and inclusion

## » Progressing towards gender equality

The gender equality index is used to assess and address pay gaps between women and men.

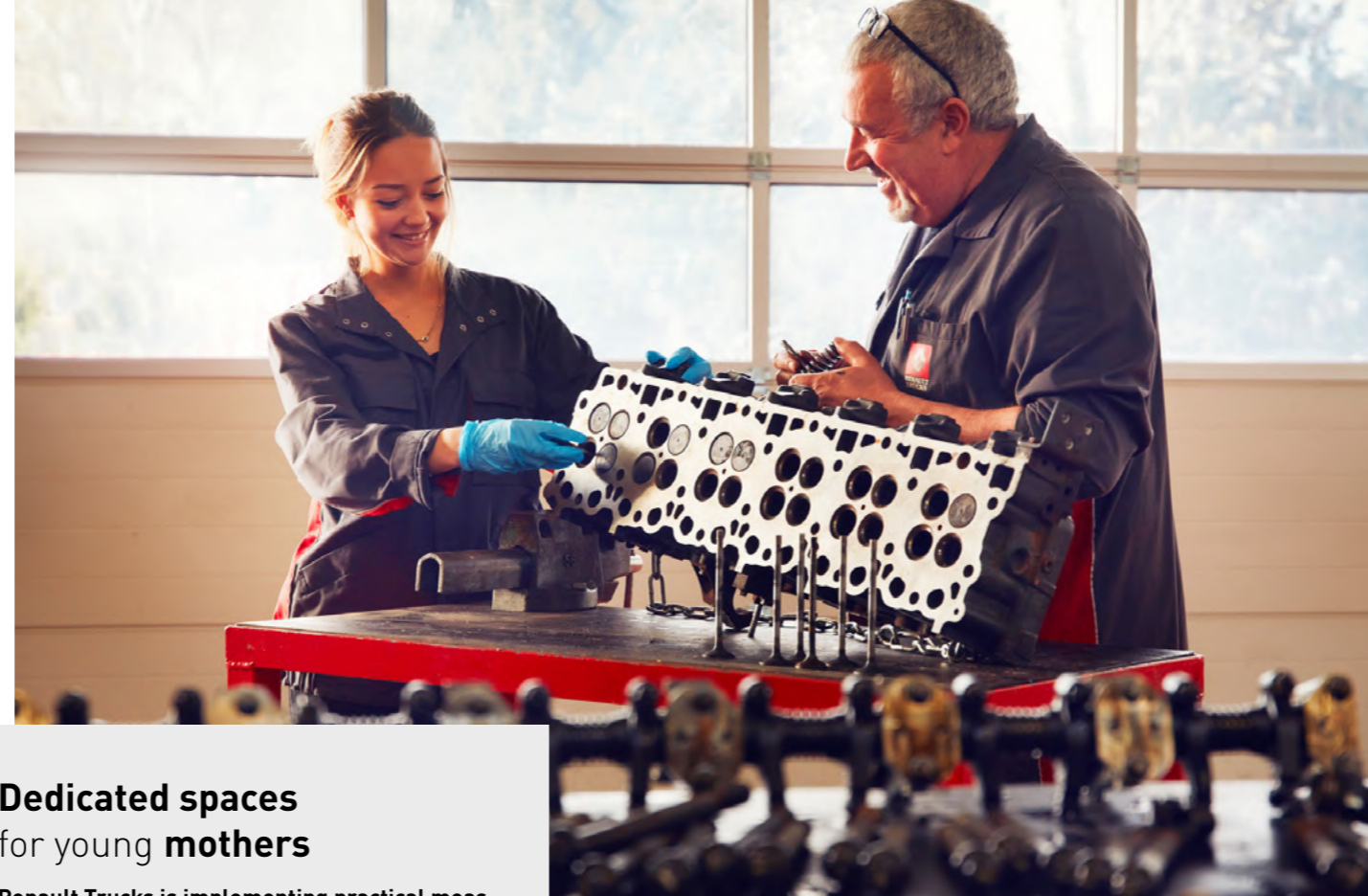
Four indicators are analysed each year, namely differences in pay, individual pay rises and promotions, the rate of salary increases for women returning from maternity leave and the proportion of women among the ten highest-paid employees.

In 2024, Renault Trucks achieved a score of **88/100**

## » Developing an inclusive network

To encourage the active participation of women at all levels of the company, Renault Trucks supports the development of internal networks such as WIN (Women Inclusive Network).

Created in 2012, this network aims to advance workplace equality, particularly through mentoring initiatives, and to support the personal and collective development of its members. Today, WIN has 685 members, around 25% of whom are men, and regularly organises conferences, discussion groups, themed podcasts and school outreach sessions, as well as fostering community engagement through member meet-ups and newsletters.



## Dedicated spaces for young mothers

Renault Trucks is implementing practical measures to support parenthood in the workplace and help breastfeeding mothers balance their professional and personal lives.

A room has been set up as a breastfeeding space, providing a calm and suitable environment for expressing milk during the workday. In 2025, a pilot project will be launched with the introduction of a breastfeeding pod within this space. Designed to ensure privacy, the pod will have a comfortable chair, a shelf for breastfeeding equipment and a computer. The aim is to eventually roll out similar spaces across the company's various sites.

## » Supporting LGBTQIA+ inclusion

Within the Volvo Group, Renault Trucks is committed to fostering an open, respectful and inclusive workplace where everyone can truly be themselves.

The Volvo-EAGLE network (Employee Alliance Group for LGBTQIA+ Employees and their Allies) brings together LGBTQIA+ employees and their allies from across the group's entities.

Open to all, the network supports the professional development of its members, encourages mutual respect and helps to advance a more inclusive company culture.

## » An ongoing commitment to disability inclusion

For over 30 years, Renault Trucks has been actively promoting equal opportunities and integrating people with disabilities into the workplace.

With an employment rate of 8.71% at the end of 2023 – well above the legal requirement of 6% – the company continues to demonstrate and strengthen its commitment through the signing of its 12th Handi'Accord, concluded with all trade union organisations for the 2025–2027 period.

This agreement provides a framework for the recruitment, integration, training, adaptation and continued employment of people with disabilities.

It represents a further step forward, introducing new concrete measures: financial support for recognition procedures and equipment purchases, paid leave for disability-related appointments, 50% coverage of personal vehicle adaptations, flexible working hours, exemption from work prior to retirement and the option to donate leave days to colleagues.

## » A concrete commitment to solidarity

As part of the new collective agreement for the metallurgy industry, Renault Trucks is implementing the High Level of Solidarity (DES) scheme, aimed at strengthening employee social protection.

Fully funded by the company, this scheme was developed in consultation with all trade union organisations. It provides targeted financial support and concrete collective measures to assist with life's most challenging situations.

Individual support is available in particular to employees who are:

- > carers for a family member,
- > facing serious illness,
- > parents of a child with a disability or serious illness,
- > dealing with the funeral costs of a child.

In addition, a collective initiative has been launched to support menstrual health. Menstrual products are now made available free of charge in all company washrooms, as a gesture of respect and comfort for all.

**572 employees**  
with a disability in 2024, (478 in 2023)



# Governance

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## A question of integrity and transparency



At Renault Trucks, we act within an ethical framework that complies with applicable regulations and the Volvo Group Code of Conduct.

Our actions are part of a structured approach that combines transparency, commitment and the integration of environmental, social and governance considerations into our strategic decisions.

They are guided by clear, measurable objectives and monitored through rigorous follow-up.

I'm proud to contribute to a company that places ethics at the heart of its culture and sees governance as a genuine driver of transformation.

**Yaël Ginzburg,**  
Senior Vice President,  
Legal & Compliance

# Respecting fundamental rights

Renault Trucks is a responsible company committed to ethical practices.

It conducts its operations in line with the Volvo Group Code of Conduct, to which it belongs, as well as the UN Guiding Principles on business and human rights.



## » Protecting children's rights and combating exploitation

Drawn up in 2003, the Volvo Group Code of Conduct strictly prohibits all forms of forced labour (debt bondage, human trafficking, modern slavery, etc.), as well as child labour. The company also ensures these commitments apply to its company's partners and suppliers.

In addition, Renault Trucks has signed the UK Modern Slavery Act Statement. Audits carried out in this area in 2024 found no instances of non-compliance.

## » Creating a secured framework for whistleblowing

To ensure compliance with laws and ethical standards, Renault Trucks has set up a secure whistleblowing channel accessible to everyone. This platform allows both internal and external parties to report any violation of human rights, safety or environmental compliance requirements, fair labour principles, employment law or Volvo Group internal policies.

Employees are encouraged to use this system to report any breaches of the Code of Conduct.

»» [Report a violation](#)

## » Zero tolerance for harassment and sexism

Renault Trucks prohibits any form of harassment or sexism.

This commitment is reflected in the appointment of a dedicated referral officer and the combined efforts of the legal, human resources (for training) and communications teams (for producing educational materials). The company has signed the #StOpE Charter, which aims to eradicate everyday sexism in the workplace, and carries out numerous awareness-raising initiatives:

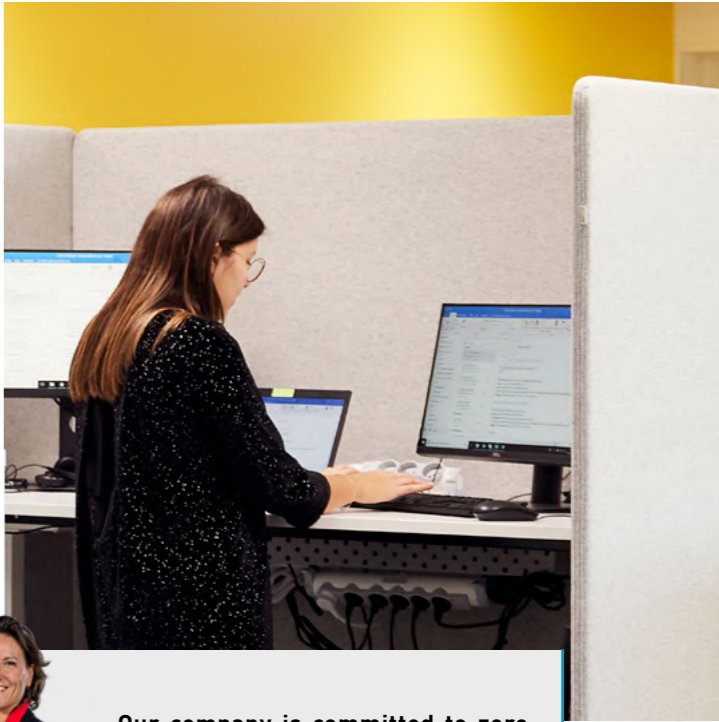
» Dialogue workshops have been organised for management committees and teams at the Lyon, Bourg-en-Bresse and Blainville-sur-Orne sites;

» Training is provided to new managers and awareness messages are incorporated into induction days for new employees;

» An e-learning module on sexism has been made mandatory for managers and is strongly recommended for all other staff. To date, 6,700 employees have completed this training;

» The Fresque du Sexisme workshop has been rolled out across the company since 2023, with around twenty sessions held so far.

In 2024, 13 reports were filed. These led to awareness campaigns, team support measures and, in some cases, disciplinary action, including dismissals.



Our company is committed to zero tolerance of all forms of discrimination.

Combating everyday sexism and sexual harassment strengthens our culture of inclusion on an ongoing basis. This continuous dialogue ensures that everyone feels welcomed and respected in their workplace environment.

Céline Greuzard

Harassment and sexism referral officer

## » Engaging employees

Through training sessions, Renault Trucks raises awareness among its teams about fundamental rights issues. The executive committee as well as the legal and commercial teams have already benefited from the training.

These sessions cover key topics such as the Code of Conduct, responsible procurement and trade, sexism and harassment, safety, diversity and inclusion. They help identify risks and strengthen existing commitments.



# Building a transparent and responsible activity

## » Strengthening compliance measures with the EASE project

Since 2024, Renault Trucks has reinforced its commitment to regulatory and ethical compliance by deploying the Enhanced Automated Screening Environment (EASE) project. This digital solution enables automated screening and continuous monitoring of its business partners.

EASE is designed to proactively identify risks related to international sanctions, export restrictions and sensitive commercial transactions at an early stage. This system helps prevent any non-compliant business relationships and ensures adherence to legal and regulatory obligations applying globally.

It generates alerts and supports decision-making through a consolidated interface that details the reasons behind each alert, thereby enhancing the security of Renault Trucks' commercial operations across all markets.



Trust is the foundation of our commitment.

At Renault Trucks, we ensure compliance with our Code of Conduct and applicable laws through a structured programme.

Our ambition is to meet the highest standards in governance, anti-corruption, compliance with competition laws, data protection, export controls and international sanctions.

The trust of our partners, suppliers, customers and employees is essential for building strong relationships.



**Emmanuel de Maillard,**  
Business Ethics Director

## » Assessing high-risk sales with a responsible sales pilot project

Renault Trucks has strengthened its vigilance regarding business ethics and social and environmental responsibility by launching a pilot scheme for "responsible sales". Introduced in November 2024, this initiative allows for the early assessment of sales projects that may present risks, ensuring their compliance with the company's ethical and sustainability commitments.

The scope of the project notably includes commercial transactions in countries classified as high or very high risk, as well as all sales of military-classified products or civilian products intended for military users.

A review committee has been set up to assess transactions considered sensitive. Since the initiative was launched, 50 projects have been reviewed and one sales project was rejected due to a detected risk of non-compliance with Renault Trucks' ethical, social or regulatory standards.

This approach provides a clear and transparent decision-making framework, aimed at ensuring the ethical and regulatory compliance of the company's commercial operations.



## » Renault Trucks takes concrete action against corruption

Renault Trucks has implemented a structured system to prevent corruption within its commercial activities. This programme is supported by regular training sessions that enable employees to detect, understand and manage corruption risks.

Partners, suppliers, customers and intermediaries are also subject to specific due diligence measures to ensure lasting, trust-based relationships. Compliance with anti-corruption laws is systematically assessed before any business relationship is established and monitored throughout the course of operations.

»» [Anti-corruption charter](#)

## » Protecting data

For Renault Trucks, data protection is not only about safeguarding company assets, but also about protecting personal data.

Renault Trucks ensures clear and transparent communication regarding the collection and use of the personal data of customers, employees and business partners. Employees receive in-depth training on GDPR principles through a learning programme that includes several mandatory modules.

They are also made aware of best practices in data security and are encouraged to use Volvo Group tools to help prevent any risk of data breaches. In 2024, employees most exposed to handling personal data formally committed to data protection by signing a dedicated charter.

## » Raising awareness of cybersecurity

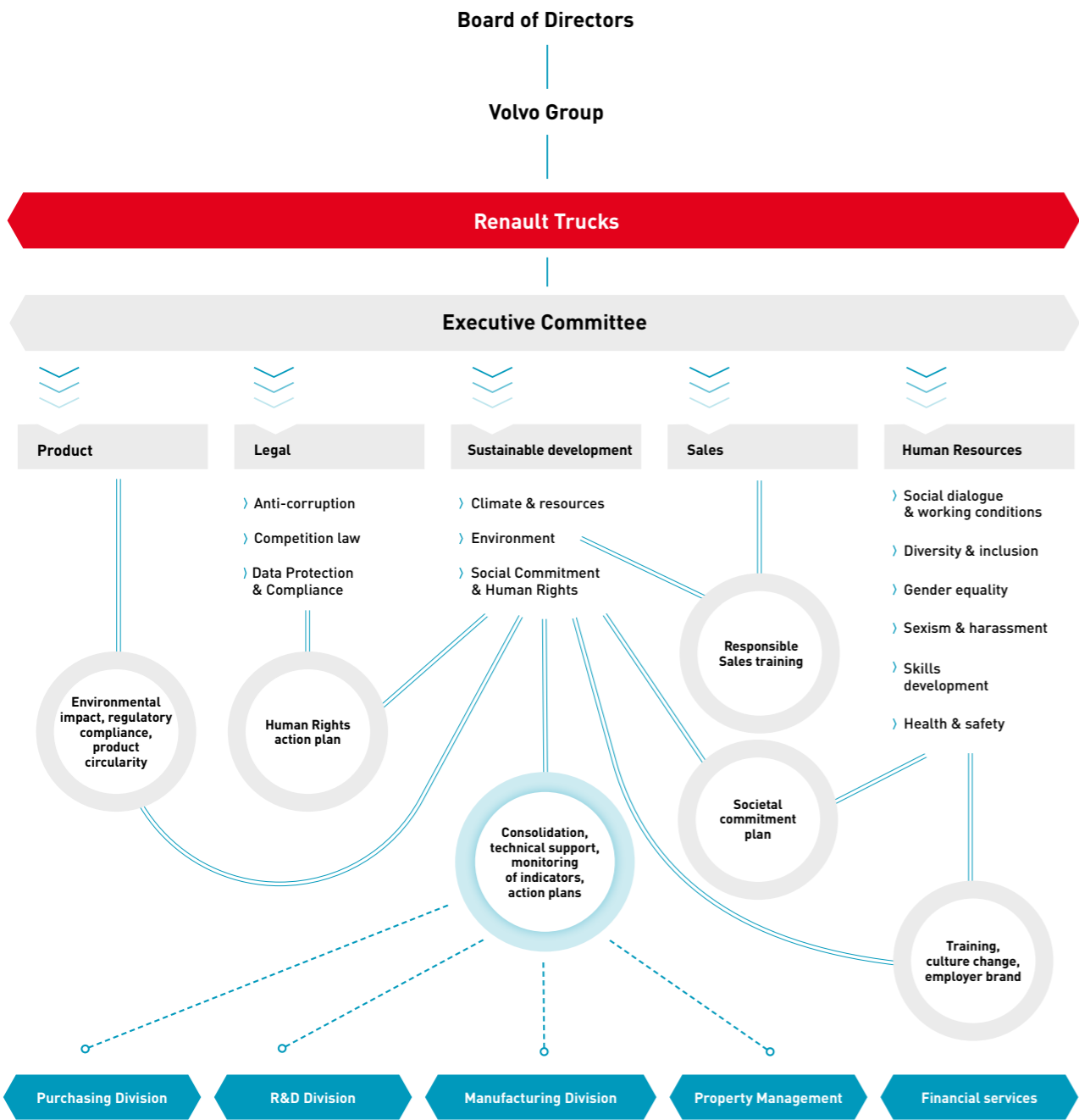
In order to safeguard its activities, Renault Trucks is engaging its employees through the Be Aware programme.

Dedicated training sessions, phishing simulations and personalised dashboards help strengthen team skills in responding to cybersecurity threats.

87% of Renault Trucks have completed the online training on the cybersecurity measures to be applied. This mobilisation enhances the company's ability to prevent cyberattacks and protect its strategic assets.



# Sustainable development governance



**Goal**

**2.1** By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

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**Goal**

**3.4** By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

pages  
45-47

**3.6** Halve the number of global deaths and injuries from road traffic accidents.

pages  
20-21

**3.8** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

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**3.9** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

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**Goal**

**4.3** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

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50-51 | 56-57

**4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

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**4.7** By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

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48 | 50-51



**Goal**

**5.1** End all forms of discrimination against all females everywhere.

pages  
52 | 54-57  
60-61

**5.2** Eliminate all forms of violence against all females in the public and private spheres including trafficking, sexual and other types of exploitation.

pages  
60-61

**5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

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**Goal**

**6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

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**6.4** By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

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**6.6** By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.

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## 7 AFFORDABLE AND CLEAN ENERGY

**7.2** By 2030, increase substantially the share of renewable energy in the global energy mix.

**7.3** By 2030, double the global rate of improvement in energy efficiency.

page 7.2  
30-31

page 7.3  
30-31

## 8 DECENT WORK AND ECONOMIC GROWTH

**8.2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

**8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

**8.6** By 2020, substantially reduce the proportion of youth not in employment, education or training.

**8.7** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

**8.8** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

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20-21

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36-37 | 45-47 54-55

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

**9.1** Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans-border infrastructure, to support economic development and human well-being, with a focus on affordable and fair access for all.

**9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

**9.5** Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

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## 10 REDUCED INEQUALITIES

**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

**10.3** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

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## 11 SUSTAINABLE CITIES AND COMMUNITIES

**11.6** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

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## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

**12.2** By 2030, achieve the sustainable management and efficient use of natural resources.

**12.4** By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

**12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

**12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

**12.8** By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

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## 13 ACTION TO COMBAT CLIMATE CHANGE

**13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

**13.2** Integrate climate change measures into national policies, strategies and planning.

**13.3** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

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## 15 LIFE ON LAND

**15.1** By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligation under international agreements.

**15.5** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

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## 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

**16.1** Significantly reduce all forms of violence and related death rates everywhere.

**16.2** End abuse, exploitation, trafficking and all forms of violence against and torture of children.

**16.5** Substantially reduce corruption and bribery in all their forms.

**16.6** Substantially reduce corruption and bribery in all their forms.

**16.10** Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.

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## 17 PARTNERSHIPS FOR THE GOALS

**17.17** Encourage effective partnerships: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

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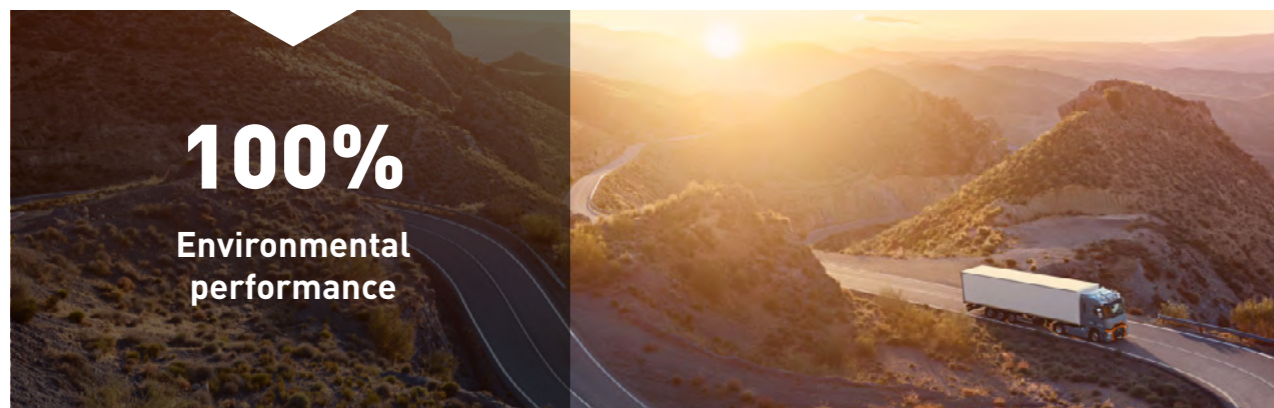
## EcoVadis certified

**EcoVadis is the leading European third-party ESG (Environment, Social and Governance) ratings platform.**

It enables companies to improve their understanding of sustainable performance, benchmark themselves against other players and assess their own supply chain. Since it was founded in 2007, EcoVadis has assessed over 130,000 companies in more than 180 countries.

» In 2024, for the sixth year running, Renault Trucks was awarded the EcoVadis GOLD certification.

Its overall score of 78/100 marks further progress, placing the company among the highest-rated manufacturers on the platform and the top 5% of the best performing companies. Compared to 2018, Renault Trucks has gained fifteen points and, for the third consecutive year, achieved a score of 100/100 for environmental performance. In the Ethics category, it scored 70 out of 100, a ten-point increase from 2023.





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