

# **GROUPE RENAULT**

## **Negotiations on the 2007 Collective Labor Agreement have been completed**

Today, 26 February 2007, representatives of the Dacia management and of the "Autoturisme Dacia" Trade Union have reached a consensus for completing the negotiations on the 2007 Collective Labor Agreement. As a result, the conflict of interest has come to an end.

The parties have agreed on the following wage increases:

<b>Level of accountability</b>					
Month	From 1 to 5	6	7	8	9 and 10
January 2007	General increase = Base wage rise by RON 150 (17.81%)	General increase = 9.29%	General increase = 8.03%	General increase = 4.51%	-
April 2007	-	Individual increase = 7.2%	Individual increase = 9.0%	Individual increase = 14.4%	Individual increase = 18.41%
July 2007	General increase = Base wage rise by RON 20 (2.02%)	General increase = 2%	General increase = 1,5%	-	-
<b>Total general increase + individual increase</b>	<b>20,19%</b>	<b>19,50%</b>	<b>19,50%</b>	<b>19,50%</b>	<b>18,41%</b>

### **Allowance related to the profit sharing scheme**

<b>Level of Accountability (LA)</b>		
LA from 1 to 5	LA 6 up to LA 10 with base wages of up to RON 1,065	LA 6 up to LA 10 with base wages above RON 1,065
RON 30 / employee / month	RON 35 / employee / month	Granted based on a certain coefficient calculated from the base wage, with a maximum ceiling of RON 60 per employee per month (amount ranging from RON 35 to RON 60 / employee / month)