



COMMITMENT TO GENDER PARITY DELIVERS CONCRETE RESULTS AT THE RENAULT-NISSAN ALLIANCE

- *Women make up 15% of Renault's key global executive positions*
- *Percentage of women in Renault's new car sales workforce in France has doubled since 2009*
- *Percentage of women at senior-management level at Nissan globally jumps 75% compared with three years ago*

PARIS (Oct. 10, 2012) -- The Renault-Nissan Alliance's commitment to gender parity has resulted in significant advancements for women at both Renault and Nissan.

The Alliance provides an annual update on gender parity during the [Women's Forum for the Economy and Society](#), an international conference that takes place Oct. 10-12 in Deauville, France. The yearly gathering aims to level the playing field for women in industry, academia, politics and society.



Pascaline Cordier, Renault zero-emissions vehicle advisor. Women make up 34% of Renault's new car sales workforce in France, more than double compared to 2009. Credits: Thomas D'Aram.

Among the 2012 findings at Renault and Nissan:

- Two out of Renault's 10-member executive committee are women, giving Renault one of the highest percentages of women at the senior executive management level in the global automotive industry. These executives are Marie-Françoise Damesin, Executive Vice President of Human Resources; and Mouna Sepehri, Executive Vice President of the Office of the CEO.
- Women make up 15% of Renault's key global executive positions.



- Women make up 17% of Renault's total workforce and 14% of Renault's manufacturing workforce.
- In new car sales, women account for 34% of the workforce in France, more than double compared to 2009. Renault aims to have women account for 50% of all new sales jobs.
- In France, Renault's entry-level brand Dacia has already accomplished its goal of hiring women for half of all new sales jobs. In 2012, 80% of all new sales recruits were women.
- Renault has developed 'Women@Renault,' an internal professional network with 3,300 members and local communities in 11 countries. The network is part of Renault's broader corporate social responsibility strategy to strengthen gender diversity across all functions globally.
- Women account for 7% of senior-level managers at Nissan globally, up compared to 4% in 2009.
- At Nissan in Japan, women comprise 4% of senior-level managers, up from 3% a year ago.
- In Japan, women account for 6.7% of manager-level positions and higher, compared to an average of 2.9% for Japanese companies with 5,000 employees and more, according to the Japan Ministry of Health, Labor and Welfare.
- Nissan receives a diversity award from the Japan Women's Innovative Network. This is the second time for Nissan to receive an award from the non-profit organization which recognizes companies with proactive and innovative approaches to the recruitment, skills development and advancement of women.

Committed to gender equality and diversity

Renault's executive bench is rapidly becoming more diverse as the automaker broadens its geographic base. Renault counts 15 nationalities among its key global executive positions, including French, Spanish, Japanese, Brazilian and German executives.

Nissan continues to have one of the most diverse teams at the corporate officer level in Japan and among global automakers. Forty-eight percent of the top 100 positions are held by foreign-born executives from 15 countries, including France, Australia, Brazil, Canada, China, India, Italy, Netherlands, Spain, South Africa, United Kingdom, United States, Ireland, Argentina and Poland.

"The Renault-Nissan Alliance hires and promotes people based on talent and proven performance – not based on gender, country of origin or other factors," Alliance Chairman and CEO Carlos Ghosn said. "We're creating the auto industry's most diverse car group, a place that welcomes high achievers and embraces diversity at every level."

The Alliance maintains its "Premium Partner" status at the Women's Forum, which it has supported since 2006. On Thursday afternoon, the Alliance will host an exclusive interactive session with Michèle Mouton, the first woman to win a round of the FIA World Rally Championship and the current president of the FIA Women in Motor Sport Commission.



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ABOUT THE RENAULT-NISSAN ALLIANCE

The Renault-Nissan Alliance is a strategic partnership between Paris-based Renault and Yokohama, Japan-based Nissan, which sell one in 10 cars worldwide. Renault and Nissan have been strategic partners since 1999 and sold 8.03 million cars in nearly 200 countries in 2011. Since its founding 13 years ago, the cross-cultural Renault-Nissan Alliance has expanded significantly, particularly into emerging markets.