

Renault Group Accessibility 2025 Action Plan

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1. Introduction

This action plan presents the actions planned by Renault Group as part of the digital accessibility of its sites, applications and office documents. It supports the 2025-2027 Multi-Year Plan.

2. Accessibility Policy

Digital accessibility is at the heart of concerns related to the development or provision of digital services (websites, platforms, applications, etc.) to both the public and Renault Group's internal staff.

3. Plan

This action plan is divided into 6 projects:

- Making *it accessible*
- Measuring *compliance*
- Inform project
- Tooling site
- Chantier *Former*
- Pilot site

4. Making *it accessible*

4.4. Publications

- Ensure that all publications posted online for each year are compliant from the second half of 2025.
- Modify current publication templates (e.g., press releases) to make them accessible with the help of an external provider.

4.5. Videos

- Integrate the provision of subtitles and text transcription into the production specifications for new videos.

4.6. Consideration of digital accessibility in projects

Renault Group's accessibility target stipulates minimum compliance rates to be met for all future digital projects.

- 80% minimum for external sites.

5. Measuring *compliance*

5.2 Continuous monitoring

It consists of measuring the performance of teams by monitoring a number of indicators such as:

- RGAA compliance and its variations (improvements, regressions),
- Published statements and their updates,
- The number of people trained in the teams,
- The number and nature of user feedback.

6. Inform project

- Offer an Accessibility page with an up-to-date accessibility statement and the multi-year plan on each of the websites and applications (internal or external).
- Prioritization of corrections, through pooling in the case of groups of sites with the same structure (Media and Events sites for example),
- An internal communication plan to ensure a good understanding of accessibility issues as well as the desire to participate in the necessary changes for all employees of the group.
- An external communication plan to publicize the ambitions, requirements and results of the accessibility phases.

7. Tooling site

7.2. Integration of the RGAA into internal documents

- The drafting and integration of a systematic clause in calls for tenders and subcontracts, concerning accessibility, RGAA, required levels of compliance,
- The provision of tools to verify that a certain number of RGAA criteria are met (browser extensions: *WCAG Color contrast checker*, *Headingsmap*, RGAA Assistant, *aXe Accessibility*, etc.)

8. Chantier *Former*

8.1. Formation

Train editors of Word and PDF publications (e.g. press releases) in accessibility with the help of an external service provider, based on the accessible templates built.

9. Pilot site

- To manage the current multi-year plan.
- Draft a directive setting out digital accessibility objectives.
- Create a strategy to reap real benefits from accessibility:
 - o Empower the entire hierarchy,
 - o Setting the action plan and a budget,
 - o Define key performance indicators to measure the evolution of accessibility consideration.
- Decide on the appointment of accessibility referents.
- Manage the production of accessible publication templates (e.g. press releases) Word and PDF
- Lead the training of the editors of these publications.
- Support the implementation of accessibility referents, if necessary.
- Carry out annual reviews of action plans.