
2025
EXPANDED
SUSTAINABILITY
STATEMENT
STELLANTIS

2025 Expanded Sustainability Statement

Message from the CEO

The past year has been one of transition and decisive actions for Stellantis, in an automotive industry evolving at extraordinary speed. And one principle has guided the choices we have made: placing our customers and their real-world needs at the heart of everything we do.

As we reassessed our strategy to strengthen long-term competitiveness and respond to changing market conditions and customer expectations, we also reinforced our commitment to responsible business conduct and transparent sustainability reporting.

This Expanded Sustainability Statement builds on the Sustainability Statement included in our 2025 Annual Report and is complemented by voluntary disclosures. Together, they provide a clear view of how we meet regulatory requirements and offer greater transparency into our policies, practices, and approach to sustainable value creation.

In 2025, we sharpened our operational priorities, adapted our organization, and reconnected with our key stakeholders around the world to drive more sustainable, profitable growth. A key outcome of this process review was a renewed focus on freedom of choice, reflected in a balanced, multi-energy product portfolio spanning electric, hybrid, and advanced internal combustion solutions.

As we move from reset to renewal, our sustainability approach reflects the same discipline, clarity, and sense of responsibility that guide our broader strategy. It is grounded in execution, shaped by the expectations of our customers and stakeholders, and carried forward by the strength of our people.

Stellantis is one team, global in scale, deeply rooted locally, and united by a shared commitment to responsible business conduct. By acting with transparency, integrity, and purpose, we are strengthening our Company and creating long-term value for all stakeholders.

Together, we are building a more resilient future.

Antonio Filosa
Chief Executive Officer

Message from the Chief Human Resources and Sustainability Officer

Operating in today's automotive industry presents continuous challenges, shaped by increasingly complex regulatory, geopolitical, and energy-related transformations. In this environment, Stellantis remains committed to building the capabilities, talent, and strategic vision required to create value over the short, medium, and long term.

Sustainability is a pillar of Stellantis' strategic direction. In a multi-disciplinary approach, our teams oversee the integration of environmental, social and governance (ESG) considerations into the Company's decision-making processes, ensuring alignment with long-term growth objectives and stakeholder expectations.

In this regard, targeted actions were taken to reinforce manufacturing and engineering capabilities, and strengthen regional decision-making, while ensuring that these transformations are carried out in a responsible and inclusive manner. Our goal is to improve product quality, enhance operational discipline, and support a progressive return to profitable growth, while embedding just transition principles to support employees and communities as the Company adapts its operations, skills, and workforce to evolving business and technological requirements. The updated sustainability trajectory further reinforces Stellantis' commitment to aligning long-term value creation with a customer-centric and balanced approach to electrification, focused on both operational performance and positive impact across environmental, social, and ethical dimensions.

This Expanded Sustainability Statement reflects the evolving business landscape and provides deeper insight into emerging sustainability topics. It includes Biodiversity, Supply Chain and Cybersecurity governance and practices, offering stakeholders enhanced visibility into our evolving practices and risk management initiatives.

Through continuous engagement with stakeholders, we continue to strengthen our governance framework, ensuring that sustainability and financial performance progress in an integrated and mutually reinforcing manner.

Our ambition is clearly defined: positioning Stellantis to meet future challenges, support its growth, and create long-term value for all stakeholders.

Xavier Chéreau
Chief Human Resources and Sustainability Officer

Reading Guidance

The Expanded Sustainability Statement builds on the disclosures presented in our 2025 Annual Report, enhancing our reporting by including additional information beyond what CSRD mandates. The primary purpose of this document is to offer stakeholders enhanced visibility into our evolving practices and risk management initiatives by including additional information on topics identified as non-material according to our Double Materiality Assessment ("DMA").

These additional disclosures included in this document are clearly marked with (⊕) and are contained within dotted lines, distinguishing them from assured content in our 2025 Annual Report.

For the Limited Assurance report of the Independent Auditor on the Sustainability Statement, refer to our *2025 Annual Report ↗*.

This Expanded Sustainability Statement, aligned with the Stellantis 2025 Sustainability Statement, is structured according to the four European Sustainability Reporting Standards ("ESRS") sections—General, Environment, Social, and Governance. Section-specific color coding is applied throughout the document.

Additional graphic elements are used throughout the Expanded Sustainability Statement for consistent referencing:

Reference for reading 2025 Expanded Sustainability Statement

This statement, aligned with the Stellantis 2025 Sustainability Statement, is structured according to the four sections of the ESRS:

- **GENERAL**
- **ENVIRONMENTAL**
- **SOCIAL**
- **GOVERNANCE**

The section-specific color coding is adopted throughout the document

Additional graphical elements are used throughout the Expanded Sustainability Statement for consistent referencing:

ESRS 2 MDR-T, E2-3	*ESRS disclosure requirements*
	*United Nations Sustainable Development Goals*
Pollution ↘	*Internal link within the Expanded Sustainability Statement*
2025 Annual Report ↗	*External link to various Stellantis documents*
⊕ Voluntary disclosure	*Voluntary disclosures not subject to limited assurance*
€163M Spent in training in 2025	*Text and data highlights*

Cautionary Statements Concerning Forward Looking Statements

Statements contained in this report, particularly those regarding possible or assumed future performance, competitive strengths, costs, dividends, reserves, our growth, industry growth and other trends and projections and estimated company earnings are "forward-looking statements" that contain risks and uncertainties. In some cases, words such as "may", "will", "expect", "could", "should", "intend", "estimate", "anticipate", "believe", "remain", "on track", "design", "target", "objective", "goal", "forecast", "projection", "outlook", "prospects", "plan", or similar terms are used to identify forward-looking statements. These forward-looking statements reflect our current views with respect to future events and involve significant risks and uncertainties that could cause actual results to differ materially.

These risks and uncertainties include, without limitation:

- our ability to maintain vehicle shipment volumes;
- changes in the global financial markets, general economic environment and changes in demand for automotive products, which is subject to cyclicality;
- changes in trade policy, the imposition of global and regional tariffs or tariffs targeted to the automotive industry;
- our ability to accurately predict the market demand for electrified vehicles;
- our ability to offer innovative, attractive and relevant products;

- a significant malfunction, disruption or security breach compromising information technology systems or the electronic control systems contained in our vehicles;
- the level of competition in the automotive industry, which may increase due to consolidation and new entrants;
- our ability to attract and retain experienced management and employees;
- exchange rate fluctuations, interest rate changes, credit risk and other market risks;
- increases in costs, disruptions of supply or shortages of raw materials, parts, components and systems used in our vehicles;
- changes in local economic and political conditions;
- the enactment of tax reforms or other changes in laws and regulations;
- the level of governmental economic incentives available to support the adoption of battery electric vehicles;
- the impact of increasingly stringent regulations regarding fuel efficiency and greenhouse gas and tailpipe emissions;
- various types of claims, lawsuits, governmental investigations and other contingencies, including product liability and warranty claims and environmental claims, investigations and lawsuits;
- material operating expenditures in relation to compliance with environmental, health and safety regulations;
- exposure to shortfalls in the funding of our defined benefit pension plans;
- our ability to provide or arrange for access to adequate financing for dealers and retail customers
- risks related to the operation of financial services companies;
- our ability to access funding to execute our business plan;
- our ability to realize anticipated benefits from joint venture arrangements;
- disruptions arising from political, social and economic instability;
- risks associated with our relationships with employees, dealers and suppliers;
- our ability to maintain effective internal controls over financial reporting;
- developments in labor and industrial relations and developments in applicable labor laws;
- earthquakes or other disasters; and
- other factors discussed elsewhere in the *2025 Annual Report* ↗.

Furthermore, in light of the inherent difficulty in forecasting future results, any estimates or forecasts of particular periods that are provided in this report are uncertain. We expressly disclaim and do not assume any liability in connection with any inaccuracies in any of the forward-looking statements in this report or in connection with any use by any third party of such forward-looking statements. Actual results could differ materially from those anticipated in such forward-looking statements. We do not undertake an obligation to update or revise publicly any forward-looking statements.

Additional factors which could cause actual results and developments to differ from those expressed or implied by the forward-looking statements, refer to "*Risk Management - Risk Factors*" included in the *2025 Annual Report* ↗.

2025 Expanded Sustainability Statement

GENERAL INFORMATION

Basis of Preparation

ESRS 2 BP-1, BP-2, MDR-M

The Expanded Sustainability Statement builds upon our foundational disclosures included in the 2025 Annual Report, extending our reporting to include additional information beyond the EU's Corporate Sustainability Reporting Directive ("CSRD") requirements. The primary purpose of this document is to offer to the stakeholders enhanced visibility into our evolving practices and risk management initiatives by including additional information on topics identified as non-material according to our Double Materiality Assessment ("DMA").

These additional disclosures included in this document are clearly marked with (⊕) and are contained within dotted lines, distinguishing them from assured content in our 2025 Annual Report.

Any statements contained herein that purport to represent the current status of any matter are made as of February 26, 2026. We do not undertake any obligation to update or revise any such statements to reflect events or circumstances after such date.

For the Limited Assurance report of the Independent Auditor on the Sustainability Statement, refer to our 2025 Annual Report.

The Sustainability Statement for the year ended December 31, 2025, is prepared in accordance with the requirements of the CSRD and the European Sustainability Reporting Standards ("ESRS"). As the CSRD has not been transposed into Dutch national law as of February 26, 2026, this statement is prepared on the voluntary basis.

The EU Taxonomy section of this statement has been prepared in accordance with the reporting requirements provided for in Article 8 of Regulation (EU) 2020/852 (the "EU Taxonomy Regulation").

The Sustainability Statement includes entity-specific metrics used to measure impacts, risks and opportunities ("IROs") not covered by ESRS disclosure requirements or to highlight our specific targets (the "Entity-specific metrics"). Refer to *Appendix I - Disclosure Requirements in ESRS Covered by our Sustainability Statement* ↘ for further details.

The Sustainability Statement forms an integral part of the Annual Report. The "incorporation by reference" option as provided under ESRS has been applied to adapt and integrate the reported information with the other sections of the Annual Report.

Detailed information on the basis of preparation of additional metrics included in this document are provided alongside the relevant topical section and metrics.

To provide our stakeholders with a clear understanding of our sustainability practices, we also adhere to other Environmental, Social and Governance international reporting standards. These include the Global Reporting Initiative ("GRI"), Sustainability Accounting Standards Board ("SASB") and focused ESG reporting standards such as Task Force on Climate-related Financial Disclosures ("TCFD"). To read more about our alignment with these frameworks, refer to *Appendix III - Other Frameworks Correspondence* ↘.

External Review

This Expanded Sustainability Statement is not subject to limited assurance. Detailed information on the ESRS disclosures requirements included in the 2025 Annual Report and covered by limited assurance opinion can be found in *Appendix I* ↘. Refer to the *Limited Assurance Report of the Independent Auditor on Sustainability Statement* within the *2025 Annual Report* ↗ for further information.

Information on whether the measurement of the metric is validated by an external body other than the assurance provider is included within topical sections, together with details on metrics calculation. In all other cases, it should be assumed that the metrics have not been validated by additional external body.

Certain Defined Terms

In this report, unless otherwise specified, the terms “we”, “our”, “us”, the “Company” and “Stellantis” refer to Stellantis N.V., together with its consolidated subsidiaries, or any one or more of them, as the context may require. This terminology does not affect the separate corporate status of the referenced legal entities, each of which is only responsible for its own obligations.

References to “FCA”, and “FCA Group” mean Fiat Chrysler Automobiles N.V. together with its consolidated subsidiaries, or any one or more of them, as the context may require.

References to “PSA” and “Groupe PSA” mean Peugeot S.A. together with its consolidated subsidiaries, or any one or more of them, as the context may require.

References to “the merger” refer to the merger between PSA and FCA completed on January 16, 2021, and resulting in the creation of Stellantis.

Senior Management is defined in the *Corporate Governance* section within the *2025 Annual Report* ↗.

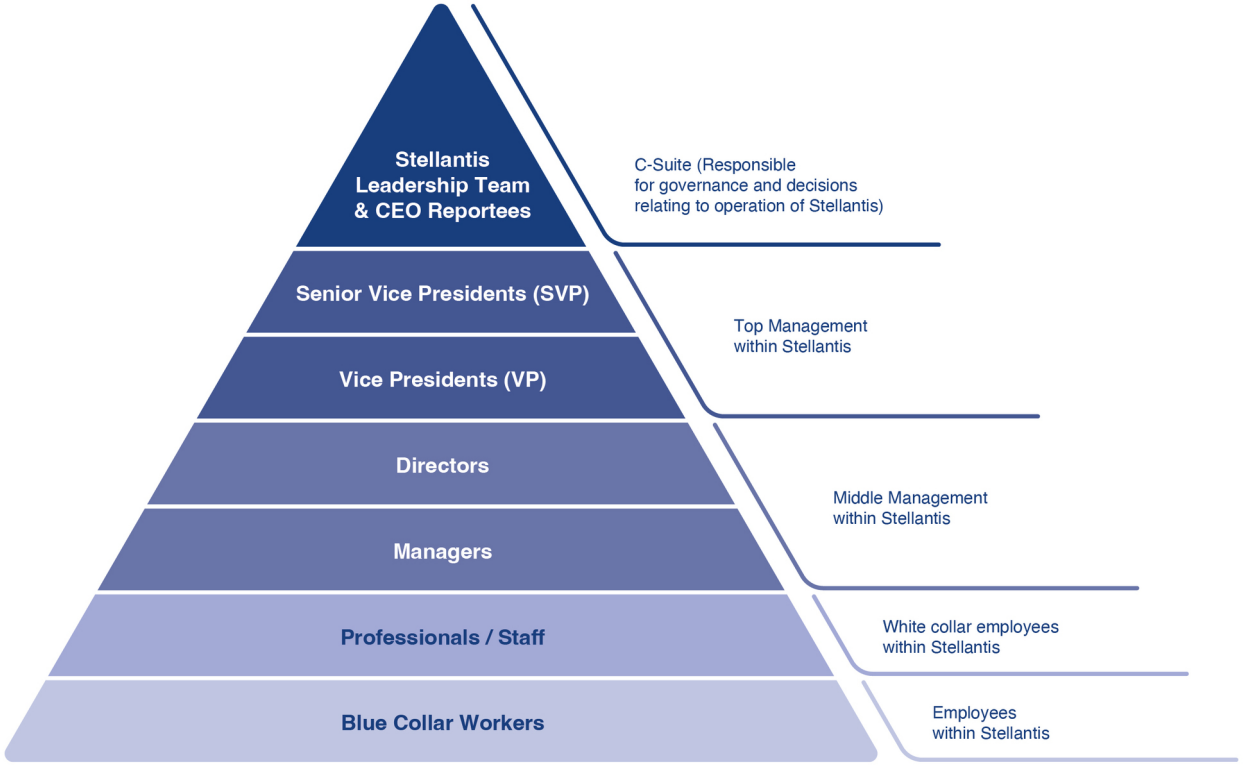
Definitions of acronyms used in this document are reported under the section *Terms, Abbreviations and Definitions* ↘.

References Used in This Statement

The following clarifications are provided to facilitate the reader's understanding. References to “customers” relate to the actual and potential end users of Stellantis products and services.

C-Suite management refer to the members of the Stellantis Leadership Team (“SLT”) and to CEO direct reports after June 23, 2025. References to Top Management relate to Senior Vice Presidents and Vice Presidents within the Company. References to “employees” relate to workers directly hired by the Company, while references to “workers” encompass both employees and non-employees.

Organization-related definitions



Changes in Preparation or Presentation of Information

ESRS 2 BP-2

As explained in *Updates to Current Strategic Plan* section within the *2025 Annual Report* ↗ newly appointed executive leadership oversaw a reassessment of our corporate strategy in 2025. In response to the evolving business landscape, the sustainability trajectory was revised, and several previously established targets were updated to reflect our evolving priorities.

An overview of our updated sustainability trajectory is presented in the section *Updated Sustainability Trajectory* ↘, details of revised targets, including rationale and expected outcome, are provided in each ESG topical section of this document. Certain performance indicators that are no longer part of our targets are reported in this document as entity-specific metrics in the relevant ESG topical section as these metrics still provide insights into the effectiveness of our actions.

As part of the preparation of this document, we reassessed the significance of environmental, social and governance topics, using the double materiality principle. The review concluded that biodiversity is a newly material topic for Stellantis. A dedicated section on biodiversity has been included in this document outlining our impacts, as well as policies and actions established to address them. Refer to *Double Materiality Assessment* ↘ and to *Biodiversity and Ecosystems* ↘ sections in this document for more information about the topic.

Scope of Sustainability Statement

ESRS 2 BP-1

This Sustainability Statement is prepared on a consolidated basis, using the same scope as the Stellantis Consolidated Financial Statements, which include Stellantis N.V. (the parent company) and its controlled subsidiaries. For more information, refer to *Note 3. Scope of consolidation* within the Consolidated Financial Statements within the *2025 Annual Report* ↗.

We performed a comprehensive operational control assessment per ESRS by evaluating our ability to direct the operational activities of our subsidiaries, joint ventures, joint operations, associates, and investments. Consequently, the relevant metrics presented in this document include information from our headquarters, local offices, and all manufacturing sites, including those under operational control. Metrics reported in this document are collected from operational sites through local or centralized management systems. These metrics are based on actual data obtained from system records, measurements, and calculations. Certain metrics pertaining to Aramis Group, whose reporting period does not align with the Stellantis reporting period, and entities acquired or sold during the reporting period, are calculated at the global level based on estimates of the contribution to the total Stellantis' figures based on historical trends.

The Sustainability Statement disclosures are extended to provide information on material IROs connected with Stellantis through direct and indirect business relationships in the upstream and downstream value chain as outlined in *Value Chain* ↘ and *Double Materiality Assessment* ↘.

Time Horizons

ESRS 2 BP-2

Stellantis applies the following time horizons in its Sustainability Statement:

Short term	The short-term covers 2025 calendar year	▶▷▷
Medium term	The medium-term horizon extends up to five years from the end of the reporting period	▷▶▷
Long term	The period beginning five years after the end of the reporting period	▷▷▶

For targets, specific time intervals were set by Stellantis in alignment with its sustainability trajectory as disclosed in *Updated Sustainability Trajectory* ↘.

Value Chain Estimations, Sources of Estimation and Outcome Uncertainty

ESRS 2 BP-2

The Sustainability Statement contains certain metrics that cannot be directly measured and must be estimated, resulting in a high level of uncertainty. It also contains forward-looking statements that reflect our current views on future events and involve significant risks and uncertainties that could cause actual results to differ materially. For more information refer to *Cautionary Statements Concerning Forward Looking Statements* ↘ included in this document.

Estimates are based, whenever possible, on recognized third-party databases and methodologies. The preparation of this Sustainability Statement requires management to make judgments, estimates and assumptions that affect amounts reported. These estimates and assumptions are based on historical experience, known elements at the time of the preparation of this document, and other relevant factors. These estimates and underlying assumptions are reviewed regularly and adjusted as necessary. Actual results may differ from the estimates, requiring adjustment in subsequent reporting periods. Any changes in estimates are recognized in the period of adjustment and, for forward-looking projections, in future periods. Areas of significant judgment are outlined below.

Climate Change

Our Scope 3 emissions in *Category 1 - Purchased goods and services* are estimated using a life cycle analysis ("LCA") tool and related secondary database. LCAs are conducted on representative configurations of our vehicles taking into account the list of components with materials and mass information provided by suppliers. The same estimation process is applied to high-voltage batteries.

Our Scope 3 emissions for *Category 11 - Use of sold products* are calculated by using the following criteria:

- Tank-to-Wheel emissions are determined based on:
  - the expected mileage of vehicles, which may vary on a regional basis, vehicle segment and powertrain application; and
  - fuel consumption assumptions observed from homologation test cycle data in the relevant region, adjusted to reflect real-drive conditions for vehicles obtained from connected vehicles or direct testing historical experience. For PHEVs, real-life utility factors are applied.
- Well-to-Tank emissions consider the fuels used by conventional vehicles, which are obtained from an external LCA database and then converted with the use of an average emission factor per region and fuel type. Additionally, the electricity used by the EVs are evaluated based on actual information and on forecasts from LCA databases and International Energy Agency ("IEA") scenarios per region.
- Vehicle maintenance emissions are determined based on:
  - Global Warming Potential ("GWP") for the maintenance phase obtained as average emission factors per powertrain, considering the average number of spare parts replaced during the vehicle's 15-year lifetime and the vehicle's mass; and
  - GWP of refrigerant fluid leakage obtained using assumptions such as an average emission factor and an average number of replacements during the vehicle's lifetime which we combine with known data, such as number of vehicles and their mass.
  - The vehicle end-of-life emissions are determined based on an average GWP.

Pollution

The *Tonnage of substances of very high concern ("SVHC") that leave facilities as product or as part of products,* was calculated for representative vehicles in each segment using International Material Data System ("IMDS"). The SVHC results for each segment were estimated using worldwide vehicle sales, while total SVHC amount accounted also for spare parts and chemicals' sales for the respective period.

Water and Marine Resources

Water Consumption ↘ data are based on estimates when direct measurements, which include data obtained through measurement, calculation or invoicing, are not available.

Resource Use and Circular Economy

All information reported in the *Resource inflows* ↘ table are estimated based on the vehicles part composition (bill of materials), mass and material information, obtained from an external database, for a representative configuration of vehicles and applied to sales volumes. Further assumptions are used to determine the *Secondary or biomaterial content used in vehicles sold* not represented in the external database.

The *Rates of recyclable content in products* are estimated based on the mass composition of vehicle parts obtained from an external database for representative worst-case configurations of vehicles, then applied to sales volumes. Assumptions are used to determine *Recyclable content for vehicles sold,* not represented in the external database.

Governance

Statement of Due Diligence

ESRS 2 GOV-4

We defined our ethical, social and environmental commitments in our policies and strategy.

> *We follow the Organization for Economic Cooperation and Development ("OECD") Guidelines for Multinational Enterprises and the United Nations ("UN") Guiding Principles on Business and Human Rights to integrate due diligence into our procurement and raw material sourcing, operations, and local communities throughout the entire value chain.*

Due diligence is an integral part of our risk assessment.

Our Ethics and Compliance Committee ("ECC") and Human Rights Committee oversee these activities. In addition, our Global Responsible Purchasing Guidelines ("GRPG") require suppliers to be externally evaluated based on their social, ethical, and environmental compliance. In addition, actions such as audits, supplier training, and regular follow-ups are conducted with the participation of cross-functional teams of experts dedicated to these activities.

The core elements of our due diligence process are as follows:

Core elements of due diligence	Section within the 2025 Annual Report	Reference within this document
a) Embedding due diligence in governance, strategy and business model	Corporate Governance - Board Practices and Committees	
	Corporate Governance - Code of Conduct	
	Sustainability Statement	*Human Rights Policy* ↘
b) Engaging with affected stakeholders	Sustainability Statement	*Stakeholders Dialogue for a Better Mutual Understanding* ↘
	Sustainability Statement	*Social Sustainability* ↘
c) Identifying and assessing negative impacts on people and environment	Sustainability Statement	*Double Materiality Assessment* ↘
	Sustainability Statement	*Social Sustainability* ↘
d) Taking action to address negative impacts on people and the environment	Sustainability Statement	*Social Sustainability* ↘ *Environmental Sustainability* ↘ *Governance* ↘
e) Tracking the effectiveness of these efforts	Sustainability Statement	*Sustainability Trajectory* ↘

Risk Management and Internal Controls over the Sustainability Statement

ESRS 2 GOV-5

In 2025, Stellantis commenced and is proceeding with the implementation of sustainability reporting control systems in accordance with the Internal Controls over Sustainability Reporting model set forth within the COSO Framework.

The main risks related to sustainability reporting identified by Stellantis include non-compliance with regulatory standards, misinformation or errors in data collection and processing, and inconsistencies in estimated values.

To mitigate the main risks, Stellantis applies a multi-level review process, from data collection at the business unit level to qualitative review of objectives and actions, followed by multiple approvals up to Senior Management. This is intended to support the reporting of our sustainability performance with a sufficient level of completeness, accuracy and in alignment with applicable regulatory requirements.

Stellantis is implementing a structured set of measures to support the integrity and reliability of sustainability reporting. These measures include the documentation of key operational processes with clearly defined roles and responsibilities, targeted training programs to enhance expertise in sustainability data management and the implementation of standardized procedures and monitoring controls throughout the report preparation and data collection processes aimed at overseeing the completeness and consistency of the material data points included in this document.

The governance process for non-financial reporting is aligned with our financial reporting processes and follows the same review principles as the Annual Report, as well as the related engagement with the Board of Directors.

While efforts are made to maintain the completeness and accuracy of the data in our report, our reporting processes across operating companies are still under harmonization.

Stellantis has established a comprehensive governance structure to oversee its sustainability reporting processes. The Audit Committee assists and advises the Board of Directors on the integrity of the Company's disclosures and reports on environmental, social, human rights and governance factors (collectively referred to as "sustainability reporting"). This is conducted in accordance with applicable reporting standards and intended to ensure the adequacy and effectiveness of the Company's internal controls in relation to sustainability reporting. In 2024, Stellantis established the Sustainability Reporting and Disclosure Steering Committee ("SRDC"), composed of relevant members of Senior Management, to monitor environmental, social, and governance disclosures are accurate, complete, fairly presented, timely, and compliant with applicable laws and regulations. In 2025 the governance evolved to better support increasing complexity and organizational maturity by shifting the operational leadership to the Sustainability Operational Task Force, building on existing roles and contributions, while the SRDC further strengthen its focus on overall sustainability reporting strategy and oversight.

Strategy, Business Model and Value Chain

ESRS 2 SBM-1

Business Model

Refer to the *Overview of Our Business* and *Sales Overview* sections within the *2025 Annual Report* ↗ for information on the Company's business model and markets information.

Total Net revenues for the years ended December 31, 2025, and 2024, were €153,508 million and €156,878 million, respectively. Refer to *Note 4. Net revenues* within the Consolidated Financial Statements included within the *2025 Annual Report* ↗ for additional information.

Contribution to SDGs

Our sustainability vision and ambition are aligned to the United Nations Sustainable Development Goals ("UN SDGs").

SECTION	ESG TOPIC	UN SDGs 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Environmental	Climate Change							•				•	•	•				
	Pollution						•						•		•			
	Water and Marine Resources						•						•					
	Biodiversity												•			•		
	Resource Use and Circular Economy											•	•	•				
Social	Own Workforce	•		•	•	•			•	•	•						•	•
	Workers in the Value Chain			•					•	•	•		•					•
	Affected Communities			•	•					•		•				•	•	•
	Consumers and end-users									•		•						
Governance	Business Conduct	•							•								•	•

Updated Sustainability Trajectory

In 2022, Stellantis introduced its Dare Forward strategic plan, setting long-term electrification targets of 100 percent EV sales in Europe and 50 percent in the U.S. by 2030.

As explained in *Updates to Current Strategic Plan* within the *2025 Annual Report* ↗, following the leadership transition in 2025, the Company initiated a comprehensive reassessment of its long-term strategy. The review resulted in the Stellantis updated climate ambitions, which include achieving a 20 to 30 percent reduction in GHG emissions by 2030, compared to a 2021 base year, and reaching carbon net zero by 2050, with single-digit percentage compensation of residual emissions (the "Carbon Net Zero Targets").

This strategic reassessment reflects a revised view on the expected pace of the energy transition across markets, customer purchasing behavior, affordability considerations, infrastructure readiness and incentive frameworks. While the Company remains committed to the development of electrified powertrains, including BEVs, the review emphasizes a demand-led approach to adoption and the importance of maintaining flexibility across powertrain technologies. All other targets were also reassessed and updated to reflect our evolving priorities.

The updated sustainability targets have been approved by the SLT and established based on assumptions and information available as of the date of this report. They may be revised in the future to reflect changes in our business plans, regulatory frameworks, market conditions, or advancements in sustainability practices.

Our updated sustainability trajectory is summarized below. Details of updated targets, including rationale and expected outcome, are provided in each ESG topical section of this document.

As we implement our updated sustainability trajectory, Stellantis aims to ensure that the transformation toward low-carbon mobility is fair and inclusive for our own workforce, value chain and communities. This reflects the core element of what we consider a just transition: supporting skills development and internal mobility, engaging with affected stakeholders, maintaining responsible working conditions, and upholding human rights in the transformation of our industrial system. While later sections in this report may not explicitly use the term "just transition", these considerations are intrinsically embedded in the way we manage the social dimension of our climate strategy and long-term business transformation.

Stellantis Sustainability Trajectory

	Year	Target
Climate Change and Biodiversity		
Carbon Net Zero Targets[1]		
Percentage of reduction in absolute GHG emissions across Scopes 1, 2, and 3 vs. 2021 base year[2]	2030	**-20/30%**
	2050	Carbon Net Zero[4]
Percentage of reduction in absolute Scope 1 and 2 GHG emissions vs. 2021 base year[2][3]	2030	**-47/50%**
	2050	Carbon Net Zero[4]
Water		
Total water withdrawal normalized *(m^3/vehicle produced)*	2030	**3.0 - 3.4**
Resource Use and Circular economy		
Percentage of green materials on total vehicle weight for new launches	2030	**35%**

[1] The achievement is conditioned by key external enablers: decarbonized energy and grid infrastructure, and conducive public policies for BEV (charging infrastructure, purchasing incentives) impacting our Scope 3 emissions.
[2] The Scope 1 and Scope 2 emissions targets both account for less than 1 percent of total GHG emissions and therefore their contribution to the overall target is individually less than 1 percent.
[3] Does not include certain logistics-related emissions that were recategorized from Scope 3 to Scope 1 in 2025.
[4] With single-digit percent compensation of residual emissions.

	Year	Target
Own Workforce		
Percentage of countries with more than 150 employees covered by collective agreements	2030	**95%**
Lost-time injury frequency rate (LTIR/1,000,000 hours worked)	2030	**<1**
Access rate to training	2030	**100%**
Percentage of technical engineering reskill/ upskilling	2030	**30%**
Workforce in the Value Chain		
Percentage of Annual Purchase Value ("APV") from Tier 1 suppliers evaluated on sustainability criteria	2030	**95%** of APV of direct material (parts)
		75% of APV of indirect material
Average sustainability scores of Stellantis Tier-1 suppliers assessed by independent third party vs. average sustainability scores of all companies assessed by third party	2030	Keep a positive gap of **15%**

	Year	Target
Consumers and End-Users		
Percentage of complaints raised by supervisory authorities handled on time	2030	**100%**
Percentage of reduction in 3 months in service repairs rate: vs. base year 2025	2030	**-50%**
Business Conduct		
Percentage of closed cases that were included in the Post-Investigation and Anti-Retaliation survey	2030	**20%**

The Carbon Net Zero Targets above also address biodiversity impacts driven by GHG emissions, as disclosed in *Targets Related to Biodiversity and Ecosystems* ↘ section in this document.

In addition to monitoring progress and maintaining responsible oversight, the Company has set specific targets for the Pollution of air topic in own operations and for Biodiversity and Ecosystem topic management in own operations assessed as non-material IROs through the DMA.

Entity-specific metrics	Year	Target
Pollution		
VOC emissions from paint shops normalized per m^2 painted (g/m^2 painted)	2030	**23**
Biodiversity and Ecosystems		
Percentage of plants that have done a RENATU evaluation and are developing biodiversity projects	2030	**100%**

Creating Shared and Lasting Value for our Stakeholders

Below is a summary of selected resources and outcomes generated in 2025.

Our key resources in 2025

259,206
employees

469
collective agreements signed in 2025

6.9 million m³
water consumed

12.6 TWh
energy consumed

30
e-repair centers worldwide

> 1,900
direct contractual relationships with Tier 1 suppliers in direct materials

> €88 billion
purchases in 2025 from Tier 1 suppliers in direct materials

Our key impacts in 2025

Employees

85 %
employee covered by collective bargaining agreements

95 %
access rate to training

16 %
of white collar technical engineering reskilled/ upskilled

10.66 hrs
average hours of training delivered

Customers

13.4 million
vehicles voluntarily recalled

Suppliers

90.3 % (direct material)
percentage of APV from Tier 1 suppliers evaluated on sustainability criteria - direct materials

Environment

2,552 tCO_2-eq / € million
emitted in Scope 1, 2 and 3 per € million Net revenues

391.9 million tons of CO_2-eq
emitted across Scope 1, 2 and 3

3.68 m³
water withdrawal per vehicle produced

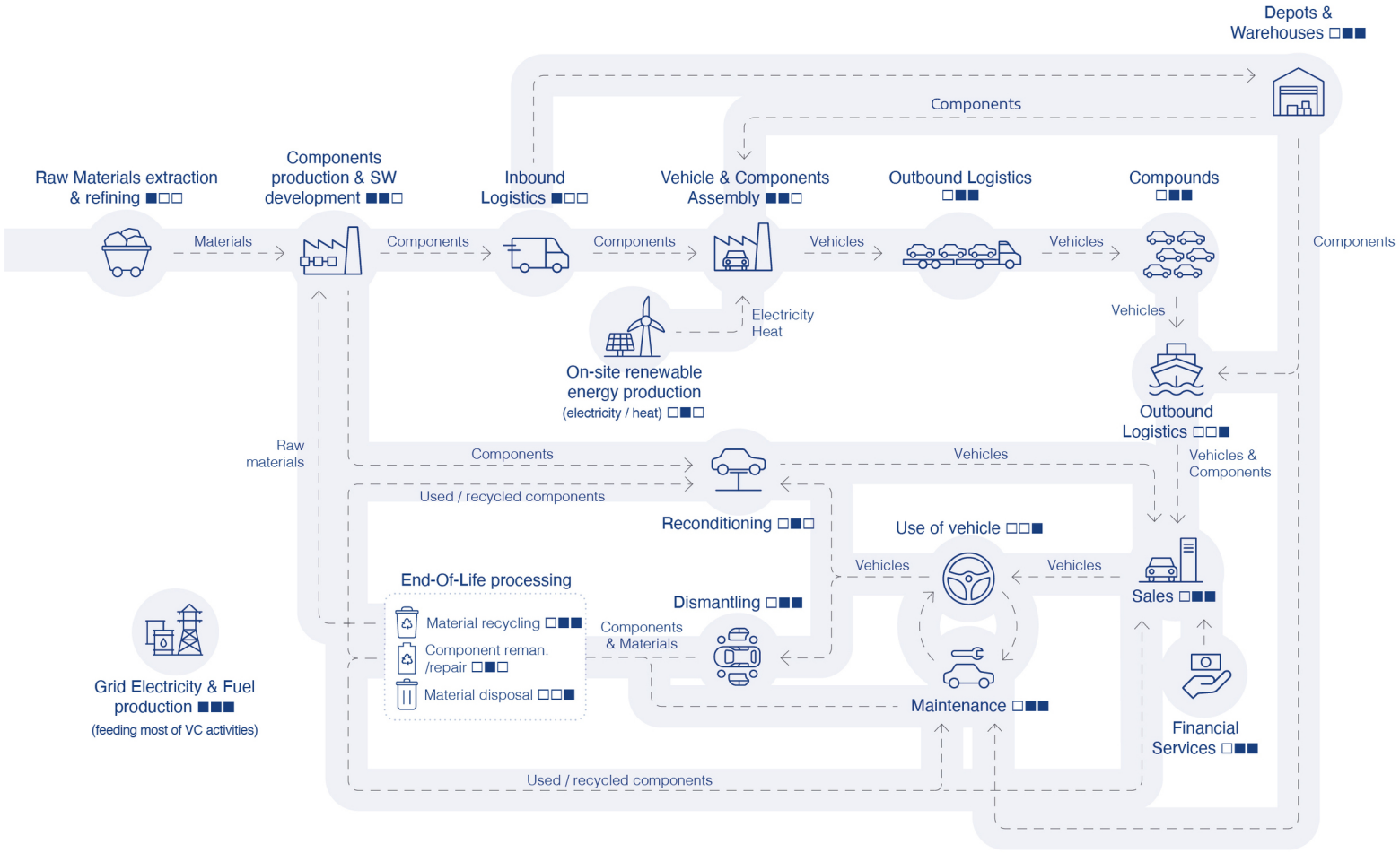
59 %
percentage of decarbonized electricity used in own operations

Value Chain

Stellantis has a large upstream value chain affecting a wide range of related industries including services such as research and development (“R&D”) and logistics. Our upstream activities include resource extraction, casting, stamping, machining and heat treatment, and components, such as lighting, tires, batteries. Component manufacturers and vehicle assembly at our premises or joint ventures premises typically form long-term and stable relationships with different degrees of vertical integration.

The process for assembling a vehicle typically involves several key stages, including body welding, painting, and pre-assembly. These operations, often carried out in our plants, but also performed by joint ventures or third-party contract manufacturers, integrate components and systems sourced from across the value chain, transforming individual parts into a complete vehicle ready for delivery. We outsource component production to Tier 1 suppliers, who then subcontract detailed parts to Tier 2 and Tier 3, creating a multi-level division of labor structure. Stellantis has a direct contractual relationship with more than 1,900 Tier 1 suppliers in direct material.

Stellantis value chain



Upstream Activities ■□□
Own Operations □■□
Downstream Activities □□■

The significant ongoing transformation in the automotive industry, driven by electrification and connectivity technologies, is reshaping our entire value chain. This involves forging business relationships with the automotive electronics industry and technology providers, including companies specializing in software development offering solutions for our vehicles. Moreover, it encompasses the use of strategic alliances and the integration of advanced materials in our products.

Our downstream activities are connected to vehicle sales and aftersales services for end-users, vehicle maintenance, and end-of-life treatment. These activities involve logistics and distribution services from our plants to the premises of our dealers, importers or fleet company customers. Stellantis vehicles are primarily sold by dealers and distributors, or directly by us in some cases, to retail and fleet customers. Aftersales services are primarily offered by dealers and repair centers, while end-of-life vehicle treatment is managed by third parties. To provide financing for our dealers and retail customers, we have partnerships with large international banks and captive financial service companies.

Stakeholder Dialogue for a Better Mutual Understanding with Society

ESRS 2 SBM-2

We engage in active dialogue with our stakeholders, which serves to identify and address future societal, environmental or economic challenges more effectively and contribute to the definition of our sustainability ambitions. Stellantis uses a coordinated approach to facilitate consistency and accountability in how internal and external stakeholder feedback is managed and integrated.

Stellantis acknowledges that stakeholders' engagement is a foundational element of its sustainability governance and reporting practices.

Stakeholders engaged during the reporting period included key stakeholder categories such as employees and unions, customers, suppliers, investors, public authorities, local communities, advocacy groups, and civil society organizations.

Our Stakeholder Engagement Policy outlines our commitment to collaboration and dialogue particularly regarding the sustainability aspects of our strategy (refer to *Key elements of stakeholders engagement* table for additional information). It details our key stakeholders, how engagement is organized, its purpose including the various topics it can cover, and how outcomes are considered by Stellantis.

Engagement activities vary by the stakeholder group. Active outreach is conducted through employee surveys, town halls, customer satisfaction surveys and events, while additional engagement occurs on a reactive basis through responses to external requests, consultations, and inquiries. The Company continued to respond to stakeholder input through structured channels, supporting the objective that relevant concerns, expectations, and evolving topics were appropriately considered. The feedback is integrated into daily operations such as employee training, procurement practices, and is used in communication, mitigation actions and overall development and implementation of its sustainability strategy. Refer *to **Stellantis Overview** - **Updates to Current Strategic Plan**,* within the ***2025 Annual Report*** ↗ and to ***Updated Sustainability Trajectory*** ↘, in this document for further information on the ongoing review of our strategy.

In 2025, outreach efforts were expanded, transparency in reporting was enhanced, and collaboration with stakeholders deepened on emerging issues such as climate accountability, human rights, and sustainable supply chain practices.

Engagement outcomes were used to update our due diligence process and the double materiality assessment, contributing to the identification and prioritization of sustainability matters with significant impacts or relevance to stakeholders. Regular stakeholder feedback is provided to Top Management, and engagement activities are embedded into governance processes to support alignment with ESRS disclosure requirements. Regular updates are provided to the ESG Committee on stakeholders dialogue. The ESG Committee monitors the effectiveness of the policy, actions and targets.

Stellantis views stakeholder engagement as a strategic enabler of its sustainability commitments. The Company intends to update its engagement model as needed to align with changes in the operating environment.

As Stellantis moves forward, it remains dedicated to strengthening stakeholder relationships through transparency, responsiveness, and continuous improvement.

Refer to ***Own Workforce*** ↘, ***Workers in the Value Chain*** ↘, ***Affected Communities*** ↘ and ***Consumers and End-Users*** ↘ topical sections, in this document for more details about engagement with our stakeholders.

Key elements of stakeholders engagement

Stakeholder Group	Stakeholder Category	Communication and dialogue channels	Areas of focus
Clients	Private Customers	▪ Brand websites ▪ Dealership networks ▪ Customer Relations teams ▪ Customer satisfaction surveys and market research ▪ Company's social media	▪ Quality of products and service ▪ Environmental impact of vehicles ▪ Road safety ▪ Sustainable mobility
	B2B clients including dealership network	▪ Fleet sale team: direct engagement and participation in tenders ▪ Training on sales and marketing ▪ Analysis of periodic customer satisfaction surveys ▪ Monitoring financial performance and forecasts ▪ Analysis of all types of risks (including ethical) before contracts are signed	▪ Financial and strategic performance ▪ Quality of products, service and customer satisfaction ▪ Environmental impact of vehicles and manufacturing facilities ▪ Sustainable mobility
Employees	Employees	▪ Internal communication (i.e., town halls, newsletters, employee portal, events, awareness campaigns, training) ▪ Direct dialogue with management ▪ Suggestion collection processes (idea boxes) ▪ Periodic surveys	▪ Workforce related topics such as integrity, learning, wellbeing, health and safety, working conditions, compensation and benefits ▪ Market conditions ▪ Strategy, commercial and financial results ▪ Company transformation, impact on skills, new ways of working, career paths
	Employee and labor union representatives	▪ Various employee representation bodies at national or transnational level, such as the European Works Councils of PSA, FIAT and Opel Vauxhall, or UAW (U.S. Union) and Unifor (Canadian Union) ▪ Collective bargaining agreements and employee relations agreements with labor unions and employee representatives	▪ Strategy, notably decarbonization, economic and commercial results ▪ Market contexts ▪ Company transformation, impact on skills, new ways of working ▪ Workforce related topics such as diversity, learning, wellbeing, health and safety, working conditions, compensation and benefits
Financial Community	Shareholders and other investors	▪ Public annual disclosures ▪ Corporate website ▪ Annual and quarterly financial results ▪ Shareholders' Annual General Meeting ▪ Investor meetings (including online events on strategy)	▪ Financial and ESG performance ▪ Strategy, results and forecasts
	Financial and sustainable and responsible investment analysts	▪ Public annual disclosures ▪ Corporate website ▪ Annual and quarterly financial results ▪ Conferences presenting the company's strategy (roadshows) ▪ Responses to questionnaires and requests ▪ Discussion sessions	

Stakeholder Group	Stakeholder Category	Communication and dialogue channels	Areas of focus
Partners	Suppliers, partners in cooperation and innovation projects and joint ventures, industry associations	▪ Monthly meetings ▪ Company's delegates in regional automotive industry bodies + trade associations ▪ Suppliers' convention, Supplier Innovation Days, Annual Supplier Awards ▪ Products / projects meetings ▪ Supplier relations teams ▪ ESG / CSR self-assessment questionnaires ▪ Responsible Purchasing Guidelines ▪ Analysis of all types of risks (including ethical) before a contract is signed ▪ Sustainability clauses in contracts ▪ Joint development programs	▪ Company's projects for products and industrial initiatives ▪ Innovation strategy and plan ▪ Supply chain financial and ESG performance and other measures
Civil Society	Associations and Non-Governmental Organizations (NGOs)	▪ Public annual disclosures ▪ The Company's social media ▪ Meetings ▪ Responses to ad hoc requests ▪ Charitable giving	▪ Road safety ▪ Human rights in the supply chain ▪ Environmental impact of activities across value chain ▪ Education and inclusion ▪ Freedom of mobility in a decarbonized world
	Representatives of host communities, including local administrations	▪ Events (open days and facilities visits) ▪ Meetings and discussions	▪ Economic and social development in host communities ▪ Environmental impacts near Stellantis facilities
	Research and teaching partners, including universities and schools	▪ Awareness campaigns, sites visits and educational events held by the company's facilities with local schools ▪ Partnership with universities, engineering schools and business schools in host countries ▪ Intern and apprenticeship programs	▪ Innovations on sustainable mobility and related topics (e.g., materials)
	Public institutions, including governments, public agencies and regulatory bodies, consumer groups and other road users organizations	▪ Direct dialogue through ad hoc meetings and institutional channels ▪ Consultation with consumer panels ▪ Participation in working groups and collaborative projects	▪ Financial and ESG / CSR performance ▪ Strategy, results and forecasts ▪ Product launches ▪ Investments in plants and technological development ▪ Social impacts of the transformation of the automotive sector
	Journalists and Media	▪ Direct dialogue ▪ Press releases ▪ Presentations and press conferences ▪ Auto shows ▪ Corporate and brand websites and social media	▪ Financial and ESG performance ▪ Strategy, results and forecasts ▪ Product launches ▪ Investments in plants and technological development ▪ Social impacts of the transformation of the automotive sector
Environmental Groups	Associations and NGOs	▪ Public annual disclosures ▪ Social media ▪ Meetings ▪ Responses to ad hoc requests ▪ Joint development programs and protocols	▪ Climate strategy ▪ Real-driving emissions ▪ Circular economy ▪ Environmental impacts of activities

Double Materiality Assessment

ESRS 2 IRO-1

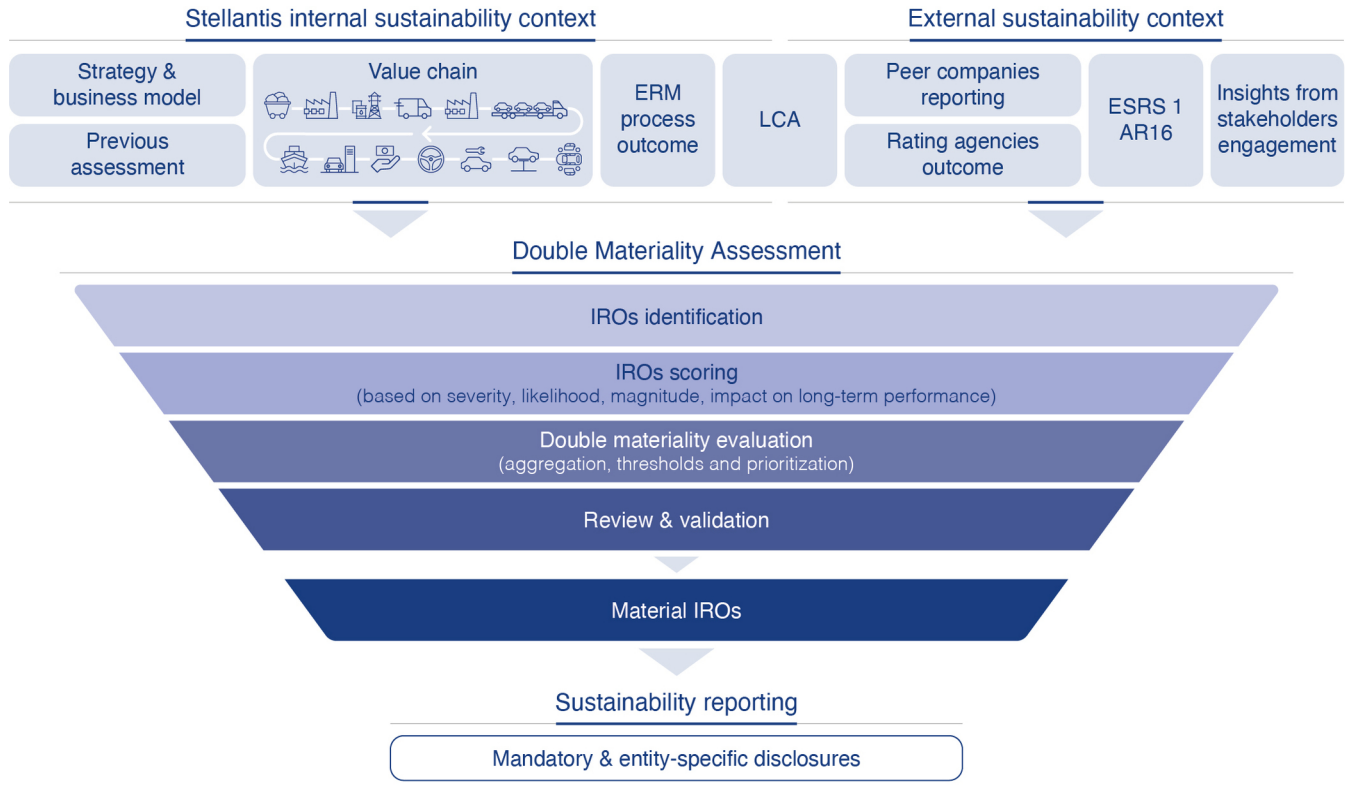
Methodology

In 2022, Stellantis carried out a materiality assessment adhering to the Global Reporting Initiative framework. This was conducted in light of Stellantis' strategic objective to evolve into a sustainable mobility tech company, necessitating changes in business operations. The engagement with stakeholders and our due diligence process helped identify the most critical topics for Stellantis, reflecting our impact on the environment and society. In 2023, this assessment was expanded to examine sustainability impacts on people and the environment (impact materiality), along with significant sustainability-related risks and opportunities affecting the business (financial materiality).

Building on this materiality analysis, in 2024 Stellantis performed its Double Materiality Assessment ("DMA"). Stellantis began with the sustainability topics outlined in ESRS 1 Appendix A, sustainability topics from earlier assessments and topics derived from analyses of Stellantis' business activities, value chain, peer company reports, industry reports, and specialized studies and databases, such as those from the UN, ILO, and the World Bank.

In 2025, Stellantis updated its DMA using a structured step-based approach to uphold the strategic alignment and relevance of sustainability disclosures.

Stellantis DMA process



Analysis of the Stellantis Context

As an initial step in revising our DMA, we revisited the Company sustainability context in 2025, considering the most recent facts and circumstances. The analysis included a review of action taken in 2025, in line with the core business priorities identified by the new leadership team and changes to our business model over the value chain. Refer to *Stellantis Overview - Updates to Current Strategic Plan* within our *2025 Annual Report* ↗ for further information on our strategy reassessment. Additionally, the stakeholder landscape, and the external sustainability developments, such as regulatory framework were included in our analysis. This contextual analysis served as the basis for identifying relevant IROs and informed the subsequent phases of the DMA.

Identification of Impacts, Risks and Opportunities

As part of the 2025 update, building from previous years analysis, we reassessed the completeness of our 2024 list of IROs. This process involved mapping operational activities and value chain relationships to sustainability matters.

We referenced the ESRS 1 Appendix A list of topics and conducted a comprehensive analysis using our internal data, peer company ESRS reports, LCA, rating agency assessments, and insights from our ERM process to confirm its relevance and comprehensiveness. The identified IROs were further validated against insights obtained through external stakeholder engagement. We evaluated how impacts and dependencies on environmental and social factors are connected to potential risks and opportunities. Dependencies, such as reliance on critical resources, supply chain stability and stakeholder relationships, were assessed not only for their potential to generate operational and financial risks (e.g., disruptions, cost increases, or revenue losses), but also for the opportunities they may present, including improved resource efficiency, innovation and strategic collaboration.

Assessment

We engaged subject matter experts from across the organization, including employees working on sustainability topics at both corporate and regional levels, as well as professionals involved in regulatory compliance, internal audit, and public affairs. Their expertise provided valuable input on the relevance, severity, and potential financial implications of each IRO, supporting a balanced assessment of both impact and financial materiality.

The assessment was informed by a combination of internal data and operational insights, scientific literature and reports, industry benchmarks and analysis, complemented by expertise and professional judgment of internal subject matter experts. As part of the process, consideration was given to whether certain IROs applied company-wide or only to specific regions or business activities.

Our assessment considers relevant risks and impacts, while also taking into account actions that have been fully integrated into the Company's operations and governance to prevent, reduce, or mitigate their effects, such as pollution containment and waste treatment procedures. Further details on our assessment of IROs are reported in each ESG topical section.

Impact Materiality

To assess the materiality of sustainability impacts we evaluated their severity using the following criteria:

- For negative impacts:
  - Scale: the gravity of the impact (small/moderate/significant/very serious);
  - Scope: the spread of the impact (limited/medium/widespread/global); and
  - Remediation ability: the extent to which the impact could be remediated (easy to remedy or short-term/remediable with efforts/difficult to remedy or long-term/non-remediable).
- For positive impacts, we applied the same scale and scope to assess their potential benefits

For potential impacts, in addition to severity, we considered likelihood of potential impact occurring over different time horizons (short, medium or long term, or unlikely).

We prioritized potential negative impacts on human rights based on their relative severity, regardless of their likelihood.

Financial Materiality

Alongside impact assessment, we evaluated the financial materiality of sustainability-related risks and opportunities using qualitative thresholds, in alignment with our ERM process and internal risk assessment. The assessment considered:

- Likelihood: the potential occurrence of financial effects over short-medium and long term
- Magnitude: the size of the potential or actual financial effect on cash flows, access to finance, or cost of capital over the short, medium or long term.

Double Materiality Evaluation

The results from the impact and financial materiality assessment were captured and aggregated in alignment with ESRS topics, sub-topics, and sub-sub-topics. This aggregation provided a consolidated overview of the assessment scores, which formed the basis for the preliminary results. Consistent with our 2024 methodology, we applied a defined threshold to the scores to prioritize and identify material topics for disclosures. Any topic that meets or exceeds the threshold in either impact materiality, financial materiality, or both was deemed material. The outcome of this process is presented in the chart Stellantis DMA outcome.

The process, methodology, and outcome of the DMA were reviewed and approved by the SRDC and C-Suite management and presented to the Audit Committee.

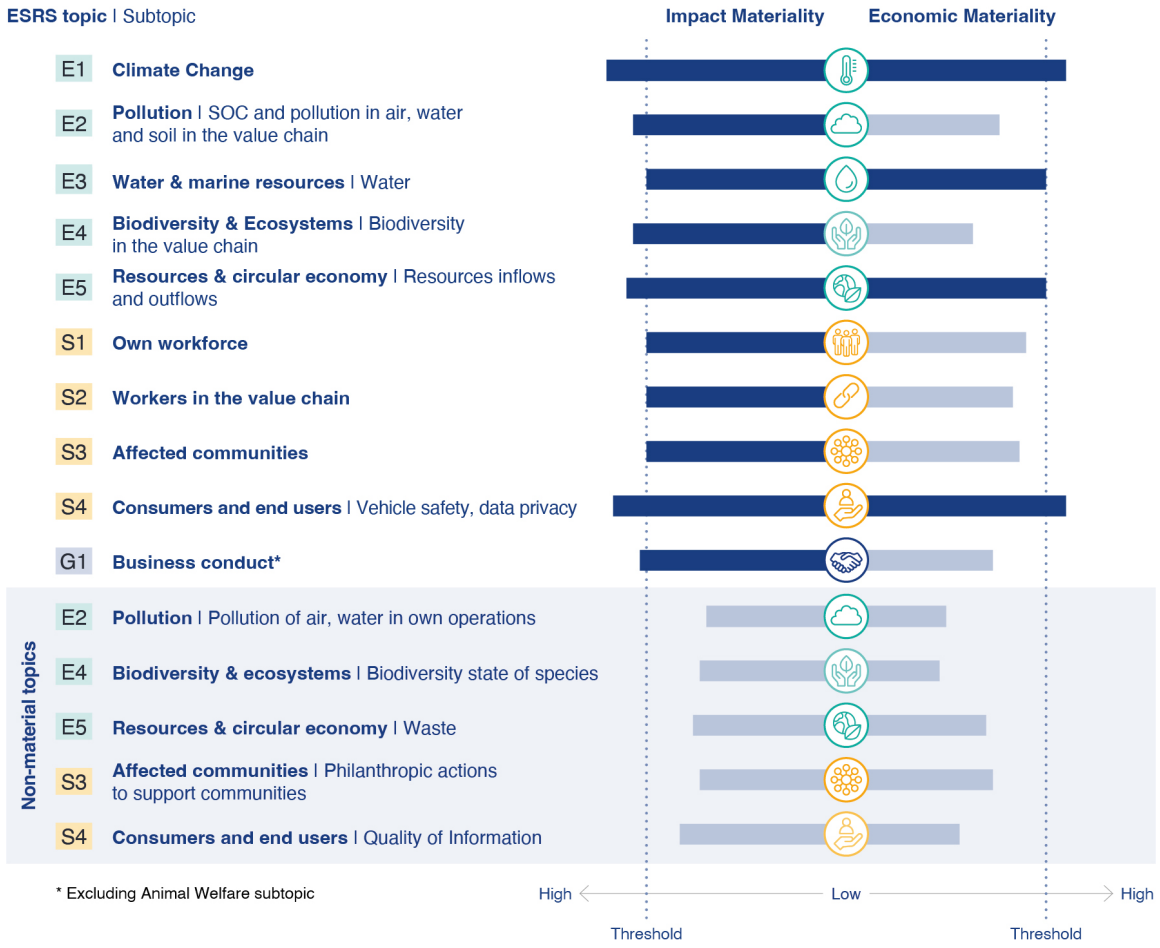
As a result of our updated trajectory and strategic developments, the risk associated with the carbon neutrality strategy previously identified for the Climate Change topic is no longer considered material in 2025. The impacts on biodiversity losses from GHG emissions in upstream and downstream value chain, assessed considering the updated sustainability trajectory, and land acidification effects, linked to upstream mineral extraction activities, identified through the LCA study, have been considered material. Refer to *Biodiversity and Ecosystems* ↘ section, in this document for further information.

In addition, the whistleblower protection and corporate culture impacts previously assessed as negative were reclassified as positive, reflecting updated data and a more mature assessment of the effectiveness of mitigation measures and ethical practices, including whistleblower protections and corporate culture initiatives, with positive effects on trust, transparency, stakeholder value, and sustainable performance.

We will continue to refine our DMA through periodic reviews and integration with ERM process, due diligence process, expanded LCA studies, and ongoing stakeholder engagement. Our DMA will be further updated in 2026 to reflect the updated strategy which will be communicated at the Investor Day in May 2026.

In accordance with ESRS 1, Stellantis considered each material impact, risk or opportunity identified as the basis for preparation of this Sustainability Statement.

Stellantis DMA outcome



Material Impacts, Risks and Opportunities

ESRS 2 SBM-3 IRO-2, BP-2

The tables below include a brief description of the material IROs as determined in the DMA, including whether they represent a positive or negative impact, risk or opportunity, where in the value chain the IROs are found or risks generated, and the relevant time horizons. More detailed information on IROs, how we responded or plan to respond to those effects, and related policies, actions, target and metrics, are addressed under the ESG topical sections of this document. Risks identified through the DMA have also been analyzed as part of the Company's ERM process. Refer *to Risk Management* included within our *2025 Annual Report* ↗ and to *Climate Change Material Impacts, Risks and Opportunities* ↘ in this document for additional information about our risk analysis. Refer to *Note 3. Basis of preparation - Strategic plan undergoing reassessment* within the *Consolidated Financial Statements* included in the *2025 Annual Report* ↗ for information about current financial effects of Stellantis' material risks and to *Note 2. Basis of preparation - Climate change* within the Consolidated Financial Statement in our *2025 Annual Report* ↗ for information about how climate change related assumption impacts the basis of preparation of our Consolidated Financial Statements.

■□□ Upstream
□■□ Own Operations
□□■ Downstream

▶▷▷= Short term (1 year)
▷▶▷= Medium term (5 years)
▷▷▶= Long term (more than 5 years)

		Value chain	Time horizon
E1 - Climate Change			
GHG emissions GHG emissions generated by Stellantis own operations and value chain negatively contribute to climate change.	Actual negative impact	■■■	▶▶▶
Natural disasters and climatic events The occurrence of major incidents could affect our production process and sales causing damages and losses which could result in a material adverse consequence on our business, financial condition and results of operations, or impact on the working conditions of our employees.	Physical risk	□■□	▶▶▶
Natural disasters and climatic events in the supply chain Our key suppliers are exposed to a potential catastrophic loss or significant damage to their facilities, and any such loss or significant damage to a key supplier's manufacturing facilities could disrupt our operations, delay production, and adversely affect our product development schedules, shipments and revenues.	Physical risk	■■□	▶▶▶
Transition to electrification Transition to electrification includes the following risk factors: the evolving nature of the regulatory environment, the higher production costs (and corresponding) prices of EV that could reduce our competitive advantage and result in lower customer appetite and lower profit margin or in a sharp decrease of the automotive market share, the aggressive competition of new players in the EV market that are developing with lower production cost and advanced technological solutions, and the dependence of EV (market) on government policies.	Transition risk	■■■	▶▶▶

		Value chain	Time horizon
E2 - Pollution			
Pollution of air, water and soil Upstream and downstream activities may cause air, water, and soil pollution, affecting health and environment, with pollutants and tailpipe emissions.	Potential negative impact	■□■	▶▶▶
Use of substances of very high concern Use of substances of very high concern in the upstream value chain may negatively impact environment and health.	Potential negative impact	■□□	▷▶▶
Microplastic from tire abrasion Tire abrasion during vehicle use can release microplastics, potentially harming human health.	Potential negative impact	□□■	▷▶▶
Compliance with legal and regulatory requirements Current and more stringent future or incremental environmental requirements such as for tailpipe pollutant emissions could have a significant effect on how we do business and may increase our cost of compliance, result in additional liabilities, and negatively affect our operations and results.	Risk	□■■	▶▶▶

■□□ Upstream
□■□ Own Operations
□□■ Downstream

▶▷▷= Short term (1 year)
▷▶▷= Medium term (5 years)
▷▷▶= Long term (more than 5 years)

		Value chain	Time horizon
E3 - Water and Marine Resources			
Water resource depletion The threat of water scarcity, particularly in high-stress areas, may negatively impact the environment.	Potential negative impact	■■□	▶▶▶
Water scarcity in stressed areas Our production may be negatively impacted by a lack of water supply in water-stressed areas, which could have a material adverse consequence on our business, financial condition, and results of operations.	Risk	■■□	▷▶▶

		Value chain	Time horizon
E4 - Biodiversity and Ecosystems			
Land acidification Activities associated with the extraction of minerals required for battery production in our upstream value chain may contribute to land acidification and damage biodiversity and ecosystems.	Potential negative impact	■□□	▷▶▶
GHG emissions in the value chain Our Scope 3 GHG emissions from upstream activities and downstream activities, directly contribute to climate change, which subsequently leads to damage biodiversity and ecosystems.	Actual negative impact	■□■	▶▶▶

		Value chain	Time horizon
E5 - Resources Use and Circular Economy			
Resources access Our business model demands the use of non-renewable materials in vehicle manufacturing, potentially causing environmental pressure.	Potential negative impact	■□□	▷▶▶
Increased costs, disruption or shortage of raw materials Our dependency on a significant large number of different raw materials may cause shortages and may force us to pay higher prices or reduce or suspend production of the impacted vehicles.	Risk	■■□	▷▶▶
Compliance with regulatory requirements Current and more stringent future or incremental environmental requirements have a significant effect on how we do business and may increase our cost of compliance, result in additional liabilities and negatively affect our operations and results.	Risk	■■□	▶▶▶

■□□ Upstream
□■□ Own Operations
□□■ Downstream

▶▷▷= Short term (1 year)
▷▶▷= Medium term (5 years)
▷▷▶= Long term (more than 5 years)

		Value chain	Time horizon
S1 - Own Workforce			
Secure employment The dynamic automotive industry in which we operate may require a change in the skills profile of our workforce and adaptation of production capacity, which may result in job losses.	Potential negative impact	□■□	▶▶▷
Non-discrimination Lack of equal treatment, discrimination and harassment may negatively impact our employees' human rights.	Potential negative impact	□■□	▶▶▷
Gender equality and equal pay for work of equal value Salary discrimination may harm our employees' human rights.	Potential negative impact	□■□	▶▶▷
Occupational health and safety We employ a number of people who are exposed to health and safety risks as a result of their employment. Working conditions can cause stress or discomfort, injuries or illnesses, which could negatively impact our workforce.	Potential negative impact	□■□	▶▶▶
Collective bargaining Deterioration of salary negotiations in countries where the Company operates and where labor laws are weak, which may negatively impact our collective bargaining efforts and have detrimental effects on our employees.	Potential negative impact	□■□	▶▶▶
Flexibility in working conditions Flexible work schedules and remote work options prevent stress, positively impacting our employees' work-life balance.	Actual positive impact	□■□	▶▶▷
Social dialogue Co-constructive, trustworthy and responsible social dialogue representatives can jointly address the major current and emerging challenges and make economic contributions and improve social performance toward a sustainable future.	Actual positive impact	□■□	▶▶▶
Adequate wages Adequate wages risk may arise as a consequence of potential labor disruptions, including work stoppages, if collective bargaining agreements cannot be reached amid market-driven and regulatory changes within the Company. Such disruptions could materially and adversely affect our operations and financial performance.	Risk	□■□	▶▶▷
Reputational and controversy risks We may be subject to work stoppages in the event that our labor unions and/or employee representatives are not able to sign collective bargaining agreements arising from market-let and regulatory transformation of the Company. Any such future work stoppages could have material adverse effect on our business and results.	Risk	□■□	▶▶▷
Employee engagement Boosting employee engagement through recognition programs and career development opportunities may reduce absenteeism and improve profitability.	Opportunity	□■□	▶▷▷
Right skills and roles for innovation Placing the right skills within critical roles within our Company enables us to drive innovation resulting in improved operational performance.	Opportunity	□■□	▶▶▶

■□□ Upstream
□■□ Own Operations
□□■ Downstream

▶▷▷= Short term (1 year)
▷▶▷= Medium term (5 years)
▷▷▶= Long term (more than 5 years)

		Value chain	Time horizon
S2 - Workers in the Value Chain			
Precarious working conditions Precarious working conditions and breach or violation of human rights due to employment of precarious workers (children, migrants, refugees) in the upstream value chain.	Potential negative impact	■□□	▶▶▶
Occupational health and safety Exposure of workers in the value chain to occupational injuries and illnesses (including psychosocial risks).	Potential negative impact	■□□	▶▶▶
Respect of human rights Violation of fundamental human rights related to working environment and status in the upstream value chain.	Potential negative impact	■□□	▶▶▶
Training and skills development Stellantis promotes sustainable production practices by supporting business partners with a positive impact on environment and social aspects.	Actual positive impact	■□□	▶▶▷

		Value chain	Time horizon
S3 - Affected Communities			
Particular Rights of Indigenous Communities Certain value chain activities can result in violations of the rights of local and indigenous communities particularly in high-risk sectors such as resource extraction and mining operations.	Potential negative impact	■■□	▶▶▶

		Value chain	Time horizon
S4 - Consumers and End-Users			
Responsible management of personal information Breach of personal information may negatively affect our customers.	Potential negative impact	□■■	▶▶▶
Vehicle safety Potential vehicle safety defects in our vehicles could cause injuries or potential fatalities to vehicle end-users and passengers, particularly vulnerable customers.	Potential negative impact	□■■	▶▶▶
Quality and vehicle safety costs Product recalls and warranty obligations may result in direct costs, or loss of vehicle sales with a material adverse effect on our business.	Risk	■■□	▶▶▶
Compliance and regulatory requirements Non-compliance with laws and regulations for privacy and vehicle safety could result in claims, lawsuits, and various contingencies, increasing costs or resulting in additional liabilities with a negative effect on our performance.	Risk	■■■	▶▶▶

		Value chain	Time horizon
G1 - Business Conduct			
Whistleblower protection Effective whistleblower protection fosters a safe environment where stakeholders feel empowered to report concerns without fear of retaliation. This promotes ethical behavior, strengthens employee trust, enhances the organization's credibility and ability to continuously improve, mitigates potential liabilities, and reinforces a strong ethical culture.	Potential positive impact	■■■	▷▶▷
Corporate culture By promoting ethical business conduct and fair competition, particularly in developing markets, the organization strengthens its reputation as a responsible market player, supports economic stability, and safeguards consumer interests.	Potential positive impact	□■□	▷▷▶
Corruption and bribery Political instability and degraded public services stemming from corruption and bribery, potentially disrupting business operations, reducing investor confidence, decreasing the ability of a state to protect and fulfil its human rights obligations.	Potential negative impact	■■■	▷▶▷
Engagement in lobbying activities Lobbying for fuel-based vehicles may harm society and the environment, hinder carbon reduction, and conflict with our electrification efforts.	Potential negative impact	□■■	▷▷▶
Responsible practices in the value chain Promoting responsible practices by implementing stringent procurement requirements, leading to enhanced ethical standards and supplier accountability may have a long-term positive impact throughout the value chain.	Actual positive impact	■■■	▶▶▶
Compliance with laws and regulations, including corruption and bribery A failure to comply with laws and regulations relating to corruption and bribery, or other regulatory non-compliance, may lead to significant penalties and enforcement actions, adversely affect our reputation and relationships with governments and financial counterparties, and could also have a long-term impact on our presence in one, or more, of the markets in which such compliance failures have occurred.	Risk	□■□	▶▶▶

■□□ Upstream
□■□ Own Operations
□□■ Downstream

▶▷▷= Short term (1 year)
▷▶▷= Medium term (5 years)
▷▷▶= Long term (more than 5 years)

The list of disclosure requirements complied with following the outcome of our DMA, information incorporated by reference, the list of phased-in disclosures requirements (i.e., anticipated financial effects) and the list of entity-specific metrics, is reported in *Appendix I - Disclosure Requirements in ESRS Covered by our Sustainability Statement* ↘. The list of data points derived from other EU legislation is reported in *Appendix II - Datapoints that Derive from Other EU Legislation* ↘.

Policies Adopted to Manage Material Sustainability Topics

ESRS 2 MDR-P

The following table provides an overview of the policies relating to our material sustainability topics. Further explanation of these policies is included in the topical sections of this document.

List of policies relating to material sustainability topics

Policy	Climate Change	Pollution	Water	Biodiversity and Ecosystems	Resource Use and Circular Economy	Own workforce	Workers in the Value Chain	Affected Communities	Consumers and end-users	Business Conduct
Code of Conduct[1]	●	●	●	●	●	●	●	●	●	●
Stakeholder Engagement[1]	●	●	●	●	●	●	●	●	●	●
GRPG[1]	●	●	●	●			●	●		●
Environmental and Energy Policy ("EEP")[1]	●	●	●	●	●					
Global Guidelines for Env. Compliance and Governance Processes[2]	●	●	●		●					
Risk Management[2]	●									
Business Continuity[2]	●									
Integrity Helpline - Whistleblowing[1]						●	●	●	●	●
Human Rights[1]						●	●	●	●	●
Wellbeing Health and Safety ("WHS")[2]		●				●				
Diversity and Inclusion[2]						●				
Free, Prior and Informed Consent[2]								●		
Data Protection and relevant procedures[2]									●	
Product Safety[2]									●	
Quality[2]									●	
Anti-Corruption[1]										●
Conflicts of Interest[2]										●
Fraud Prevention[2]										●
Third-Party Due Diligence[2]										●
Global Supplier Payment Term[2]										●
Payments and Bank Accounts Management[2]										●
Group Public Affairs Charter Procedure[1]										●

[1] Available to all stakeholders at **Stellantis official website** ↗
[2] Available to all Stellantis employees only

2025 Expanded Sustainability Statement

ENVIRONMENTAL SUSTAINABILITY

02

EU Taxonomy

EU Taxonomy Regulation

In 2020, the European Commission published Regulation (EU) 2020/852 (the "EU Taxonomy Regulation"), a classification system for all European-based companies to determine whether an activity can be considered environmentally sustainable. On July 4, 2025, the European Commission published the Delegated Regulation (EU) 2026/73 taken into consideration in the following EU Taxonomy assessment and which amends Delegated Regulations (EU) 2021/2178, 2021/2139 and (EU) 2023/2486.

The EU Taxonomy Regulation aims to promote the allocation of capital towards sustainable activities and projects, and thereby, support the transition to a low-carbon economy and meet the EU's climate and energy targets.

An economic activity is considered eligible if it is listed in the EU Taxonomy Regulation and can potentially contribute to realizing at least one of six environmental objectives: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, protection and restoration of biodiversity and ecosystems.

The EU Taxonomy Regulation identifies Taxonomy-eligible activities, which are considered Taxonomy-aligned when they meet certain technical screening criteria set in the regulation, do not cause significant harm to any of the environmental objectives, and meet the minimum safeguard requirements.

In accordance with the EU Taxonomy Regulation, and with reference to the climate objective of climate change mitigation, the Taxonomy-eligible activity for Stellantis is the activity 3.3 "Manufacture of low carbon technologies for transport" (defined as "manufacturing, repair, maintenance, retrofitting, repurposing and upgrade of low carbon transport vehicles", as set out in Commission Delegated Regulation (EU) 2021/2139, the Climate Act). Based on European Commission notice 2023/C 385/01, all vehicle manufacturing activities qualify as eligible under this category.

In order to be considered Taxonomy-aligned, the technical screening criteria for activity 3.3 require that light duty vehicles and passenger cars emissions are lower than 50g CO_2/km (or zero starting from January 1, 2026). For heavy-duty vehicles not exceeding 7.5 tons, the technical screening criteria requires that emissions are zero. Regulatory requirements for assessing emissions vary across jurisdictions, and one global standard does not exist. As such, judgment is required to assess whether a vehicle is Taxonomy-aligned based on the emission measurements used in the respective jurisdictions in which the vehicles are homologated. Where these criteria are met, the activity is considered an "enabling activity" in accordance with Article 10, point (i), of the EU Taxonomy Regulation.

Activity 3.3 covers 96 percent of Stellantis' revenues. The remaining 4 percent relates to non-eligible and non-material activities. The Delegated Act 2026/73 allows activities generating less than 10 percent of total revenue to be considered as non-material and, therefore, be excluded from eligibility and alignment assessment.

Stellantis has no material Taxonomy-eligible economic activities under the environmental objectives of climate change adaptation, sustainable use and protection of water and marine resources, pollution prevention and control, and protection or restoration of biodiversity and ecosystems.

Do No Significant Harm ("DNSH")

The applicable DNSH criteria, set out in the EU Taxonomy Regulation, were assessed for economic activity 3.3 (Manufacture of low carbon technologies for transport), primarily at the level of the production sites where vehicles meeting the screening criteria are manufactured.

The terminology used in the EU Taxonomy Regulation is subject to some uncertainty in interpretation as its requirements are more stringent than certain legislations applied in regular business operation, particularly in Europe. The DNSH criteria are fulfilled based on the assessment outlined below.

- **Climate change adaptation:** the EU Taxonomy requires a climate risk analysis to be conducted for Taxonomy-relevant production sites associated with aligned activities, to identify potential physical climate-related risk following the method set out in Appendix A (Annex I). Based on these analyses, Stellantis has initiated the implementation of mitigation

measures for industrial risk prevention, integrating loss prevention and business resumption strategies.

- **Preservation and protection of environmental, water and marine resources:** compliance with the criteria is ensured through established environmental management systems in accordance with the ISO 14001 international standard. This approach enables the identification of the material environmental aspects of each site and the reduction of environmental impacts by implementing water-reduction measures. In addition, Stellantis procedures and water-related standards for water drive continuous improvement in water performance.
- **Transition to a circular economy:** the Company is aligned to EU Taxonomy requirements by embedding circular economy principles into Stellantis' business and consumption model, aiming to extend product lifespans, reduce the use of natural resources and minimize waste. These principles cover the entire vehicle lifecycle, from production to end-of-life, and include (i) the use of secondary raw materials, (ii) the offer of remanufactured, repaired, reused parts and recycled aftersales products, and (iii) the recycling of parts and vehicles. Stellantis applies eco-design to foster innovation, reduce material consumption and environmental impact, and increase the use of green materials in the production of new vehicles. These activities are driven both by environmental regulations and by commitment to increased recyclability, supporting more efficient resource management and responsible end-of-life treatment for materials.
- **Protection and restoration of biodiversity and ecosystems:** Stellantis has implemented dedicated measures to further minimize impacts in this area. At our manufacturing sites we design specific projects to promote biodiversity, collaborating with external specialists to preserve local biodiversity. Our biodiversity protection activities focused on conducting biodiversity inventories, raising awareness among employees, and taking part in initiatives led by other stakeholders, such as communities surrounding our manufacturing facilities, to help preserve natural habitats near our operations.
- **Pollution prevention and control:** the criteria set out in Appendix C of Annex I of the Climate Act are met, as Stellantis has implemented monitoring processes to comply with all regulated substances. These processes rely on International Material Data System ("IMDS") data collected across the supply chain to support manufacturing activities. While all substances currently in use comply with applicable regulations and are used in controlled conditions, Stellantis has voluntarily approved and commenced implementing an internal program (the "Program") to meet the additional requirements of subsection (f) of Appendix C. The Program focuses on screening, and potentially substituting over time, SVHC present in the production process or in the vehicle composition in a concentration above 0.1 percent weight by weight (w/w). To assess possible substitution of SVHC, alternative substances need to meet the characteristic outlined in the Commission FAQ document published on November 29, 2024, which requires the alternative substances to be safer, available, technically and economically feasible compared with the substances currently in use. The activities under this Program are carried out in accordance with industry standards. However, as certain Taxonomy criteria are not fully defined in every aspect, they may be subject to further legislative efforts or interpretation by the European Commission. The Company continues to monitor these developments closely and assess whether full alignment remains achievable, based on the current approved Program and in light of any potential near-term technological improvements. Nevertheless, given the Company's firm commitment to achieve Taxonomy alignment, we consider that this Program complies with the requirements, based on our interpretation of the legislative text.

Minimum Safeguards

Stellantis operates as a responsible business and meets the minimum safeguards criteria as defined in the EU Taxonomy Regulation. These criteria were assessed with respect to events occurred in 2025 for the economic activity 3.3 (Manufacture of low carbon technologies for transport). The assessment determined that the Minimum Safeguard criteria are fulfilled, based on the evaluation outlined below.

The Company's Code of Conduct endorses various declarations including the UN Declaration on Human Rights and the ILO declaration on fundamental principles and rights at work. The Company has an established Human Rights Committee with multidisciplinary membership, including representatives of Senior Management, which cascades human rights objectives through a dedicated champions

network (refer to *Own Workforce* ↘ section in this document for further information). The Company has not refused to engage with any OECD National Contact Point and has not been requested to respond to any allegation by the Business and Human Rights Resource Centre in 2025. For more examples on how these policies are translated into practice, refer to the section *Own Workforce* ↘ - *Actions and Resources to Prevent and Mitigate Human Rights Risks* ↘ in this document.

As reported in the section *Business Conduct* ↘ - *Prevention and Detection of Corruption and Bribery* ↘ in this document, the Company has an Anti-Corruption Policy and operates a due-diligence program designed to detect potential corruption risk.

Stellantis' Tax Policy is based on the principle that all material tax positions taken by the Company and its subsidiaries must fully comply with applicable laws and regulations and be consistent with the principles guiding the Company's relationships with its key stakeholders and its overall business conduct.

Stellantis prohibits anti-competitive behavior in its Code of Conduct, as described in *Corporate Governance - Code of Conduct* section, included in the *2025 Annual Report* ↗. An Antitrust Policy has been issued for all the employees. The Audit and Compliance Department includes regulatory compliance and the ethics and compliance program within the scope of its annual audit plan. In evaluating compliance with the minimum safeguards, we considered any identified instances of non-compliance with applicable regulations and implemented remediation actions where appropriate. Based on this assessment, no indications were identified that the minimum safeguards were not met.

Taxonomy KPIs

In accordance with the EU Taxonomy Regulation, the Company has assessed the financial KPIs related to its Taxonomy-eligible activity 3.3 "Manufacture of low carbon technologies for transport".

The EU Taxonomy Regulation requires companies to assess the proportion of Taxonomy-eligible and Taxonomy-aligned KPIs relative to Turnover, CapEx and OpEx for the year ended December 31, 2025, in relation to the climate objectives of climate change mitigation and the relevant technical screening criteria described above. These KPIs must be consistent with the company's applicable financial reporting standards.

For Stellantis, Turnover corresponds to the total Net revenues as reported in the Company's Consolidated Income Statement included in the 2025 Annual Report. Stellantis' Turnover from Taxonomy-eligible activities was 96 percent in 2025 (97 percent in 2024). This ratio is calculated by dividing the Net revenues generated by shipments of vehicles and related spare parts and services divided by the total Net revenues as reported in the Company's Consolidated Income Statement included in the Annual Report. Stellantis considers 7 percent of its 2025 Turnover to be Taxonomy-aligned, as the activities generating this portion of revenues meet the performance criteria outlined above. This is in line with the 7 percent reported for 2024.

For Stellantis, CapEx consist of (i) additions to intangible assets as reported in Note 10. to the Consolidated Financial Statements, (ii) additions to Property, plant and equipment as reported in Note 11. to the Consolidated Financial Statements, less: (iii) additions to Assets subject to operating leases, (iv) capitalized borrowing costs, and (v) additions to tangible and intangible assets resulting from business combinations, as reported in the Note 10., Note 11. and Note 2. to the Consolidated Financial Statement. For activity 3.3 Taxonomy-aligned CapEx includes investments in zero emission vehicles, platforms and propulsion systems, including BEV, as well as investments on PHEV where vehicle emissions are expected to be below 50g CO_2/km. In some cases, investments are made in vehicles and platforms with multiple propulsion systems, including zero-emission, internal combustion and hybrid applications. For these investments, only a portion considered Taxonomy-aligned, based on volumes of zero-emission vehicles and PHEVs with emission below 50g CO_2/km. The data related to these specific projects are internally available only for CapEx paid in the year. Therefore, the absolute amount of Taxonomy-aligned CapEx is calculated assuming the same proportion of aligned CapEx paid in the year to total Stellantis CapEx paid, applied to Stellantis CapEx as defined above. Stellantis' CapEx from Taxonomy-eligible activities was 99 percent in 2025 (90 percent for 2024). The KPI for Taxonomy-aligned CapEx was 28 percent in 2025, compared to 36 percent in 2024, with the decline mainly reflecting the completion of several EV-related programs that were not repeated this year. The Taxonomy-aligned CapEx KPI only considers CapEx investments for 2025 as defined above and therefore does not fully reflect current and future spending on electrification.

Taking into account the guidance from EU Taxonomy Delegated Act Annexes, OpEx corresponds to research and development expenditures expensed excluding amortization of capitalized development expenditures (as reported in *Note 5. Research and development costs* within the Consolidated Financial Statements, included in the *2025 Annual Report* ↗) and expenses related to short-term leases (as reported in *Note 8. Other information by nature*). The OpEx KPI and absolute amount are calculated by applying the same proportion of the capitalized development expenditures included in Taxonomy-aligned CapEx to Stellantis OpEx, as defined above. Stellantis OpEx are 96 percent Taxonomy eligible (91 percent for 2024), and 29 percent Taxonomy-aligned in 2025, compared to 44 percent in 2024, with the decline primarily driven by the completion of several EV-related programs that were not repeated this year.

For Turnover, CapEx and OpEx allocations, we have identified the relevant measures and the primary related economic activity in the Climate Delegated Act, and ensured that no Turnover, CapEx or OpEx amounts were double counted.

The definitions currently available in the EU Taxonomy Regulation and Climate Act are broadly formulated, requiring companies to interpret how to apply these regulations to their business activities when assessing Taxonomy eligibility and alignment. In this context, we have applied judgments, interpretations and assumptions based on currently available information. The language used in the EU Taxonomy Regulation and Climate Act, including the existing definitions, may be clarified and/or amended through future regulations or guidance which may impact our future reporting.

Taxonomy summary KPIs

2025 Taxonomy KPIs	Group Total	Eligible KPI in %	Taxonomy Aligned KPI in €M	Taxonomy Aligned KPI in %	Environmental objective for Taxonomy Aligned activities[1]						% of Enabling Activity	% Transitional Activity	% of Activities considered as Not Material	Aligned Activities in 2024 in € M	Aligned Activities in 2024 in %
					CCM	CCA	WTR	CE	PPC	BIO					
KPI															
Revenues	153,508	96%	10,090	7%	7%	n.a.	n.a.	n.a.	n.a.	n.a.	100%	0%	4%	11,379	7%
CapEx	8,555	99%	2,395	28%	28%	n.a.	n.a.	n.a.	n.a.	n.a.	100%	0%	1%	4,341	36%
OpEx	2,955	96%	857	29%	29%	n.a.	n.a.	n.a.	n.a.	n.a.	100%	0%	0%	1,400	44%

[1] Climate Change Mitigation (“CCM”)

Climate Change Adaptation (“CCA”)

Water and Marine Resources (“WTR”)

Circular Economy (“CE”)

Pollution Prevention and Control (“PPC”)

Biodiversity and Ecosystems (“BIO”)

Not Eligible (“N/EL”)

Eligible/Aligned Revenues/CapEx/OpEx by criteria

Not applicable (n.a.)

Taxonomy eligible and aligned revenues for Stellantis

2025 Revenues	Code	Eligible KPI in %	Taxonomy aligned KPI in €M	Taxonomy aligned KPI in %	Environmental objective for Taxonomy aligned activities[1]						Enabling activity (E)	Transitional activity (T)	Taxonomy aligned portion in % of eligible activities
					CCM	CCA	WTR	CE	PPC	BIO			
Activity													
Vehicle manufacturing (manufacture of low carbon technologies for transport)	3.3	96%	10,090	7%	7%	n.a.	n.a.	n.a.	n.a.	n.a.	E		7%
Sum of alignment per objective					7%	n.a.	n.a.	n.a.	n.a.	n.a.			
Total aligned KPI		**96%**	**10,090**	**7%**	7%	n.a.	n.a.	n.a.	n.a.	n.a.			7%

Taxonomy eligible and aligned CapEx for Stellantis

2025 CapEx	Code	Eligible KPI in %	Taxonomy aligned KPI in €M	Taxonomy aligned KPI in %	Environmental objective for Taxonomy aligned activities[1]						Enabling activity (E)	Transitional activity (T)	Taxonomy aligned portion in % of eligible activities
					CCM	CCA	WTR	CE	PPC	BIO			
Activity													
Vehicle manufacturing (manufacture of low carbon technologies for transport)	3.3	99%	2,395	28%	28%	n.a.	n.a.	n.a.	n.a.	n.a.	E		28%
Sum of alignment per objective					**28%**	n.a.	n.a.	n.a.	n.a.	n.a.			
Total aligned KPI			**2,395**	**28%**	**28%**	n.a.	n.a.	n.a.	n.a.	n.a.			**28%**

Taxonomy eligible and aligned OpEx for Stellantis

2025 OpEx	Code	Eligible KPI in %	Taxonomy aligned KPI in €M	Taxonomy aligned KPI in %	Environmental objective for Taxonomy aligned activities[1]						Enabling activity (E)	Transitional activity (T)	Taxonomy aligned portion in % of eligible activities
					CCM	CCA	WTR	CE	PPC	BIO			
Activity													
Vehicle manufacturing (manufacture of low carbon technologies for transport)	3.3	96%	857	29%	29%	n.a.	n.a.	n.a.	n.a.	n.a.	E		30%
Sum of alignment per objective					29%	n.a.	n.a.	n.a.	n.a.	n.a.			
Total aligned KPI		**96%**	**857**	**29%**	29%	n.a.	n.a.	n.a.	n.a.	n.a.			30%

[1] Climate Change Mitigation (“CCM”)
Climate Change Adaptation (“CCA”)
Water and Marine Resources (“WTR”)
Circular Economy (“CE”)
Pollution Prevention and Control (“PPC”)
Biodiversity and Ecosystems (“BIO”)
Not Eligible (“N/EL”)
Eligible/Aligned Revenues/CapEx/OpEx by criteria
Not applicable (n.a.)

Climate Change

E1

Stellantis is committed to reducing its climate change impacts and to achieving carbon neutrality.

Governance

For disclosure requirements related to ESRS 2 GOV-3 - *Integration of sustainability-related performance in incentive schemes*, refer to *Remuneration Report* included in the *2025 Annual Report* ↗.

Transition Plan for Climate Change Mitigation

E1-1

As explained in *Updates to Current Strategic Plan* in the *2025 Annual Report* ↗ and in *Updated Sustainability Trajectory* ↘, Stellantis is currently reassessing its strategic plan, with a comprehensive update on its long-term vision set to be unveiled during the Investor Day on May 21, 2026. As part of this ongoing process, the Company is refining the strategic foundations that are expected to guide its operational and sustainability priorities in the years ahead, with the following elements to be confirmed upon release of the revised strategic plan.

Stellantis adapts its business model and new technology launches to meet its climate-related objectives while working to satisfy consumer expectations. The Stellantis roadmap relies on three main decarbonization levers: low-carbon product portfolio, sustainable supply chain and efficiency of own operations. Accomplishing these objectives is dependent on the progress made in the environment in which we operate (for example, the pace of electrification adoption, which can be impacted by public policies, the rollout of charging infrastructure and access to decarbonized electricity).

As part of its climate transition plan, the Company intends to increase the share of activities meeting the EU Taxonomy technical screening criteria under Commission Delegated Regulation (EU) 2021/2139.

The Carbon Net Zero Targets also apply to Stellantis' locked-in emissions, which are mainly generated by ICE vehicles sold. These vehicles have an expected life of 15 years and varying expected mileage depending on geography and vehicle category. Stellantis accounts for the 15 years of vehicle locked-in emissions in the year the vehicles are sold (GHG protocol Scope 3, Category 11). For details and the progress towards reaching the targets, refer to *Targets Related to Climate Change Mitigation and Adaptation* ↘.

Stellantis does not invest significant CapEx in coal, oil and gas-related economic activities and is not excluded from the EU Paris-aligned benchmarks in accordance with the exclusion criteria stated in Articles 12.1 (d) to (g) and 12.2 of Commission Delegated Regulation (EU) 2020/1818 (the "Climate Benchmark Standards Regulation").

For further information on integrating the transition plan into our business strategy, including details on the Board of Directors and the ESG Committee, refer to *Corporate Governance* included in *2025 Annual Report* ↗. For further information on amounts of CapEx and OpEx required to implement the actions taken or planned refer to *Actions and Resources in Relation to Climate Change Policies* ↘ included in this document.

Climate Change Material Impacts, Risks and Opportunities

ESRS 2 SBM-3, ESRS 2 IRO-1

The Stellantis process for identifying and assessing climate-related IROs focuses on GHG emissions through a corporate carbon footprint evaluation as described in *Double Materiality Assessment* ↘. This evaluation encompasses emissions from our value chain, including resource extraction, as well as those from our own operations and products sold, contributing significantly to climate change and our locked-in emissions. As a result, the Company's current GHG emissions profile directly influences its exposure to transition risks, such as market competition in electrified vehicles, increasing production costs and regulatory penalties. At the same time, physical risks, like extreme weather events affecting plants and supply chain, are also driven by climate change, to which Stellantis contributes through its GHG emissions.

The material IROs resulting from our DMA are summarized in the table below.

Climate change - material IROs

Material Impacts, Risks and Opportunities		Value Chain
GHG emissions	Actual negative impact	■■■
Natural disasters and climatic events	Physical risk	□■□
Natural disasters and climatic events in the supply chain	Physical risk	■■□
Transition to electrification	Transition risk	■■■

■□□ Upstream, □■□ Own Operations, □□■ Downstream

Refer to *General Information - Material Impacts, Risks and Opportunities* ↘ in this document for additional information.

Stellantis adopts a comprehensive approach to assessing and managing climate-related transition and physical risks, ensuring both alignment with regulatory frameworks and long-term resilience of its strategy and business model. Our resilience analysis is structured around two core components:

- Assessment and management of transition risks, which includes regulatory risks, litigation risk, technology risks, and market risks; and
- Evaluation of physical risks, encompassing both acute and chronic climate-related hazards, such as extreme weather events and temperature shifts, which may affect our manufacturing plants, logistics network and supply chain operations.

This analysis supports strategic decision making and strengthens Stellantis' ability to remain competitive and climate-resilient across a range of plausible future scenarios.

Transition Risks

ESRS 2 IRO-1

As part of the resilience analysis of transition risks, climate scenarios are identified into the sub-risk mapping process, and an EML is calculated to estimate the potential financial impact should these risks materialize. This evaluation also supports the definition of the Company's risk appetite. For further details, refer to *Risk Management* section included in the *2025 Annual Report* ↗.

Planning, marketing intelligence and product division teams create scenarios based on regulatory changes, market trends, customer expectations and local energy sources. These scenarios incorporate a range of climate pathways, including Bloomberg NEF's Economic Transitions Scenario and the International Energy Agency's Net Zero Emissions 1.5°C Paris-Agreement aligned scenario. They are regularly updated to maintain relevance and support the identification of transition risks and opportunities across short-, medium-, and long-term time horizons. This process helps align our product and technology offerings, with the goal of reducing the climate impact of road transport. Through scenario analysis, we assess how transition events may affect our assets (factories, supply chains, and products) and business activities (operations, strategies, potential cost of compliance). Evaluations are based on likelihood, magnitude and duration of potential impacts, enabling us to mitigate significant risks, seize emerging opportunities, and inform decision-making. For more information on how these regulatory and climate scenarios impact the preparation of our consolidated financial statements, refer to *Note 2. Basis of preparation - Climate change* within the *Consolidated Financial Statements* included in the *2025 Annual Report* ↗.

Regulatory developments and market shifts are expected to continue over the next decade, with a high likelihood of significantly impacting operations, potentially resulting in increased costs and supply chain disruptions. The effects are anticipated to be long term in nature, requiring continuous adaptations as climate policies and customers' expectations evolve.

In this context, Stellantis has identified specific assets and business activities that require substantial additional efforts to align with the transition to a climate neutral economy.

Real estate 	Stellantis manages its real estate assets with the goal of reducing their carbon footprint and improving their resilience to physical risks.
Vehicle GHG emissions 	Stellantis is focused on reducing the Well-to-Wheel CO_2-eq emissions of its vehicles, including through its electrification roadmap, BEV efficiency improvement, and improvements in the fuel consumption and vehicle emissions of ICE vehicles *(Scope 3 Category 11 - Use of sold products).*
Batteries 	Although producing BEVs generates higher upstream emissions than ICE vehicles—mainly due to battery manufacturing—these are more than compensated by lower Well-to-Wheel CO_2 emissions during the vehicle's use phase. To further reduce BEV lifecycle emissions, Stellantis is working to lower the environmental impact of battery production by incorporating sustainable materials, increasing recyclability, and boosting the use of recycled content (refer to *Actions and Resources in Relation to Climate Change Policies* ↘ for additional information)

Physical Risks

ESRS 2 IRO-1

The assessment of physical climate-related risks includes both acute hazards—such as floods or wildfires—and chronic risks, such as rising temperatures. In 2025, Stellantis completed a physical risk assessment with the support of AXA Climate. This assessment evaluated climate-related risks for a base year (2021), and projected impacts for 2030 and 2050, using two different shared socio-economic pathways ("SSPs") and representative concentration pathways ("RCPs") reference scenarios from the Intergovernmental Panel on Climate Change ("IPCC"): SSP2 - RCP 4.5 ("middle of the road" scenario), and SSP5 - RCP 8.5 ("fossil-fueled development" scenario).

These scenarios cover a spectrum of climate outcomes—from moderate to severe—allowing Stellantis to assess different adaptation and mitigation requirements across various time horizons. This methodology integrates geospatial data to assess exposure across both Stellantis' industrial sites and strategic supplier locations. By applying probability-based methods and collaborating with experts in this field, Stellantis aims to reduce uncertainties in its resilience analysis.

In 2025, the physical risk assessment covered 100 percent of Stellantis industrial sites and more than 500 strategic supplier sites (up from 20 in 2024).

Physical risk in our own operations is categorized as low, medium, high, and very high, and each assessed site is assigned an EML value, which includes estimates for property damage and business impact. As of December 31, 2025, 32 percent of assessed sites were above the EML internal risk appetite threshold. The most impactful hazards identified were wind, floods and wildfires.

Based on these analyses, Stellantis plans to review its industrial risk mitigation strategies. These include:

- Implementing loss prevention measures and business resumption strategies to foster a risk prevention culture;
- Limiting and controlling high-risk situations through targeted mitigation plans;
- Managing emergency and crisis response via business continuity plans; and
- Prioritizing investments to adapt existing assets.

Where potential disruptions are identified, the Company also plans to collaborate with strategic suppliers to co-develop mitigation plans.

Policies Related to Climate Change

ESRS 2 MDR-P, E1-2

Stellantis is committed to complying with applicable vehicle GHG regulations (refer to Stellantis' *Code of Conduct* ↗), evidenced by its expanding LEV lineup. This commitment is further reinforced by the Carbon Net Zero Targets (refer to

Updated Sustainability Trajectory ↘ in this document for additional information).

Policies Addressing Sustainability Matters of Climate Change Mitigation, Adaptation, Energy Efficiency and Renewable Energy Deployment

Stellantis Top Management is accountable for the implementation of the Stellantis Environmental and Energy Policy ("EEP"), which is available to all stakeholders, and prescribes how the Company protects the environment, provides guidance for its operations and employees and includes commitments required by ISO standards for environmental and energy management systems. Stellantis is also focused on implementing initiatives that reduce energy consumption, GHG emissions and other pollutants. Such initiatives include using alternative and renewable energy sources and designing manufacturing processes for improvements in energy performance.

In addition, Stellantis' Global Responsible Purchasing Guidelines require significant suppliers to contribute to Stellantis' carbon footprint reduction (refer to *Global Responsible Purchasing Guidelines* ↘ in this document for additional information).

Policies Addressing Sustainability Matters of Climate Change Adaptation

Stellantis has two policies addressing climate change adaptation: the Business Continuity Policy and the Risk Management Policy. Both policies are integral parts of Stellantis Risk Management and Insurance processes, and have been approved and implemented by relevant Heads of Function. The Business Continuity Policy applies to all Stellantis employees. Its purpose is to follow a global business continuity process to:

- Proactively identify risks to business operations and implement processes to eliminate or mitigate the negative impacts of these identified risks;
- Provide a rapid response and recovery in the event of business interruptions to minimize the negative effects on our ability to conduct business; and
- Maximize protection of employees, assets, and the environment by implementing prudent preventive measures and response processes.

The Risk Management Policy's objective is to provide a consistent level of loss prevention and insurance protection for all Stellantis companies. This policy establishes a governance for risk management process and covers principles of loss prevention and insurance. Stellantis manages its risks of loss to physical assets, human capital, and its exposures to third-party liabilities, aiming to minimize the cost of such risks. These risks include external threats such as natural events and hazardous or malicious acts, which can result in damage to assets and interruption to business operations.

Actions and Resources in Relation to Climate Change Policies

ESRS 2 MDR-A, E1-1, E1-3

Stellantis has initiated several key actions to prevent, mitigate, and remediate the impacts of climate change, while managing climate-related risks and opportunities (refer to *Climate Change Material Impacts, Risks and Opportunities* ↘ included in this document for additional information). These efforts support the achievement of the Company's policy objectives and its GHG emissions reduction targets. The key climate change mitigation actions are related to our defined decarbonization levers: (i) low-carbon product portfolio; (ii) sustainable supply chain; and (iii) efficiency of own operations.

Low-Carbon Product Portfolio

The low-carbon product portfolio is the most impactful decarbonization lever in working towards the Carbon Net Zero Targets. Key actions described below include BEV, PHEV and REEV deployment; MHEV and HEV deployment; vehicle efficiency; and compatibility with alternative fuels.

In some countries, we are additionally actively converting our company car fleet to low- and zero-emission vehicles, such as BEVs in France, to support the decarbonization of our own fleet.

BEV, PHEV and REEV Deployment

Stellantis is developing BEVs, PHEVs and REEVs. In 2025, Stellantis commenced retail sales of 9 BEVs (10 BEVs in 2024).

2025 new BEVs sold

Citroën ë-C3 Aircross

Citroën ë-C5 Aircross

Dodge Charger 4-door

DS N°4

DS N°8

Fiat Grande Panda

Jeep Compass

Opel Frontera

Peugeot e-408

- **Multi-energy platforms** - Stellantis' LEV products worldwide are based on global platforms with multi-energy flexibility for passenger cars and light-duty trucks. These platforms allow Stellantis to adapt to the pace of electrification, customer demand, and regulatory evolutions and enable high modularity with parts and technological commonality. Relying on platforms using common modules such as powertrains or electronic components helps the Company to realize volume-scale effect intended to improve cost competitiveness (refer to *Strategic plan undergoing reassessment* included in the *2025 Annual Report* ↗ for more information on our 2025 business reset);
- **Charging** - As mainstream EV adoption increases globally, charging has become a crucial part of the user experience, and our customers need us to be more than just a mobility provider. With this in mind, in July 2023 Stellantis launched Free2move Charge to address the needs of European customers. The network is extensive and continues to expand, covering 26 European countries with over one million charging points, including more than 200,000 fast-charging stations. To facilitate home charging, eProWallbox charging stations offer solar-powered charging with two modes, either combining solar and grid electricity, or prioritizing solar electricity. This aims to lower both utility bills and the environmental impacts from residential EV charging. For its corporate fleet in France, Stellantis relies on Free2move Charge Business to implement workplace and home charging. In the U.S., since July 2023, Stellantis has worked with eight leading automakers to develop IONNA, a nationwide public EV charging network. As of December 2025, the network features 85 fast-charging locations, with plans for significant expansion to support seamless long-distance electric travel across the country.

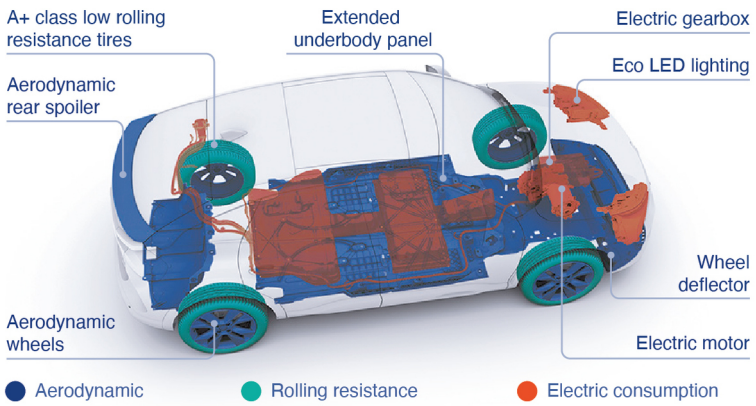
MHEV and HEV Deployment

Hybrid and mild-hybrid technologies recover energy generated during deceleration and reuse it, thereby reducing fuel consumption and CO_2 emission by up to 15 percent compared to a pure ICE vehicle. MHEV technologies are already available on many Stellantis brands, for certain models, and are being expanded to further models. In Q4 2025, Stellantis introduced a new 1.6-liter turbocharged 4-cylinder HEV propulsion system on the 2026 model year Jeep Cherokee. In the coming years, Stellantis plans to expand its HEV lineup across North America, Europe, and South America.

Vehicle Efficiency

Stellantis focuses on reducing energy consumption by optimizing weight, aerodynamics, rolling resistance, architecture, materials, and power management.

CO_2 technologies for efficient electric vehicles



- **Weight Reduction:** where feasible and cost-effective, lightweight materials such as aluminum, composites, and thermoplastics replace steel to reduce vehicle mass. For example, the current DS n°8 uses aluminum doors and hood, a composite tailgate, and platform architecture optimizations to achieve significant weight savings.
- **Aerodynamics, Rolling Resistance & Power Consumption:** Efficiency improvements come from advanced platform design and technical features, including:
  - Active air flaps and underbody deflectors for better airflow.
  - Integrated aerodynamic and lighting solutions. Examples from the current DS n°8 include:
    - A rear diffuser, spoiler, and taillights that reduce drag by balancing wake flow.
    - An optimized front bumper for minimal drag without compromising design.
    - Headlight design that channels airflow around front wheels.
    - High-performance Class A tires paired with efficient rims.
- **Energy Management Strategies:**
  - New control strategies enhance efficiency:
    - Torque limitation and converter lock-up to minimize losses.
    - For HEV & PHEVs, predictive algorithms (e.g., Intersystem strategy) manage torque flow between the internal combustion engine and electric motor via the Vehicle Control Unit, selecting the most efficient mode based on driving conditions.

Compatibility with Alternative Fuels

Alternative renewable fuels are another key component of Stellantis' strategy to achieve significant reductions in fleet GHG emission based on a full life cycle analysis. In close collaboration with leading renewable fuel producers, Stellantis works to confirm that alternative fuels meet the required quality necessary for engine and vehicle performance including emission control and durability. Ethanol is an alternative renewable fuel from biological origin used in flex-fuel vehicles ("FFV") in South America. Stellantis develops and produces FFV, which runs on gasoline/ethanol blends in variable proportions.

> *In 2025, more than 685 thousand Stellantis FFV were registered in South America, representing around 69 percent of vehicles sold by Stellantis in that region.*

Stellantis also evaluates the potential increase in the use of bio component content, including ethanol and drop-in fuel solutions such as hydrotreated vegetable oil ("HVO") in order to have vehicles that are compatible with future standards in various regions. All new diesel vehicles sold by Stellantis in Europe can run on HVO complying with the European Standard EN 15940.

Additionally, e-fuels are synthetic fuels produced from the combination of carbon dioxide and hydrogen from water electrolysis. In September 2023, Stellantis published the results

of e-fuel compatibility tests with Saudi Aramco, which confirmed that 24 Stellantis engine families in European vehicles produced since 2014 (Euro 6), representing in that moment 28 million Stellantis vehicles, are compatible with expected e-fuel formulations without any powertrain modifications. The use of low-carbon e-fuel has the potential to reduce carbon dioxide emissions from existing internal combustion vehicles by at least 70 percent on a lifecycle basis, compared to conventional fuels.

Sustainable Supply Chain

Improving the environmental performance of the supply chain is another decarbonization lever to achieve the Carbon Net Zero Targets.

Supplier Sustainability

Suppliers are also part of Stellantis' approach reducing CO_2 emissions, focusing on emissions generated from the production of goods and services purchased by Stellantis. The Company has developed research and innovation recommendations for suppliers within the GRPG to encourage the development of products with a lower environmental impact. Our strategy to reduce GHG emissions in the entire supply chain consists of:

- Selecting suppliers who formally commit to our GRPG, which require the implementation of an environmental management system certified by international standards such as the ISO 14001 certification;
- When applicable, for new sourcing decisions, prioritize suppliers that incorporate bio-sourced or recycled materials in the products developed for Stellantis (refer to ***Resource Use and Circular Economy*** ↘ in this document for additional information);
- Including GHG emissions performance as a criterion in the business award process for the highest carbon footprint components across most new vehicle projects. A list of prioritized components and materials representing the majority of the carbon footprint of a vehicle's supply chain emissions are specifically tracked and followed by Engineering and Purchasing teams to optimize the carbon footprint performance of our supply chain;
- Requesting Stellantis suppliers with major APV to share their carbon net zero roadmap, to work on an emission reduction plan compliant with the Paris Agreement, and to participate in the Carbon Disclosure Project ("CDP") reporting.

Reducing CO_2 emissions from steel is a key lever in reducing upstream Scope 3 GHG emissions. Steel, identified as a major contributor to these upstream emissions, is among the prioritized components and materials specifically tracked for carbon footprint performance.

In 2025, the share of APV from key suppliers[1] with CO_2 reduction targets compliant with the Paris Agreement was above 90 percent and the participation rate of the CDP campaign reached 82 percent of the 355 invited suppliers.

By 2030, Stellantis aims to reduce the carbon footprint of vehicle parts by 20 percent on average compared to 2021, in emission factor in $kgCO_2$-eq/kg (or in $kgCO_2e$/kWh for batteries).

To support the implementation of our supply chain decarbonization strategy, Stellantis additionally organized regular webinars to train the supply base concerned by prioritized products on our decarbonization initiatives and expectations. In 2025, we delivered 10 carbon footprint webinars, with more than 1,900 participants representing 350 different suppliers.

Batteries and Electric Drive Modules

Minimizing the environmental impact of battery production is a core focus of our decarbonization efforts. By advancing battery technology, sourcing sustainable raw materials, leveraging gigafactory partnerships, and promoting battery recycling, we aim to maximize the long-term energy savings and emission reductions offered by EVs.

[1] Key suppliers are those which contribute with strategic products for our strategic plan, as well as the major suppliers determined by APV

- Battery technology innovation: Beginning in 2024, Stellantis bases its electrification strategy on two battery technologies to offer a wider range of vehicles and adapt to consumer needs and affordability constraints. These technologies are expected to enable energy density gains and therefore reduce the environmental footprint of the batteries. This dual chemistry strategy relies on:
  - A nickel-free and cobalt-free battery, including LFP chemistry, designed to enable an energy density between 400 and 500 Wh/L at cell level; and
  - A nickel-based battery featuring a higher energy density, between 600 and 700 Wh/L at cell level.

Stellantis is exploring further battery technologies to meet the diverse needs of its broad customer base in terms of range and cost. These initiatives include working with the French Alternative Energies and Atomic Energy Commission, Factorial Energy, Tiamat and Zeta Energy Corp. In addition, Stellantis—in partnership with Saft and academic labs including the Centre National de la Recherche Scientifique ("CNRS", the French National Research Center) and Paris-Saclay University—is developing the Intelligent Battery Integrated System ("IBIS") concept, which embeds the charger and inverter into the battery pack, enabling it to deliver alternating current ("AC") power via low voltage, reducing global battery-electric vehicle cost and improving repairability.

- Raw materials for batteries and Electric Drive Modules ("EDM"): Stellantis has partnerships to secure a stable supply of key materials for its electrified future, aiming at selecting sustainable and responsible processes, partners and suppliers. To reflect market needs and evolving local regulation, in 2025 Stellantis renegotiated some of its raw material contracts (refer to *Overview of Our Business - Supply of Raw Materials, Parts and Components* included in the *2025 Annual Report* ↗ for additional information);
- Gigafactories: Stellantis intends to secure its battery cell needs by 2030 through supply contracts and joint ventures in Europe and North America, according to market needs and local regulations. Refer to *Note 27. Guarantees granted, commitments and contingent liabilities* within the *Consolidated Financial Statements* included in the *2025 Annual Report* ↗ for additional information on our commitments toward ACC and StarPlus Energy. In 2024 and 2025, the following updates and new developments occurred:
  - In Europe, the ACC joint venture with Mercedes-Benz AG and TotalEnergies/Saft, created to produce batteries for high-performance vehicles, is operational in Billy-Berclau Douvrin (France). As of the date of this report, production ramp-up is expected by Q3 2026, and the timing to extend chemistry portfolio remains under assessment;
  - In North America, the first StarPlus Energy (joint venture between Stellantis and Samsung SDI) gigafactory, located in Kokomo, Indiana (U.S.) started production at the end of 2024;
  - In July 2025, Stellantis and CATL finalized an agreement to establish a large-scale European LFP battery manufacturing plant in Zaragoza (Spain) with a capacity of up to 50 GWh. Ramp up of this gigafactory will be done according to EU BEV market dynamics and EU local content regulation;
- Battery recycling: Given the importance of the battery in an electric vehicle's environmental footprint, Stellantis is developing a global circular-economy model for high-voltage batteries from hybrid and electric vehicles. This model includes repair, remanufacturing either in-house or with supplier partnerships, a reuse strategy with second-life projects and recycling, to secure access to secondary raw materials. For more details refer to *Resource Outflows Metrics* ↘ in this document.

Logistics

Our logistics operations are handled by a variety of external operators, depending on the origin and destination of the goods. Stellantis adopted internal logistics guidelines that provide direction on how to reduce its logistics carbon footprint, including methodologies to reduce the impact of freight and vehicle movement. Stellantis' logistics approach focuses on the optimization of logistics flows regarding network, mode and capacity, to improve performance and minimize impacts on the environment by exploring and prioritizing alternatives to road transport and by requesting suppliers to follow the Stellantis guidelines and prioritize reusable containers and recyclable raw materials.

Efficiency of Own Operations

This decarbonization lever focuses on the energy and climate-related aspects of Stellantis' manufacturing facilities, offices, warehouses, retail operations, research and development sites, and other stationary and mobile operations owned by the Company. The Manufacturing department is committed to the Stellantis Environmental and Energy Policy. To achieve these targets, Stellantis employs a strategy with several interconnected workstreams. For instance, the shift from gray to green electricity emphasizes energy reduction to prevent oversizing new installed capacities. The following phases overlap:

- **Short term:** Focus on optimizing energy management across all plants and implementing energy-efficient consumption;
- **Medium term:** Efforts will continue to include optimization of non-manufacturing sites, improving the industrial footprint, and increasing the use and production of renewable energy; and
- **Long term:** Leverage technical innovations such as electrification and biomethane.

This strategy is founded on two key actions: energy efficiency and energy transformation. Both pillars are financed through our own CapEx and third-party contracts, such as power purchase agreements ("PPAs"), energy performance contracts, and energy supply contracts.

Energy Efficiency

To enhance energy efficiency across operations, Stellantis implemented several advanced technologies and processes to reduce energy consumption. The implementation of the 4-wet car painting process, which uses fewer ovens, significantly reducing energy consumption during production. Additional measures include site compaction, heat recovery systems, the optimization of ovens, chillers and set points, the installation of high-efficiency motors, variable speed drives and efficient heating, ventilation and air conditioning ("HVAC") systems, the deployment of efficient compressors and LED retrofitting.

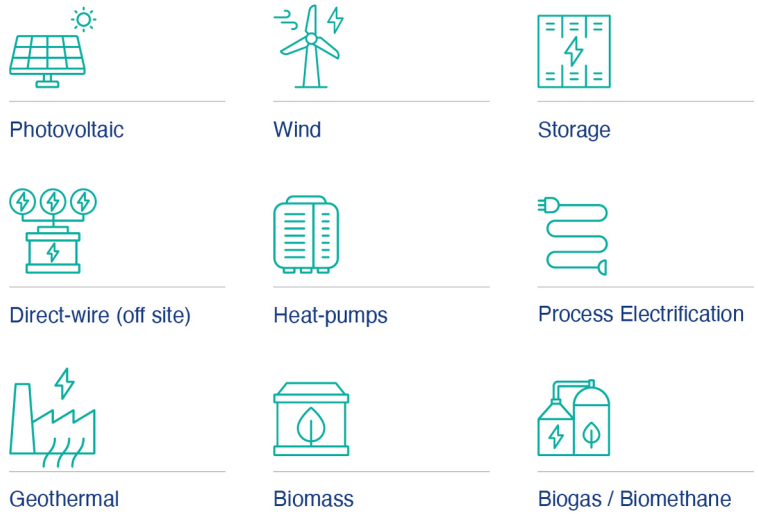
In 2025, 89 percent of our plants have ISO 14001 certified Environmental Management Systems implemented and 97 percent of employees work in these ISO 14001 certified plants. Additionally, 66 percent of Stellantis manufacturing sites are ISO 50001 certified.

Stellantis continues to optimize its non-manufacturing sites specifically by reducing the overall square footage of its asset portfolio and developing grEEn-campus locations at historic sites focused on automotive design, R&D, and tertiary functions.

Energy Transformation

Stellantis adopts a variety of advanced technologies to reduce its reliance on fossil fuels in its own operations and has activated a Green Energy Supply strategy and toolkit based on green technologies (photovoltaic, wind, battery storage, heat pump, biomethane/biogas, biomass and geothermal).

Innovative technology toolkit

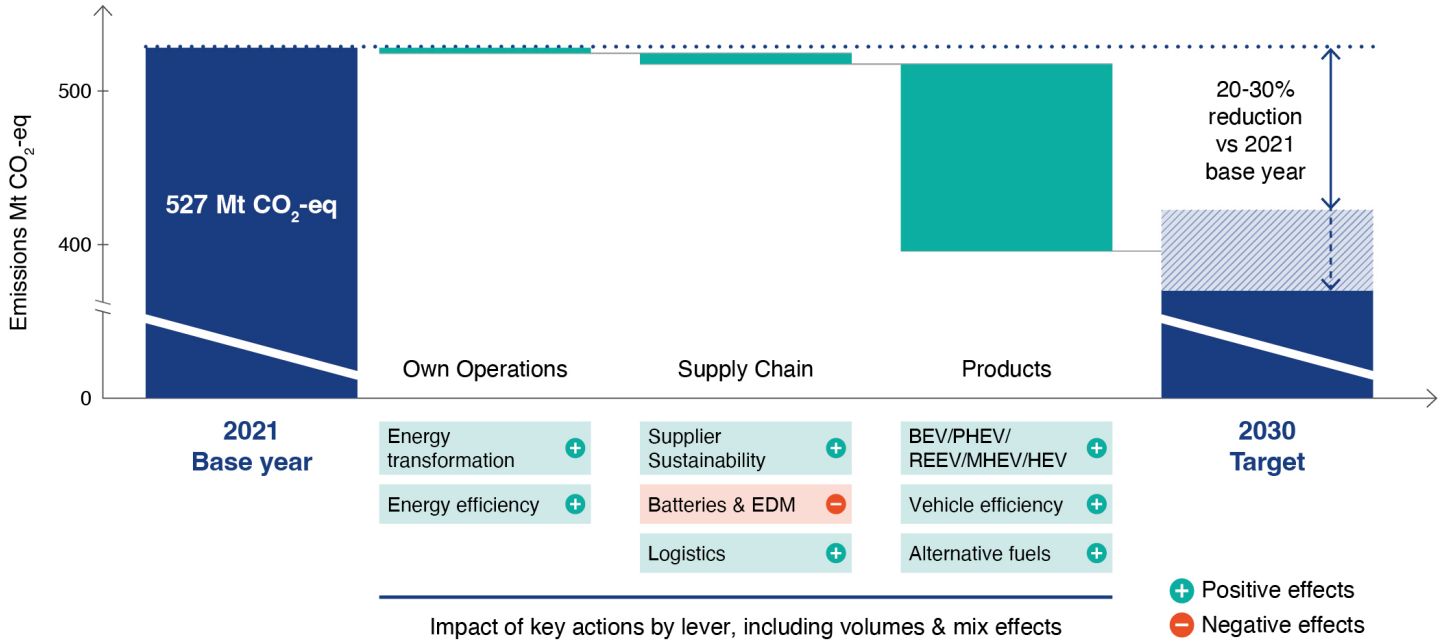


Stellantis works to find the most sustainable production processes, while also taking into consideration different starting points and local circumstances to identify and implement sustainable energy solutions.

Impact by Decarbonization Lever

The graph below illustrates the relationship between the identified decarbonization levers and key actions and our absolute emissions reduction target for 2030 across all Scopes, showing the expected GHG emission reductions per decarbonization lever.

Stellantis absolute GHG emissions reduction roadmap, 2021-2030[2]



For information on the achieved GHG emission reductions by decarbonization levers, refer to *Gross Scopes 1, 2, 3 and Total GHG Emissions* ↘. Own operations correspond to Scope 1 and 2 GHG emissions; Supply chain refers to Scope 3, GHG Category 1 (Purchased Goods and Services) and GHG Category 4 (Upstream Transportation and Distribution); and Products refers to Scope 3, GHG Category 11 (Use of Sold Products).

The implementation of actions for climate change mitigation depends on the availability and allocation of resources such as funding, technology, and human capital which are critical to carry out these initiatives. Without adequate resources, the ability to adopt and scale the actions described above can be limited, delaying progress toward the Carbon Net Zero Targets. Therefore, effective resource planning and prioritization are essential.

Significant monetary amounts of CapEx to implement the actions by decarbonization lever

Investment (CapEx) in € billion	2025	2024	2021-2025
Efficiency of own operations	< 0.1	0.1	0.9
Sustainable supply chain	0.2	1.2	2.6
Low-carbon product portfolio	2.5	4.4	15.3

The table above reflects the CapEx invested for the year ended December 31, 2025, as well as investments made since the Company's 2021 base year. As the transition plan is strictly connected with our strategy, which is currently under review and expected to be released on May 21, 2026, the details about future investments allocated to our transition plan for climate change are not yet available as of the date of this document.

[2] The Carbon Net Zero Targets are conditioned by key external enablers: decarbonized energy and grid infrastructure, and conducive public policies for BEV (charging infrastructure, purchasing incentives) impacting our Scope 3 emissions. Recent changes in GHG regulations, particularly in the European Union and in the U.S., are likely to have an impact on BEV market dynamics.

The 2025 and 2024 amounts for "Low-carbon product portfolio" are coherent with the EU Taxonomy section of this document, where we disclose the CapEx for eligible activity 3.3 (*Manufacture of low-carbon technologies for transport*) which is aligned with the technical screening criteria requiring emissions below 50g CO_2/km for light duty vehicles and passenger cars. Investments in charging infrastructure and electric powertrains explain the difference between the value in the EU Taxonomy section and the value in the low-carbon product portfolio shown in the table above. Within the "Sustainable supply chain" line, we included equity investments equal to €0.2 billion in 2025 (JVs, circular economy, logistics).

For further information, refer to *Note 3. Scope of consolidation*, *Note 5. Research and development costs*, *Note 10. Other intangible assets*, and *Note 12. Investments accounted for using the equity method* within the *Consolidated Financial Statements* included in the *2025 Annual Report* ↗.

Targets Related to Climate Change Mitigation and Adaptation

ESRS 2 MDR-T, E1-4

In May 2025, Stellantis appointed a new CEO and embarked on a reassessment of its strategic objectives. Stellantis' updated medium- and long-term ESG targets have been formulated to reflect trends in market dynamics, changing government policy and regulation in key markets, and the pace of ecosystem transformation (conducive BEV policies including purchasing incentives, charging infrastructure) over the past years. The 2030 emissions reduction target is expressed as a range to reflect ongoing regulatory and market uncertainty. The upper end of the target range is consistent with regulation and market conditions in key regions supporting BEV growth. Refer to *Updates to Current Strategic Plan* included in the *2025 Annual Report* ↗ for further information.

Progress made toward targets

Required targets or entity-specific metrics		Year		*(in tons of CO_2-eq)*
Carbon Net Zero Targets:[1]				
Percentage of reduction in absolute GHG emissions across Scopes 1, 2, and 3 vs. 2021 base year[2]	Results	2021 base year (unaudited)	527.5 million	
		2024	414.7 million	**-21% vs. 2021**
		2025	391.9 million	**-26% vs. 2021**
	Targets	2030		**-20/30%**
		2050		Carbon Net Zero[4]
Percentage of reduction in absolute Scope 1 and 2 GHG emissions vs. 2021 base year[2][3]	Results	2021 base year (unaudited)	4.20 million	
		2024	2.55 million	**-39% vs. 2021**
		2025	2.40 million	**-43% vs. 2021**
	Targets	2030		**-47/50%**
		2050		Carbon Net Zero[4]
Percentage of decarbonized electricity used in own operations	Results	2021 base year (unaudited)		**45%**
		2024		**59%**
		2025		**59%**
	Targets	2030		**70%**

[1] The achievement is conditioned by key external enablers: decarbonized energy and grid infrastructure, and conducive public policies for BEV (charging infrastructure, purchasing incentives) impacting our Scope 3 emissions.
[2] The Scope 1 and Scope 2 emissions targets both account for less than 1 percent of total GHG emissions and therefore their contribution to the overall target is individually less than 1 percent.
[3] Does not include certain logistics-related emissions that were recategorized from Scope 3 to Scope 1 in 2025.
[4] With single-digit percent compensation of residual emissions.

In 2025, Stellantis achieved a 26 percent absolute reduction in CO_2-eq emissions across Scopes 1, 2, and 3 compared to 2021.

Current decarbonization targets are based on internal modeling and do not align with a 1.5 °C pathway as defined by Science Based Target initiative ("SBTi") in its current sectoral interim pathway for OEMs.

To support these targets, Stellantis employs several scenarios, including a 1.5°C climate scenario, as a strategic framework to navigate developments across factors including technology, market, and policy. This scenario informs key decarbonization levers: efficiency of own operations; sustainable supply chain; and low-carbon product portfolio, allowing Stellantis to assess GHG reduction strategies. Our targets are also tied to Stellantis' resilience strategy for mitigating climate impacts and risks, including transition risks related to compliance and electrification in response to evolving regulatory frameworks (primarily tailpipe CO_2 emission regulations), and are informed by scientific scenarios and defined assuming no change in the lifetime mileage of vehicles in the future.

The scope of our targets encompasses all Stellantis operations worldwide, including both upstream and downstream activities that contribute to our overall emissions excluding offsets or credits if not stated differently. The Company aligns its targets with the limits of our GHG inventory as required by the regulation in *Gross Scopes 1, 2, 3 and Total GHG Emissions* ↘. Stellantis follows the SBTi framework to maintain alignment with target-setting requirements in terms of coverage; as of December 31, 2025, Stellantis addresses over 90 percent of its Scope 3 emissions through near- and long-term targets, exceeding the SBTi requirements of 67 percent for near term and 90 percent for long-term targets. Additionally, our near- and long-term targets for Scope 1 and Scope 2 emissions from Stellantis sites collectively cover more than 95 percent of those emissions.

In accordance with the GHG Protocol, we established 2021 as a base year to reflect the complete organizational structure of Stellantis after the merger of FCA and Groupe PSA, so that our emissions data would accurately represent the combined operations and resources of Stellantis. Furthermore, 2021 was less affected than the two surrounding years by exogenous shocks: 2020 was affected by COVID-19 and 2022 saw volumes impacted by unfilled semiconductor orders.

The progress towards Carbon Net Zero Targets is reviewed with the relevant SLT members several times a year. An internal tool is used to calculate emissions globally and by region, with data updated monthly to monitor alignment with our plan and adjust it as needed due to internal factors (e.g., product plans) or external influences (e.g., regulatory changes).

For details on the decarbonization levers and key actions taken to achieve the stated GHG emission reduction targets, refer to *Actions and Resources in Relation to Climate Change Policies* ↘.

Energy Consumption and Mix

E1-5

Stellantis' key business area, vehicle manufacturing, is classified as a high climate impact sector. Therefore, all energy consumption from our own operations is associated with these high climate impact sectors and as a result, we use the Net revenues from our Consolidated Income Statement to calculate energy intensity[3].

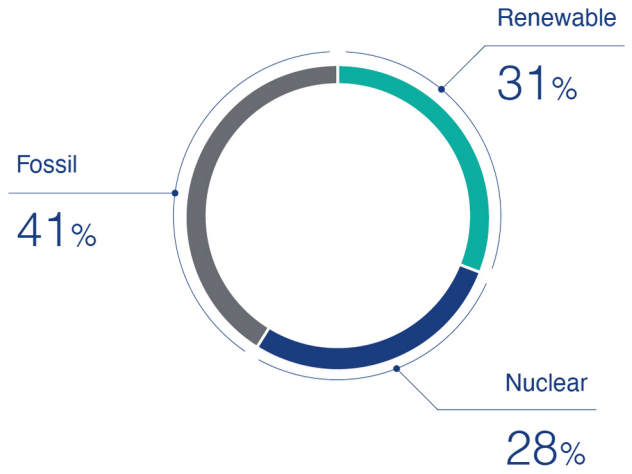
[3] This approach is aligned with Sections C.29, C.30, C.33, G, H, L.64.2, and L.64.9 of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council, as defined in Commission Delegated Regulation (EU) 2022/1288

Energy consumption and mix

	(MWh)	2025	2024
1	Fuel consumption from coal and coal products	68,442	70,138
2	Fuel consumption from crude oil and petroleum products[1]	468,385	170,035
3	Fuel consumption from natural gas	5,255,073	5,141,155
4	Fuel consumption from other fossil sources	87,841	37,351
5	Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	3,061,661	3,354,013
6	**Total fossil energy consumption (calculated as the sum of lines 1 to 5)**	**8,941,402**	**8,772,692**
	Percentage of fossil energy on total energy consumption	71.1 %	71.3 %
7	**Total energy consumption from nuclear sources**	**1,703,205**	**1,617,055**
	Percentage of nuclear energy on total energy consumption	13.5 %	13.1 %
8	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen)	35,940	27,935
9	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	1,861,276	1,852,080
10	The consumption of self-generated non-fuel renewable energy	35,929	41,470
11	**Total renewable energy consumption (calculated as the sum of lines 8 to 10)**	**1,933,145**	**1,921,485**
	Percentage of renewable energy on total energy consumption	15.4 %	15.6 %
	Total energy consumption (calculated as the sum of lines 6, 7 and 11)	**12,577,752**	**12,311,232**

[1] The 2025 scope includes energy from fuel consumed by company-owned logistics trucks, which was not included in 2024.

2025 electricity consumption sources



Renewable and non-renewable energy production

(MWh)	2025	2024
Non-renewable energy	218,760	220,303
Renewable energy	71,869	69,405
Total renewable and non-renewable energy production	**290,629**	**289,708**

Energy intensity

	2025	2024
Total Net revenues (€ million)	153,508	156,878
Energy intensity (total energy consumption per Net revenues) associated with activities in high climate impact sectors (MWh/€M)	**81.9**	**78.5**

Gross Scopes 1, 2, 3 and Total GHG Emissions

E1-6

The GHG emissions breakdown for Stellantis is reported below. Scope 1 and Scope 2 GHG emissions refer to the Stellantis consolidated group (parent and subsidiaries). There are no investees, such as associates, joint ventures, or joint arrangements that are not fully consolidated in the Consolidated Financial Statements, which Stellantis considers having operational control over. Scope 3 GHG emissions are categorized based on the GHG protocol categories. Stellantis 2025 Scope 3 GHG emissions inventory does not include categories of GHG protocol that have no significant impact (less than one percent individually and less than two percent on an aggregated basis across all products). A detailed analysis of these activities is ongoing and may lead to additional disclosures in subsequent years.

GHG emission breakdown for Stellantis

(million tons of CO_2-eq)	2025	2024	2021 base year / results *(unaudited)*
Scope 1 GHG emissions[1]			
Gross Scope 1 GHG Emissions	1.3	1.1	1.8
Of which emissions from sites	*1.2*	*1.1*	*1.8*
Of which emissions from logistics owned by Stellantis[2]	*0.1*		
Percentage of Scope 1 GHG emissions from regulated emission trading schemes for all legal entities	21%	14%	29%
Scope 2 GHG emissions[1]			
Gross market-based Scope 2 GHG emissions	1.2	1.4	2.4
Gross location-based Scope 2 GHG emissions	1.7	1.8	n.a.
Significant Scope 3 GHG emissions:			
Total Gross indirect (Scope 3) GHG emissions	389.4	412.2	**523.3**
Category 1 Purchased goods and services	38.6	39.2	43.5
Category 4 Upstream transportation and distribution	1.3	1.3	1.2
Category 6 Business travel	0.1	0.0	0.0
Category 7 Employee commuting	0.4	0.3	n.a.
Category 9 Downstream transportation	1.5	1.4	1.2
Category 11 Use of sold products (vehicles sold)	337.3	359.5	465.6
Of which Well-to-Tank	40.6	*45.1*	*67.6*
Of which Tank-to-Wheel	296.7	*314.4*	*398.0*
Category 11 Use of sold products (vehicle maintenance)	8.2	8.4	9.5
Category 12 End-of-life treatment of sold products	2.0	2.0	2.3
Total GHG emissions:			
Total GHG emissions (market-based)	391.9	414.7	527.5
Total GHG emissions (location-based)	392.4	415.1	n.a.
GHG intensity per Net revenues[3]:			
Total Net revenues (€M)[4]	153,508	156,878	152,119
Total GHG emissions (market-based) per Net revenues (tCO_2-eq / € million)	2,553	2,643	3,468
Total GHG emissions (location-based) per Net revenues (tCO_2-eq / € million)	2,556	2,646	n.a.
GHG intensity per vehicle sold:			
Total GHG emissions per vehicle sold (tCO_2-eq / vehicle)	69.0	71.4	80.2
Reduction in GHG intensity per vehicle vs 2021	14 %	11 %	

[1] Stellantis Gross Scope 1 and 2 emissions for entities with operational control are not applicable.

[2] Starting in 2025, emissions from logistics trucks, previously disclosed under Scope 3 Categories 4 and 9, were reclassified to Scope 1, to reflect changes in the value chain. These emissions are excluded from the 2030 reduction in absolute Scope 1 and 2 GHG emissions target boundary, which focuses on Stellantis sites.

[3] Stellantis "Net revenues used to calculate GHG intensity" are those reported in the Company's Consolidated Income Statement within the Consolidated Financial Statements included in the 2025 Annual Report.

[4] Data reported for 2021 "Total Net revenues" is Pro Forma and presented as if FCA - PSA Merger had occurred on January 1, 2020, and include results of FCA for the period January 1 – 16, 2021.

Stellantis calculates its carbon footprint in accordance with the GHG Protocol and ISO 14064 standards, covering the entire life cycle of 100 percent of its products to address Scope 1, 2, and 3 emissions.

In accordance with the GHG Protocol, our GHG inventory accounts for all relevant GHGs, including carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and other significant GHGs. These emissions are expressed in CO_2 equivalent (CO_2-eq) to provide a standardized and accurate representation of our total greenhouse gas impact.

Own Operations (Scope 1 and Scope 2)

Stellantis own operations encompass energy consumption across manufacturing, offices, warehouses, retail operations, research and development sites, and other stationary and mobile operations with GHG emissions based on GHG assessments conducted at these locations. In 2023 Stellantis implemented a tool that collects detailed monthly information on energy consumption at each site to monitor their energy performance. This data is centrally consolidated for monitoring and disclosure purposes. Stellantis evaluates the emission factors of energy supplied by third parties (primarily electricity) once a year at the end of the reporting period to calculate the CO_2 emissions (market-based) for Scope 2. Location-based evaluations are performed annually using data from the IEA database. Scope 1 emissions are calculated using emission factors published in the IPCC Guidelines for National Greenhouse Gas Inventories.

Share and type of contractual instruments used for purchased energy Scope 2

Share in %	2025	2024
Type of contractual instruments:		
Bundled with attributes (such as guarantees of origin and renewable energy certificates)	13.6 %	14.6 %
Unbundled attribute claims	— %	0.5 %
Conventional (including nuclear) and non-renewable energy sources not covered by certificates	86.4 %	84.9 %

As part of our renewable energy sourcing, we include electricity from biomass, which is treated as zero emissions for biogenic CO_2 under the GHG Protocol, while accounting for emissions from other greenhouse gases, such as methane (CH_4) and nitrous oxide (N_2O) in our calculations. Our emission factors do not explicitly separate biogenic CO_2 from biomass, so these emissions are reported without disaggregation. Additionally, where emission factors do not account for non-CO_2 GHGs, we disclose these limitations to maintain transparency.

Biogenic emissions of CO_2 from the combustion or bio-degradation of biomass

t CO_2-eq	2025	2024
Biogenic emissions of CO_2 from the combustion or bio-degradation of biomass not included in:		
Scope 1 GHG emissions	8,081	6,020
Scope 2 GHG emissions	—	—
Scope 3 GHG emissions	—	—

Upstream Activities (Scope 3)

Upstream activities encompass the extraction, processing, and assembly of component materials, quantified using LCA databases. The emission factors used to calculate CO_2 emissions for vehicle production are based on the curb weight of Stellantis vehicles and the types of materials involved. We incorporate actual sales data per model from internal sources. In 2025 and relevant past years, we did not use primary data from our supply chain; however, we are working closely with our key suppliers to collect primary data in the future. Additionally, upstream activities include upstream transportation related to material deliveries, as well as emissions from work-related travel[4] and employee commuting[5]. Emissions from company-owned car use are recorded under downstream activities.

[4] Work-related air travel: GHG emissions provided by travel agencies.
[5] For employee commuting, assumptions for North America are based on U.S. sites and emission factor from the EPA database. For all other regions, assumptions are based on data and the emission factor from the French Agency for Ecological Transition (ADEME) database.

Downstream Activities (Scope 3)

Downstream activities encompass GHG emissions associated with the use and lifecycle of vehicles sold during the calendar year. This includes Tank-to-Wheel CO_2 emissions, calculated based on mileage assumptions and CO_2 data per vehicle. For instance, in North America, passenger cars and light duty trucks are assumed to travel 225,865 miles (363,643 km) and heavy-duty trucks 150,000 miles (241,500 km) over 15 years, aligned with the U.S. EPA Greenhouse Gas regulations, with higher light duty truck mileage applied to passenger cars. In Europe and other regions, mileage assumptions include 50,000 km for micromobility devices, 225,000 km for passenger cars, and 300,000 km for LCVs over 15 years. Real-life consumption adjustments are also considered. For Europe, these adjustments are based on regional monitoring, with an added 20 percent to the WLTP regulatory CO_2 emission value, while for North America, EPA fuel consumption adjusted values are used. For PHEV, real-life utility factors are applied.

Well-to-Tank CO_2 emissions account for the production impact of fuels used in conventional vehicles and electricity for electrified vehicles. The emissions related to fuel production are evaluated using Well-to-Tank/Tank-to-Wheel ratios derived from LCA databases, such as Sphera's LCA for Experts - whose data quality is validated by DEKRA - as well as external reports such as the European JEC consortium WtW V5 report (a collaboration between the European Commission's Joint Research Centre, EUCAR - the European Council for Automotive Research and Development - and Concawe - the European oil companies' association for environment, health and safety in refining and distribution) and the Brazilian Energy Research Office (EPE - Empresa de Pesquisa Energética) report. The emissions related to electricity production to charging EVs sold are evaluated based on regional actuals and forecasts from LCA databases and International Energy Agency scenarios. Additionally, emissions are calculated for the production of spare parts needed for vehicle maintenance and for vehicle end-of-life processes, which are modeled based on current practices using Sphera's LCA software.

Logistics emissions, categorized under Scope 3 (Category 4 - Upstream Transportation and Category 9 - Downstream Transportation), include only transport flows under the direct responsibility of Stellantis and provided for by a third party, while those provided for by trucks owned by Stellantis are categorized under Scope 1. The scope for downstream distribution includes small-scale distribution to dealers. However, the reporting does not fully cover emissions from spare parts distribution. Systems in Europe, North America and South America allow for more accurate emissions calculations based on distance and modeled data. Regional emission intensity factors are applied using calculations based on weight and distance when CO_2 emissions data are not directly provided by logistics partners. Energy consumption is determined for each traffic flow and transport mode using an emission factor linked to the type of fuel and the nature of the goods transported, when this information is available.

Vehicles sold or distributed to customers by energy type[1]

	2025							
in thousand	**BEV**	**PHEV**	**REEV**	**MHEV**	**Flex Fuels[2]**	**Petrol**	**Diesel**	**Total**
Enlarged Europe	368.3	46.3	4.2	883.5	0.0	610.8	650.4	**2,563.5**
North America	25.1	63.8	<0.1	1.6	0.0	1,249.6	129.4	**1,469.5**
South America	0.8	0.2	0.9	52.4	642.6	210.7	87.2	**994.8**
Middle East & Africa	32.0	1.7	0.1	63.9	0.0	187.7	258.9	**544.3**
India & Asia Pacific	6.6	1.4	0.4	13.3	0.0	33.2	15.9	**70.8**
China	0.1	0.9	0.0	1.3	0.0	37.8	0.0	**40.1**
Total sales	**432.9**	**114.3**	**5.7**	**1,016.0**	**642.6**	**2,329.8**	**1,141.8**	**5,683.0**
% of sales	**7.6 %**	**2.0 %**	**0.1 %**	**17.9 %**	**11.3 %**	**41.0 %**	**20.1 %**	

[1] Figures reported here are vehicles sold or distributed based on Stellantis operational reporting tools. Maserati, micromobility devices (31.8 thousand BEVs) and Leapmotor-branded vehicles distributed through the joint venture Leapmotor International outside of China (32.3 thousand BEVs and 5.7 thousand REEVs) are included in the markets where they are sold or delivered to customers.

[2] Around 43 thousand flex-fuel vehicles are also MHEVs and therefore classified under MHEV category to avoid double counting; total flex-fuel vehicles would be more than 685 thousand.

GHG Removals and GHG Mitigation Projects Financed Through Carbon Credits

E1-7

As explained in *Targets Related to Climate Change Mitigation and Adaptation* ↘, Stellantis aims to become carbon net zero by 2050, and offset residual emissions through carbon removal projects with the best effort to meet strict quality criteria, including additionality, permanence, accurate measurement, monitoring, verification, no leakage, and positive environmental and social impacts. In 2024, Stellantis established a dedicated carbon removal governance structure, and initiated investments in a biochar project expected to deliver its first carbon dioxide removal credits in 2026 under the Puro.earth standard. Stellantis is also exploring potential further partnerships to test other carbon removal methods.

In 2025, Stellantis continues to monitor the evolving regulatory frameworks, such as the EU Carbon Removals and Carbon Farming regulation operating under QU.A.L.ITY framework and article 6.4 of the Paris Agreement, the Paris Agreement Crediting Mechanism for carbon removal.

No carbon credits were purchased in 2024 and in 2025, including outside its value chain, and no carbon removal volumes are reported for the year.

Internal Carbon Pricing

E1-8

The Company has established a carbon pricing scheme designed to support the achievement of the Carbon Net Zero Targets with optimal cost-efficiency.

- Internal carbon price for Scope 1: All plants are allocated CO_2 reduction targets and are required to present roadmaps to reach the Carbon Net Zero Targets and present annual progress. The capital investment decision-making process about carbon reduction projects considers an internally set carbon price. Stellantis incorporates EU Emission Trading Schemes ("ETS") and Canadian regulation system at affected sites to support decision-making on projects using a full-cost approach. For energy efficiency or energy transformation initiatives, ETS costs are considered for sites in Europe (refer to *Gross Scopes 1, 2, 3 and Total GHG Emissions* ↘ for information on the share of Scope 1 covered). For 2025, the ETS carbon price was estimated to be at €74.3 per ton of CO_2 (€71 per ton of CO_2 in 2024); and
- Internal carbon price for Scope 3 upstream and downstream: Stellantis has approved a carbon cost threshold in the product development process to rank the carbon efficiency of technologies studied, based on supplier engagement. Every lever below €80 per ton of CO_2 is considered efficient and deployment is recommended. For levers in between €80 and €140 per ton of CO_2 a case-by-case arbitration will be applied considering a trade-off with other criteria. This internal carbon pricing scheme has been applied on a voluntary basis starting in 2025.

Stellantis does not use a carbon price in its Consolidated Financial Statements.

Pollution

E2

Stellantis recognizes the importance of addressing pollution across its value chain by implementing clean technologies and pollution control measures.

Pollution Material Impacts, Risks and Opportunities

ESRS 2 IRO-1

As part of our DMA, we identified pollution as a material sustainability matter, particularly in relation to: the use of substances of very high concern, which may be included in certain vehicle components; the release of microplastics from tire abrasion during driving; pollution generated in the upstream value chain, especially during raw materials extraction; and the pollution of air arising in the use-phase of our vehicles. These impacts are linked to regulatory risks, such as compliance with evolving tailpipe emission regulations and potential reputational effects, as public awareness and regulatory scrutiny around microplastic emissions are increasing. For further details, refer to *Stellantis Overview - Automotive Tailpipe Emissions* section included in the *2025 Annual Report* ↗.

Pollution - material IROs

Material Impacts, Risks and Opportunities		Value chain
Pollution of air, water and soil	Potential negative impact	■□■
Use of substances of very high concern	Potential negative impact	■□□
Microplastic from tire abrasion	Potential negative impact	□□■
Compliance with legal and regulatory requirements	Risk	□■■

■□□ Upstream, □■□ Own Operations, □□■ Downstream

Refer to *Material Impacts, Risks and Opportunities* ↘ in this document for additional information.

Leveraging our expertise and tools such as LCA, we have screened our activities to identify actual and potential pollution-related impacts, risks, and opportunities in own operations, upstream and downstream value chain. Within our operations, as part of our permit to operate within the respective geographies, we measure and report on pollution to the authorities in compliance with and according to the applicable regulations. We concluded that the pollution generated by Stellantis' industrial operations can be considered less significant than the pollution generated during other phases in the value chain, and consequently, industrial operations have been considered not material. Throughout our entire value chain, the mining, refining and smelting activities required for the production of vehicle components generate the most significant environmental impacts on air, water, and soil pollution.

Whenever appropriate, Stellantis aims to actively engage with stakeholders, including affected communities, local administrations, and civil society, to address and discuss the environmental impacts in the vicinity of Stellantis facilities, including issues related to pollution.

Policies Related to Pollution

ESRS 2 MDR-P, E2-1

Stellantis has identified air, water, and soil pollution as a material topic across its supply chain through the DMA and annual human rights risk analysis. To address these impacts, Stellantis has implemented two relevant policies: the Stellantis Environmental and Energy Policy ("EEP") and the GRPG. In addition, the Company adheres to guidelines established in the Wellbeing, Health and Safety ("WHS") Policy.

The updated EEP covers pollution prevention and control across all operations, upstream and downstream value chain, aligning with ISO 14001 standards, and emphasizes compliance, environmental impact reduction, and continuous improvement. It addresses stakeholders such as employees, suppliers, and local communities. The GRPG target environmental responsibility in the supply chain, encouraging suppliers to adopt ISO 14001-certified systems, ensuring regulatory compliance, and supporting best practices such as considering substitution of SVHC with viable alternatives. Refer to *Policies Addressing Sustainability Matters of Climate Change Mitigation, Adaptation, Energy Efficiency and Renewable Energy Deployment* ↘ for further information on the EEP.

The application of the WHS Policy includes a comprehensive chemical management program, establishing global standards for chemical use, with a focus on occupational health, safety, and environmental protection.

Refer to *Global Responsible Purchasing Guidelines* ↘ in this document for additional information on GRPG.

Microplastics, from the abrasion of vehicle tires, have been identified as a material topic within the value chain. As this is a relatively new consideration, Stellantis currently does not have policies or targets in place to address it.

Actions and Resources Related to Pollution

ESRS 2 MDR-A, E2-2

The actions presented below form an integral part of Stellantis approach to managing the pollution-related environmental aspects.

- **Air, water and soil pollution:** We collaborate with suppliers in an effort to meet regulatory standards and reduce hazardous materials in parts. For vehicle emissions, we use technologies such as particulate filters and catalytic systems to reduce NO_x and particulate emissions within regulatory limits. Efforts are also made to reduce Volatile Organic Compounds ("VOC") emissions from fuel systems to comply with the current regulatory framework and anticipate further regulatory evolutions, including Euro 7;
- **Microplastics:** Stellantis works with tire manufacturers to limit microplastics emissions from tire wear;
- **Substances of very high concern:** The management of SVHC in our final products leaving our facilities leverages the collaboration with suppliers to replace these substances with existing suitable alternatives, supporting the goal of regulatory compliance and promoting innovation toward safer alternatives.

The scope for actions related to pollution reduction extends to the upstream and downstream value chain and our own operations. Within the Company, dedicated resources are allocated across multiple corporate functions to support the implementation of pollution prevention and reduction measures. These functions include, among others, Product Development, Manufacturing, Logistics, Environmental, Health & Safety, Purchasing, and Planning.

Targets Related to Pollution

ESRS 2 MDR-T, E2-3

Stellantis aims to reduce pollution environmental impacts and to comply with applicable regulations.

The Company is expected to expand the availability of BEVs, PHEVs, REEVs and hybrid powertrains.

BEVs do not produce tailpipe emissions such as NO_x, Non-Methane Organic Gases ("NMOG"), and particulate matter, while PHEV, REEVs and hybrid powertrains reduce tailpipe emissions compared to ICE vehicles. Furthermore, while BEVs, PHEVs, REEVs and hybrid vehicles produce brake emissions, these are reduced by the use of regenerative braking systems.

The compliance targets referenced in this section are mandatory and derive from regulatory requirements.

In addition, in its own operations, Stellantis implemented voluntary targets aimed at reducing VOC emissions from our paint shops globally.

Progress made toward targets for pollution

Entity-specific metrics		Year	*(g/m² painted)*
VOC emissions from paint shops normalized per m² painted	Results	2024	23.04
		2025	21.92
	Target	2025	25
		2030	23

Stellantis proactively addresses potential environmental hazards with its suppliers by aiming to substitute SVHC through, for instance, material research and innovation.

The Company voluntarily adopted environmental targets are self-defined and not required by applicable legislation.

Pollution of Air and Water

Reducing Air Emissions[6]

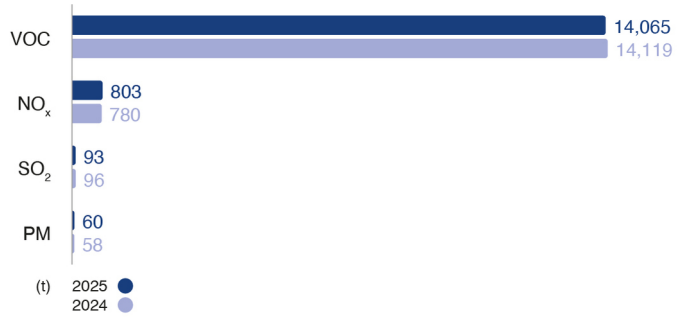
In addition to industrial GHG emissions, Stellantis operations generate emissions to air such as VOCs, that are derived from paint application and solvent use in paint processes. We also generate emissions of sulfur dioxide ("SO_2"), nitrogen oxides ("NO_X"), particulate matter ("PM"), and ozone depleting substances ("ODS").

VOC emissions arise from the use of chemical products in painting operations, surface treatment activities, foundry processes, casting, machining, and the combustion of fossil fuels in heating and VOC abatement processes. Pollution generated by our industrial operations is considered less significant than the pollution generated during other phases in the value chain.

The majority of VOC emissions generated in our manufacturing operations originate from vehicle painting operations and surface treatment processes. We concentrate our efforts on reducing VOC emissions through efficiency measures, reducing the consumption of paints and their solvent content, implementing low-emission technologies, and installing air treatment equipment for the incineration of VOCs.

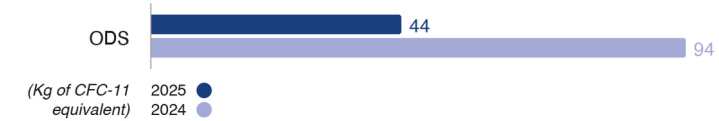
SO_2, NO_X and PM may originate from both natural processes and human activities. SO_2 and NO_x are chemical compounds classified as air pollutants; when linked to human activities, they are mainly released through the combustion of fossil fuels. Once in the atmosphere, they can react with water, oxygen and other substances, forming sulfuric and nitric acids that may contribute to acid rain. PM consists of solid or liquid particles measured in micrometers (1,000 times smaller than a millimeter) and suspended in the air. In our manufacturing facilities, these emissions can originate from combustion equipment utilizing fossil fuels, including ovens for drying painted parts, thermal oxidizers for reducing VOC emissions, boilers for heating buildings, and cogeneration plants for heat and electricity generation. In our non-manufacturing sites, these emissions are associated with building heating or air conditioning systems.

Amount of VOC, NO_x, SO_2 and PM emissions into air



ODS are a group of chemical compounds capable of reacting with ozone and adversely affecting the ozone layer in the stratosphere. Most ODS are utilized as refrigerants, solvents, or blowing agents, making them present in process and air conditioning equipment at our sites. Stellantis monitors ODS emissions during maintenance or service activities involving ODS-containing equipment, including leak checks.

Amount of ODS emissions into air



Reducing Water Emissions

Vehicle manufacturing processes, similar to other industries utilizing water during production, impact water quality. This impact primarily arises from the presence of metals used in surface treatment processes, including cadmium, chromium, copper, nickel, lead and zinc. Additionally, parameters such as Chemical Oxygen Demand ("COD"), Biological Oxygen Demand ("BOD"), and Suspended Matter ("SM") are common indicators of water quality affected by manufacturing activities. Consequently, most facilities monitor their wastewater discharge for these factors in accordance with their operational permit requirements.

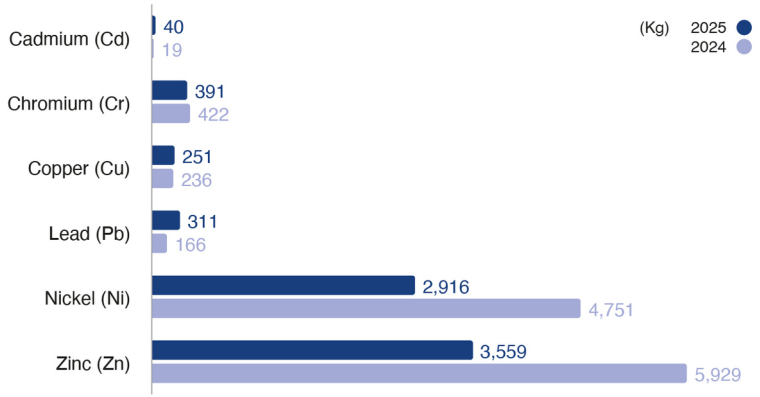
Regulatory bodies in various jurisdictions have established and periodically update regulations to control the discharge of heavy metals, often expanding the list of controlled substances or tightening emission limits. These regulatory changes are incorporated into the operational permits of manufacturing plants, which also dictate the frequency of measurements and

[6] Metrics reported under *"Reducing Air Emissions" and "Reducing Water Emissions"* chapters cover the global scope of Stellantis and are not excluding any emission due to application of thresholds such as E-PRTR threshold.

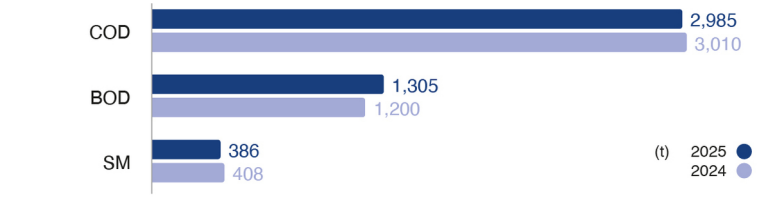
controls. While compliance with legal and permit requirements is mandatory, our objective is to discharge wastewater with regulated constituents at levels within the legal thresholds.

To achieve this, we regularly measure and analyze the quality of the wastewater, ensuring a comprehensive understanding of its impact on water quality. All production plants operational in 2025 which generated industrial wastewater were serviced by either internal or external wastewater treatment facilities.

Amount of heavy metals discharge (loads)



Amount of COD, BOD and SM discharge (loads)



Substances of Very High Concern

E2-5

As part of our aim to maintain sustainability and regulatory compliance, we have undertaken a comprehensive approach to managing SVHC. By aligning with our material impacts, risks and opportunities, we aim to adhere to environmental and human health protection standards. For substances that are part of the products leaving our facilities, including aftersales parts and chemicals, Stellantis monitors the traceability of regulated substances, such as SVHC, by using IMDS with Global Automotive Declarable Substance List, and Safety Data Sheets. As of December 31, 2025, the tracking of substances of concern ("SoC") other than SVHC included in products is not possible due to lack of clear list of substances. We are monitoring the SoC in our industry to define the list of SoC to be disclosed per regulation requirement.

Amount of SVHC that leave facilities as product or as part of products in tons by main hazard classes[1]

(tons)	2025	2024
Human health hazard	95,039	101,347
Environmental hazard	76	16
Human health and environmental hazard	644	55
Tonnage of SVHC that leave facilities as product or as part of products	**95,759**	**101,418**

[1] SVHC that are generated or used during production or that are procured are considered to be the same amount of substances that leave facilities and are therefore not reported separately. SVHC that leaves facilities as emissions have been identified as not material and therefore not reported. No SVHC leaves facilities as a service. Data in this table is calculated according to article 33 requirement of REACH regulation (threshold of 0.1 percent in component article).

In 2025, SVHC was calculated for representative vehicles in each segment using IMDS data. The SVHC results for each segment were estimated using worldwide vehicle sales, while total SVHC amount accounted also for spare parts and chemicals' sales for the respective period. Out of the total weight of SVHC, 96 percent in 2025 is related to lead compounds contained in the 12 Volt lead acid batteries.

For the reduction of hazardous substances in our products, the main drivers are:

- the elimination of four heavy metals; lead, mercury, cadmium and hexavalent chromium, which are regulated in Europe by the Directive No 2000/53/EC on End-of-Life vehicles and its Annex II exemptions list, and by similar legislations in other regions of the world such as Korean ELV, enforcement decree of the act on resource circulation of electrical and electronic equipment and vehicles;
- the compliance with the different substances' legislations applicable all over the world such as EU REACH regulation (1907/2006 EC - Registration, Evaluation, Authorisation and restriction of CHemicals), EU POP regulation (Persistent Organic Pollutants), TSCA regulation (Toxic Substances Control Act) section 5(a) Significant New Use Rules (SNURs), and China Requirements for Prohibited Substances on Automobiles (GB/T 30512-2014).

Complying with substances regulations such as EU REACH regulation requires close and strong collaboration with the supply chain.

Water and Marine Resources

E3

The Company proactively manages water-related impacts, risks and opportunities by reducing consumption, enhancing recycling and reuse of industrial water and aiming to comply with environmental regulations.

Through internal benchmarks, implementing best practices and setting ambitious targets, our aim is to reduce water usage. This helps in mitigating the impact on local water resources and maintaining operational continuity.

Water and Marine Resources Material Impacts, Risks and Opportunities

ESRS 2 IRO-1

The table below summarizes the material impacts, risks and opportunities resulting from the DMA. Refer to *Material Impacts, Risks and Opportunities* ↘ in this document for additional information. We identified water resource depletion as a material environmental negative impact, particularly in relation to our vehicle manufacturing process and upstream supply chain activities in the mining industry. The impact is directly linked to physical risk such as operational disruptions due to droughts, water rationing and declining water quality. Regulatory risks also arise from tightening water use restrictions and mandatory water efficiency standards in water-stressed areas. The Company's dependency on stable water availability for critical manufacturing processes, such as paint shops and cooling systems, amplifies these risks.

Water and marine resources - material IROs

Material Impacts, Risks and Opportunities		Value chain
Water resource depletion	Potential negative impact	■■□
Water scarcity in stressed areas	Risk	■■□

■□□ Upstream, □■□ Own Operations, □□■ Downstream

To assess materiality, we performed internal analysis of our manufacturing facilities at the regional level, with a specific focus on water scarcity, including areas identified as water-stressed, and of our upstream value chain, as per the Exploring Natural Capital Opportunities, Risks and Exposure ("ENCORE") study on impacts of mining activities, water is used in almost all stages of the mining process. No consultations have been conducted with affected communities. Stellantis utilized the Aqueduct Water Risk Atlas developed by the World Resource Institute ("WRI") to identify areas experiencing water stress. Through this materiality assessment, it was determined that our activities have a minimal impact on marine ecosystems, as the Company does not rely on marine resources or direct discharge water into oceans or seawater. Furthermore, all Stellantis production sites are connected to wastewater treatment plants in an effort to ensure that wastewater is properly treated before being released into the environment.

Policies Related to Water

ESRS 2 MDR-P, E3-1

We are committed to addressing our material impacts, risks and opportunities related to water consumption through policies that encompass the entire product lifecycle - from development and raw material extraction to product disposal, across all operations, including both the upstream and downstream value chain. These policies include our Environmental and Energy Policy ("EEP"), which aims to be in line with ISO 14001 management system for manufacturing plants, and the *GRPG*. Refer to *Global Responsible Purchasing Guidelines* ↘ included in this document for additional information on GRPG and to *Policies Addressing Sustainability Matters of Climate Change Mitigation, Adaptation, Energy Efficiency and Renewable Energy Deployment* ↘ included in this document for additional information on the EEP.

Our approach is designed to address both the quantity and quality of water usage and include the following: (i) goal to comply with applicable laws and regulations regarding facility operations and product performance; (ii) ambitious reduction targets aimed at minimizing our manufacturing environmental footprint, particularly in terms of water withdrawals; (iii) education and training for employees and suppliers on ESG related topics including responsible water usage; and (iv) optimization of water management practices across operations.

Water Consumption Reduction

Stellantis actively monitors its water use and works to refine its manufacturing processes to reduce water usage and increase the recycling and reuse of industrial water.

We recognize the significant impact of water use in water-stressed regions, where some of our facilities are located. Refer to the table *Total water withdrawal and consumed calculation worldwide and in water-stressed areas* ↘ for additional information. Our water strategy encompasses all operations, including those in water-stressed areas.

Reducing Water Withdrawals and Discharge

Stellantis is dedicated to promoting responsible water stewardship, by aiming to reduce water withdrawal in industrial activities. Vehicle production involves water consumption, creating potential effects on water quality. To support compliance with environmental regulations, our facilities monitor wastewater discharge for specific water quality factors as required by operational permits.

Actions and Resources Related to Water and Marine Resources

ESRS 2 MDR-A, E3-2

Our manufacturing facilities differ significantly in plant size, production volume, operations performed, technologies installed and facility age, all of which affect water use and treatment. Water management and target setting are tailored to each site, taking into account stakeholder expectations, local water restrictions and site-specific possibilities. Regional Environmental Staff ("RES") establishes plant-specific targets based on these criteria. The plants are responsible for implementing water-saving measures, while the RES supports them by evaluating and sharing best practices and conducting water-saving workshops to promote continuous improvement. Implementing the outlined actions did not require any significant OpEx or CapEx.

Site-Specific Initiatives

To reduce water consumption, we are promoting various measures such as preventing and minimizing losses and leaks, enhancing water recycling and reuse and improving processes.

Our water-saving initiatives are applied across certain manufacturing plants. We have developed a water action map, which included some best practices and have conducted water workshops with selected plants to improve our water footprint. These activities form part of Stellantis' continuous process improvement efforts and are integrated into our practices. As they represent ongoing, iterative enhancements, their completion is aligned with the scheduled timeline for the target' achievement. For plants located in water-stressed areas, we set internal targets and provide increased support from regional environmental teams. Refer to *Targets Related to Water* ↘ in this document for additional information.

Historically, we have conducted workshops to monitor water-related conditions at plants, particularly those located in water-stressed areas or high levels of water withdrawal. In recent years, we have adopted a hybrid approach combining remote and on-site sessions, enabling effective collaboration while gathering practical insights where needed.

In 2025, an international task force was assembled to identify the best-performing plants within the global Stellantis network and benchmark their best practices, organizing in-person workshops in Europe and South America at the plants with the lowest water withdrawal (m^3) per vehicle produced. These practices were analyzed for repeatability across different regions and their business cases evaluated.

Examples of activities carried out in 2025 include the following:

- In our assembly plant in Vigo (Spain), we have reduced water consumption through several improvement activities in the surface treatment system of the paint shop. Among the various actions undertaken, one example is the installation of filtration equipment, which is expected to save approximately 200,000 m^3 of water annually.

- At our assembly plant in Melfi (Italy), water-efficiency initiatives, including leak detection and repair, enabled us to save more than 50,000 m^3 of water annually.

Main Activities in Supply Chain

Our GRPG ask suppliers to optimize resource use and minimize pollution, including air emissions, water consumption and wastewater discharges, waste treatment and disposal, and GHG emissions. Acceptance of these guidelines is valid from the date of confirmation onward, without time limitation for all business activities between suppliers and Stellantis (refer to *Global Responsible Purchasing Guidelines* ↘ in this document for additional information).

Targets Related to Water

ESRS 2 MDR-T, E3-3

In 2025, as part of the sustainability trajectory reassessment, Stellantis redefined the timeline for achieving its targets related to water withdrawal. Specifically, the water withdrawal normalized, previously set at 3.0 m^3 per vehicle produced by 2030, has been set in a range between 3.0 and 3.4 m^3 per vehicle produced by the same date. In addition, Stellantis decided to reduce the number of indicators used to measure its performance and discontinued its previously set target for water withdrawal normalized in water-stressed areas. Refer to *Updated Sustainability Trajectory* ↘ in this document for additional information.

The scope of the target covers our manufacturing sites, reflecting Stellantis' commitment to operational efficiency and resource management where water use is most significant. The methodology for calculation is based on total water withdrawal normalized per vehicle produced, following internal standards and industry best practices to ensure consistency and transparency. This target is closely linked to Stellantis' EEP, which prioritizes the reduction of our water footprint. Monitoring is conducted on a regular basis through internal reporting systems and periodic reviews by the Manufacturing department to ensure progress against the defined trajectory and timely corrective actions where necessary.

In 2025, as part of the targets review process, the reporting scope was revised to ensure full alignment with the manufacturing perimeter. As a result, targets exclude "non-manufacturing" activities, which relate to Company-owned sales and after-sales activities, retail offices (such as import subsidiaries), administrative offices, logistics activities (spare parts warehouses and distribution centers) and also exclude proving grounds, technical, R&D and Information Communication Technology centers. The 2021 and 2024 results have been changed accordingly.

Water Consumption

Our goal is to contribute to sustainable water management and more sustainable sourcing of water by aiming to reduce water withdrawal and committing to responsible wastewater discharge.

Water Withdrawal

To promote responsible water stewardship and to aim for reduced water withdrawal, Stellantis has voluntarily set targets for its manufacturing plants, as detailed in the table below. This target aligns with the Stellantis' EEP which was developed without using an ecological threshold.

Progress made toward targets

Entity-specific metrics		Year	(m³/vehicle produced)
Total water withdrawal normalized	Results	2021 (unaudited)	4.61
		2024	3.84
		2025	3.68
	Targets	2030	3.0 - 3.4

In 2025, the total water withdrawal normalized in water-stressed areas was 3.71 m^3 per vehicle produced[7] (3.44 m^3 per vehicle produced in 2024). The increase in total water withdrawal normalized in water-stressed areas in 2025 as compared to 2024 was primarily due to the decrease in production volumes at these sites partially offset by the mitigating actions taken during the year.

[7] Vehicles produced are vehicles assembled in those areas.

No additional water-related targets have been set for the supply chain or value chain. The total water withdrawal normalized target was set based on current best practices and assumptions about future developments in water-saving technologies.

We monitor the performance and progress toward our water withdrawal reduction targets on a monthly basis. In addition to reducing water withdrawal, we monitor wastewater discharge and water consumption.

Water Consumption

E3-4

Water consumption is defined as the difference between water withdrawal and water discharges. The majority of this consumption occurs at our manufacturing facilities. Approximately 80 percent in 2025 (approximately 72 percent in 2024) of the water consumption data is directly measured from sites, while the remaining portion is estimated. Direct measurements include data obtained through measurement, calculation or invoicing. In instances where discharged water cannot be fully measured or calculated, it is determined based on the average of the measured and calculated discharges over withdrawal from the other manufacturing plants. In 2025 and 2024, total water stored and changes in storage were immaterial. The total water withdrawal and total water consumed, worldwide and in water-stressed areas, are reported in the table below:

Total water withdrawal and consumed calculation worldwide and in water-stressed areas

	2025		2024	
(million m³)	Worldwide	of which in water-stressed areas	Worldwide	of which in water-stressed areas
Total water withdrawal	21.9	5.6	22.0	6.0
Total water consumed	**6.9**	**2.4**	**7.7**	**2.5**

In 2025, of the total water withdrawal used in manufacturing sites, 59 percent was sourced from municipal water, 23 percent was abstracted from groundwater and 18 percent originated from surface water (61 percent, 23 percent and 16 percent, respectively, in 2024).

Water Discharges

Effective water discharge management is integral to our overall sustainability strategy. Water discharges can fluctuate due to factors such as consumption or evaporation in processes that expose water to atmosphere, like cooling towers. Some of our older plants lack separate sewer systems for rainwater and process or sanitary wastewater, meaning all discharge flows through the same treatment facilities. In these cases, the amount of rainwater is estimated and subtracted from the amount of wastewater. All discharge volumes are treated by the municipal or Stellantis wastewater treatment plants. To our knowledge, Stellantis did not directly discharge any wastewater into seawater or oceans.

Plants in Water-Stressed Areas

Water stress is critical in sustainability planning. For water-stress risk evaluation, the baseline scenario of the Aqueduct Water Risk Atlas is used, helping identify high-risk areas. For risk evaluation, the business-as-usual scenario 2030 is used, which represents projected water-related risks assuming current trends in water use, management and climate continue without additional interventions. Water stress indicates competition for water resources, defined as the ratio of demand for water by human society divided by available water.

In 2025, 35 manufacturing plants (34 in 2024) were located in water-stressed areas (according to the WRI's Aqueduct "baseline water stress" indicator). In 2025, these sites represent 26 percent of the Company's vehicles production volume (31 percent in 2024).

Water Recycling and Reuse

In 2025, the total water recycled and reused was 76.8 million m³. Although recycling and reuse measures have been implemented in previous years, the comprehensive recording of the total water recycled and reused in m3 was introduced in 2024. During 2025, the methodology used to calculate

recycled and reused water volumes was enhanced to strengthen consistency and comparability with industry practices. While this enhancement did not materially affect our performance of water withdrawal, we updated 2024 comparative figure to reflect the improved approach. The revised 2024 value for water recycled and reused amounts to 95.3 million m^3, compared with 100.5 m^3 previously reported. The data is partly based on estimates, calculations (water balances) and measurements. These take into account processes such as rejects from reverse osmosis treatment, the use of treated wastewater effluent, recirculated blowdowns (from boilers, cogeneration, cooling towers), and paint shop processes such as reverse cascading.

Water Intensity

Water intensity is calculated by measuring total water consumption against Net revenues. In 2025 and 2024, water intensity was:

Water intensity ratio

	2025	2024
Total water consumed (m^3)	6,932,589	7,705,671
Net revenues (€ million)	153,508	156,878
Water intensity ratio (m^3/€ million)	**45.16**	**49.12**

Biodiversity and Ecosystems

E4

The Company recognizes the importance of biodiversity and the protection of natural habitats as essential elements of sustainable development.

Biodiversity and Ecosystems Material Impacts, Risks and Opportunities

ESRS 2 SBM-3, IRO-1

The table below summarizes the material impacts, risks and opportunities resulting from the DMA. Refer to *Material Impacts, Risks and Opportunities* ↘ in this document for additional information.

Biodiversity and ecosystem - material IROs

Material Impacts, Risks and Opportunities		Value chain
Land acidification	Potential negative impact	■□□
GHG emissions in the value chain	Actual negative impact	■□■

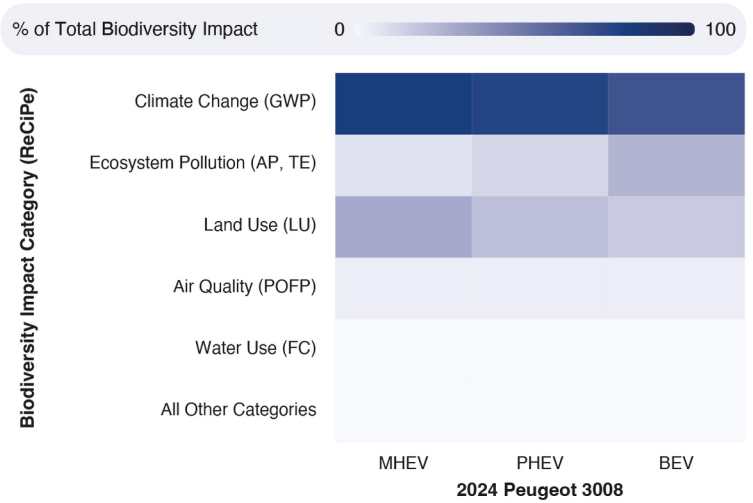
■□□ Upstream, □■□ Own Operations, □□■ Downstream

In 2025, our DMA was informed by an updated LCA using the ReCiPe methodology and encompassing MHEV, PHEV and BEV models and the updated sustainability trajectory. The study revealed that the main contributors to biodiversity loss are GHG emissions, primarily from the upstream and downstream value chain (refer to *Climate Change* ↘ in this document for additional information), and land acidification caused by mining activities for minerals used in EVs within our upstream value chain. Considering our current vehicle portfolio and the updated sustainability trajectory, we identified biodiversity loss as a material environmental impact, particularly associated with GHG emissions within our upstream and downstream value chain and with mining operations for minerals used in electrified vehicles in our upstream value chain, which may cause land degradation in the form of land acidification. The assessment did not identify any negative impacts related to desertification and soil sealing.

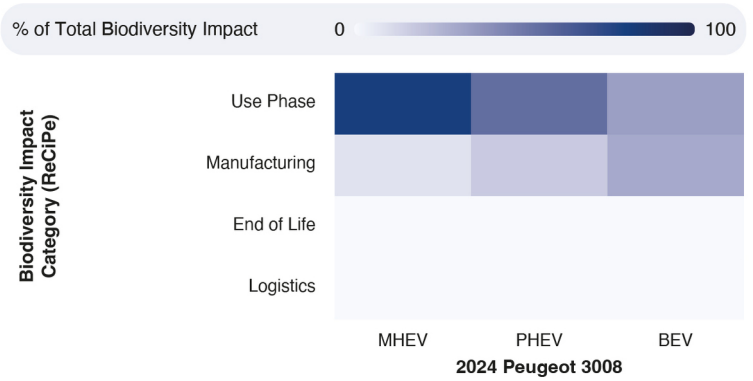
The charts below show the results of Stellantis LCA on the biodiversity impact of the 2024 Peugeot 3008 across its three powertrain options (MHEV, PHEV and BEV). The analysis applies the ReCiPe methodology, which quantifies biodiversity impact based on major drivers of biodiversity loss including climate change, ecosystem pollution and land use. The chart illustrates the relative contribution of each of these impact drivers to the total biodiversity footprint of the Peugeot 3008 for each powertrain configuration.

The LCA highlighted that transitioning from MHEV to BEV technologies could potentially mitigate biodiversity loss, primarily due to the reduction in GHG emissions in the entire vehicle life cycle during the vehicle use phase.

LCA results by category



LCA results by use phase

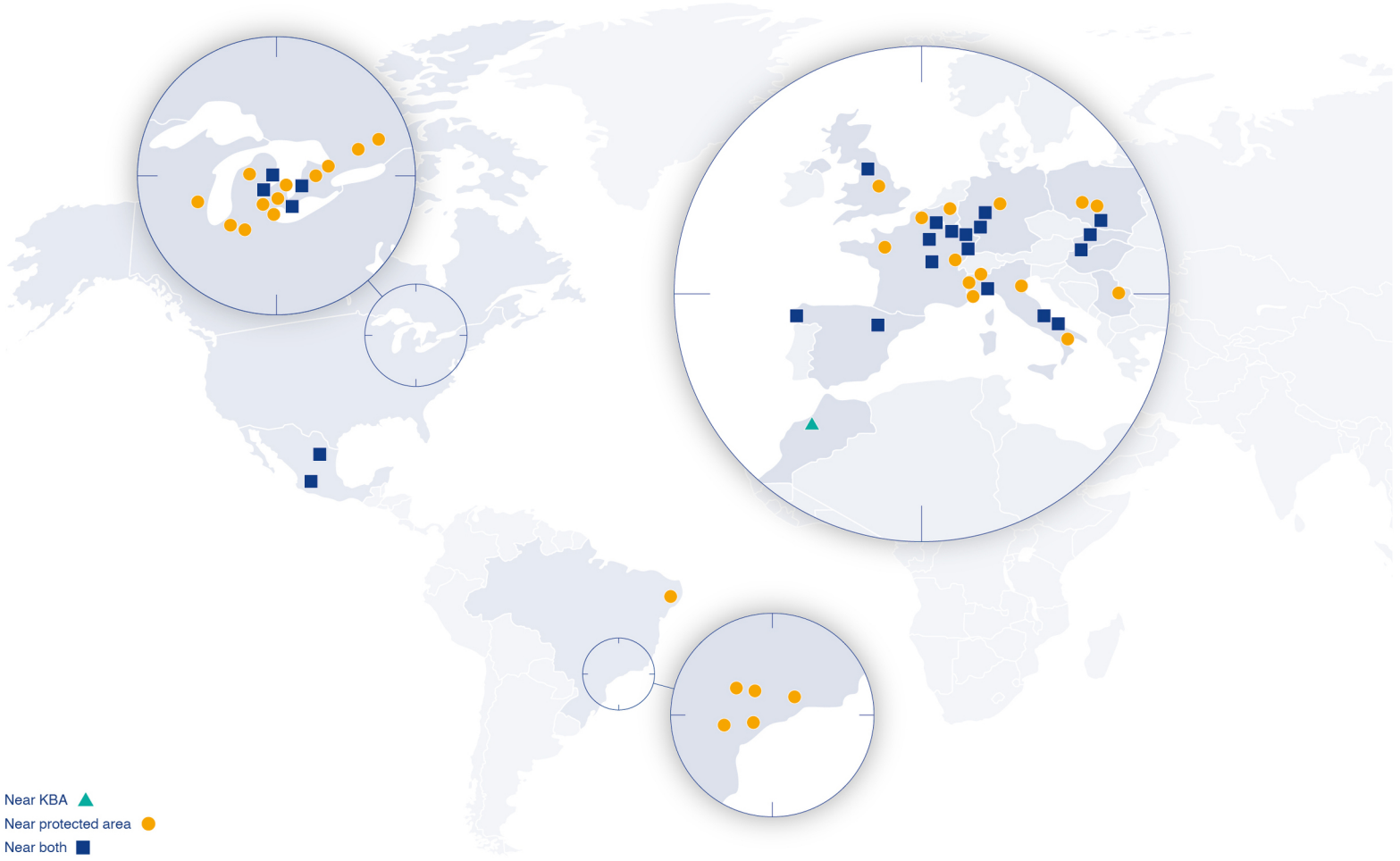


While the Company acknowledges the environmental impact of upstream and downstream operations on biodiversity, the DMA did not identify any material risk or dependency related to biodiversity in the Company's own operations, as explained below. Systemic risks for GHG emissions in the value chain and associated IROs were taken into account within the climate change assessment. Stellantis conducted on-site analyses using the Integrated Biodiversity Assessment Tool to identify biodiversity-sensitive areas adjacent to our manufacturing sites within a 10-kilometer radius and to our non-manufacturing sites within a 5-kilometer radius.

This tool identifies biodiversity significance based on proximity to protected areas, Key Biodiversity Areas ("KBAs") and species threat scores.

Our assessment revealed that 58 manufacturing sites lie within a 10-kilometer buffer of a protected area or KBA, representing a cumulative footprint of 37 km^2 of occupied surface. Refer to *Appendix IV - List of Sites Close to Biodiversity Area* ↘ included in this document for additional information.

Sites close to biodiversity area



Based on this assessment, no material impacts from our own operations activities were identified.

Stellantis evaluated its dependencies on ecosystem services for its own operations, upstream and downstream value chain using the ENCORE methodology. The assessment identified low to medium-level ecosystem service dependencies in our own operations, while our upstream value chain, particularly mining-related activities, showed high to very high dependencies on critical services such as water, which are touched upon in the section *Water and Marine Resources* ↘, in this document. No major dependencies were identified in relation to the downstream value chain. Refer to *Transition Plan and Consideration of Biodiversity and Ecosystems in Strategy and Business Model* ↘ below for additional information.

Affected communities were not considered in the analysis and no specific consultations were carried out as part of the DMA. The Company continues to monitor developments in biodiversity-related regulation and stakeholder concerns and will reassess its exposure to biodiversity risks and dependencies as part of its annual sustainability review process.

Transition Plan and Consideration of Biodiversity and Ecosystems in Strategy and Business Model

E4-1

Stellantis recognizes the growing importance of biodiversity and ecosystem challenges in the context of its business activities and its responsibility towards society and the environment. The Company's strategy to reduce its impact on biodiversity and ecosystems is linked to the three main drivers for biodiversity loss: (i) climate change and (ii) pollution, both related to upstream-related activities and use phase (refer to *Climate Change* ↘ in this document for additional information), and (iii) land acidification in Stellantis' upstream value chain related to mining activities. These drivers were identified using an LCA study carried out by the Company in 2025.

Stellantis recognizes that climate change is the major driver of biodiversity loss and that a significant share of its biodiversity impact is linked to GHG emissions across its value chain. Therefore, the Company aims to prioritize actions to reduce its GHG emissions footprint which in turn lessens our impact on biodiversity while continuing efforts to mitigate pollution and land acidification in our value chain.

Resilience assessment

Stellantis assessed its dependencies on ecosystem services using the ENCORE methodology to determine the resilience of its strategy and business model in relation to physical and transition risks related to biodiversity and ecosystems. The scope of this resilience analysis covers the Company's own operations, upstream and downstream interactions within the value chain. For this assessment Stellantis considered the ENCORE category of economic activities "manufacture of motor vehicles", "mining of metal ores" and "sale of motor vehicles". While ENCORE assesses the dependency of business sectors on ecosystem services without considering scenarios or particular time horizons of activity, the results provide insights into potential vulnerabilities and inform Stellantis' approach to mitigate these risks through its actions. This is a high-level assessment grounded on analysis of business sectors based on available scientific knowledge, therefore no specific stakeholders were involved.

The study identified medium-level dependencies on key ecosystem services, such as water regulation, purification and soil erosion control, to support its manufacturing operations, while other dependencies were assessed as low or very low.

In evaluating its upstream value chain, particularly in mining-related activities, Stellantis identified significant dependencies on ecosystem services such as water, which are touched upon in section *Water and Marine Resources* ↘ in this document. These services were rated from high to very high in importance. Additional dependencies, including soil and sediment regulation, storm mitigation and solid waste remediation, were assessed at medium to low levels, while other services such as biomass provisioning, air filtration and noise attenuation were found to have very low relevance.

For the downstream value chain, the analysis concluded that only soil and sediment retention services were rated as medium, while all other ecosystem service dependencies ranged from very low to low.

Refer to *Climate Change Material Impacts, Risks and Opportunities* ↘ included in this document for additional information on the resilience assessment related to climate change impacts.

Policies Related to Biodiversity and Ecosystems

ESRS 2 MDR-P, E4-2

Stellantis' EEP integrates biodiversity protection, deforestation-free sourcing and ecosystem restoration into its strategic goals. The policy acknowledges biodiversity loss as a material environmental impact, identified through the DMA and the LCA.

Stellantis integrates community rights into its operations, as the Company's due diligence approach to biodiversity is fully aligned with its Human Rights Policy. It supports Stellantis' transition strategy by reducing reliance on biodiversity-sensitive resources, such as fossil fuels, and promoting sustainable sourcing. Refer to *Climate Change* ↘ - *Energy Transformation* ↘ in this document for additional information.

The EEP integrates human rights considerations, including Free, Prior, and Informed Consent, recognizing the social implications of biodiversity impacts on local communities, prohibits new operations in protected areas and aims to apply the mitigation hierarchy in existing facilities. Refer to *Affected Communities* ↘ in this document for additional information on the FPIC Policy. Refer to *Policies Addressing Sustainability Matters of Climate Change Mitigation, Adaptation, Energy Efficiency and Renewable Energy Deployment* ↘ included in this document for additional information on the EEP.

As requested in the GRPG and aligned with international standards such as the UN's New York Declaration on Forests, the OECD-FAO guidelines and the upcoming requirements of the EU Deforestation Regulation ("EUDR"), Stellantis is focused on the prevention of unregulated deforestation and land conversion, safeguarding natural ecosystems and promoting a deforestation-free supply chain. We aim to have traceability mechanisms for products, components, and raw materials in this context. Refer to *Global Responsible Purchasing Guidelines* ↘ in this document for additional information.

Refer to *Policies Related to Climate Change* ↘ included in this document for additional information on climate change related policies.

Actions and Resources Related to Biodiversity and Ecosystems

ESRS 2 MDR-A, E4-3

Guided by our EEP and as referenced in the GRPG, we aim to manage environmental impacts and promote preservation of biodiversity in our own operations as well as in our supply chain to prevent pollution of water, soil and air, to fight climate change and maintain water and marine resources.

Examples of biodiversity initiatives launched or continued in 2025 include:

Wildlife Habitat Council ("WHC") projects:

Windsor Assembly Plant, Canada, has been certified by WHC since 2018 for its conservation programs and achieved Gold Certification status in 2023. The plant has developed its biodiversity program through numerous conservation initiatives, including community projects such as clean-up days, garden projects and tree planting. It has also focused on planting native species, removing invasive plants and engaging employees and their families in these efforts. To date, 1,500 trees have been planted across the plant property, along with other native landscaping on-site. Additionally, the plant features a propagation room, known as the "Green Room", where plants are cultivated for use within the facility.

Gliwice Assembly Plant, Poland, has been certified by WHC since 2019. Key initiatives ongoing in 2025 include efforts to restore and preserve local ecosystems, such as the planting of native trees along a stream near the facility. The program also involves installing an insect hotel and providing employee training on the topic through dedicated workshops.

Biodiversity conservation projects:

Several of our plants have implemented or continued in 2025 biodiversity conservation projects, demonstrating commitment to protecting local ecosystems. Initiatives include preserving habitats for native species in Rüsselsheim, creating safe nesting sites for wild bees and introducing certified local plants in Sochaux and establishing insect-friendly biodiversity zones in Vigo to counter urbanization impacts.

Based on our global risk assessment, Stellantis commissions audits that cover supplier conformance with environmental standards. Biodiversity-related factors are specifically assessed through audits conducted in the battery supply chain, including deeper-tier levels such as mining, refining and smelting operations where biodiversity loss impacts may be most significant. Mitigation of related findings from these activities is subject to corrective action plans developed in collaboration with our suppliers including jointly defined and agreed timing for completion. In 2025, Stellantis joined the Initiative for Responsible Mining Assurance ("IRMA"), a global program promoting socially and environmentally responsible mining practices. Refer to *Workers in the Value Chain* ↘ included in this document for additional information.

Stellantis is preparing to comply with the EUDR and EU Battery Regulation ("EUBR") by setting up internal processes to meet regulatory deadlines, through the establishment of robust due-diligence processes.

No significant operational or capital expenditure was allocated to these activities in 2025. However, initial project-team mobilization and systems development have commenced and are expected to result in higher levels of expenditures in the subsequent years for both regulations.

Stellantis does not use biodiversity offsets to mitigate impacts and has not yet incorporated local and indigenous knowledge or nature-based solutions into its actions.

Refer to *Actions and Resources in Relation to Climate Change Policies* ↘ included in this document for additional information.

Stellantis also supports initiatives to reduce the usage of natural resources by developing circular economy and reducing water use (refer to *Resource Use and Circular Economy* ↘ and *Water and Marine Resources* ↘ included in this document for additional information).

Targets Related to Biodiversity and Ecosystems

ESRS 2 MDR-T, E4-4

Stellantis has not yet established specific targets related to biodiversity within its upstream value chain. Nevertheless, we recognize the material sustainability-related risks associated to this activity and aim to further expand the adherence of our Tier-1 supply base to the GRPG, measured as a percentage of APV. In parallel, we reinforce our Battery Supply Chain Due Diligence Program by integrating biodiversity preservation into the audit criteria. These audits are performed at suppliers' sites across lower tiers of the supply chain, up to the mining level, with the objective of ensuring timely resolution of any critical findings in close collaboration with the suppliers involved.

As GHG emissions within upstream and downstream value chain has been identified through the LCA as the primary driver of biodiversity loss, refer to *Targets Related to Climate Change Mitigation and Adaptation* ↘ included in this document for additional information.

Stellantis uses the RENATU tool to assess the biodiversity of its production sites. This self-assessment instrument developed by the University of Paris 1 Pantheon Sorbonne and validated by the Infrastructure de Transport Terrestre ECOsystème et Paysage program of the French Ministry of the Ecological Transition and Solidarity, evaluates the biodiversity of industrial and developed areas.

Progress made toward targets for biodiversity

Entity-specific metrics		Year	
Percentage of plants that have done a RENATU evaluation and are developing biodiversity projects	Results	2024	45 %
	Results	2025	45 %
	Target	2030	100%

The RENATU indicator includes 11 categories, such as invasive species, vegetation layers, microhabitats, nesting sites and proximity to biodiversity reservoirs. The assessment involves site walkthroughs and data analysis, with each category rated to calculate an overall score.

In 2021, Stellantis began implementing the RENATU tool at its production facilities. By the year end 2025, 89 percent (93 percent by the end of 2024) of these production facilities had conducted a RENATU evaluation.

Resource Use and Circular Economy

E5

Stellantis' strategic approach to sustainable resource management and circular-economy practices is centered on reducing resource consumption and promoting eco-design, remanufacturing[8], and recycling initiatives.

Resource Use and Circular Economy Material Impacts, Risks and Opportunities

ESRS 2 IRO-1

The table below summarizes the material impacts, risks and opportunities resulting from the DMA. Refer to *Material Impacts, Risks and Opportunities* ↘ in this document for additional information.

Resource use and circular economy - material IROs

Material Impacts, Risks and Opportunities		Value chain
Resources access	Potential negative impact	■□□
Increased costs, disruption or shortage of raw materials	Risk	■■□
Compliance with regulatory requirements	Risk	■■□

■□□ Upstream, □■□ Own Operations, □□■ Downstream

Our DMA identified resources inflows and outflows as interrelated material topics due to their role in our circular-economy strategy. The increased reliance on non-renewable materials such as metals containing steel, light alloys, copper, polymers, elastomer, fluids and going forward other raw materials like lithium, nickel, cobalt, rare earths driven by the rise of EVs, EV batteries, and EDMs, presents both environmental pressures and financial risks due to the generation of end of life waste.

To identify IROs related to resources inflows and outflows, including waste, we conducted LCAs on our vehicles and components covering 87 percent of the total fleet sold in 2025 (83 percent in 2024). These assessments evaluated the multi-criteria environmental footprint of a vehicle, its components and material design across the entire product life cycle, from raw materials extraction to manufacturing, use and end-of-life disposal or recycling. No additional consultation with local communities were undertaken. The IROs analysis revealed key impacts and dependencies associated with resource use and waste throughout the value chain:

List of lifecycle stages and waste impacts

Life cycle stages	Main impacts and dependencies related to resource inflows and outflows
Design and engineering	• Usage of raw materials and pollutants • Design for repair, remanufacturing, reuse or recycle to reduce the usage of new raw materials
Production	• Usage of raw materials, including critical materials • Waste production from our industrial operations, including upstream value chain • Actions integrated in our operations for the recovery and recycling of production waste, to reduce the usage of new raw materials
Use	• Obsolescence that shortens the lifespan of vehicles • Usage of raw materials in vehicle maintenance and repair • Parts and products life extension thanks to the circular-economy activities (remanufactured, repaired, reused, recycled products)
End-of-life	• Environmental contamination from hazardous materials in vehicles such as lead-acid batteries, engine oil, oil filter, brake fluid and coolant, air conditioning fluids, pyrotechnic elements used in airbags or seat belt pretensioners, tires • Lack of recovery of valuable components in ELVs that contributes to resource depletion, due to the lack of local waste treatment facilities and our policies for the prevention of usage of hazardous materials, ELVs and batteries treatment to recover materials and avoid waste

[8] Remanufacturing (or Reman): used, worn and defective parts recovered, dismantled, cleaned and remanufactured to OEM specifications, with the same performance and warranty as original parts

The Company's reliance on critical raw materials creates exposure to risks such as supply disruptions, market volatility, and environmental regulations, which may influence sourcing strategies and product design. Additional regulatory risks may emerge from evolving EU and international frameworks that advance circularity.

Policies Related to Resources Use and Circular Economy

ESRS 2 MDR-P, E5-1

The principles of circular economy are being embedded into Stellantis' business and consumption model, aiming to extend product lifespan and decrease natural resource usage. These principles cover the entire lifecycle of a vehicle, from production to end-of-life, incorporating reusable materials, recycled scrap and waste into the production loop. These principles are included in the recently published Environmental and Energy Policy ("EEP") described in the document which also addresses the circular economy activity through two main elements:

- Products: designing products to reduce their environmental impact throughout the entire life cycle
- Operations: using resources responsibly, efficiently, and sustainably, promoting the circular economy within our operations and supply chain.

In 2022, Stellantis created SUSTAINera to manage circular economy activities worldwide and identify aftersales products. SUSTAINera strategy is based on the 4Rs principles—Reman (Remanufacturing), Repair, Reuse and Recycle—aiming to extend the lifespan of products and minimize waste.

In 2025, the Company's circular economy practices were partially converted into operational and technical standards which will be expanded in the coming years.

We employ eco-design to promote innovation, reduce material consumption and environmental impact as well as promote the usage of green materials. These activities are driven by environmental regulations and commitment to increased recyclability, helping us manage resources more effectively and support a responsible end-of-life treatment for vehicles and materials.

In 2023, the Sustainable Raw Materials organization was established with a goal to secure a stable supply of key materials, particularly for electrified vehicles, focusing on selecting sustainable and responsible processes, partners and suppliers.

Our eco-design efforts are also geared towards the use of green materials, such as recycled materials from post-industrial and post-consumer waste, materials of natural origin like wood and plant fibers, and bio-sourced materials like polymers from renewable resources rather than the petrochemical industry. The purpose of this action is to transition away from non-renewable resources when reasonably possible, by increasing the use of these materials in new vehicles, thereby mitigating resource depletion and supporting recycling industries.

We strive to responsibly manage end-of-life products, vehicles, and EV batteries, while seeking ways to reduce the usage of hazardous substances. Refer to *Stellantis Overview - Management of end-of-life products*, for further information on our regulatory matters. To achieve sustainable sourcing and mitigate the associated risks, the Company has taken several steps, such as limiting and reducing the use of critical materials and securing supply contracts with critical material suppliers.

Actions and Resources Related to Resource and Circular Economy

ESRS 2 MDR-A, E5-2

We aim to reduce our carbon footprint by developing and securing advanced green materials supply. We advocate for the circular economy through an eco-design approach, utilizing recyclable and recycled materials in our products. The Sustainable Raw Materials division defines raw materials commodities strategies, based on materials technical expertise, and taking into account fulfilling sustainability commitments such as regulatory compliance, ESG, recyclability, eco-design, and carbon footprint reduction.

We aim to extend the lifespan of parts and of High Voltage Batteries ("HVB") and ensure responsible End-of-Life management, including 4R strategy across different activities. Currently we provide at least one solution per region where we operate.

Availability of the SUSTAINera 4R on parts (excluding HVBs) and on HVBs in regions

4R ACTIVITIES		REGIONS					
		Enlarged Europe	North America	South America	Middle East & Africa	India & Asia Pacific	China
REMAN	Aftersales parts/products	●	●	●	●	●	●
	High voltage batteries	●	●				
REPAIR	Aftersales parts/products	●	●	●			●
	High voltage batteries	●				●	
	Vehicles Reconditioning	●		●			
REUSE	Aftersales parts/products	●	●	●	●		
	High voltage batteries (second life)	●	●		●	●	
RECYCLE	Aftersales parts/products	●					
	High voltage batteries	●	●	●	●	●	●
	End-of-Life Vehicles, Part & Scraps Recycling	●	●	●	●	●	●

Main Initiatives to Improve Responsible Recyclability and to Support end-of-life Treatment

Our practices adhere to the EU ELV Directive, focusing on vehicle design and end-of-life handling. As per the requirements set in 2015, we should achieve on an annual basis 95 percent vehicle weight recovery with 85 percent of materials being reused or recycled in Europe. We utilize processes to track material and substance weight and undergo third-party audits following the EU Directive 2005/64/CE. At a vehicle's end-of-life, we engage in part reuse, material recycling, and energy recovery. To meet these goals, Stellantis operates an internal network overseeing upstream (eco-design) and downstream (end-of-life services) activities, collaborating with suppliers, recycling operators, and vehicle manufacturer associations.

In 2025, Stellantis established a partnership with Soremo S.A.S. for a closed loop on aluminum and iron originating from post-consumer engines. These engines are collected from the Dismantling Center at the Circular Economy Hub in Mirafiori, Turin, as well as from selected Authorized Treatment Facilities partners. The recovered materials are recycled to manufacture new engines, reducing the environmental impact of production.

To strengthen control over recyclable materials and reusable components from ELVs, SUSTAINera has begun internalizing key processes. In addition to the existing Dismantling Center within the Circular Economy Hub in Mirafiori, Turin—which also manages parts remanufacturing and vehicle reconditioning—a new dismantling center has been opened in Brazil. These expansions enhance global capabilities in sustainable resource recovery and support Stellantis' commitment to circular-economy practices.

Another initiative supporting the recovery of components for reuse, remanufacturing, or recycling is the collaboration with Qinomic on retrofit solutions. Through a 'win-win' strategy, Qinomic purchases original Stellantis components required for converting Light Commercial Vehicles to electric vehicles. Simultaneously, Stellantis repurchases the replaced components, which are then directed to remanufacturing activities at the SUSTAINera Circular Economy Hub in Mirafiori, Turin.

Main Initiatives in Eco-design and Circular Economy

Stellantis is including circular-economy principles to transform its consumption model, covering all phases from design to end-of-life of its vehicles. The Company oversees activities encompassing efficient material use, waste reduction, and resource conservation.

During the design phase, LCAs analyze the environmental footprints of vehicles and components to identify areas of environmental impact and potential improvements. The Company also supports eco-design initiatives to reduce material consumption, develop recycling-friendly components, and foster eco-design methodologies through various partnerships. The LCAs performed by Stellantis on its vehicles and components analyze the multi-criteria environmental footprint of a vehicle, its components and materials design. The entire product life cycle is taken into account, from raw material extraction to manufacturing, use and end-of-life. The most recent critical review, focused on BEV DS3 Crossback e-tense, was performed by a third-party reviewer panel according to ISO14040. The results of LCAs help improve our future vehicle designs: (i) highlighting the environmental advantage of one innovative solution compared to another, and more broadly, the overall environmental impact of a product, (ii) identifying possible pollution transfers during lifecycle, (iii) highlighting core environmental impacts and (iv) choosing more environmentally friendly technologies and materials.

The Company employs a “design for circular economy” approach, prioritizing materials and components that can be easily dismantled, remanufactured, repaired, reused, and recycled. This approach mitigates material scarcity and reduces the environmental impact of raw material sourcing. In the production phase, Stellantis is focusing on reusing plant surplus and reducing waste.

As a participant in the International Dismantling Information System (“IDIS”), covering more than 40 countries in Europe, North America, South America and Asia, Stellantis provides disassembly instructions for its vehicles, including HVBs, to recycling facilities.

Main indicators of environmental impacts monitored by Stellantis in LCAs

Impact on air	GWP in kg CO_2-eq characterizes the average increase in GHG emissions that contribute to global warming (CO_2, CH_4, N_2O, etc.)
	Acidification potential in kg SO2-eq characterizes the increase in the content of acidifying substances that cause acid rain and decay of some forests (SO_2, etc.)
	Photochemical ozone creation potential in kg ethene eq. characterizes the phenomena leading to the formation of ozone which have harmful effects on human health and on ecosystems (VOCs, etc.)
Impact on water	Eutrophication potential in kg phosphate eq. characterizes the introduction of nutrients such as nitrogen and phosphate compounds that promote the growth of certain algae (NO_2, etc.).
	Water footprint calculated using method called “AWARE” (Available Water Remaining) representing the relative available remaining water per area in a watershed, calculated after meeting demand from human and aquatic ecosystems.
Impact on natural resources	Potential for the depletion of natural mineral resources in kg antimony eq. (Sb) aims to measure the extraction of mineral resources considered to be non-renewable regarding their reserves on Earth
	Potential for the depletion of fossil resources in megajoules (MJ): aims to measure the extraction of fossil fuels regarding their reserves on Earth
Biodiversity	Potential damages to ecosystems (freshwater, ecosystem, terrestrial, marine) measured with time-integrated species loss, taking into account multiple impact pathways (climate change, acidification, toxicity)

Use of Green Materials

Stellantis aims to integrate into its vehicles recycled materials, materials of natural origin (wood and plant fibers) or bio-sourced materials from renewable resources. The use of these green materials is a key factor in the supplier selection process as well as the engineering design requirements for parts specifications.

In order to support its green material strategy, Stellantis has introduced Mat4Car, an internal innovation program aimed at identifying and implementing advanced material and component solutions that reduce CO_2 emissions, supporting circular-economy objectives, without increasing vehicle cost.

This program is focused on new sustainable material options, including recycled, bio-based, and low-carbon alternatives. These materials are evaluated throughout the life cycle, with specific attention to global warming potential ("GWP") and cost performance, ensuring that environmental improvements are verifiable and scalable.

To support lasting impact, Mat4Car also develops application guidelines, technology roadmaps, and training plans. These tools help engineers and project teams integrate sustainable materials into future vehicle programs, embedding sustainability into standard processes and decision-making.

Stellantis is involved in several projects in order to develop Sustainable Materials Supply in accordance with our Ecodesign, Circular Economy and Green Materials commitment.

- *ZEvRA* ↗ – Zero Emission electric Vehicles enabled by harmonized circularity: ZEvRA aims to improve the circularity of electric vehicles across their full life cycle, from materials sourcing to manufacturing and their end of life. It focuses on sustainable use and recycling of key automotive materials such as steel, aluminum, plastics, composites, glass and rare earth elements.
- *Convert2Green* ↗ – The project, completed in 2025, aimed to develop plastic and composite products made from recycled and bio-based materials using energy efficient processing technologies. It enabled the development of several central-console demonstrators made from bio-based polyester (65 percent), recycled polycarbonate (40 percent) or recycled acrylonitrile–butadiene–styrene (50 percent).

Vehicle Maintenance Phase

Operating under the SUSTAINera label globally, Stellantis offers aftersales services built on circular-economy principles. The services include providing remanufactured, repaired, reused parts (including HVBs), and recycled products for vehicle maintenance, extending the product lifespan.

In 2025, the Remanufacturing portfolio expanded with new product lines, such as the first LED headlamps, Diesel Particle Filter (DPF) tanks and multi-brand brake calipers, and range broadened in Brazil and North America. At the same time the Reuse offer, continues its expansion in Europe with the introduction in the UK market. Growth also recorded in the U.S. through the B-Parts platform and in South America through dedicated local sales channels offering the used parts recovered from the dismantling center opened in Brazil in August 2025.

The repair program for automatic gearboxes and electronic components continues to grow in Europe, with an expanding portfolio of part numbers covering a broader range of vehicle models and a multi-brand offering recycled products, such as coolant, windshield washer fluid, and engine oil solutions, made from recovered materials and industrial waste are also part of SUSTAINera aftersales offer initiatives. In October 2025 the range has been enlarged with the recycled 12 V batteries, first to be launched in the market, with the intention to expand soon with other product families. These batteries use up to 85 percent recycled materials and by incorporating 100 percent recycled lead, they already exceed the upcoming European regulations which, starting in 2030, will require manufacturers to use 85 percent recycled lead in battery manufacturing.

LCA analyses for Europe have been performed using the Sphera's external databases, an LCA software provider whose data quality is validated by DEKRA based on ISO 14040/44 standards.

Stellantis is also participating via Organisation Internationale des Constructeurs Automobiles ("OICA") association to new development of LCA method for vehicles within UNECE organization.

The results of the analysis indicate that this approach can result in a reduction in raw material use and CO_2 emissions.

Eco-design initiatives

Stellantis is a member of the Eco-Sustainable Design ("EcoSD") Network, an association whose main purpose is to foster interaction between researchers and industry players to create and disseminate EcoSD expertise in France and beyond, thereby promoting France's EcoSD expertise internationally. The Company participates in collaborative projects with industry and laboratory members of the Network, with the support of the French Agency for Ecological Transition ("ADEME").

For instance, Stellantis participated in the ECOGES project in 2025, focused on the environmental modeling of decarbonization trajectories.

In addition, in 2025, Stellantis participated in the IF ("imagining futures") Initiative led by Carbone4, a collaborative program supporting companies in rethinking their long-term strategies in line with planetary boundaries, such as climate change and resource availability. The initiative delivers open-source scenarios, strategic tools and training to help companies anticipate disruptions and meet emerging requirements.

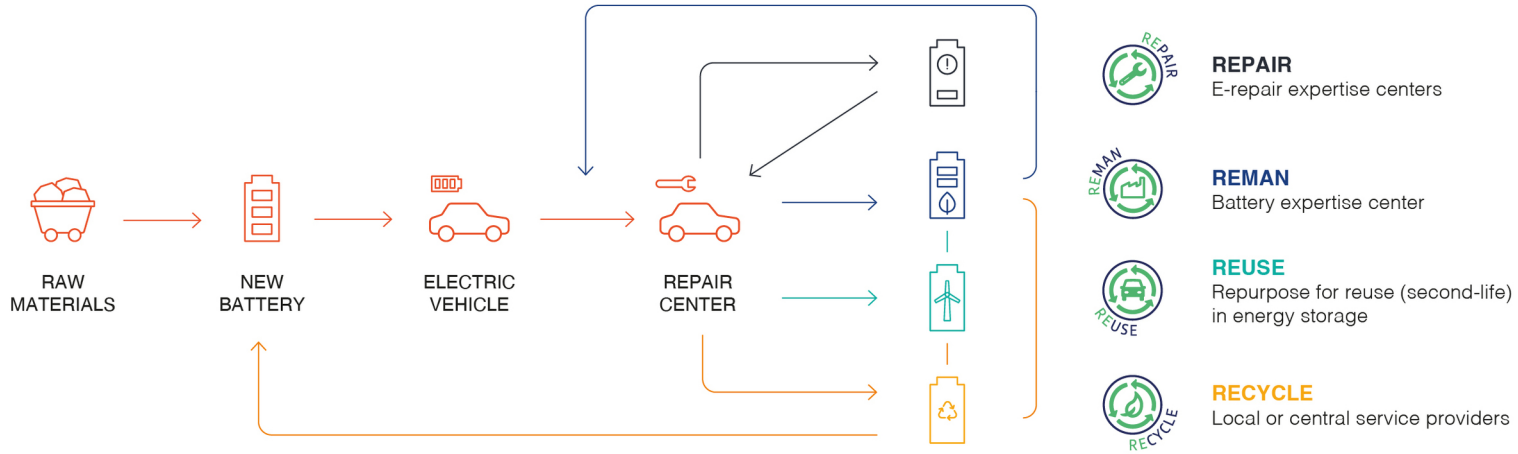
Stellantis is also promoting Ph.D. theses in countries such as France and Italy, with investigations covering several topics, including research on bio-based plastics for automotive applications and eco-design strategies to improve material circularity and resource efficiency.

Recycling Activities

- **Material Flow Management:** Through its circular economy activity, the Company is developing solutions to recover and reintegrate valuable materials into the manufacturing process, reducing waste and enhancing resource efficiency and has established a dedicated flow to manage recycled materials and create closed material loops. This initiative aims to introduce the Company's internal waste into the supply chain and build an efficient materials ecosystem with various stakeholders. Building on existing aluminum and steel closed loops already in place in North America and Europe, the material flow management will initially focus on creating loops directly back to the European foundries using industrial waste, scraps, and obsolete parts to replace virgin materials in new vehicles and parts production. Plans are underway to expand this initiative to other sources such as after-sales maintenance activities and ELVs, and other materials including copper, plastics, and batteries. With a focus on ELVs, SUSTAINera Valorauto, together with its growing network of partners, plays a key role in this mission by supporting recovery, reuse and recycling of components from ELVs. These efforts not only strengthen the recycling value chain but also contribute to securing critical material supplies for Stellantis' industrial operations.
- **ELVs Treatment:** In adherence to the EU ELV Directive, Stellantis has created take-back networks in EU states where it operates. Arrangements differ by country and may be handled by a service provider on behalf of manufacturers, or through a legally mandated collective take-back program. With the revision of European regulations relating to ELVs treatment, Stellantis aims to improve vehicle design circularity, increase the amount of recycled material in new vehicles, and enhance ELVs treatment efficiency. Through its subsidiary SUSTAINera Valorauto, the Company currently manages ELVs in France, Belgium, and Luxembourg, since 2024, with plans for expansion to further countries. The entity collaborates with authorized treatment facilities to collect and treat ELVs, recovering parts for reuse, remanufacturing, and recycling. Outside of Europe we tailor strategies and relevant action plans according to local and regional needs and constraints as follows:
  - U.S.: Stellantis is in progress to implement local loops for efficient execution of the circular-economy strategies;
  - China: Stellantis has deepened local partnerships in the field of ELVs and HVBs recycling; and
  - Middle East and Africa and South America: Stellantis is investigating and advancing structures and processes to implement a circular economy model.

- **Individual System to Manage ELVs:** In response to the French authorities' ELV Decree issued in November 2022, requiring vehicle producers to establish individual systems or opt for a collective system for handling ELVs, Stellantis has chosen to develop a proprietary system. This system is supported by SUSTAINera Valorauto and received approval from the French authorities in July 2024. Similar decisions to be taken for an individual system in other EU countries in 2026 in the context of the new ELV law.
- **High Voltage Batteries treatment:** Stellantis implements collection and treatment procedures, prioritizes extending the battery lifespan through remanufacturing, repair, and second-life solutions in non-automotive applications. In 2025, some examples of applications using Stellantis second-life batteries as energy storage have been the PIONEER project for Rome Fiumicino airport and the AVATHOR ONE medical device. In the final phase of the treatment process, Stellantis secures recycling contracts with qualified operators for all its brands. The agreements currently provide coverage at a regional level across Europe, North America, China, Middle East & Africa, and India & Asia Pacific regions, supporting responsible end-of-life battery management. By 2030, Stellantis intends to extend this approach to achieve country-level coverage, with at least one solution implemented for every HVB in all countries where EVs are sold, thereby supporting resource efficiency and reducing environmental impact.

Circular economy of High-Voltage Batteries



Targets Related to Resource Use and Circular Economy

ESRS 2 MDR-T, E-5-3

We aim to mitigate environmental impacts by enhancing our policies and actions, and by measuring these efforts through metrics disclosed in *Resource Inflows Metrics* and *Resource Outflows Metrics*. In particular, Stellantis aims to launch new vehicles globally that contain an average of 35 percent green materials by 2030.

Resource use and circular economy

Entity-specific metrics	Year	Target
Percentage of green materials on total vehicle weight for new launches	2030	35 %

The Green Material ratio represents the percentage, by curb weight, of recycled and bio-sourced materials relative to total vehicle curb weight. The ratio is calculated on representative vehicles—best sellers vehicles per powertrain type—and applies only to new launches. The result reflects the average green material content of new vehicles launched during the year.

The target for Green Material will be monitored on an annual basis by the raw material team within the Product Development and Technology function.

Resource Inflows Metrics

E5-4

Description of the Key Resource Inflows

The main materials used (resource inflows) in vehicles are metals, plastics, elastomers, glass and fluids. Stellantis also uses critical raw materials such as lithium, nickel and cobalt for batteries, and rare earths for permanent magnets used for 'e-drive motors. These materials are often indispensable for the transition to electrified vehicles, nanotechnologies and connected vehicles. In addition, Stellantis uses raw materials (resource inflows) for packaging, including wood, cardboard, plastics, metals and composites as well as water as part of its production process (refer to *Water and Marine Resources* in this document for additional information).

Resource inflows

	2025	2024
Total weight of products and technical and biological materials used during the reporting period (million tons)[1]	9.3	9.5
Percentage of biological materials (and biofuels used for non-energy purposes)	1%	1%
The absolute weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture the Stellantis' products and services (including packaging) (million tons)	3.0	2.7
Percentage of secondary reused or recycled components, secondary intermediary products and secondary materials	32%	29%

[1] Total weight of products is related to 54 percent steel, 15 percent is related to plastics materials (thermoplastic, thermoset), 10 percent is related to aluminum, 2 percent is related to copper.

Methodology

The total weight of products and materials is determined based on the total weight of vehicles sold during the year, considering the curb weight. Suppliers are asked to provide the material composition of vehicle parts, including recycled and bio content, and to identify hazardous substances using the IMDS database, which is used by the automotive industry. A representative vehicle is selected for each vehicle model (e.g., Peugeot 3008) with different powertrains (ICE, PHEV or BEV excluding REEV). From these declarations, material content is calculated for each representative vehicle and then computed for all vehicles sold in 2025.

Standards and tools are established and applied to guide eco-design actions, ensuring that product development and technology teams consistently monitor and adhere to defined design criteria. Specifically, standards are established to limit and trace the use of hazardous substances (as described in *Pollution* in this document) and to specify the green material content. Suppliers are informed about technical requirements relative to eligible green materials based on Stellantis standards together with those for plastic parts to include a minimum content of green materials.

The percentage of biological materials includes those of natural origin, such as wood and plant fibers, as well as bio-sourced materials, like polymers derived from renewable resources rather than the petrochemical industry. Supplier declarations for biomaterials and secondary materials are used to estimate the content for each representative vehicle. This data is then extended to all vehicles in the family based on sales volumes, covering 92 percent of sales in 2025 (83 percent in 2024). For unrepresented vehicles, a minimum assumption of secondary or biomaterial content is used.

Resource Outflows Metrics

E5-5

Products and Materials

Circular economy contributes to the eco-design process by providing recycled materials. Since 2023, the green materials (recycled and bio-sourced materials) approach has been applied to vehicles launched in various regions.

Durability

Vehicle durability is defined based on the following mileage criteria:

- For North America: 225,865 miles (363,643 km) for passenger cars and light duty trucks, and 150,000 miles (241,500 km) for Heavy Duty Trucks over 15 years, aligned with the U.S. EPA Greenhouse Gas regulations, with higher light duty truck mileage applied to passenger cars.
- For Europe and other regions: 50,000 km for micromobility devices, 225,000 km driven for passenger cars and 300,000 km for LCVs over 15 years.

These assumptions reflect the average durability of vehicles taking into account the specific usage in the regions, in accordance with market average.

Repairability of Parts and HVBs

Currently, there are no regulations or methodologies for calculating a repairability index in the automotive sector. However, Stellantis incorporates repairability into its product life extension objectives and circular-economy strategy through the 4R strategy. Specifically, Stellantis offers a "Repair and Return" service for multi-brand automatic gearboxes and complex electronic parts. Worn parts are removed, repaired, and returned to the same vehicle, or defective parts are repaired and sold off the shelf. This service has been expanded to include other repairs, such as HVB, through a network of 30 e-repair centers worldwide.

In North America, Stellantis strengthens its circular economy approach by prioritizing the repair and reuse of components as a means to reduce waste, extend product lifespan, and improve resource efficiency. Parts entering the repair parts processing stream originate from several operational pathways including Custom Shop parts, components affected by R&D or quality-driven design changes—reviewed collaboratively with the Parts & Services and Circular Economy teams to avoid scrapping viable warehouse inventory—along with dealer returns and manufacturing-damaged parts. New initiatives reinforce this recovery model by targeting damaged or rejected components directly from plants for repair as a first option and verifying that eligible powertrain components are routed to Powertrain Distributors equipped to execute specialized repairs.

Additionally, Stellantis reconditions vehicles at the SUSTAINera Circular Economy Hub in Mirafiori, Italy, (complementing existing reconditioning activities in Europe through our subsidiary Aramis) and at the Vehicle Reconditioning center in Betim, Brazil.

Recyclability, e-repair centers and ELV indicators

	2025	2024
The rates of recyclable content in products	85%	85%
Number of e-repair centers	30	24
Percentage in weight of ELVs recycled (France, Belgium, Luxembourg)	90%	89%

Methodology

For the rate of recyclable content calculation, vehicles are evaluated for their recyclability according to the ISO 22628 standard. These calculations comply with homologation requirements in some regions and are certified by notified bodies, such as UTAC (*Union Technique de l'Automobile du motocycle et du Cycle*). In Europe, vehicles are at minimum 85 percent recyclable by weight and 95 percent recoverable by weight. These calculations are based on the material breakdown of the vehicle parts. Using the calculations done on the vehicles in the different regions, this data is then extended to all vehicles in the family based on sales volumes, covering 91 percent of sales in 2025 (85 percent in 2024). Due to similar designs and material breakdowns, the vehicles not covered by this calculation can also be considered with the same estimates to have the same percentage of recyclability.

Each region reports the number of active e-repair centers, with the total calculated by Global Parts & Services department.

The percentage of ELVs material recycled is calculated as a weighted average among France, Belgium and Luxembourg environmental performance, based on ELVs volumes managed directly by Stellantis. ADEME provides data for France, while SUSTAINera Valorauto provides data for Belgium and Luxembourg.

Waste

Description and Composition of the Generated Waste

In 2025, Stellantis generated 353,899 (314,350) tons of waste of which 311,344 (272,928) tons were generated at manufacturing sites and 42,555 (41,422) tons from non-manufacturing activities.

The waste streams with the biggest volumes generated at the manufacturing facilities consists of the following:

- packaging waste (wood, cardboard and plastics);
- paint operations waste (paint sludge, purge solvents);
- municipal waste;
- wastewater treatment system waste (sludge, oil or water emulsions).

Waste derived from non-manufacturing activities consists of municipal waste. Depending on the specific activity, the waste generated is:

- warehouse packaging waste;
- municipal waste from offices;
- oil and lubricant waste from dealerships with workshops and maintenance activities.

In 2025, we generated 62,743 tons compared to 59,293 tons in 2024 of hazardous waste. The manufacturing activities generated 92 percent of the hazardous waste and non-manufacturing activities 8 percent.

Of all the active plants, 65 percent are qualified as zero waste to landfill facilities, which means that no waste was sent to landfill (unless required by applicable laws).

Waste Indicators

(tons)	**2025**	**2024**
Waste diverted from disposal		
Waste diverted from disposal - preparation for recycling	253,425	228,492
Waste diverted from disposal - preparation for other recovery operations	48,623	37,101
Total waste diverted from disposal (A)	**302,047**	**265,593**
of which hazardous waste diverted from disposal	*46,260*	*43,820*
of which non-hazardous waste diverted from disposal	*255,787*	*221,772*
Waste directed to disposal		
Waste directed to disposal - incineration	*5,765*	*5,662*
Waste directed to disposal - landfill	29,263	29,581
Waste directed to disposal - other disposal operations	16,824	13,513
Total waste directed to disposal (B)	**51,852**	**48,757**
of which hazardous waste directed to disposal	*16,483*	*15,419*
of which non-hazardous waste directed to disposal	*35,369*	*33,338*
Total waste generated (A+B)	**353,899**	**314,350**
of which non-recycled waste	*100,475*	*85,858*
Percentage of non-recycled waste	*28%*	*27%*

Methodology

In 2025 our total waste added up to 353,899 tons vs 314,350 tons in 2024, excluding metal waste, foundry specific waste and waste from construction and demolition activities. Waste from construction and demolition activities generated was 20,668 tons vs 50,204 tons in 2024.

In 2025, the total amount of metal waste was 1,073,153 tons vs 1,085,818 tons in 2024. The waste types coming from our foundries added up to 103,743 tons vs 91,382 tons in 2024 and consisted predominately of foundry sands, the majority of which are regenerated or reused on site.

In most cases, the waste quantities from the plants are recorded using the waste transfer notes from the waste service providers. For some small non-manufacturing sites, the quantities are estimated based on square meters.

2025 Expanded Sustainability Statement

SOCIAL SUSTAINABILITY

Own Workforce

S1

Stellantis' efforts to stay ahead in a rapidly evolving automotive industry, while striving to meet customer expectations in a highly competitive market, is reshaping the employment landscape. Employees face challenges such as job redefinition, evolving skill requirements, and the need to adapt to new technologies and sustainability standards. Stellantis has responded by encouraging professional growth and resilience through training, positive collective bargaining and open and transparent communication channels. Health, safety, and wellbeing has been embedded into our business strategy through initiatives like the "We All Care" program and alignment with ISO 45001 standards. This proactive approach not only helps to safeguard employee wellbeing but also strengthens organizational capacity to meet business performance and climate goals. Our leadership and governance structure lead and support our workforce through the various challenges, encouraging innovation and effective action planning.

Stellantis seeks to promote transparency in reporting on working conditions, equal opportunities, and human rights, and strives to uphold its ethical business standards and values through fair remuneration, occupational health and safety, and fostering a culture of respect and accountability.

Interests and Views of Stakeholders

ESRS 2 SBM-2

Refer to *Stakeholder Dialogue for a Better Mutual Understanding with Society* ↘ in this document and *Engagement with Own Workforce and Workers' Representatives about Impacts* ↘, *Employee Involvement, Social Dialogue and Collective Bargaining as Key Success Factors* ↘, and *Human Rights* ↘ for additional information.

Own Workforce Material Impacts, Risks and Opportunities

ESRS 2 SBM-3

We recognize and address material impacts affecting our own workforce, which are key to the success and quality of our products and our transformation. By addressing these risks and impacts and capitalizing on opportunities, we aim to create a safe and equal environment for our employees worldwide. Refer to *Material Impacts, Risks and Opportunities* ↘ in this document for additional information.

Own workforce - material IROs

Material Impacts, Risks, and Opportunities		Nature	Value chain
Secure employment	Potential negative impact	Individual incident	□■□
Non-discrimination	Potential negative impact	Individual incident	□■□
Gender equality and equal pay for work of equal value	Potential negative impact	Individual incident	□■□
Occupational health and safety	Potential negative impact	Individual incident	□■□
Collective bargaining	Potential negative impact	Individual incident	□■□
Flexibility in working conditions	Actual positive impact		□■□
Social dialogue	Actual positive impact		□■□
Adequate wages	Risk		□■□
Reputational and controversy risks	Risk		□■□
Employee engagement	Opportunity		□■□
Right skills and roles for innovation	Opportunity		□■□

■□□ Upstream, □■□ Own Operations, □□■ Downstream

As part of our assessment of impacts on our own workforce and across our value chain, Stellantis distinguishes between impacts that stem from individual incidents and those that are systemic in nature. Individual incidents are isolated, discrete, or localized events that lead to negative impacts but do not reflect a broader pattern. In contrast, systemic impacts are widespread, structural issues that often occur across specific regions and are linked to persistent, underlying challenges rather than one-off events.

The actions outlined in this section are designed to mitigate negative impacts, manage risks, and leverage opportunities as part of our aim to promote continuous improvement. These actions are not tied to specific targets, unless explicitly stated otherwise.

Own Workforce Management

Own Workforce Policies

ESRS 2 MDR-P, S1-1

Stellantis has numerous policies that address impacts relating to its workforce. All employees (full and part time, permanent and fixed term) and non-employees (temporary agency workers and contractors) are expected to operate in adherence with the Code of Conduct, which includes our commitments and expected behaviors for the management of our workforce such as a commitment to non-discrimination, ensuring health and safety at work, and abiding by the ethical values Stellantis seeks to instill in our daily working environment. Refer to *Corporate Governance - Stellantis Policies* in the *2025 Annual Report* ↗ for more information.

Through dedicated policies we extend this commitment to more specific topics related to our workforce such as occupational health and safety and employee wellbeing, employee involvement, social dialogue and collective bargaining, attraction of talent, and continuous learning and development.

To address potential occupational health and safety impacts, Stellantis has its Wellbeing Health and Safety ("WHS") Policy, which encompasses all workers, including remote, on-site, temporary agency workers, and contractors, as well as visitors. With the central aim of preventing any work-related harm, it provides optimal health and safety standards, and fosters conditions for wellbeing and motivation, which are crucial for personal prosperity and Company performance. This is embodied in the Company's "We All Care" program and regularly monitored by the CHRSO.

The Stellantis commitment to health, safety, and wellbeing focuses on achieving the highest levels of health and safety for all employees, contractors, and temporary workers and aligns with international health and safety standards such as ISO 45001. Employee workplace wellbeing, health, and safety are top priorities for Stellantis, and are promoted in our workplace by leveraging employee experiences and involving stakeholders, employees, representatives, the medical community, and management. Refer to *Wellbeing, Health and Safety* ↘ included in this document for more information.

Our Human Rights Policy demonstrates a global commitment to advocating human rights, labor rights, and fair working conditions. It includes strict prohibitions against forced, compulsory or child labor, support for freedom of association, and safeguards to prevent complicity in human rights abuses. The Human Rights Policy sets clear expectations for stakeholders, business partners, and employees on issues such as human trafficking, zero tolerance for violence, and employee wellbeing.

Stellantis is dedicated to upholding human rights and treating our workforce with fairness, respect, and dignity, in line with international frameworks like the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work. This commitment extends to all our global operations and is integrated into our business decisions and strategic plans. We also emphasize compliance with local legislation, such as the French Duty of Vigilance and the UK's Modern Slavery Act. Our Human Rights Policy, approved by the Human Rights and Ethics Committees, is published in multiple languages. Refer to *Human Rights* ↘ included in this document for further information about our human rights approach and management.

Our Human Rights Committee was established in 2023 to provide oversight and governance of the Human Rights Policy and program globally. Along with the CHRSO, the Human Rights Committee evaluates the strength and applicability of the existing human rights control framework and presents plans to strengthen controls or develop new ones.

Engagement with Own Workforce and Workers' Representatives about Impacts

ESRS 2 SBM-2, S1-2

Cultural and legal differences drive us to engage with our employees through various channels, including direct communication, employee representatives, and trade unions. In countries such as Egypt and the United Arab Emirates ("UAE"), where there are no employee representatives, we enhance communication through live events. In jurisdictions with union representation, we negotiate collective bargaining agreements in alignment with local requirements, some of which are reviewed on an annual basis.

Our engagement with employees involves various global, regional, and local approaches. These include communications about strategic direction and advancements, regular discussions with employee representatives via various forums, councils, and negotiation events, annual global employee surveys (including mental health surveys where applicable), and interactions with the leadership team for direct feedback. The majority of our white-collar and blue-collar workers are provided with digital access to our intranet portal, enabling them to interact with communications and company-related content. Obligatory information is shared and cascaded to all employees via digital channels and in-person meetings in every region that we operate. Additionally, policies and procedures are made available internally through the intranet and local platforms. The effectiveness of our engagement approaches with our workforce are reviewed during discussions with employee representatives, alongside feedback from the employee survey, which allows for verbatim comments. The outcomes of the survey are reviewed by management, with resulting action plans. These are communicated to employees via the intranet and cascaded through management communications.

For each of the IROs outlined in this section, management decisions, including targets, are made in consultation with employee representatives when required by local law, ensuring a collaborative approach. These decisions are facilitated through the various mechanisms previously mentioned, fostering open and structured dialogue. For further details on how this consultation process is applied to the management of specific impacts and risks, refer to *Employee Involvement, Social Dialogue and Collective Bargaining as Key Success Factors* ↘ in this document.

Example: To demonstrate our efforts in the enhancement of employee welfare and engagement in the Middle East and Africa, we have completed the following actions throughout the course of 2025:

- Introduction of 'Employee of the Month' recognition plus vehicle and home appliance purchase programs, together with upgraded health insurance benefits in Algeria. The country also established an employee participation committee and organized a Family Day to strengthen employee voice, connection and workplace culture;
- Promotion of employee engagement throughout the year via themed events, town halls, awareness sessions and activities in both Egypt and the UAE;
- HR-led all-hands meetings to gather feedback, together with mental health awareness days, onsite wellness talks and access to free counselling services in South Africa. Youth employment initiatives (Graduate Programs) were also launched;
- Close collaboration with local unions on action plans related to "My Wellbeing work" in Kenitra (Morocco). Morocco also participated in the Employee Share Ownership Program, designed to strengthen shareholder culture and engage employees in the Company's strategy;
- In Türkiye, as part of the commitment to social sustainability, colleagues were empowered through a two-day training course to provide voluntary mentorship to final-year students from Türkiye's leading universities, fostering the professional development of the next generation;
- Regional wellbeing initiatives, including the MEA Moves Challenge to promote physical activity and Zen Break wellness sessions to support recovery and re-energization;
- Volunteer commitment throughout the region with local initiatives organized with the cooperation of NGOs, enhancing a sense of purpose and belonging for employees.

These measures are categorized into fundamental actions, quick wins, and long-term engagement improvements to ensure comprehensive organizational effectiveness.

Grievances (Channels to Raise Concerns) and Processes to Remediate Negative Impacts

S1-3, S1-17

The Integrity Helpline Whistleblowing Policy provides guidelines for reporting and managing Code of Conduct violations, including discrimination and harassment. Concerns can be reported by anyone associated with Stellantis through supervisors, Human Resources, Compliance, legal departments, or directly to the Integrity Helpline. Reports can be made anonymously where permitted, with strong anti-retaliation protections for reporters. Refer to *Corporate Governance - Stellantis Policies* in the *2025 Annual Report* for additional information about our Code of Conduct and Integrity Helpline.

In 2025, further internal communication campaigns were aimed at promoting awareness of the Integrity Helpline to continue improving employee confidence in the whistleblowing process.

Global initiatives included a video message from the Chief Audit & Compliance Officer, released on World Whistleblowers Day, reinforcing the Company's commitment to a strong "speak up" culture, together with a video series, "Your Concerns, Our Priority", providing guidance on how to best use the Integrity Helpline, how to recognize potential violations, what information is required when submitting a report, and how every employee's voice helps maintain a safer and more ethical workplace. We also shared a video to enhance awareness about the Stellantis Anti-Retaliation Policy under the "Quick Compliance Clips" series—short videos designed to help employees quickly learn about essential compliance topics.

Through its Ethical Culture Survey, the Company gauges employee trust and awareness of the organization's reporting pathways including the Integrity Helpline and perceptions toward the overall ethical climate of the Company. The results of the survey are used to take targeted actions to improve transparency, communication and support for ethical behaviors. In the 2025 Ethical Culture Survey, blue-collar employees were also invited to participate and respond to a shorter set of questions.

76 percent of our white collar employees participated in the survey (an increase of 19 percent from previous rates) together with 55 percent of our blue-collar employees.

The Integrity Helpline is managed by a specialized independent service provider and utilized by trained personnel in the Audit and Compliance department for conducting investigations. Critical concerns raised by reports are analyzed and, when appropriate, specific corrective action plans and disciplinary measures are implemented. Examples of these measures include revising procedures, assigning responsibilities, and deploying training to reaffirm expected business conduct standards. Action plans are monitored, and completion verified, with validation from the regional and global Ethics and Compliance Committees.

In 2025, a total of 2,788 incidents (2,270 in 2024) were reported through the Integrity Helpline. Of these, 1,625 were related to "Harassment and Internal Working Environment" (1,346 in 2024), and 379 were related to "Discrimination and Retaliation" (359 in 2024). Across all channels in 2025, 2,240 incidents (1,892 in 2024) were reported pertaining to discrimination and harassment.

No severe human rights incidents were reported during the year. Severe incidents are defined as cases involving child labor, forced labor, human trafficking, or other serious human rights violations under international standards that result in significant harm or legal consequences.

If employees at Stellantis face discrimination, bullying, or sexual harassment, or if they witness such incidents, they can seek assistance from several contact points. These include supervisors or managers, Human Resources, employee representatives, and various workers group representatives. All reports are thoroughly examined, followed up, and, if necessary, result in disciplinary actions.

Additional points of contact include the Integrity Helpline and internal channels such as the Business Practices Office ("BPO"). Concerning cases of discrimination, harassment, and other labor law or working environment issues reported through these channels in 2025, Stellantis incurred material fines and damages totaling €0.4 million (no material fines or damages were paid in 2024). This amount has been recognized in the line item *Selling, general and other costs in our Consolidated Income Statement* in the *2025 Annual Report*.

Labor grievances resolution

	2025	2024
Grievances filed in court during the year	2,137	1,656
Grievances filed internally during the year	6,090	9,247
Grievances resolved by a court or external body during the year	2,339	2,585
Of which, the decision was in favor of the Company	*1,053*	*1,183*
Of which, internal remediation with a settlement agreement	*710*	*619*
Of which, there was a decision against the Company	*576*	*783*

2,788

Total incidents reported through the Integrity Helpline in 2025

Number of cases reported through the Integrity Helpline

2025	Protecting our Workforce				Conducting Business						
	Harassment and Internal Working Environment	Discrimination and Retaliation	*Of which cases of discrimination related to sex/ gender*	Environment, Health & Safety (EHS)	Corruption, Bribery, Lobbying and Gifts	Data Privacy	Other	Interacting with External Parties	Managing our Assets and Information	Other	Total
N. of reported cases received	1,625	379	*46*	101	55	25	30	128	388	57	**2,788**
Total cases closed	1,504	353	*43*	92	40	19	27	103	362	37	**2,537**
N. of cases closed as substantiated or not substantiated with issues	432	46	*6*	27	23	8	10	46	184	2	**778**
N. of cases archived	217	30	*2*	6	3	2	1	7	27	5	**298**
N. of cases still open in N	372	157	*18*	32	23	6	11	51	107	21	**780**
N. of closed cases with actions taken	513	54	*7*	32	24	12	17	49	217	27	**945**
Duplicate cases received	200	44	—	7	4	2	—	9	6	3	**275**

2024	Protecting our Workforce				Conducting Business					
	Harassment and Internal Working Environment	Discrimination and Retaliation	*Of which cases of discrimination related to sex/ gender*	Environment, Health & Safety (EHS)	Corruption, Bribery, Lobbying and Gifts	Data Privacy	Other	Interacting with External Parties	Managing our Assets and Information	Total
N. of reported cases received	1,346	359	*44*	73	40	8	35	82	327	**2,270**
Total cases closed	1,447	389	—	66	48	13	38	85	336	**2,422**
N. of cases closed as substantiated or not substantiated with issues	441	51	—	33	23	9	18	30	185	**790**
N. of cases archived	258	46		4	4	—	4	9	16	**341**
N. of cases still open in N	237	138	—	22	8	—	9	25	81	**520**
N. of closed cases with actions taken	528	71	*9*	40	25	11	24	34	213	**946**
Duplicate cases received	162	21	—	8	7	—	1	5	16	**220**

Equal Treatment and Opportunities

Actions and Resources and Targets

ESRS 2 MDR-A, S1-4, MDR-T, S1-1, S1-5

The Stellantis Code of Conduct and Human Rights policies emphasize our anti-discrimination principles and practices, with mandatory periodic training and certification of adherence to these principles. Stellantis is committed to maintaining a fair workplace, free from favoritism, violence, harassment (including sexual harassment), or discrimination of any kind.

Our approach, "Opportunity for All, Inclusion at the Core & Belonging", is guided by three principles: empowering meritocracy to drive performance, respecting local traditions and contexts, and finding global common ground while considering regional specificities and complying with all applicable legal requirements.

At Stellantis, career progression is based on meritocracy, supported by a diverse workforce representing over 162 nationalities across six regions. We foster an inclusive environment that values different perspectives, assures equal opportunities, and maintains zero tolerance for discrimination. By creating a workplace where everyone feels respected and empowered, we strengthen employee engagement, enhance customer satisfaction, and drive business performance.

The Company adopts business practices that support gender equality within the global Stellantis organization and across the automotive industry. These practices include, among others, processes to promote equal pay for work of equal value in the determination of compensation levels, annual salary reviews and merit-based salary increases, provision of flexible working opportunities to support work-life balance arrangements and events to foster interest in technical careers.

The Dutch Diversity Act (the "Act") also requires our Dutch holding company and those Dutch subsidiaries that qualify as "large companies" to adopt appropriate and ambitious target figures for Senior Management, together with an action plan to support their achievement. In accordance with the Act, we report annually to the Dutch Social and Economic Council (*Sociaal-Economische Raad*, "SER") via the SER Diversity Portal on our objectives, action plans and progress, and the SER publishes these reports. Our SER reporting covers only the Dutch entities that fall within the scope of the Act and does not extend to our non-Dutch subsidiaries. For the Dutch entities within scope, we currently apply a gender diversity target of at least 30 percent by 2030. Any targets established under the Act are aspirational and do not constitute quotas or reserve positions. We do not provide preferential treatment based on sex or any other legally protected characteristic. All workplace decisions - including hiring, promotion, compensation and termination - are made based on qualifications, experience and merit, subject to applicable law. Our approach emphasizes legally compliant, process-based practices rather than outcome-based goals. Because legal frameworks differ by country, we do not impose targets established under the Act in the U.S. or in instances where it would impact our U.S. workforce.

In 2025, women held 25 percent of Top Management positions (26 percent in 2024).

Diverse cultural perspectives can inspire creativity and drive innovation, plus local market knowledge and insight make for a greater competitive advantage. As an example of our recognition of this, in the Stello and LEADx leadership programs we involved talent from 28 different countries.

Within our core STEM functions (Software, ICT, Engineering and Manufacturing), 21 percent of our employees are women (compared to 16.6 percent in 2024).

For the four generations working at Stellantis, the Company aims to nurture lifelong career development and encourage knowledge sharing across all age groups to enhance learning and drive innovation. Through mentoring programs, the Company encourages knowledge sharing, developing leaders who emphasize trust, transparency and feedback.

Stellantis is committed to supporting the next generation of trailblazers by creating new opportunities through internships, apprenticeships and the Stellantis Student Awards, which recognized over 800 winners across 21 countries within the 6 regions we operated in 2025.

In the India and Asia Pacific region, the Young Minds Business Resource Group promotes professional development, brand knowledge, networking and support for young talent within the Company.

The implementation of a Brazilian Sign Language (LIBRAS) help desk in South America provides an on-demand service available 24 hours a day, 7 days a week. Specialized interpreters support the specific communication needs of 575 D/deaf employees, promoting greater autonomy, psychological safety, and a sense of belonging. This service is not only used by people with hearing disabilities, it can also be activated by anyone needing to communicate with D/deaf employees. This includes team leaders delivering plant communications, as well as making webinars and discussion circles accessible to all.

Stellantis Employee Resource Groups welcome participation from everyone, regardless of background. These groups are designed to foster an environment where all employees can share experiences, support one another, and contribute to our collective success. Various resource groups are active locally, with three operating globally:

- Women of Stellantis: Focuses on the promotion of opportunities within the workplace and significantly contributes to the Company's cultural transformation.
- DIVERSE•abilities Network: The group supports, represents and advocates for the global disability community through knowledge sharing, capacity building, promoting accessibility in all forms, and fostering resilience whilst eliminating stigma and barriers surrounding disability.
- STEP - Stellantis Employees for the Planet: Stellantis' third global business group, created in 2025, bringing together employees committed to the respect of planetary boundaries.

Characteristics of Stellantis' Workforce and Diversity Metrics

S1-6, S1-9

Reported employee numbers consist of headcount as of December 31, 2025, and 2024 (including unconsolidated subsidiaries), for permanent and fixed-term employees, as well as for full and part-time and non-guarantee hourly employees.

Workforce headcount by country with more than 50 employees, representing at least 10 percent of its total number of employees

	2025				
	Brazil	**France**	**Italy**	**United States**	**Total**
Women	9,851	6,859	6,612	15,385	**38,707**
Men	23,474	31,546	28,584	34,668	**118,272**
Not disclosed	—	—	—	2	**2**
Total	**33,325**	**38,405**	**35,196**	**50,055**	**156,981**
Percentage of total workforce headcount	13%	15%	14%	19%	

	2024				
	Brazil	**France**	**Italy**	**United States**	**Total**
Women	7,157	7,127	7,185	15,352	**36,821**
Men	20,237	32,670	31,475	34,699	**119,081**
Total	**27,394**	**39,797**	**38,660**	**50,051**	**155,902**
Percentage of total workforce headcount	11%	16%	16%	20%	

Workforce headcount by gender and type of contract

2025					
	Permanent contract	Fixed-term contract	of which non-guaranteed hourly workers	Total	Percentage
Women	51,899	7,595	717	**59,494**	23%
Men	178,552	21,158	1,046	**199,710**	77%
Not disclosed	2	—	—	**2**	—%
Total	**230,453**	**28,753**	**1,763**	**259,206**	**100%**

2024					
	Permanent contract	Fixed-term contract	of which non-guaranteed hourly workers	Total	Percentage
Women	49,367	5,453	409	**54,820**	22%
Men	178,931	15,121	784	**194,052**	78%
Not disclosed	11	—	—	**11**	—%
Total	**228,309**	**20,574**	**1,193**	**248,883**	**100%**

Workforce by age and gender [1]

2025					
	Women	Men	Not disclosed	Total	Percentage
Up to 30 years old	11,058	29,968	—	**41,026**	15.8%
30–50 years old	31,266	92,611	2	**123,879**	47.8%
50+ years old	17,170	77,131	—	**94,301**	36.4%
Total	**59,494**	**199,710**	**2**	**259,206**	**100%**

2024					
	Women	Men	Not disclosed	Total	Percentage
Up to 30 years old	8,605	25,056	5	**33,666**	13.5%
30–50 years old	29,564	91,814	4	**121,382**	48.8%
50+ years old	16,651	77,182	2	**93,835**	37.7%
Total	**54,820**	**194,052**	**11**	**248,883**	**100%**

Workforce by category and gender

2025						
	Women		Men		Not disclosed	
	Number	Percentage	Number	Percentage	Number	Percentage
Blue collars	38,560	21%	141,430	79%	—	—%
White collars	20,677	26%	57,502	74%	2	—%
Top Management/SLT	257	25%	778	75%	—	—%
Total	**59,494**		**199,710**		**2**	

2024						
	Women		Men		Not disclosed	
	Number	Percentage	Number	Percentage	Number	Percentage
Blue collars	34,436	20%	135,109	80%	7	—%
White collars	20,112	26%	58,182	74%	4	—%
Top Management/SLT	272	26%	761	74%	—	—%
Total	**54,820**		**194,052**		**11**	

[1] Up to 30 years old" includes all individuals under the age of 30. "30-50 years old" includes all individuals between the ages of 30-49. "50+ years old" includes individuals 50 years of age and older.

Workforce by type of contract and region

2025						
	Enlarged Europe	North America	South America	Middle East & Africa	China and India & Asia Pacific	Total
Fixed-term contract	12,831	7,892	3,237	3,505	1,288	**28,753**
Permanent contract	111,397	72,374	35,628	6,709	4,345	**230,453**
Total	**124,228**	**80,266**	**38,865**	**10,214**	**5,633**	**259,206**
Percentage	47.9%	31.0%	15.0%	3.9%	2.2%	**100%**

2024						
	Enlarged Europe	North America	South America	Middle East & Africa	China and India & Asia Pacific	Total
Fixed-term contract	8,824	4,779	2,284	3,162	1,525	**20,574**
Permanent contract	118,044	70,795	30,365	4,645	4,460	**228,309**
Total	**126,868**	**75,574**	**32,649**	**7,807**	**5,985**	**248,883**
Percentage	51.0%	30.4%	13.1%	3.1%	2.4%	100%

Leavers by gender and category

2025						
	Blue Collars			White Collars (incl. Top Mgmt/SLT)		
	Women	Men	Not discl.	Women	Men	Not discl.
Resignations	500	1,601	—	506	1325	—
Dismissals	1,943	3,994	—	303	915	—
Redundancies and transfer of undertakings	569	2,721	—	339	1,262	—
Other departures	422	2,161	—	347	959	—
Total	**3,434**	**10,477**	**—**	**1,495**	**4,461**	**—**

2024						
	Blue Collars			White Collars (incl. Top Mgmt/SLT)		
	Women	Men	Not discl.	Women	Men	Not discl.
Resignations	519	1,862	—	823	2,110	—
Dismissals	1,371	3,337	—	401	1,238	—
Redundancies and transfer of undertakings	482	2,584	1	426	1,611	—
Other departures	480	2,037	—	342	1,099	—
Total	**2,852**	**9,820**	**1**	**1,992**	**6,058**	**—**

In 2025, 19,867 employees (20,723 in 2024) with a permanent contract (or of undefined duration) left the employment of Stellantis, of which 8,823 left voluntarily (10,418 in 2024). This represented a turnover rate[9] of 8 percent (8 percent in 2024) and a turnover rate of 6 percent (6 percent in 2024) without redundancies and transfers of undertakings.

[9] The turnover rate is calculated based on the assumption that the employee had a permanent contract, having a valid termination reason. Terminations on December 31 are not included but counted the following month. Turnover rate = (leavers as described / permanent employees HC in December 2024)*100

Turnover by gender

	2025		2024	
	With redundancies	Without redundancies	With redundancies	Without redundancies
Women	8.99%	7.33%	8.92%	7.25%
Men	7.70%	5.65%	7.92%	5.83%
Not disclosed	0.00%	0.00%	9.09%	0.00%

Turnover by age [1]

	2025		2024	
	With redundancies	Without redundancies	With redundancies	Without redundancies
Up to 29 years old	10.92%	10.55%	10.01%	9.67%
30–49 years old	6.72%	5.79%	6.80%	5.66%
50+ years old	8.57%	4.69%	9.20%	5.49%

[1] Up to 30 years old" includes all individuals under the age of 30. "30-50 years old" includes all individuals between the ages of 30-49. "50+ years old" includes individuals 50 years of age and older.

Characteristics of Non-Employees in the Stellantis' Own Workforce Metrics

S1-7

In 2025, Stellantis reported 13,312 (15,111 in 2024) temporary agency workers (non-employees in own workforce), primarily composed of the blue-collar category. These workers are needed to manage higher workload, sick leave and vacation absences. The headcount was collected from January to December 2025 and calculated based on the average.

In 2025, the number of 83 self-employed individuals (31 in 2024) is based on headcount from data collected from all entities between January and December 2025. Due to the nature of service contracts, Stellantis may not always be able to distinguish between self-employed contractors and other types of contractors.

The contractor headcount of 43,103 in 2025 (40,279 in 2024) is an estimation based on the number of access passes to the sites, where service contracts do not specify the number of workers, or actual headcount where that data exists. The estimation is calculated using the average data from January to December 2025. Typically, contractors are employed for security services, maintenance, ICT support and canteens.

Persons with Disabilities

S1-12

Percentage and number of employees with disabilities by gender and category

	2025				2024			
	Women		Men		Women		Men	
	Number	%	Number	%	Number	%	Number	%
Blue collar	1,467	4%	5,250	4%	1,491	4%	5,295	4%
White collar (including Top Management/SLT)	593	3%	1,396	2%	504	2%	1,321	2%
Total	**2,060**	**3%**	**6,646**	**3%**	**1,995**	**4%**	**6,616**	**3%**

The percentage of employees with disabilities subject to legal restrictions on data collection (data that cannot be lawfully collected) was 3.36 percent in 2025 (3.46 percent in 2024). These individuals were identified through various means, including self-identification at point of hire or during employment, occupational health medical reports, and communications via employee resource groups. Stellantis implements a global approach in support of people with disabilities through various collective agreements. This approach includes offering employment opportunities, raising awareness, supporting integration, and providing adjusted work solutions.

Human Rights

Human Rights Approach

S1-1, S1-2

Addressing human rights concerns involves several internal departments, including Human Rights, Purchasing, Compensation and Benefits, and those relating to Environment, Health, and Safety, all of whom play a crucial role. Their perspectives inform our approach to risk mitigation and policy development. Ensuring ethical conduct also involves departments like Audit and Compliance, Public Affairs, Legal, and Communications, which embed human rights considerations into our corporate fabric and operations. These internal departments are engaged through comprehensive risk assessments, including surveys, focus groups, due diligence and in-depth interviews.

Our approach to human rights is guided by the UN Guiding Principles on Business and Human Rights and has been informed by insights and best practices from interactions with counterparts in the automotive sector, as well as other industries in accordance with our Stakeholder Engagement Policy. We actively respond to engagement requests from stakeholders and participate in industry associations confronting human rights challenges. Our commitment is to maintain a dynamic and responsive program, while striving to be at the forefront of human rights protection in every aspect of our business. Stellantis seeks to apply standards that protect our workers, enhance our integrity, and provide effective grievance mechanisms. We do not tolerate harassment or discrimination in any form. Stellantis remains vigilant to actively monitor and mitigate potential violations. During the reporting period, Stellantis was not aware of any incidents relating to serious human rights violations involving child labor, forced labor or human trafficking in our operations.

Actions and Resources to Prevent and Mitigate Human Rights Risks

ESRS 2 MDR-A, S1-4

Our approach to labor and human rights is rooted in key policies and global frameworks, including: protecting freedom of association and collective bargaining rights, engaging local communities to assess and mitigate social impacts (refer to *Affected Communities* ↘ in this document), conducting human rights reviews and impact assessments, respecting indigenous rights and fostering equitable relationships, strengthening our governance structure to promote ethical business practices, and implementing anti-corruption training and reporting programs to maintain corporate integrity.

Training

Stellantis offers communication and awareness training to educate, inform and engage with employees on our Human Rights Program. Educational videos and e-learning training all support the Code of Conduct, GRPG and other policies covering human rights topics. Content is tailored to key audiences, such as the Purchasing department, Human Resources and Health and Safety employees, various levels of management and other key teams to help employees understand how to apply and uphold human rights in their daily work ⊕ and communicate Stellantis' values regarding discrimination and harassment. Training also focuses on how to report any concerns, including examples to ease the reporting process.

⊕ In 2025, 15,652 full and part-time employees (72,997 in 2024) completed the Code of Conduct training through additional targeted campaigns, and 80,989 completed the Human Rights training (78,562 in 2024).

The pilot training on Human Rights for blue-collar employees was conducted in 2025 and will be extended globally throughout 2026.

Corporate Human Rights Risk Assessment

In line with our Human Rights Policy, Stellantis conducts an annual human rights risk assessment across global departments and manufacturing facilities using the Danish Institute Assessment Guidelines. The risk assessment surveys highlight potential human rights, health and safety, and environmental risks, identifying gaps in policies and practices. In 2025, 488 surveys (over 400 surveys in 2024) were distributed globally. The updated assessment methodology, including geographical and industry risk factors, resulted in a broader range of risk scores and highlighted areas for improvement.

Audits

Stellantis performs a minimum of one global internal audit per year. The audit scope is risk-based and focuses on critical human rights issues, such as child and forced labor, operations in high-risk regions (e.g., corruption or conflict zones), responsible supply chain sourcing, and internal and supplier-focused training and communication. The primary objective of our human rights audits is to assess the adequacy and effectiveness of controls and governance over key processes, including communication and training for buyers and Human Rights champions, supplier risk mapping and management practices, integration of human rights considerations into mergers and acquisitions due diligence processes, and evaluation and review of human rights mapping frameworks.

Child and Forced Labor

Stellantis has introduced a mechanism to enforce adherence to global labor norms, with a particular focus on preventing child and forced labor. Our approach is aligned with international frameworks such as the ILO Conventions No. 138 and No. 182, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. This allows us to conduct ongoing audits and assessments that provide real-time insights into potential risks concerning underage employment and instances of forced labor. By doing so, we aim to guarantee that our operations and those of our partners regularly meet both legal and ethical requirements. We have not recorded any confirmed incidents of child labor in our operations during the reporting period.

Stellantis operates in multiple regions globally, including areas identified by international organizations as having elevated risks of forced or compulsory labor. These risks are particularly relevant in direct operations such as logistics and manufacturing. To address these concerns, Stellantis has implemented a due diligence framework that includes internal workforce screening, contractual clauses on labor standards, and regular audits focused on labor rights. We prioritize monitoring in regions with the potential for labor rights violations such as Southeast Asia, Sub-Saharan Africa, and parts of Latin America where socio-economic vulnerabilities and limited regulatory enforcement may increase exposure to human rights risks. Our own operations in these areas are subject to preventive measures including enhanced monitoring, workforce audits, stakeholder engagement, and targeted training to mitigate potential violations. As of the reporting period, no confirmed incidents of forced or compulsory labor have been identified within our own workforce.

We have established a process to determine adherence to international standards regarding the minimum age of workers and permissible work for individuals under 18 years, including routine audits and monitoring in high-risk regions. When potential issues are raised by stakeholders in our operations, NGOs, or media, we investigate the matter. Our due diligence approach is tailored to each incident, depending on the nature of the inquiry, and is based on severity and stakeholder impact. In cases of non-compliance, we implement appropriate remedies and take corrective actions, ensuring that any violations are promptly addressed and resolved. We maintain accessible grievance mechanisms that allow workers to report concerns anonymously and safely, promoting timely and effective remediation. Regular communication and targeted training promote awareness of labor rights. We engage with local stakeholders, including civil society organizations and labor unions, to better understand contextual risks and co-develop preventive strategies.

Human Rights Targets

ESRS 2 MDR-T, S1-5

Though Stellantis seeks to improve the robustness of its Human Rights Program, and establish controls to prevent human rights violations, no specific targets were set as of December 31, 2025.

Employee Involvement, Social Dialogue and Collective Bargaining as Key Success Factors

ESRS 2 MDR-A, S1-4, S1-8

Stellantis prioritizes social dialogue, focusing on employee participation through the annual global survey and fostering trust with trade unions via collective bargaining and works council agreements. This approach aims to foster a fair transformation, mitigation of business interruptions (e.g., strikes or work stoppages), and prevention of reputational damage. Employee representatives are engaged at global and local levels, with dedicated meetings to share the current and upcoming situation and strategy. In mergers and expansions, employee representatives are involved early to integrate entities into the social dialogue strategy and collective bargaining agreements. The CHRSO, who oversees Stellantis'

global social relations, advises the Board of Directors regarding key orientations relating to employee involvement, social dialogue and collective bargaining.

As of December 31, 2025, 89.5 percent of employees (90 percent as of December 31, 2024) were represented by unions or employee representatives, with 85 percent (85 percent in 2024) of employees covered by collective bargaining agreements (469 and 531 agreements were signed in 2025 and in 2024, respectively).

Stellantis promotes a co-construction approach to foster a responsible relationship with employee representatives. This collaborative method with social partners aims to anticipate and manage upcoming transformations, and emphasize trust, transparency, and pragmatic solutions to reconcile economic and social performance. Our social relations strategy is based on six key commitments. For more information regarding these commitments, refer to *Trade Unions and Collective Bargaining* included in the *2025 Annual Report* ↗.

The Company works with the relevant trade union and/or worker representative organization to verify the implementation of corrective actions pertaining to workers' rights.

Actions and Resources Supporting Social Dialogue and Employee's Involvement

ESRS 2 MDR-A, S1-4, S1-8, S1-11

To support our co-construction approach, we have established a labor relations organization at both corporate and local levels. Agreements are communicated through government databases, intranet, and email. Unions introduce themselves to new employees and maintain contact via email lists, personal meetings, etc. Regular meetings with local unions and employee representatives enable the HR team to promptly resolve issues. Where applicable, workplace inspections, risk assessments, and discrimination complaints are handled collaboratively with trade unions and employee representatives, with complex cases involving the Audit and Compliance team or external mediation. Practices vary by country, respecting local laws.

Stellantis dedicates significant resources to managing social and labor relations, focusing on training programs, like Team2Win, and coaching initiatives for team leaders, supervisors, shift managers, and plant managers. The current strategic plan involves employees in identifying best practices and addressing business models and human capital risks.

During 2025, we maintained active dialogues with various employee representation bodies, including European and North American unions (IndustriALL, UAW and Unifor respectively) and transnational entities. Created in 2024, a joint Stellantis European Works Council ("EWC") became fully established and operating effectively in 2025, replacing the three former European bodies of PSA, FIAT, and Opel Vauxhall. In 2025, two ordinary meetings were held, including dedicated deep-dive sessions with the Select Committee, which is a smaller group of employee representatives elected from the full EWC, who maintain continuous dialogue with central management outside of full EWC meetings. Throughout the year, the body was regularly informed and, where necessary, consulted. EWC members received updated strategic insights on key topics such as manufacturing, supplier strategy, quality, and other relevant areas.

Initiatives such as the European Works Council's ad hoc group on working conditions, launched in 2022, have continued to evolve and expand globally. Ongoing processes are in place to monitor and improve physical working conditions, supported by a global Workplace Conditions audit, involving worker representatives. In 2025, each Stellantis plant in Europe implemented specific key actions to enhance physical working conditions and ensure that basic needs were met. These actions were shared with local representatives to promote transparency and collaboration. Regular monitoring of these initiatives is ongoing. The outcomes were presented to the Select Committee of the European Works Council in September 2025, allowing for continued oversight and follow-up.

The approach of co-construction through social dialogue is held as a competitive advantage for the Company in an increasingly demanding environment. The notice period provided to employees and their elected representatives regarding

significant operational changes is regulated either by local legislation or through collective bargaining agreements. Stellantis promotes and implements exchanges with social partners regarding any significant operational changes to find the most appropriate solution in a responsible manner.

Social climate monitoring continues to be conducted in each region or country with the objective to provide insight, create common understanding, allow forecasting on a corporate level and define further action plans, as needed. HR representatives from all countries with an industrial footprint participate in a monthly poll, sharing information about work rhythms, atmosphere, manufacturing, product development and technology, sales, union activities and local policies. These criteria enable the sharing of information relating to the state of the social climate from within the workforce to allow for actionable planning and preparedness.

Since 2021, employees have been engaged through cross-functional teams to identify and standardize best practices. Particular attention is paid to those individuals within our workforce who could be deemed to be vulnerable, such as our blue-collar employees, temporary workers and those employees that are not represented by unions.

Social relations and workforce management are vital for engaging employees in our ESG process. Stellantis' electrification transformation strategy has and will continue to be a key topic with social partners, aiming for a common understanding to achieve sustainable mobility. Anticipating future skill requirements and continuous improvement are pursued through active social dialogue with unions and public authorities. This engagement helps accelerate our transformation and mitigates risks like strikes and employee dissatisfaction.

In 2025, 8 strike events occurred (24 in 2024), corresponding to 0 days lost (19 in 2024). No major strikes took place.

All employees in our workforce are covered by social protection programs or benefits to mitigate income loss due to sickness, unemployment, employment injury, disability, parental leave, and retirement, with four exceptions. In Algeria and Mexico (0.7 percent and 7.6 percent of the workforce in 2025, respectively), there is no governmental unemployment coverage, and Stellantis has no additional program. In the UAE, Egypt, and Malaysia (0.05 percent, 0.01 percent and 0.1 percent of the workforce in 2025, respectively), there is no governmental retirement pension scheme. However, in the UAE, employees receive a gratuity payout upon leaving the Company, based on tenure and basic salary. Temporary agency and non-employee workers have the same access to public programs as Stellantis employees. Working hours in every host country comply with or are less than the legal working week or industry standards. Stellantis has implemented flexible working hours, or banks of hours, in most countries with industrial or logistics facilities, determining working hours on an annual or multi-year basis.

In 2025, overtime accounted for 6 percent of hours (2.19 percent in 2024) worked in the Company, and 29,673 employees (34,301 in 2024) worked more than 48 hours per week on average.

Stellantis continues to leverage the following actions in support of a just transition:

- continuously improving our organization, with more agility and efficiency to fit business needs;
- paying attention to the social climate and making the social dialogue a competitive advantage and a lever to support Company performance; and
- evaluating and developing skills supporting its sustainable transformation.

Our transformation presents a number of opportunities including:

- Developing key skills and competencies so that we can:
  - foster agility, continuous improvement and innovation;
  - anticipate changes and equip employees with the competencies required to succeed;
  - achieve sustainable performance aligned with new business needs and trends;
  - make best use of our people with their strong skills background, upskilling/reskilling internally and recruiting for stronger performance.

- Diversification of skills and contribution to the global distribution of competencies, by having the right skills at the right time and place to support the business priorities of the Company.
- Innovation of social dialogue:
  - co-construction through innovative collective bargaining agreements;
  - reassurance on the Company's ability to manage transformation through social dialogue to facilitate its relationships with unions and public authorities.
- Evaluation and provision, where possible, of updated and responsible social measures such as outplacement offers, or voluntary departures supported by financial separation plans or labor foundations (including early retirement and reduction of working hours), which are supported by individual discussions with employees if required.

Targets on Employee Involvement, Social Dialogue and Collective Bargaining

ESRS 2 MDR-T, S1-5

Progress made toward targets for collective agreements

Entity-specific metrics		Year	
Percentage of countries with more than 150 employees covered by collective agreements	Results	2024	96%
		2025	96%
	Target	2025	92%
		2030	95%
		2040	100%

This target is monitored regularly at a global level and reported with the social climate by the CHRSO to the Board of Directors.

Collective Bargaining Coverage and Social Dialogue Metrics

S1-8

Employees covered by collective bargaining agreements per employment category

	2025		2024	
	Number of employees covered	Percentage of employees covered	Number of employees covered	Percentage of employees covered
Blue collars	167,534	93%	158,152	93%
White collars	51,520	66%	52,419	66%
Total	**219,054**	**85%**	**210,571**	**85%**

Collective bargaining coverage for countries with more than 50 employees, representing more than 10 percent of total employees

2025			
	Collective Bargaining Coverage		Social Dialogue
Coverage Rate	Employees – EEA[1]	Employees – non-EEA (Region)[1]	Workplace representation (EEA[1] only)
0-19%	N/A	N/A	N/A
20-39%	N/A	N/A	N/A
40-59%	N/A	N/A	N/A
60-79%	N/A	North America	N/A
80-100%	France, Italy	South America	France, Italy

2024			
	Collective Bargaining Coverage		Social Dialogue
Coverage Rate	Employees – EEA[1]	Employees – non-EEA (Region)[1]	Workplace representation (EEA[1] only)
0-19%	N/A	N/A	N/A
20-39%	N/A	N/A	N/A
40-59%	N/A	N/A	N/A
60-79%	N/A	North America	N/A
80-100%	France, Italy	South America	France, Italy

[1] European Economic Area

Work-Life Balance Metrics

S1-15

Stellantis supports and promotes work-life balance by aiding caregivers, when possible, with childcare subsidies, flexible work schedules, and job-sharing opportunities.

In 2025, Stellantis provided its primary caregivers and non-primary caregivers 38,322 and 12,345 paid weeks off, respectively (38,732 and 14,740 in 2024). For family care, 2,560,515 hours were used in 2025 (vs 993,321 hours in 2024).

Stellantis helps employees who are parents to achieve a better work-life balance, for example by providing childcare or education subsidies for children or by agreeing to reduce working hours, with options to work part-time, or change work schedules through different alternatives to ease family care. Job sharing opportunities are also provided and, as of December 31, 2025, 277 employees participated in the initiative. Information is communicated to all employees at both the global and country-specific level regarding parental leave options, depending on the legislation, encouraging both mothers and fathers to take advantage of it and encouraging employees to return to work after maternity or paternity leave. In some countries, the Company offers improved maternity leave conditions compared to the national regulations by offering better economic conditions, including enhancements to maternity and paternity pay (e.g., in the U.S., UK and UAE) or by providing the option to extend the period of leave. 74% of our female population receive a minimum of 14 weeks paid maternity leave. In many Company sites, lactation rooms are available to support mothers who return to work and want to continue breastfeeding. Flexible breastfeeding leave options are also available (by hour or accumulation in full days).

Different benefits to support parents and their families are available, which can vary at the country level (e.g., reimbursement of kindergarten or babysitting, scholarship and family care programs and health insurance for family members). Flexible working hours are also possible for both caregivers and non-caregivers, allowing eligible employees to adjust their start and/or finish time. There is also the potential to work remotely in certain roles.

All employees are eligible for parental leave, in the event of having a child, together with family care leave, provided the Company has been duly informed of the circumstances.

Number of employees that took family care and parental leave by gender, as a percentage of total employees[1]

	2025					
	Men number	**Men %**	**Women number**	**Women %**	**Total**	
Family care leave used	13,563	7%	8,351	14%	21,914	9%
Parental leave used	4,165	2%	1,950	3%	6,115	2%
Total	**17,728**	**9%**	**10,301**	**17%**	**28,029**	**11%**
Back to work after parental leave	**3,658**		**1,487**		**5,145**	

	2024					
	Men number	**Men %**	**Women number**	**Women %**	**Total**	
Family care leave used	15,678	8%	10,618	19%	26,296	11%
Parental leave used	5,483	3%	2,090	4%	7,573	3%
Total	**21,161**	**11%**	**12,708**	**23%**	**33,869**	**14%**
Back to work after parental leave	**4,903**		**1,499**		**6,402**	

[1] The data is based on data collected until December 31, 2025. The 2024 data was based on data collected until October 31, 2024, with an estimation for the end of the year. Those who have not returned from parental leave may include employees still on leave.

Compensation and Benefits Practices - Living Wages

Compensation and Benefits Practices Actions and Resources

ESRS 2 MDR-A, S1-4, S1-10, S1-11

Compensation and Benefits Practices – Living Wages

Stellantis' compensation philosophy promotes and rewards leadership and performance through three main objectives: rewarding results, providing competitive market-driven packages, and attracting and retaining key talent. This approach addresses IROs related to adequate wages and equal pay for work of equal value. Aligned with the UN Declaration of Human Rights, Stellantis ensures fair and livable wages through a global framework based on equal pay for equal work, market-based compensation, non-discrimination, and pay-for-performance principles. We also engage in good faith negotiations with recognized labor organizations, resulting in 111 salary agreements in 2025 (192 in 2024).

To determine credible living wages and validate that all Stellantis employees are receiving a livable wage we subscribe to the Fair Wage Network, a global authority on living wage amounts for over 200 countries and cities.

They provide Stellantis with an independent, globally recognized database that supports the Company's commitment to fair and livable employee compensation practices. Built on the Fair Wage methodology developed by economist Daniel Vaughan-Whitehead, the database offers annually updated, country and city level living wage benchmarks derived from a transparent and consistently applied assessment framework. Its global coverage, supported by thousands of wage assessments across supply chains, enables Stellantis to evaluate wage adequacy with rigor and comparability across markets. The Fair Wage Network is widely regarded as an authority on fair wages due to its methodological robustness and alignment with international labor standards.

A living wage is defined as the level of pay that enables employees to meet basic needs such as food, housing, healthcare, and other essentials, without reliance on public assistance. HR leaders in each country monitor and adjust compensation to comply with our livable wage framework during annual salary reviews or negotiations with employee representatives. Stellantis determines its lowest wage by identifying the lowest pay category among its employees, excluding interns and apprentices, and calculating it based on the basic wage plus any fixed additional payments guaranteed to all employees. This assessment is carried out separately for each country in which Stellantis operates.

All full-time employees within Stellantis receive a living wage.

In 2025, Stellantis recognized the contributions of approximately 47,103 white-collar employees (55,500 in 2024) through performance-based incentives, such as the Stellantis Annual Incentive Plan ("SAIP"). These programs reinforce our commitment to merit-based recognition, driving motivation and engagement. At the beginning of each year, managers and employees set missions and key metrics, with progress reviewed throughout the year and achievements finalized at year-end. Refer to *Profit Sharing* ↘ in this document for more information.

Employee Savings Plan

Employees from several countries have been provided an opportunity to invest in Company shares. As of December 31, 2025, employee savings plans excluding Long-Term Incentives ("LTI") totaled €521 million (€527 million as of December 31, 2024), including 81 million Stellantis shares (64.8 million in 2024). Following our initial "Shares to Win" program in November 2024, in September 2025 we offered preferential conditions to our full and part-time employees, where legislation allows, to become shareholders through the program. Employees in 20 countries subscribed to 7.6 million shares (9.7 million in 2024) for a total investment of around €50 million (around €94.5 million in 2024). Remaining countries were unable to participate due to regulatory issues or insufficient employee numbers. Since inception of the program, which started with the pilot program in 2023 in Italy and France, employees have subscribed to a total of 22 million shares representing a total investment of €209 million.

Health and Welfare Benefits

Where the local social system does not provide sufficient health and welfare benefits, the Company offers or supplements these benefits for employees, aligning with competitive local practices. Refer to *Note 20. Employee benefits liabilities* within the

Consolidated Financial Statements in the *2025 Annual Report* for more information.

Retirements/Pensions

The Company sponsors defined benefit retirement pension plans primarily in the U.S., Canada, the UK and Germany, the majority of which were funded. In the U.S. and Canada, pension plans cover certain hourly and salaried employees, which provide benefits based on a fixed rate for each year of service. Additionally in the U.S. and Canada, benefits are provided to certain salaried employees, which provide benefits based on a fixed rate base and final average salary. Plans in the UK provide benefits based on final pensionable salary. The main plan in Germany provides benefits based on contributions multiplied with predefined age factor.

LTI

The Company offers LTI for Top Managers and key talent, the performance goals of which are aligned with shareholder and stakeholder interests, including total shareholder return, Adjusted Operating Income and Quality metrics.

Profit-Sharing

Profit sharing is available in several countries globally. In France it is in effect through both discretionary and non-discretionary arrangements. In Brazil it operates under the *Programa de Participação nos Resultados.* In several other countries, the Company has implemented a Collective Local Performance Incentive ("CLPI") plan. The CLPI, which is deployed based on the Company's economic performance, is distributed among the countries involved on a shared basis and is paid out according to terms defined by each country and region based on collective economic performance achievement criteria, including quality. The rollout of the CLPI is ongoing in countries without existing profit-sharing programs, aligning with local market practices and economic contexts. In 2025, based on 2024 financial results, approximately €315 million (€933 million in 2024) was distributed to employees (excluding LTI vesting/awards).

Remuneration Metrics (Pay Gap and Total Remuneration)

S1-16

Compensation gap

	2025	2024
Ratio of salary gap between executive compensation and median salary[1]	120.75	469.28

[1] For comparability purposes, all employee compensation amounts were converted into U.S. dollars using consistent exchange rate assumptions. For the purpose of the CEO pay ratio, the CEO's 2025 remuneration reflects total compensation earned during the year, including periods prior to and following appointment as Chief Executive Officer. Details of CEO remuneration are disclosed in Table 1 of the Remuneration Report.

The median employee compensation was determined using individual full-time employee remuneration data, calculated across the eligible population to derive a Company-wide median figure. This approach provides a direct and representative view of employee pay distribution.

The CEO Pay Ratio disclosed in the *Remuneration Report* found in the *2025 Annual Report* follows a different methodology, using the average employee compensation rather than the median. This approach aligns with financial reporting standards and reflects an aggregated view of remuneration. Since average compensation is typically higher than the median due to outliers, this can lead to differences between the two reported ratios.

Our gender pay gap was 1.06 percent in 2025 (1.11 percent in 2024). Stellantis' gender pay gap is calculated in accordance with ESRS as the ratio between the weighted average remuneration of women and the weighted average remuneration of men, calculated at country level and aggregated across the Company. This methodology provides a high-level view of gender-based pay differences across Stellantis' diverse geographies and business activities. As such, it reflects structural and organizational factors, including workforce composition by country and function. This metric does not take into account individual-level factors such as job role, seniority, experience, education, or local market conditions, which may significantly influence compensation outcomes. Consequently, while the gender pay gap indicator offers an important overall perspective, it does not in isolation represent equal pay for equal work within the organization.

Stellantis recognizes the limitations of a single aggregated indicator and continues to complement this analysis with more granular internal reviews to support fair and equitable compensation practices.

Wellbeing, Health and Safety

The Company identifies high-risk activities as those that involve significant physical, environmental, or ergonomic hazards, such as assembly line operations, machine operations, and maintenance work on heavy machinery and tools, as well as potential exposure to harmful substances or possible burns. Work-related ill health encompasses a wide range of acute, recurring, and chronic health issues caused or exacerbated by workplace conditions or practices. These health problems include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (such as noise-induced hearing loss and vibration-related diseases), and mental illnesses like anxiety and post-traumatic stress disorder. Ensuring proper safety protocols, regular training, and the use of personal protective equipment are crucial in mitigating these risks and safeguarding the health and wellbeing of these employees. Our “We All Care” Health and Safety Policy and Wellbeing Health and Safety Management System supports a comprehensive assessment of these risks and provision of timely response.

Wellbeing, Health and Safety Actions and Resources

ESRS 2 MDR-A, S1-4

Employee Survey

The Stellantis annual global employee survey, launched in 2022 and continued annually, provides critical data to drive improvement for employees’ working conditions.

The global employee survey conducted in 2025 achieved a 75 percent participation rate (71 percent in 2024) against a 70 percent target.

The survey results showed an increased level of motivation above the benchmark and in alignment with Company values. Opportunities for improvement include working conditions, workload, and communication with employees.

In 2025, 159,989 employees participated in the employee survey (161,777 in 2024). For the question ‘I am motivated to go beyond what is normally expected to help my Company be successful’, 77 percent of participants answered positively, demonstrating their strong commitment to the Company (74 percent in 2024). Employees clearly understand how their own job contributes to achieving the goals of the Company (84 percent of positive responses compared to 83 percent in 2024). They like their job and the kind of work they do (84 percent of positive answers compared to 82 percent in 2024). They would recommend the Company's products and services to their friends and relatives (72 percent of positive answers compared to 74 percent in 2024). These positive employee experience insights come as Stellantis received the global Best Employers Award for Excellence in Health and Wellbeing, together with being honored for Excellence in Global Health and Wellbeing from the Business Group on Health, a global company based in the U.S. Both awards recognized the Company’s commitment to advancing employee wellbeing through comprehensive and innovative benefits and initiatives, of which this regular global employee survey forms part of.

The first dedicated survey on mental health and psychosocial risks was implemented in the majority of countries in early 2023 and continued in 2024, with the next edition scheduled for 2026.

The participation rate in the 2024 edition of the Mental Health Survey reached 69 percent.

The consolidated results showed good performance regarding high stress and fatigue indicators. Analysis of the drivers at team level made it possible to develop dedicated action plans, in addition to those related to the employee survey.

Systems and Standards

Stellantis adopts a holistic approach to wellbeing, health and safety, encompassing both physical safety and emotional wellbeing. This approach, known as “My Wellbeing”, is integrated into our operating systems for all sites. The program focuses on physical health, safety, ergonomics, and psychosocial risks, aiming to enhance employee wellbeing and make Stellantis a great place to work.

My Wellbeing Program

Stellantis offers a range of health and nutrition programs, sports groups, training facilities, and coaches. Within our regions, we sponsor employee sports teams, provide wellness coaches in North America, offer gaming clubs and learning events in China, and organize physical activity challenges in Middle East & Africa and South America, together with activities that enhance overall health. The SIS health and safety domain enhances wellbeing, health, and safety at manufacturing sites through preventive measures and employee collaboration.

Training focuses on health and safety, policy compliance, and promoting preventive behaviors. Employees participate in safety initiatives and provide feedback via alert and safety conversation tools. The Global Care Management System ("GCMS") integrates health and safety management across all Stellantis non-manufacturing sites, including service providers, and adapts to such settings by testing and adjusting requirements as needed.

Stellantis complies with ILO's occupational health and safety recommendations (ILO OSH 2001) and ISO 45001 standards through its GCMS. An internal auditing program, which includes activities likely to produce Serious Injuries and Fatalities ("SIF"), and potential Serious Injuries and Fatalities ("pSIF") is completed on an annual basis.

Each manufacturing unit is staffed with qualified safety professionals providing oversight on regulatory compliance and developing team capability to manage safety risks. Non-manufacturing locations also have dedicated safety resources.

All manufacturing locations in North America are certified to ISO 45001, with all regions utilizing the Plan-Do-Check-Act ("PDCA") cycle of continual improvement to reduce injury rates and meet obligations. Most non-manufacturing locations use the same PDCA principles to achieve improvement in these areas.

South America Safety Improvements: In the South America region, the lost time injury rate was reduced by 30 percent and the total recordable injury rate by 20 percent compared to 2024. To ensure that the importance of safety was well understood by front line supervisors, individuals were required to take and pass an evaluation on Stellantis' safety standards and approaches. The engagement of the people closest to the line workers, their direct supervisor, has been a key driver of these improvements.

Health and Safety Priorities

Initiatives and Actions

One of our priorities is to keep our workforce safe and therefore we set our Lost Time Injury Rate ("LTIR") target to remain under 1. To assist with this, Stellantis focuses on preventing life-altering injuries by identifying root causes of SIF and pSIF incidents. All manufacturing locations are trained to identify a pSIF incident and implement preventive measures. A global program oversees SIF elimination, promoting common standards and action plans. Worker representatives are involved in implementing these standards.

Stellantis continues to reinforce its We All Care program by ensuring that those suffering from serious illnesses, such as cancer, continue to be included within the workplace. This commitment was solidified in 2023 when the Company joined the #WorkingWithCancer global pledge, aiming to erase the stigma of cancer in the workplace and providing a more supportive work culture for those impacted by the disease. Since signing the pledge, the Company has issued communications relating to cancer, promoted health programs like cancer screening, maintained and adapted reasonable and accommodating work activities for employees where possible and facilitated their access to medical and social support. We are also committed to providing a structured return-to-work process, enabling a smoother transition for all.

Flexible Work Approach and Digital Tools Adoption

In 2025, the Company employed a flexible work approach, providing digital tools to aid with remote working, whilst also having the flexibility to reconnect in the workplace with colleagues, improving employee health and quality of life. This hybrid model allowed employees to work from home or other locations, contributing to our carbon footprint reduction and reduction of commute time.

Our grEEn-campus initiative reimagines our buildings to support these ways of working, promoting co-development, collaborative working and collective intelligence.

Opening in 2025, the grEEn-campus in Poissy, France, is the first Stellantis facility that welcomes teams to a workplace that reduces the environmental footprint and enhances employee experience, promoting both sustainable growth and employee wellbeing. The grEEn-campus is a positive energy building that contributes to CO_2 emissions reduction, whilst the architectural design encourages social and professional interactions, enhancing collaboration and team creativity. Multiple green spaces provide an immediate connection to nature for employees, resulting in a highly desirable work environment, aimed at enhancing employee wellbeing. Upon opening, the site won two prestigious industry awards, namely the Best Real Estate Achievement Award and Constructive Innovation Award.

To create a healthy work-life balance, we have implemented regional initiatives like the "Every Action Counts" program, which offers tips on managing time and meetings. Additionally, we have established the right to disconnect in certain countries to prevent digital fatigue and respect personal time. Our guidelines on digital disconnection and the proper use of digital tools further support employee wellbeing.

Risks and Programs

- **Physical Safety Risks:** Hazards are identified and controlled via workplace and task risk assessments. Workers are trained to report potential harm to their supervisors or Health and Safety professionals.
  The SIS Health and Safety domain applies risk management to identify major risk areas and implement preventive actions within manufacturing sites, inclusive of production and non-production areas. Stellantis prioritizes preventing fatalities, disabilities, injuries, and illnesses by analyzing workplace hazards and exposures. Risk areas include physical, ergonomic, chemical, and psychosocial risks. The Heinrich Pyramid is used as a preventive tool to make people aware of and detect unsafe behaviors and conditions before they have a chance to become an injury however, if injuries do occur, Stellantis works to identify causal factors and implement corrective actions. The three essential safety behaviors, shared via the SIS "Can Do" booklet and other global communication forums, are: stop if you are not trained for a task or if safety is at risk, speak up and intervene if you have any concerns about anyone's safety, and always listen if someone shows concern for your safety and work together to

resolve the issue. At a local level, sites complete risk assessments for workstations and tasks, reviewing them after incidents. Accidents are analyzed using the PDCA cycle methodology. The main types of work-related injuries are lacerations, contusions, and strains from slips, trips, and falls.

- **Regulatory Risks:** Regulatory risks are managed in our manufacturing facilities through effective risk management and reduction procedures. As a global company, Stellantis operates in regions with varying health and safety regulations. To avoid noncompliance and potential fines, Stellantis has developed global and regional standards for high-risk areas, such as hazardous energy control, working at height, and working with HVBs. Each site conducts self-assessments to confirm standard implementation and identify any gaps that must be closed. Global WHS audits are also conducted to verify standards implementation.
- **Ergonomic Risks**: For musculoskeletal health, Stellantis specifies good practices and tools within the SIS. Preventive and corrective ergonomics, early care, and treatment are promoted and implemented wherever internal resources are available.

A team of 54 ergonomists (55 in 2024) - organized into trade, project, and daily-life ergonomists, work to improve working conditions and design human-centered processes, contributing to overall operational efficiency and to the prevention of work-related musculoskeletal disorders. They apply common ergonomics standards across all regions and support the implementation of best practices and technological innovations.

A comprehensive health action plan focuses on musculoskeletal health, gathering the best practices to prevent illnesses. This plan is being implemented across different regions in an effort to achieve sustainable mid-term improvements.

- **Health Risks:** Health risks include a variety of conditions that lead to business risk and employee concerns. Addressing these risks through risk analysis decreases absenteeism, workplace violence, and potential self-harm while increasing emotional wellbeing, motivation and employee engagement.
- **Psychosocial Risks and Mental Health:** Psychosocial risks, including work-related stress, are common in the automotive industry. Stellantis uses a data-based methodology to assess these risks, complementing regulatory requirements. Efforts are being made to increase mental health literacy, provide access to Employee Assistance Programs ("EAP") for mental health and psychosocial concerns, as well as extend our network of Mental Health First Aiders. The mental health strategy includes breaking taboo communications, survey results, information for managers, HR, and WHS teams, and health team involvement. Social workers assist employees with personal and professional issues, providing advice and support. Stellantis offers medical services at manufacturing sites and off-site family, health, and wellness centers in North America. Where consistent with local law, Stellantis monitors employee stress, fatigue and wellbeing and provides necessary anonymous feedback to management.

A robust training process, which incorporates an e-learning course on mental health, helps employees and managers address psychosocial risks. This has been further reinforced by the launch of a program dedicated to managers, "Mental Health for Managers – Masterclass", which has been rolled out this year covering 50 percent of our management population, providing a Net Promoter Score ("NPS") score of 76.

To support the organizations efforts relating to the promotion of mental health and preventing psychosocial risks, a dedicated global standard was released during 2025. In some areas, this has been further supported by webinars on the subject.

Preventing psychosocial risks and promoting employee well-being are key aspects of Stellantis' We All Care Policy. To this end, the Group has established monitoring units and provides psychological support.

- **Contractor and Visitor Risk:** In accordance with our policies, visitors receive health and safety information upon arrival. Temporary employees receive appropriate training before starting work, supplemented with on-site training. Contractors must meet minimum safety standards and complete risk assessments to confirm their work does not create additional hazards.

Risk Analysis and Prevention

Stellantis conducts periodic occupational risk assessments and exposure evaluations. The results are reviewed annually and revised where necessary. Occupational follow-up includes monitoring and examinations to assess fitness for work and potential limitations. Health teams respect confidentiality by securely storing and monitoring health-related information using compliant IT solutions, while organizing emergency care for our workforce.

Training Programs

Mandatory training and certification requirements are established for all global operations and facilities. Health and safety protocols are implemented at all workplace locations. In 2025, employees completed 426,949 hours of safety training (457,782 in 2024). Mental health initiatives include training, Employee Assistance Program, surveys, and access to mental health first aiders. E-learning and targeted training programs related to mental health are available to all employees, with a dedicated masterclass for managers that started in 2024 and continued in 2025. Following a successful pilot in 2025, specific mental health training for our blue-collar population is expected to be rolled out globally in 2026.

Health and Safety Targets

ESRS 2 MDR-T, S1-5

Stellantis targets are aligned to our WHS and Human Rights Policies. We set targets in 2021 to reduce total recordable injuries, which require treatment beyond first aid, by 50 percent by 2030. Each entity has its own targets (against which WHS leaders and plant managers are evaluated), and the rate of recordable injuries decreased in 2025, demonstrating the effectiveness of risk prevention and actions. As health and safety is integral to the SIS management system, health and safety KPIs are used to monitor the manufacturing operations, including total recordable injury rate, lost time injury rate, serious injuries and absenteeism. While many KPIs have improved, we have experienced a slight increase in the number of serious injuries and fatalities within the contractor population at our manufacturing sites. Our Contractor Management Procedure has therefore been reviewed and updated, with implementation of the changes progressively being introduced throughout Q1 2026.

During 2025, additional due diligence actions have been incorporated into our incident reporting process to verify that all injuries are recorded correctly and consistently.

Progress made toward targets for health and safety

Entity-specific metrics		Year	
Lost-time injury frequency rate (LTIR/1,000,000 hours worked)	Results	2024	0.92
		2025	0.70
	Target	2025	<1
		2030	<1
		2040	<1

The Lost Time Injury Rate (“LTIR”) target is monitored on a monthly basis and reported to the Board of Directors by the CHRSO annually.

Health and Safety Metrics
S1-14

Number and percentage of workers covered by an occupational health and safety management system by employment category

	2025					
Share in %	**Employees**		**Temporary workers**		**Contractors[1]**	
Occupational H&S management system coverage	248,194	96%	12,834	96%	33,441	78%
Occupational H&S management system internally audited	169,724	65%	4,271	32%	16,706	39%
Occupational H&S management system audited or certified	111,927	43%	1,624	12%	13,735	32%

	2024					
Share in %	**Employees**		**Temporary workers**		**Contractors[1]**	
Occupational H&S management system coverage	241,535	97%	13,463	89%	33,078	82%
Occupational H&S management system internally audited	161,842	65%	3,727	25%	13,512	34%
Occupational H&S management system audited or certified	84,344	34%	1,208	8%	11,576	29%

[1] All contractors on site (including intelligent services and other services)

Total number of recordable injuries per hour worked

	2025			2024		
	Hours worked	**Recordable Injuries[1]**	**Total Recordable Injury rates**	**Hours worked**	**Recordable Injuries[1]**	**Total Recordable Injury rates**
Employees	429,407,368	983	2.29	423,379,524	1,161	2.74
Workers who are not employees but whose work / workplace is controlled by the organization	17,932,009	66	3.68	19,937,683	135	6.77
Total	**447,339,377**	**1049**	**2.34**	**443,317,207**	**1,296**	**2.92**
Contractors	26,815,126	102	3.80	44,649,415	49	1.10

[1] Excluding travel to and from home

Recordable Injuries and illnesses by gender (employees and temporary workers)

	2025			
	Women	**Men**	**Not disclosed**	**Total**
Recordable injuries	264	785	—	**1,049**
Recordable injury frequency rate*	2.57	2.28	—	**2.34**
Occupational illnesses	65	221	—	**286**
Recordable occupational illness frequency rate**	0.63	0.64	—	**0.64**

2024				
	Women	Men	Not disclosed	Total
Recordable injuries	326	901	69	**1,296**
Recordable injury frequency rate[1]	3.53	2.73	3.33	**2.92**
Occupational illnesses	135	302	5	**442**
Recordable occupational illness frequency rate[2]	1.46	0.91	0.24	**1.00**

[1] Recordable injuries / 1,000,000 hours worked

[2] Recordable occupational illnesses / 1,000,000 hours worked

Total number of fatalities

	2025	2024
	Number of fatalities	
Employees	1	1
Workers who are not employees but whose work / workplace is controlled by the organization	—	—
Contractors	2	1

Lost days from injuries

	2025		2024	
	Lost days	Lost Time Injuries	Lost days	Lost Time Injuries
Employees	12,900	282	16,237	361

Occupational illnesses: actual lost days

	2025		2024	
	Lost days	Illnesses	Lost days	Illnesses
Employees	5,888	286	20,977	439

Severity by contract

	2025	2024
Employees	0.03	0.04
Temporary workers	0.07	0.06
Total	**0.03**	**0.04**

Absenteeism hours by cause

2025				
Sick leave	Maternity/ paternity leave	Occupational and commuting accidents	Other absences excluding vacation	Total
13,552,161	1,201,413	450,851	6,669,066	21,873,491

2024				
Sick leave	Maternity/ paternity leave	Occupational and commuting accidents	Other absences excluding vacation	Total
13,945,945	1,579,092	488,491	9,313,505	25,327,033

Talent Management (Skills for the Future)

ESRS 2 MDR-A, S1-4

We draw on our global and diverse workforce to identify and develop top talent to drive the Company toward achieving its objectives. In an effort to achieve effective hiring goals and a positive candidate experience, in 2025 we continued the implementation of the Global Talent Acquisition Transformation Strategy started in 2024, covering the following strategic drivers: strategic, proactive and agile talent acquisition partners, simple and efficient processes with clear KPIs, positive experience and employer brand.

Talent Management Actions and Resources

Stellantis manages its own workforce through the implementation of job families, aligning organizational effectiveness with talent management. By integrating these job families into its governance framework and Global Talent Acquisition Strategy, Stellantis positions its workforce to support the Company's business model.

Talent Acquisition

Stellantis reinforced global recruitment processes, policies and standards to attract, assess, onboard, and integrate new talent with consideration of equal treatment and opportunities by strengthening our Talent Acquisition expertise, ensuring improved collaboration and partnership between global and regional teams. We introduced candidate-focused tools to enhance experience through the recruitment process, together with data-driven assessments, unbiased recruitment training, and a global hiring policy to support consistent and fair practices. In addition, we implemented a global employer brand strategy that positions Stellantis as an attractive workplace, supported by coordinated HR and Communications campaigns on social responsibility and our value proposition.

Worldwide 40,095 employees were hired in 2025 (33,092 in 2024), in addition to 5,036 apprentices and 2,933 internships (3,821 and 3,118 respectively in 2024). Internal candidates filled 21 percent of open positions (24 percent in 2024). This hiring occurred across functions (Product Development and Technology, Manufacturing, Sales/Marketing, IT, Digital, etc.,) for sites that are experiencing an increase in business. It encompasses both junior positions and more senior positions in all employee categories: engineers, technical operators, manual workers and other strategic skills required for the transformation of the Company.

Hiring by age, gender, and category [1]

2025									
	Blue Collars			White Collars			Top Management		
	Women	Men	Not disclosed	Women	Men	Not disclosed	Women	Men	Not disclosed
Up to 30 years old	5,096	13,063	0	1,282	2,260	0	0	0	0
30–50 years old	4,181	7,836	0	1,123	2,679	2	6	12	0
50+ years old	527	1,192	0	207	613	0	1	15	0
Total	**9,804**	**22,091**	**0**	**2,612**	**5,552**	**2**	**7**	**27**	**0**

2024									
	Blue Collars			White Collars			Top Management		
	Women	Men	Not disclosed	Women	Men	Not disclosed	Women	Men	Not disclosed
Up to 30 years old	3,760	9,363	1	1,215	1,947	2	0	0	0
30–50 years old	4,275	7,136	0	1,048	2,242	2	10	5	0
50+ years old	521	1,044	3	129	380	1	4	4	0
Total	**8,556**	**17,543**	**4**	**2,392**	**4,569**	**5**	**14**	**9**	**0**

[1] Up to 30 years old" includes all individuals under the age of 30. "30-50 years old" includes all individuals between the ages of 30-49. "50+ years old" includes individuals 50 years of age and older.

Early Careers and Next Generation Strategy

We have several global programs, integrating different backgrounds at initial stages of the career, including internship, apprentice, graduate, or academic placements. We strongly believe that young talent is a key component of the future of our organization and a just transition. In 2025, we introduced a new Global Early Careers and Next Generation Framework targeting non-permanent

employees prior to graduation or at the beginning of their professional career. This will bring consistency, strengthen our global footprint and employer branding, positioning Stellantis as a great company to work for with future generations.

Onboarding

All new employees complete onboarding training at the start of their employment journey with us, which shares our values, purpose and vision, as well as aiding their understanding of the Company. Introductory meetings with key internal stakeholders are organized to welcome new employees. They are also required to follow an onboarding curriculum, which includes Code of Conduct and Speak Up learning modules.

Internal Mobility

Internal mobility is a way to enhance career progression while helping Stellantis meet strategic business needs with existing employee skill sets. It is essential to utilize all the expertise that employees bring to the table. “Be Mobile”, established in 2022, is a global program setting internal mobility rules, providing visibility on internal opportunities and making our mobility journey more understandable and accessible.

Number of employees with promotions

	2025	2024
Women	2,002	3,128
Men	8,173	12,326
Total	**10,175**	**15,454**

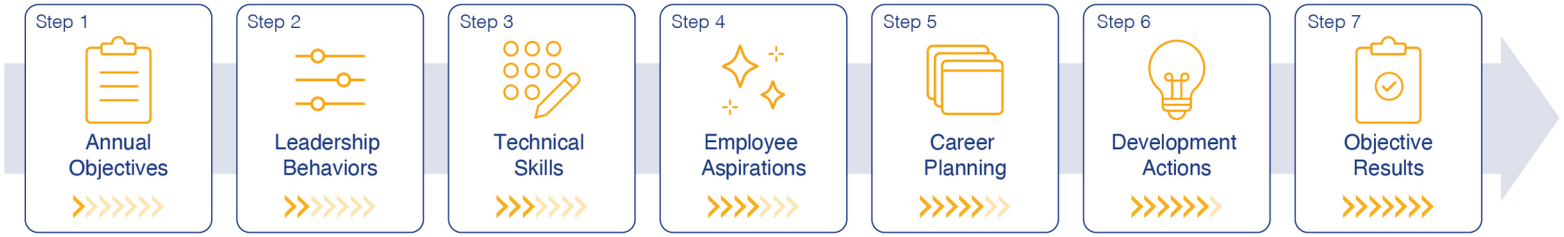
Example: The Stellantis Star*Up Intrapreneurship Program

Star*Up, launched globally in 2021, is a program aimed at encouraging and transforming our employee’s ideas and promoting an intrapreneurship spirit within Stellantis. Employees are invited to submit their ideas with evaluation committees selecting the top ideas to enter a four-month incubation. Each project in incubation is accompanied by an internal coach and the participants are given training on innovation methods, such as Design Thinking and Lean Startup, essential to achieve success of the project. At the end of the incubation, participants pitch their ideas to senior leadership. Winners of the finals enter a 9-to-12 month experimentation towards first customers and first revenues in the Business Accelerator. Since Star*Up's inception in 2021, over 3,000 ideas have been submitted with over 200 projects incubated.

Talent Management

To address skills shortages and align with market trends, Stellantis has a robust Employee Talent Journey focused on performance. The journey begins with managers and all white-collar workers setting objectives and business performance targets for the year ahead. They then discuss the employee’s aspirations and required leadership behaviors as outlined in the Stellantis Leadership model. Career planning is considered, allowing employees to identify concrete career steps, with discussions on potential next positions based on performance, aspirations, leadership behaviors, technical skills, and experience. Behavioral and value ratings, based on the Company values defined in the Code of Conduct, are identified through self-assessment and confirmed by their manager. Finally, development actions are proposed, with managers and employees working together to identify top developmental priorities.

Talent journey



Throughout the year, employees work towards their targets with managerial support and feedback.

2025 saw a focus on leadership development and capability building for emerging leaders. Stellantis advanced its commitment to responsible leadership and talent development through two global leadership development programs for emerging leaders, Stello Program and LEADx, reaching approximately 350 employees across regions and functions.

As part of these programs, our future leaders completed a 360-degree leadership assessment. The assessment was aligned with the Company's values and leadership behaviors, reinforcing a consistent and enterprise-wide leadership framework. Each participant received an individual development report identifying key strengths and priority development areas. Participants were encouraged to review the results with their managers and incorporate the insights into their individual development plans, supporting continuous learning, self-awareness, and leadership capability building. The programs also incorporated a combination of coaching and mentoring support, tailored learning and business acumen and financial simulation.

Job Family, Strategic Domains and Technical Expertise

At Stellantis, we are committed to fostering a culture of continuous improvement and technical excellence through strategic governance, technical expertise, and talent development.

Job Family Governance

Stellantis' overall organization is mapped through 16 different job families and 100 professions gathering all the related roles with the same set of macro skills. These job families ensure cross-functional alignment and maintain operational standards, even as the organization adapts to meet efficiency targets and customer needs.

Stellantis has integrated the job family concept into its key managerial governance to support its global organization and the strategic plan. Job families significantly impact both organizational efficiency (optimal labor costs for peak operational performance) and talent management. Managed by pairs of top business and HR leaders, job family governance ensures strategic alignment between business needs and HR goals. These include:

- position grading calibration and transversal alignment;
- defining and controlling the implementation of the job catalog, covering over 50,000 assigned roles across 3,000 standard jobs;
- key job definition, related standard career path, staffing strategy, and talent assessments;
- overseeing technical knowledge, including new technologies by the specific technical expertise network and supported by specific technical academies (e.g., Data and Software, Sales and Marketing, Product Development and Technology, Supply Chain);
- standard organization archetype definition to ensure optimal operational performance; and
- cascading the Group's strategy to the job family scope, focusing on skills transformation through workforce planning.

Job family governance fosters employee engagement by providing visibility into career development paths, aligning individual aspirations with the Company's needs.

Job family mapping

Strategic Domains

The Company has identified 22 technical macro domains. Each domain, supported by key managers and the expertise network, aligns the strategy with its specific focus area, influencing product and process impacts.

The job families are directly fed by these technical domains to build their action plan and drive skills evolutions. Stellantis is able to focus global skills transformation management on “strategic skills”, flagging “strategic positions” in HR systems and related strategic “trainings”. These technical domains prioritize technical training and the attraction of technical expertise.

Technical Expertise Network

Our expertise community, including fellows and senior fellows, is vital to research, experimentation, and external partnerships. This community of technical contributors develops top-tier skills in critical areas, supporting innovation, defining technical roadmaps and sustainable operational performance. The macro-domain grid is reviewed annually to leverage technology and anticipate future trends.

The expertise community focuses on technological and customer-driven domains to support the Company's transformation and skill development. It represents the highest level of expertise in technology, innovation, and customer service across all job families worldwide.

Key objectives focus on strengthening technical skills by enhancing expertise in strategic areas, improving performance through innovative and efficient solutions, anticipating industry trends to ensure sustainable business practices, and promoting global collaboration by building a diverse network that leverages innovative ideas and expertise.

This community, consisting of up to 300 experts includes fellows and senior fellows, is dedicated to advancing Stellantis' technical knowledge. The community is organized into strategic and enabler domains to develop top-tier skills in critical areas, supporting innovation and operational performance.

In 2025, the Expertise Executive Committee, jointly chaired by the CHRSO and the Chief Product and Technology Officer, continued to play a key role in shaping the Company’s expert community. During the year, the committee confirmed existing experts, validated new Fellow and Senior Fellow candidates, and reviewed the current status of all expert domains to ensure alignment with strategic priorities.

Targets for Talent Management

S1-5

While Stellantis has many goals to achieve its talent management objectives, there are no related strategic targets at this time.

Training

ESRS 2 MDR-A, S1-4

Stellantis aims to create a culture of continuous learning through actions in two main axes:

- Combining “push” actions recommended by the Company with “pull” actions chosen by employees, monitored through indicators like time distribution, self-development hours, and monthly active employees; and
- Design learning initiatives based on their main purpose:
  - Common ground: Initiatives related to common values, leadership behaviors, and safety and wellbeing rules, measured by program completion and employee involvement;
  - Employability: Providing or reinforcing technical skills for short and medium-term efficiency;
  - Enable the future: Supporting the strategic plan by providing knowledge and skills for digital transformation, new mobility and just transition topics, customer centricity, carbon zero processes, entrepreneurship, new ways of working and other critical domains.

Training Actions and Resources

The Company spent approximately €163 million on training during 2025 (€133 million in 2024), delivering around 2.7 million hours (2.6 million in 2024) of training to approximately 233,026 employees (approximately 236,420 in 2024).

Employability

As part of our DMA, we have identified material negative impacts associated with the topic of secure employment. To mitigate potential job losses amid ongoing regulatory and strategic changes, we have continued with and implemented several programs in 2025 to strengthen employees' skills and equip them for emerging changes in a dynamic automotive industry:

- We trained 57,353 employees (8,348 in 2024) through our Data & Software Academy;
- A total of 41,822 employees (122,911 in 2024) received training on topics related to BEV technology and the electrification transition within several professions to adapt their skills;
- White-collar employees were invited to complete training on Generative AI, in order to build their knowledge and understanding of how technology could be used to assist in their everyday roles;
- The Electrification Academy expanded its reach through face-to-face and digital formats, including the Electrification Routes initiative, which delivered micro learning, newsletters, and hub content to over 41,000 employees;
- Stellantis and Amazon continue to collaborate to deploy Amazon's technology and software expertise across Stellantis' organization. Through the TechXelerate program, 2,899 people were trained (4,900 in 2024), supporting tech transformation, developing skills around cloud, innovation, and customer centricity;
- Customer service and quality training remained a priority, with a number of white-collar employees attending Customer Centricity Masterclasses, together with Design for Six Sigma ("DFSS") and Reactive Problem Solving courses throughout 2025.

Leadership development continued to be a focus throughout 2025, with the Entrepreneurial Leadership Program, and Leadership Fundamentals being expanded or refreshed to cover multiple audiences and subjects. Sessions were also held globally to enhance leadership through improved cultural intelligence.

Many countries within our Enlarged Europe, India and Asia Pacific, and North American regions offer support for employees wishing to complete degree programs or certifications. Support varies between countries, however typically includes either paid or unpaid leave to participate in the training and undertake exams, together with financial contributions towards the cost of tuition if the program is run by an accredited university or falls within the set parameters of the policy.

During 2025, Stellantis moved to a new language training platform, which introduced AI-enhanced language learning, supporting our multilingual workforce with flexible, personalized training paths.

Our compliance and ethics commitments have been strengthened throughout the year with Information Protection and Ethical Leadership training.

In 2024, Stellantis aimed to provide tech-mobility-related training to at least 35 percent of all employees, fostering a tech mindset across the Company, and achieved an outstanding result of 62 percent. In 2025, within a context of market and regulatory changes, the focus shifted more towards customer centricity and quality, and a new target was not set. Nonetheless, the Company continued to monitor progress, reaching 43 percent of employees, including blue-collar workers.

€163M
Spent in training in 2025

2.7M
Hours of training delivered

233,026
Employees involved

16%
Reskilling / upskilling

Training Evaluation

We continue to evaluate our training using the Kirkpatrick model, focusing on three levels: Level 1 reaction, Level 2 learning and Level 3 behavioral change. Within Level 1, we employ the Net Promoter Score (NPS) across all our courses. An NPS target is set per entity, with results shared monthly, and, when needed, a recovery process implemented by Academies and Regions. The highest and lowest-rated courses are analyzed in detail to share best practices or

identify the cause of dissatisfaction. Qualitative comments are reviewed, with AI being used to gain additional insights. If required, interviews or focus groups are also conducted. The findings are discussed, and an action plan is created, with updates being made to the official guidelines for course design and delivery as required.

As an example, in line with the increased focus on customer centricity, a new Net Promoter Score KPI was introduced in 2025 with a challenging target of 63 for Corporate Training Programs, which was surpassed with a final score of 64.

Targets on Training

ESRS 2 MDR-T, S1-5

Learning Global Targets (Effectiveness)

Stellantis is committed to reskilling and upskilling its employees. For 2025 the Company aimed for at least 13 percent of technical employees in software, data, and engineering roles to complete a minimum of 24 hours of technical training. This goal was exceeded, reaching 16 percent in 2025 (12 percent in 2024).

Access to training remains a key target, as Stellantis strives to provide continuous learning opportunities for all employees. Despite a challenging year focused on short-term priorities, the access rate improved from 94 percent to 95 percent in 2025. Although the 2025 target of 96 percent was not met, the Company remains dedicated to achieving data proficiency, with a target of 100 percent for all active employees by 2030.

Progress made toward targets for training

Entity-specific metrics		Year	
Access rate to training (No. of employees trained/total number of employees)[1]	Results	2024	94%
		2025	95%
	Target	2025	96%
		2030	100%
		2040	100%
Percentage of technical engineering reskill/upskilling	Results	2024	12%
		2025	16%
	Target	2025	13%
		2030	30%
		2040	50%

[1] Access rate to training with FTE still employed as of December 31, 2025

Targets are tracked in our Learning Management System and constitute the percentage of all employees trained through this platform. Locally, results are discussed with employee representatives during regular meetings. Targets are updated yearly to reflect previous year results and current year priorities. These objectives are monitored and managed globally on a monthly basis and reported to the Board of Directors by the CHRSO.

Training and Skills Development Metrics

S1-13

Performance and career development reviews for employees by category and gender

	2025			2024		
In percentage	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**
Blue collars	21%	26%	25%	18%	26%	24%
White collars	92%	93%	93%	92%	98%	96%
Top Management/SLT	98%	97%	97%	88%	96%	93%
Total	**46%**	**45%**	**46%**	**46%**	**47%**	**47%**

Average number of training hours for employees by category and gender

	2025				2024			
(in number of hours per employee)	**Women**	**Men**	**Not disclosed**	**Total**	**Women**	**Men**	**Not disclosed**	**Total**
Blue collars	7.50	8.81		8.53	7.74	8.78	—	8.56
White collars	15.90	15.50	16.83	15.61	13.51	15.49	—	14.98
Top Management/SLT	12.18	5.67		7.29	8.53	6.54	—	7.07
Total	**10.44**	**10.73**	**16.83**	**10.66**	**9.86**	**10.78**		**10.58**

Employees trained by gender, age and employee category [1]

	2025											
	Women				**Men**				**Not disclosed**			
	Blue collar	**White collar**	**Top Management/ SLT**	**Total**	**Blue collar**	**White collar**	**Top Management/ SLT**	**Total**	**Blue collar**	**White collar**	**Top Management/ SLT**	**Total**
Up to 30 years old	7,860	2,885	—	10745	23,859	4,695	—	28554	—	—	—	—
30–50 years old	16,980	11,977	121	29078	59,658	30,627	258	90543	—	2	—	—
50+ years old	7,449	5,357	120	12926	38,851	21,879	448	61178	—	—	—	—
Total	**32,289**	**20,219**	**241**	**52,749**	**122,368**	**57,201**	**706**	**180,275**	—	**2**	—	**2**

[1] Up to 30 years old" includes all individuals under the age of 30. "30-50 years old" includes all individuals between the ages of 30-49. "50+ years old" includes individuals 50 years of age and older.

Workers in the Value Chain

S2

Stellantis actively aims for responsible practices across its value chain to protect human rights and create long-term value across all tiers of its global network.

Responsible Purchasing Practices Through Stakeholder Engagement

ESRS 2 SBM-2

Engaging with stakeholders along the value chain is central to Stellantis' approach to fostering mutual understanding, anticipating environmental, social, and economic risks, and identifying opportunities for value creation. Through meaningful dialogue at local and global levels, we aim to adapt our business model and propose solutions to evolving societal and technological expectations. For more details on our Stakeholder Engagement Policy, refer to *Stakeholder Dialogue for a Better Mutual Understanding with Society* ↘ in this document.

Our ongoing interaction with stakeholders informs our due diligence process and DMA, managed at the operational level by relevant business functions. In accordance with the Stakeholder Engagement Policy, we track key dialogues to identify stakeholder expectations on sustainability and update our practices as appropriate. This analysis is shared with the ESG Committee of the Board of Directors on an annual basis.

Additionally, the Integrity Helpline provides our stakeholders with a secure, anti-retaliation channel for reporting issues with potential negative impacts.

Workers in the Value Chain Material Impacts, Risks and Opportunities

ESRS 2 SBM-3

The types of workers in our value chain include those on Stellantis' premises (Stellantis-employed, third-party employed, Tier 1-N employed) and those outside Stellantis premises (Tier 1-N supplier employed) involved in both upstream and downstream activities (including JV workers). As an OEM, the majority of workers in our supply chain are blue collar. We also have white-collar workers, primarily in administrative and engineering roles, with a higher concentration in the upstream value chain.

As part of the Stellantis DMA for 2025, the following IROs were identified as directly connected to our strategy and business model, particularly through our sourcing practices, supplier relationships, and operational footprint. Refer to *Material Impacts, Risks and Opportunities* ↘ in this document for additional information.

Workers in the value chain - material IROs

Material Impacts, Risks and Opportunities		Nature	Value chain
Precarious working conditions	Potential negative impact	Individual incident	■□□
Occupational health and safety	Potential negative impact	Individual Incident	■□□
Respect of human rights	Potential negative impact	Individual incident	■□□
Training and skills development	Actual positive impact		■□□

■□□ Upstream, □■□ Own Operations, □□■ Downstream

Workers in the Value Chain Policies

ESRS 2 MDR-P, S2-1

We have established an executive-level governance structure, including a Human Rights Committee that oversees our responsible purchasing and sustainability approach through regular reporting and approval of key actions. Implementation and maintenance of related measures are executed at the operational levels. This structure supports compliance with our Code of Conduct and Human Rights Policy as well as our aim to uphold the values addressed in our GRPGs. It is designed to enable effective risk management and continuous improvement in line with evolving regulatory expectations.

We regularly evaluate our activities with a focus on risk management, transparency, and accountability. Stellantis aims to improve conditions for all contributors to our value chain and help to uphold and respect fundamental rights.

Global Responsible Purchasing Guidelines

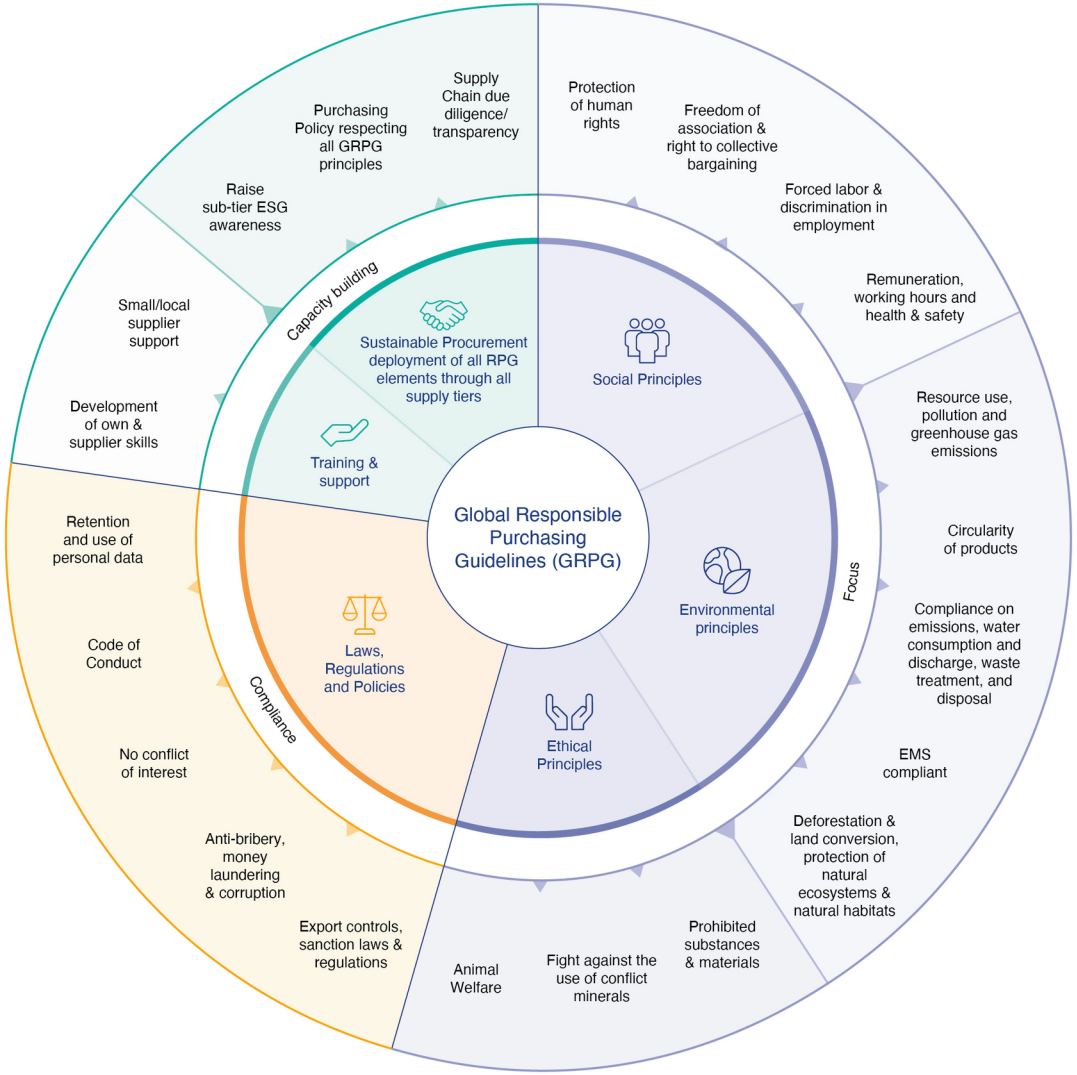
Our GRPGs, representing the Stellantis Supplier Code of Conduct, align with the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct as well as the values expressed in ILO principles and confirm our ambition to embed these standards in our business activities. The GRPGs address compliance with laws, regulations, social and ethical principles, environmental protection and sustainable procurement including training and support for small and local suppliers. This includes:

- the promotion of and compliance with internationally accepted human rights standards and public commitment to human rights, including support for vulnerable groups, local communities and non-retaliation;
- freedom of association and the effective recognition of the right to collective bargaining;
- combating any forms of forced or compulsory labor, child labor, and modern slavery, including human trafficking;
- combating discrimination in terms of hiring and occupation;
- implementing anti-corruption measures, and preventing conflicts of interest and money laundering;
- compliance with the legal minimum wage in national legislation or collective bargaining agreements while seeking to provide workers and their families with decent wages to afford reasonable and adequate shelter, food, and other necessities;
- aligning working hours with ILO Conventions 1 and 30;
- health and safety at work;
- requesting the implementation of an Environmental Management System, such as ISO 14001 certification;
- banning the use of prohibited substances and materials;
- encouraging suppliers to obtain sustainability commitments from their own suppliers consistent with those required by Stellantis to secure appropriate supply chain transparency;
- focusing on responsible procurement processes that ensure transparency regarding the origin of substances originating from areas of conflict;
- expecting suppliers to focus on research for recycled materials;
- considering the protection of animal welfare; and
- expecting suppliers to implement policies for GHG emissions reduction and prevention of deforestation and land conversion.

Measures are taken to address identified risks, as well as corrective actions for suppliers potentially or currently involved in human rights infringements. The GRPG calls for a risk based due diligence approach and includes action plan monitoring, maintenance of appropriate grievance reporting mechanisms, and reporting of non-compliance, along with the communication of measures put in place.

Given the critical role suppliers play in upholding our sustainability ambitions, Stellantis expects them to address sustainability risks - outlined in GRPGs - across both their own operations and their supply chains. We monitor the acceptance status of the GRPG by suppliers as part of our goal to conduct business only with those governed by these guidelines. Stellantis monitors the content of the GRPG to keep it up to date with changing regulatory requirements, evolving sustainability standards, stakeholder expectations, internal risk assessments, and continuous improvements identified through operational experience. The most senior person responsible for the implementation of the GRPGs is the Chief Purchasing Officer. Through these efforts, Stellantis seeks to secure its supply chain and intends to boost the performance of suppliers, who are called on to introduce sustainability policies within their own organizations and with their supply and subcontracting chains.

Stellantis' focus areas in the extended supply chain



We consider the interests of stakeholders when evaluating the long-term strategy for sustainable value creation as it pertains to supply chain management. Stakeholder engagement feedback is analyzed in accordance with our Stakeholders Engagement Policy. Refer to *Stakeholder Dialogue for a Better Mutual Understanding with Society* ↘ in this document for further information.

The Purchasing organization is the interface between Stellantis and its suppliers, and responsible for meeting legal and regulatory requirements under its scope, while mitigating exposure risk from its supply base by driving Stellantis suppliers to comply with sustainability related requirements. Purchasing coordinates actions centrally, internationally, and locally as needed. This requires close work with other internal departments such as product development and technology, logistics, quality, industrial and program teams within Stellantis and with outside stakeholders. Within Purchasing, a central purchasing function coordinates actions and activities around managing material impacts, risks, and opportunities related to workers in the value chain, including refinement of tools, reports and training.

Sustainability is integrated into our daily purchasing activities.

Buyers, as the main supplier contacts, work to meet all contractual obligations and expectations, including the GRPGs. They raise awareness of requirements and verify that supplier sustainability performance meets the necessary standards for sourcing opportunities. Stellantis' policy for sourcing activities requires that sustainability performance is considered and reviewed globally on a risk-based approach, with the goal of confirming that responsible purchasing practices are in place with selected suppliers. We award business to suppliers that we believe share our values and can maintain required compliance and performance. If supplier performance is below acceptable levels, an action plan to correct issues is required and must be approved by Purchasing middle management. Follow-up assessments are then conducted to monitor implementation. Non-compliance may result in the termination of the business relationship.

Our General Terms and Conditions governing the contractual relationships between Stellantis and its suppliers include binding clauses on environmental protection, labor standards, human rights, and ethical business conduct. These provisions support the management of sustainability-related risks and impacts across the value chain.

Impacted Stakeholders

S2-2

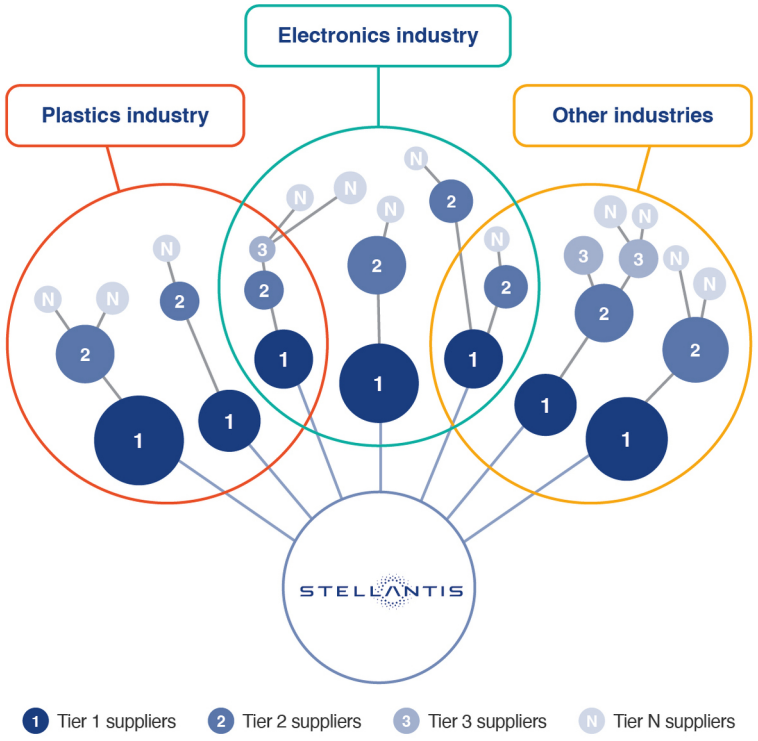
Our supply chain consists of Tier 1, Tier 2, Tier 3, to Tier N suppliers in the metal, plastics, electronics, and other industries. Stellantis has a direct contractual relationship with nearly 2,000 Tier 1 suppliers in direct material.

Direct contractual relationship with Tier 1 suppliers in direct materials

	2025	2024
Number of Direct Tier 1 Suppliers	>1,900	> 2,000
Number of Countries of our Supply Base	>60	>50
Amount of Purchases Worldwide	> €88 billion	> €81 billion

Our supply chain has two main distinguishing features. Firstly, it is complex and involves numerous participants, from receiving customer orders, which begins with the engagement with our suppliers for materials, goods, and services, through delivery to our customers worldwide. Secondly, it relies on its ability to successfully supply thousands of possible component combinations, which is dependent upon successful supplier operations.

Sphere of influence



Recognizing the increased need for information in the supply chain, Stellantis works toward visibility that reaches back to the origin of key materials where possible on a risk-based approach. We aim to identify and address ESG risks, including social and human rights concerns, with the ambition to build trust and safeguard people connected to our business relationships.

We consider the interests of vulnerable groups within our value chain and recognize their need to be respected and the importance of monitoring their treatment. This is underpinned by considering these groups in several of our activities described in this report. Vulnerable people along our value chain may include:

- Migrant workers: often employed in manufacturing plants, these workers may face exploitation due to their precarious legal status, language barriers, or lack of local support networks;
- Low-wage workers: employees in parts of the supply chain where wages are insufficient to meet basic living standards, often found in countries with lower labor costs;
- Workers potentially affected by gender-based discrimination, harassment, or unequal pay, particularly in male-dominated industries;
- Indigenous peoples: communities whose lands and resources may be exploited without fair compensation or consent, impacting their livelihoods and cultural heritage. Refer to *Affected Communities* ↘ in this document for additional information; and
- Temporary or contract workers: these workers often lack job security, benefits, and protections that permanent employees enjoy, making them more susceptible to exploitation. Refer to *Own Workforce* ↘ in this document for additional information.

Stellantis understands that identifying vulnerable individuals in the Stellantis value chain is essential for maintaining ethical and sustainable practices. This involves assessing various stages, from raw material extraction to distribution, to identify risks of exploitation, unsafe conditions, or unfair wages, with special attention to regions with weaker labor laws. By conducting audits, and collaborating with Non-governmental Organizations ("NGOs") and Civil Society Organizations ("CSOs"), Stellantis gains a better understanding of local vulnerabilities, enabling the Company to implement targeted measures and address human rights risks more effectively.

Human Rights in the Value Chain

We recognize human rights as fundamental principles that protect dignity and foster respect across our value chain, including our operations, partnerships, and communities.

As a UN Global Compact signatory, we target adherence to key documents such as the OECD Guidelines, the UN Declaration of Human Rights, and the UN Convention Against Corruption. We implement preventive measures to meet social and ethical standards inspired by ILO rules, including the abolition of child and forced labor, and the UN Guiding Principles on Business and Human Rights. Our GRPGs aim to prevent violations of social principles, including child and forced labor in our supply chain. Refer to *Global Responsible Purchasing Guidelines* ↘ in this document for further information.

Stellantis is determined to reduce the use of raw materials that carry environmental and social risks. Additionally, we strive to ensure companies or individuals in legal business activities are not harmed by our efforts to avoid using minerals that are illegally obtained. To this end, we work to promote responsible sourcing in all regions. If we identify concerns regarding the sourcing of raw materials, the suppliers are expected to address the concerns and potentially arrange alternative sources. The Company thus seeks to exercise its duty of care and foster sustainable procurement. Mining gold, tin, tantalum, and tungsten might increase certain risks described in the OECD Due Diligence Guidance Annex II, especially in Conflict-Affected and High-Risk Areas ("CAHRAs"). In accordance with required U.S. and EU regulations, Stellantis requires best efforts of transparency from its suppliers about the origin of raw materials and minerals used in this context.

Human rights impacts can manifest at various stages in our value chain, ranging from raw material extraction to recycling and reuse. Violations of labor rights continue to persist within global supply chains, despite existing governmental regulations and corporate commitments to uphold ethical standards. Our approach to determining IROs is described in *Double Materiality Assessment* ↘ section in this document. Stellantis has identified the following two key material topics as it relates to stewardship over human rights and supporting a safe, secure and enabling workplace for value chain workers:

- Child labor/forced labor: The global scale of Stellantis' operations and supply chain presents an inherent risk of child and/or forced labor. We are committed to eradicating these practices through audits, supplier engagement, and adherence to international labor standards. In addition, our Human Rights Policy explicitly addresses the need to identify and quickly mitigate any instances of child and forced labor.
- Compliance with human rights regulations: Due to the Company's broad geographical presence and the diversity of laws and standards across our operations, there is an increased risk of non-compliance, necessitating focus on measures to mitigate these risks. Stellantis collaborates with its suppliers to uphold fair labor practices. When gaps are identified, corrective action plans are implemented to address them effectively. Additionally, external training resources are available to help suppliers enhance working conditions and safeguard workers' rights, including the ability to engage in social dialogue, form associations, and participate in collective bargaining. These measures contribute to a fair and equitable workplace underpinning Stellantis' aim for open and constructive communication with its supply base.

In 2025, Stellantis collaborated with the Automotive Industry Action Group ("AIAG") to co-design and implement a Forced Labor Due Diligence Program, developed jointly with other automotive OEMs. This industry-wide initiative aims to strengthen supply chain transparency, prevent and mitigate forced labor risks, and support alignment with evolving regulatory requirements, including the U.S. Uyghur Forced Labor Prevention Act and the EU Forced Labour Regulation (EU) 2024/3015.

Through this working group, a standardized Due Diligence Reporting Template ("DDRT") has been developed and digital tools for supply chain risk mapping have been identified. As a first step of implementation, Stellantis has invited its top 25 suppliers (by spend) delivering parts to North America to this program, showing its continuous and active support to initiatives contributing to our human rights commitment.

We have established a dedicated task force to identify and address instances of forced labor, conducting risk-based due diligence and leveraging advanced mapping techniques to comply with regulatory standards and end-to-end accountability. In 2025, we expanded our monitoring systems to further strengthen our ability to detect and prevent labor risks.

Engagement With the Value Chain

S2-3

Stellantis maintains direct access with Tier 1 suppliers via contracts and various channels and expects them to communicate closely with their Tiered suppliers. Workers in the value chain can communicate perspectives directly through the Stellantis Integrity Helpline and during onsite audits or in connection with follow-up activities on correction of any critical/major non-compliance findings. Through these channels, Stellantis is able to improve the efficacy of our engagement throughout the value chain with monitoring of these communications and timely response to concerns raised. Close attention is given to potential human rights concerns through specialized human rights risk investigations conducted by our BPO in collaboration with our Human Rights Office.

We embed social and environmental standards in our value chain to create positive impacts, such as new job opportunities for both blue-collar and white-collar workers. We devote special attention to regions with significant expansion, such as the Middle East & Africa, and India & Asia Pacific and critical supply chains.

Stellantis conducts annual business reviews with top suppliers to ensure alignment of key objectives and foster collaboration at the highest organizational levels. These reviews are led by senior purchasing executives, including the Chief Purchasing Officer, divisional leadership, and the manager responsible. Discussions encompass all dimensions of the partnership, including social and environmental performance.

Purchasing managers and buyers oversee daily interactions with suppliers, which include sustainability-related topics such as third-party assessments, GRPG compliance, and GHG reduction initiatives. To further strengthen our commitment, subject matter experts on Corporate Sustainability are appointed across various levels of the Purchasing organization. These experts provide guidance on sustainability issues and support the development and monitoring of corrective action plans.

Through our third-party Tier 1 assessments we understand the status of our suppliers regarding certifications on ISO 14001, ISO 27001, ISO 45001 and ISO 50001. IATF certification status of all Stellantis supplier sites is internally tracked by our Supplier Quality department.

Regional Purchasing representatives contribute localized expertise and facilitate communication on sustainability matters both with suppliers and internally within Stellantis.

The Purchasing Sustainability team holds overarching responsibility for globally defining sustainability-related processes and conduct due diligence activities with suppliers. This includes the development of training material, contributing to public disclosure, and conducting supplier audits on a risk-based approach.

Supplier portals and third-party resources support and inform suppliers on sustainability topics including updated policies, communications and expectations, as well as on legal and regulatory developments. Our annual Supplier Awards highlight the strategic importance of supplier relationships. In 2025, Stellantis awarded 20 top suppliers in categories including sustainability, carbon footprint reduction, and raw material performance. Award-winning suppliers must meet assessment criteria, including a favorable supplier assessment scorecard, a robust decarbonization roadmap, and collaboration in the Conflict Minerals program, if applicable.

Employees, suppliers, dealers, customers, and other stakeholders are encouraged to report any concerns regarding situations, events or actions that may be inconsistent with our Code of Conduct through the Integrity Helpline. These concerns are reported anonymously and protected by a strong Anti-retaliation Policy. They can also request advice about the application of the Code of Conduct, made available through supplier portals, emails and our public website. Refer to *Grievances (Channels to Raise Concerns) and Processes to Remediate Negative Impacts* ↘ in this document for additional information on our Integrity Helpline.

Supplier diversity is more than just a program; it is a business imperative woven into the fabric of our organization. We work across the automotive industry to increase awareness of our programs and make them more accessible, supporting the recruitment, growth, and long-term success of all our supplier partners. We remain committed to providing access and development opportunities to all suppliers. Through this commitment, we can build the best products to support the needs of our customer communities.

Our supplier diversity program has been driving collaboration and empowerment across our supply base for over 40 years through several industry-leading initiatives. Two of our most recognized initiatives are our Tier 2 program (including global suppliers and reported for North America) and our annual Supplier Diversity Matchmaker (a global event). Our Tier 2 program is widely recognized for creating opportunities and driving meaningful impact within our supply base. The annual Matchmaker has become a signature event, that has helped build stronger connections, deeper relationships, and more vibrant communities in the automotive industry for over 25 years. In 2025, this event welcomed more than 1,500 attendees, 240 supplier exhibitors, and 20 external national and local councils, chambers, and community organizations. Our programming and events are open to all suppliers.

In 2025, we remained committed corporate members of more than 20 external organizations, in which we held eight national and local board seats and served on over 18 external committees. The Company's supplier diversity efforts were recognized through several external awards that honor and acknowledge corporations with supplier diversity programs that drive supplier growth. In addition to our North America engagement, we strengthened our global reach through active membership with two international councils, WeConnect International and the Minority Supplier Development UK ("MSDUK"). Further advancing our global impact, we sponsored a supplier networking event in Brazil, supported by our Purchasing team in Latin America, expanding opportunities for suppliers across international markets.

In 2025, South America also launched a regional Supplier Council to enhance collaboration and engagement with suppliers. The Council, comprised of 16 member companies, convenes through an initial in-person session followed by virtual meetings to review progress, exchange best practices, and align on priorities for the upcoming year.

In 2025 Stellantis received six national and local industry awards recognizing those efforts.

Workers in the Value Chain Actions

ESRS 2 MDR-A, S2-4

Identification and Mitigation Approach of Human Rights Related Risks in the Supply Chain

Stellantis leverages both internal and external tools and services to maintain an effective framework for identifying and mitigating human rights risks within its Supply Chain.

We assess our Tier 1 supply base using criteria related to the environment, workforce, ethics, and sustainable procurement practices. This assessment, performed on an annual basis by an independent third party, EcoVadis, is a prerequisite for future business relationships and remaining on the Stellantis supplier panel. Corrective action plans are identified in the assessment, which helps mitigate risk and support suppliers in meeting Stellantis' standards. Special focus is dedicated to low score suppliers in this context.

We work to ensure strong sustainability performance across our supplier base and support suppliers in addressing any non-compliances. Our KPI target includes outperforming the global average score of all companies assessed by EcoVadis.

CSR performance of all Stellantis suppliers with valid EcoVadis rating

Performance category	Year	Compliant	Minor non-compliant	Major non-compliant
Overall score	2024	75 %	24 %	2%
	2025	85 %	14 %	1%
Environment	2024	75 %	22 %	3%
	2025	86 %	13 %	1%
Labor & Human rights	2024	78 %	21 %	2%
	2025	87 %	12 %	1%
Ethics	2024	63 %	32 %	5%
	2025	77 %	21 %	2%
Sustainable procurement	2024	46 %	43 %	11%
	2025	61 %	33 %	6%

As part of the scoring obtained through our third-party Tier 1 sustainability assessments, EcoVadis verifies a range of CSR-related performance metrics. These indicators provide valuable data points that help us understand the current sustainability maturity of our suppliers and allows us to benchmark our results against the global population of companies assessed by EcoVadis.

Performance metrics for EcoVadis rated suppliers	% of STLA suppliers rated by EcoVadis	
	2025	2024
Grievance mechanism or whistleblowing procedure in place	71.3 %	70.6 %
Labor & human rights policy on child labor, forced labor & human trafficking	62.2 %	61.7 %
Policy on corruption	86.1 %	85.6 %
Policy on information security	76.8 %	76 %
Policy on sustainable procurement issues	64.3 %	63.6 %

A yearly reassessment tracks supplier's sustainability performance and aims for continuous improvement, supported by available training. The EcoVadis Rating Framework includes: sustainability risk profiles on industries, risk profiles by country based on the EcoVadis list that includes 250 categories for 185 countries, supplier sustainability performance assessment knowledge, as of December 31, 2025, based on more than 150,000 suppliers globally assessed from various industries; and collection of additional information from sources including unions, NGOs / CSOs, media or data-collection specialists.

In 2025, Stellantis implemented a dedicated supplier improvement program based on EcoVadis sustainability assessments, targeting 29 suppliers identified among the lowest overall EcoVadis scores within its supply chain. Through this improvement program, Stellantis actively monitors the implementation of supplier actions aimed at improving sustainability performance and EcoVadis ratings. The program includes targeted support measures, such as sustainability training where appropriate, with the objective of driving continuous improvement and reinforcing responsible business practices across the supply chain.

Following the CSR assessments conducted by our third-party partner EcoVadis, our Tier 1 suppliers receive tailored improvement action plans, along with access to a wide range of ESG-related training modules available on the EcoVadis platform.

In addition, Stellantis has initiated a focused review of suppliers demonstrating opportunities for improvement in certain ESG areas. These suppliers are specifically approached to participate in targeted training sessions offered through the AIAG platform, supporting them in strengthening their sustainability performance. We intend to expand this approach to an even broader supplier base in the coming years.

Moreover, Stellantis has developed dedicated carbon footprint training programs for suppliers involved in our prioritized product categories. These initiatives aim to raise awareness of their role in overall carbon emissions and to share our decarbonization ambitions, initiatives, and expectations.

In addition we conducted multiple supplier facing information sessions to underline Stellantis' expectations on ESG topics and related activities.

For 2026 we aim to improve the visibility of our ESG expectations by posting them to all suppliers via the Stellantis B2B portal. This will support our goal to present an easy to access overview and reinforce our requirements and support offers.

The supplier training curriculum covers purchasing, quality, supply chain management, manufacturing, finance, and engineering. Dedicated classes and external training from Automotive Industry Action Group ("AIAG") and EcoVadis focus on sustainability topics such as responsible working conditions, environmental impacts, ethics, and conflict minerals.

Stellantis maintains a comprehensive risk rating assessment calculation that considers specific country, commodity, and raw material risks, combining these with EcoVadis scores to evaluate ESG risks, including potential human rights violations. Country risks are regularly reviewed and updated using authoritative sources such as CAHRAs, the Heidelberg Report Indices, and World Bank data. The Company's risk assessment process also identifies countries with heightened risks for vulnerable value chain workers, considering child and forced labor, including those exposed to geopolitical, economic, or material-related challenges, as well as areas with increased risks of forced or compulsory and/ or child labor, such as Madagascar, Indonesia, India, DRC, China. The trend to greener and climate-neutral operations, like electrification and the effect on supply chains, with a particular focus on high-risk activities like refining, mining, and labor-intensive manufacturing is also considered. This graduated approach ranges from sustainability assessments to targeted on-site audits, especially for high-risk supplier types in the battery supply chain, ensuring ongoing due diligence and monitoring of potential negative impacts. Raw materials used in Stellantis products, such as aluminum, cobalt, copper, gold, graphite, lead, leather, lithium, manganese, mica, nickel, rare earths, rubber, steel, tantalum, tin, and tungsten are assigned with a risk level and regularly evaluated and updated.

In order to manage possible risks related to the use of nanomaterials, the tools for internal chemical product management are used to trace the use of nanomaterials in chemical products at the plants. This requirement is also implemented as far upstream as possible, since it is part of the environmental evaluation process for innovations. As a result, companies supplying new innovations are asked to declare the use of nanomaterials and, together with Stellantis, define the action plan needed.

In addition, on-site audits are conducted for suppliers identified as high-risk based upon specific sustainability criteria, such as country risk (e.g., countries that are not-signatories to United Nations human rights conventions, such as the International Covenant on Civil and Political Rights ("ICCPR") or the International Covenant on Economic, Social and Cultural Rights ("ICESCR"), or countries with questionable governance) and supplier-industry or raw-material risk. These social and environmental audits are performed by an independent third-party service provider. We have partnered with SGS S.A., a globally active assessment, auditing and certification company using an audit checklist covering sustainability policy, human rights (including forced, compulsory and child labor), working conditions, workplace health and safety (including occupational injury or illness), environment, and supplier sustainability management system. There are protocols in place to manage audit activities, including meetings with SGS S.A. to track progress made and issues or concerns are addressed. Local auditors are used who are fluent in the site's language and knowledgeable of local laws. The third-party auditor creates a report for each audit, including corrective action plans, which is shared/ cosigned with the supplier, with remediation time frames for each finding. Non-compliance grades occur according to four classifications: critical, major, minor and observations only. Critical non-compliance triggers escalation and notification to the appropriate purchasing management members.

A follow-up may be conducted approximately six months after the original audit to evaluate progress and to verify action plan implementation. If no satisfactory solution is found, a disengagement plan may be initiated, after consultation with internal stakeholders. A formal debrief is conducted with the supplier at the closing of each audit and follow-up to share findings. Internally, audit activities and results are shared with Purchasing management and if appropriate, suppliers with exemplary positive results are recognized by the Purchasing team. In case a supplier declines to allow interaction with

workers during an audit, Stellantis would elevate the issue for high level discussion, and for potential additional measures proportional to the supplier's lack of cooperation. A disengagement may ultimately result from a supplier's failure to cooperate sufficiently.

As part of the Stellantis Tier-1 Supplier On-Site Audit Program, 57 audits were conducted during the reporting period, including 17 follow-up assessments identifying a total of 747 findings across key ESG areas, including sustainability governance, human rights, labor conditions, health and safety, environment, and management systems. The overall results were encouraging and action-oriented: critical cases were limited to 35 cases (approximately 5%), enabling focused escalation and timely remediation where the potential sustainability risk is highest.

- Health and Safety at Work accounts for the largest share of findings (388), but with very few critical cases, indicating that issues are primarily operational in nature and related to consistent implementation rather than fundamental shortcomings.
- Labor Conditions represents a key priority area, with 185 findings and the highest proportion of critical cases (24). This underlines the importance of continued supplier engagement on topics that directly affect workers' wellbeing, such as working time management and employment practices.
- Human Rights findings (125) included only two critical cases, demonstrating a generally strong baseline; however, we apply a strict materiality lens. High risk topics such as child labor, young workers, and forced labor, even if limited in number, trigger immediate escalation and intensive follow- up.
- Environmental findings (22) and topics related to sustainability policy and management systems (27 combined) did not include any critical cases.

By prioritizing both the significance of findings and the inherent criticality of specific topics, we ensure that resources and corrective actions are directed where they generate the greatest impact for people, the environment, and responsible business practices.

In line with this, corrective action plans were systematically issued after each audit and enhanced monitoring was applied to 21 suppliers with low audit scores, while the remaining findings continue to be closely monitored by Stellantis with escalation to management applied when necessary to ensure timely remediation and continuous improvement. Stellantis considers the closure rate of critical and major findings to be one of the most relevant indicators of the effectiveness of its due diligence processes.

Suppliers demonstrating insufficient progress in closing open findings were subjected to business restrictions through the introduction of a CSR Supplier Blocked List. During the reporting year, seven suppliers were removed from the list after demonstrating renewed engagement and delivering tangible improvements in the implementation of their corrective actions. While no supplier disengagement occurred during the reporting period, Stellantis initiated a disengagement preparation process with one of the 10 suppliers on the list at the end of 2025. Depending on the supplier's cooperation and progress in resolving outstanding findings, this process may lead to disengagement in the coming months.

Stellantis' experience confirms that certain ESG issues, particularly those requiring structural, operational, or governance changes, may require extended timeframes spanning over more than one reporting year to achieve full and sustainable remediation.

As part of its due diligence activities, Stellantis undertakes with its Tier 1 suppliers to map the value chain of high-risk materials used for EV battery manufacturing such as cobalt, lithium, nickel and graphite up to the mines. We have partnered with the responsible sourcing advisory and audit firm SLR Consulting/RCS Global, for a multi-material supply chain program, supporting with:

- Conducting on-site audits with regards to ESG aspects on high-risk suppliers, throughout the value chain including Tier 1 suppliers up to the mine sites;
- Verifying supply value chain partners relationship; and
- Proposing corrective action plans and implementing a follow up for suppliers identified as requiring enhanced monitoring.

As part of its battery due-diligence program, Stellantis has assessed 11 EV battery suppliers in 2025, resulting in the identification of approximately 200 unique suppliers across the value chain. This ongoing and multi-year program enabled identification of mine-site origins across 10 countries:, namely Argentina, Australia, Brazil, Canada, Chile, China, the Democratic Republic of Congo, Indonesia, Madagascar, and South Korea.

During the reporting period, Stellantis reviewed 34 supplier audit reports conducted by SRL. The scope of the program covered multiple tiers of the supply chain, extending down to Tier-5 at mine-site level, reflecting Stellantis' risk-based approach to due diligence in high-impact and high-risk raw material sourcing. Corrective action plans were systematically issued following each audit, and reinforced follow-up was implemented for seven suppliers identified as requiring enhanced monitoring. These actions form part of Stellantis' ongoing efforts to strengthen responsible sourcing practices and to address identified ESG risks within its battery supply chain.

A further element of Stellantis' approach on addressing ESG related topics, including respecting human rights and mitigating precarious working conditions in respect to conflict minerals is the reporting process that identifies suppliers whose parts contain tantalum, tin, tungsten, or gold (3TG), based on IMDS data. Nearly 2,000 suppliers are asked to complete the conflict minerals reporting template, providing smelter and refiner information within a specified period.

This supports our aim to responsibly source raw materials and minerals, especially those originating from areas of conflict.

Through diligent program management and follow-up activities we secure a high response rate aiming to reach at least 95 percent in-scope Annual Purchase Value ("APV") for this program.

Final status of supplier assessment on Conflict Minerals (CMRT)

Stellantis uses data from the Responsible Minerals Initiative ("RMI") to uphold sustainability standards among smelters and refiners. We have access to the RMI smelter database, assurance processes, and training materials to support due diligence. Designated members of the Purchasing sustainability team track supplier submissions and provide updates for progress reports to Purchasing Top Management.

The Conflict Minerals Program is managed by one designated Staff member of the Purchasing sustainability team overseeing the program management supported by regional / subsidiary representation. Non-responsive suppliers are escalated through a process that may lead to removal from the sourcing panel if compliance is not met. The program helps Stellantis to:

- source responsibly from smelters and refiners in the covered countries through their entire supply chain;
- make reasonable efforts to conduct due diligence and provide verification of origin and source of the materials used in the products they supply to Stellantis;
- support initiatives to verify smelters and refiners that are conforming and to utilize any such conforming smelter/ refinery programs that are available; and
- provide analysis for smelters in the supply chain, like smelter conformance to RMI / RMAP (Responsible Minerals Assurance Process).

Reported Smelter Conformance Rates by Mineral

	2023	2024
Tin	77.0%	75.0%
Tantalum	91.7%	91.9%
Tungsten	64.2%	64.3%
Gold	51.7%	50.0%

In accordance with the U.S. SEC, public companies are required to file a Conflict Minerals Report ("CMR") annually. This report describes the due diligence measures taken to support the determination of mines or reasonably determinable country of origin for 3TG minerals (tin, tantalum, tungsten, and gold), and to mitigate associated risks. The most recent CMR report was filed with the SEC in May 2025 based on 2024 results.

In addition to the enhanced due diligence carried out on the critical raw materials used in our EV batteries and on 3TG through the conflict mineral process,

Stellantis considers very seriously the alerts raised by stakeholders, investigates them and implements follow-up actions whenever necessary.

As an example, we received an alert from our Integrity Helpline related to mica potentially originating from Madagascar. Stellantis conducted supply chain mapping for these products up to the mine level requiring that both mines and refiners undergo on-site assessments by independent third-party auditors. During this process, Stellantis confirmed a mica source within its supply chain from Madagascar and commissioned on-site audits at the relevant refiner and mine locations conducted by SLR.

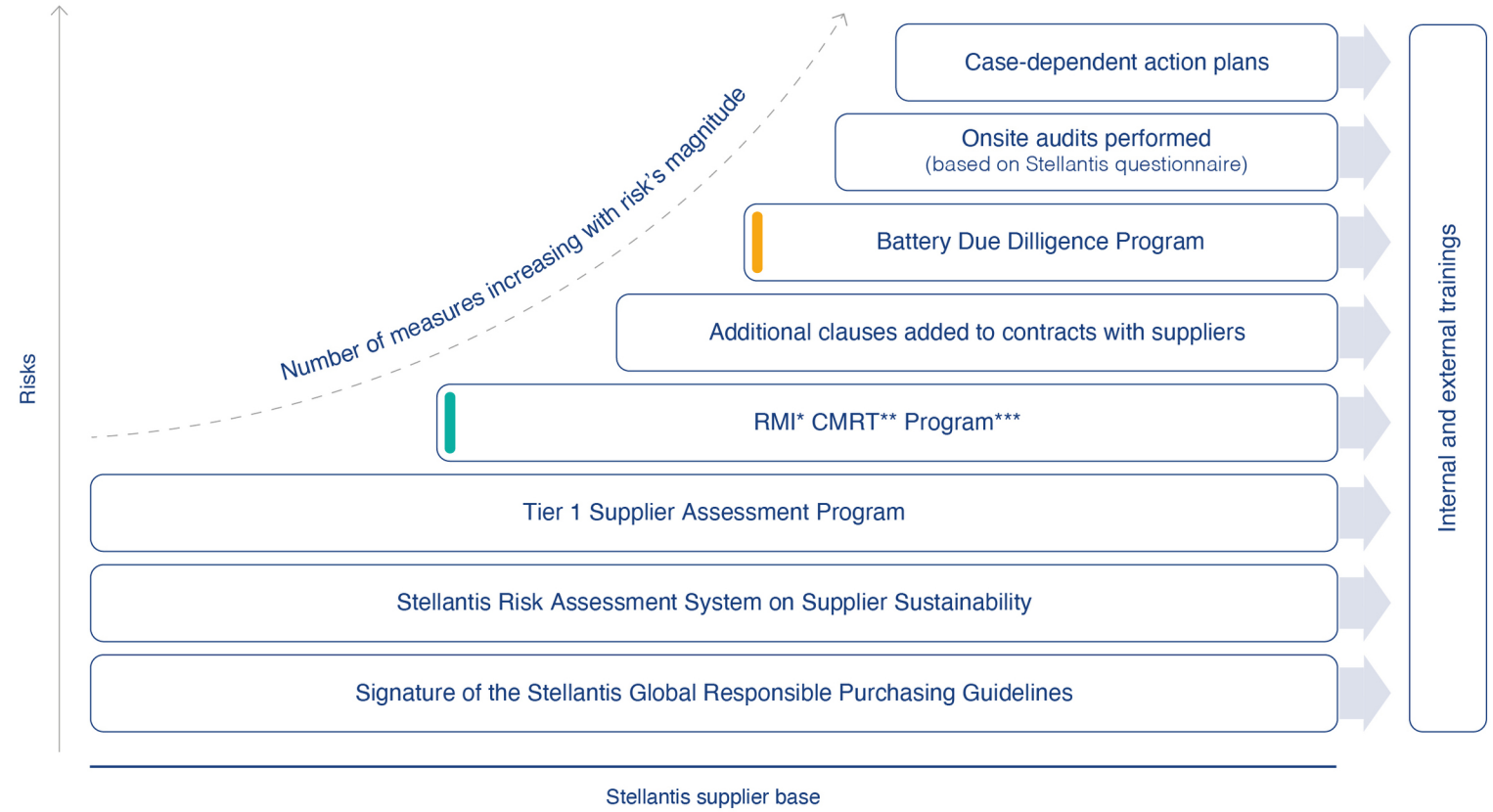
These audits revealed risks related to child labor, occupational health and safety, and compensation practices. Stellantis worked closely with its Tier 1 suppliers and upstream suppliers as needed to address the findings. Throughout 2025, we defined and deployed corrective-action plans and monitored their implementation through regular monthly follow-up meetings.

A wide range of measures have been implemented at both mining and refining sites. These include:

- operational improvements—such as provision of personal protective equipment ("PPE"), installation of clear signage prohibiting child labor, and identification of mining holes;
- support to workers, with training sessions on PPE usage and evacuation drills;
- update of Company policies to include child labor prohibition, definition of responsibilities for health & safety matters, and improvement of wages policy and social benefits.

During this period, Stellantis also strengthened its internal reporting mechanisms. Findings, risks, and progress updates were continuously shared with Senior Management to ensure visibility, oversight, and alignment across Stellantis entities including the Human Rights office, Compliance, and Purchasing. The approach is aligned with Stellantis' zero-tolerance stance on child labor and its ongoing efforts to strengthen supply-chain due-diligence processes.

Identification and mitigation approach of sustainability related risks in the supply chain



* Responsible Mineral Initiative.

** Conflict Minerals Reporting Template, hosted by the RMI.

*** In line with SEC requirements.

Specific actions for human rights violations in the extended supply chain related to:

- Non-regulated materials, Cobalt, Mica, Bauxite / Aluminum, Nickel, Lithium, etc.
- Regulated materials, Conflict Minerals compliance 3TG.

Additionally, we have partnered with IRMA, considered as one of the most demanding ESG standards for mining operations. Stellantis promotes IRMA standards as they bring responsible extraction practices, continuous improvements and a full transparency of findings and mitigation actions.

The industrial risk rating process is primarily used to evaluate host territory risks for environmental concerns and natural disasters, supporting responsible sourcing and supply continuity for countries and regions for natural disasters and is a critical element for responsible sourcing decisions. While this approach focuses on technical and operational risks—such as geographical location, production share, technology specificity, and geopolitical context—it complements our broader sustainability and human rights due diligence. Every direct material sourcing applies this proactive approach to support comprehensive risk analysis and prevention. The focus on industrial supplier risks enables us to identify our exposure to the risks linked to each supplier production plant, using a matrix that takes into account criteria such as: geographical location (risk of natural disaster), our share in the plant's production, the specificity of the technology used by the supplier, the number of vehicles affected and the geopolitical assessment of the country where the supplier is based. In parallel, we conduct targeted assessments for human rights risks, including conflict minerals and labor practices, as described in this section. Together, these processes enable a stronger understanding and mitigation of both operational and human rights risks in our supply chain.

For the financial risk assessment all suppliers are evaluated based on external data (e.g., rating agency data, financial statements, media) as well as on internal business observations arising from suppliers' interactions with our Purchasing department (e.g., delivery issues, owner change, on-site observations).

These assessment methods and results are used and monitored by a dedicated team to prepare technical, industrial, and commercial procurement strategies for each product group and each call for tenders. The results are then taken into consideration in the global supplier selection process.

When possible, to enhance sustainability-related expectations, Stellantis secures raw material through direct sourcing contracts. This approach also supports the development of mining and refining industries and helps to foster sustainable partnerships.

For new direct raw material purchases, in addition to other actions disclosed, Stellantis conducts due diligence with third-party support, following OECD Guidelines, to assess mining and refining activities with regard to ESG associated risk. The results of this due diligence may include the proposal of corrective actions with the supplier or, if major issues are not addressed, it could lead to termination of negotiations.

Engagement with workers in the value chain or their representatives occurs through various assessment activities, typically conducted annually. Lessons learned and improvements from these engagements help refine Stellantis' sustainability activities.

We consider input from assessments, business requirements, and applicable regulations to identify necessary improvements or adaptations, covering both industry-wide and site-specific topics.

Consequently, the risk assessment methodology and resulting actions are regularly assessed and updated to monitor mitigation efforts and improve these activities.

In 2025, there were no legal fines imposed, or victim compensation paid in connection with child labor, forced labor, or human trafficking in our supply chain.

Training for Buyers and Suppliers

All Stellantis suppliers are within the scope to determine training coverage. Supplier trainings cover content on conflict minerals. Further, dedicated classes and external training is leveraged from Automotive Industry Action Group ("AIAG") and EcoVadis Academy content with focus on sustainability topics such as responsible working conditions, environmental impacts and social responsibility aspects.

Buyer training includes modules on sustainability topics, conflict minerals, carbon footprint, and sourcing process expectations, with training needs regularly monitored and updated. In 2025, we held three live training events with over 1,200 attendees from our Purchasing function. Additionally, sustainability and human rights training materials are available on the Stellantis Learning HUB for self-paced learning and easy access to relevant information.

Workers in the Value Chain Targets

ESRS 2 MDR-T, S2-5

Supplier Risk and Engagement Achievements

We regularly monitor the results of the assessment activities and also benchmark these with available market data. Our aim is to set ambitious targets oriented at the top of each category in combination with driving improvements in specific areas identified as being inconsistent with our expectations. Direct engagement with workers across the value chain occurs during on-site audits and is reflected in the audit outcomes. This interaction enables stakeholder feedback and fosters collaboration to drive improvements in key performance metrics.

As of December 31, 2025, 73 percent (60.5 percent as of December 31, 2024) GRPG acceptance rate by direct material, indirect material and aftersales suppliers (measured in APV) has been achieved with the aim to increase this level in the subsequent years.

Additionally, we monitor the percentage of APV from Tier 1 suppliers evaluated on sustainability criteria and compare the average scores of Stellantis Tier 1 Suppliers with those of all companies assessed by a third party, as shown in the following table.

Strategic KPIs results and targets

Entity-specific metrics		Year	
Percentage of Annual Purchase Value ("APV") from Tier 1 suppliers evaluated on sustainability criteria	Results	2024	**90.1%** (direct material)
		2025	**90.3%** (direct material)
	Target	2025	**90%** of APV of direct material (parts)
		2030	**95%** of APV of direct material (parts); 75% of APV of indirect material
Average sustainability scores of Stellantis Tier-1 suppliers assessed by independent third party vs. average sustainability scores of all companies assessed by third party	Results	2024	**18.5%**
		2025	**19.8%**
	Target	2025	**15%** higher
		2030	Keep a positive gap of **15%**

To further deepen the insight into human rights aspects in the value chain Stellantis aims to increasingly focus on social and environmental on-site audits. In 2025, we conducted 57 Tier 1 audits at direct suppliers (35 audits in 2024) and another 34 audits specifically within the battery supply chain program.

Affected Communities

S3

Stellantis includes all communities that may be materially impacted by its activities within the scope of disclosure under ESRS 2, covering upstream, own operations, and downstream in the value chain. This approach ensures that no group is excluded from our assessment, engagement, or reporting processes. By proactively identifying and engaging with relevant local populations, indigenous peoples, rural communities, workers and their families, and vulnerable or marginalized groups, Stellantis mitigates risks and creates opportunities for sustainable development, improved access to education and health, and greater inclusion in decision-making. This commitment reflects our dedication to transparency, continuous improvement, and shared value creation.

Affected Communities Material Impacts, Risks and Opportunities

ESRS 2 SBM-3

Our material impacts, risks and opportunities related to affected communities are summarized below. Refer to *Material Impacts, Risks and Opportunities* ↘ in this document for additional information.

As part of our DMA, we identified material potential negative impacts on affected communities, including indigenous communities that may be living or working around our operations or upstream value chain activities. These impacts primarily originate from our sourcing and manufacturing activities, and product distribution practices which could negatively influence local economic, social, and environmental conditions through potential environmental impacts, and insufficient consultation and consent processes, potentially affecting indigenous rights to free, prior and informed consent ("FPIC").

Material Impacts, Risks & Opportunities		Nature	Value chain
Particular Rights of Indigenous Communities	Potential negative impact	Systemic	■■□

■□□ Upstream, □■□ Own Operations, □□■ Downstream

Interests and Views of Stakeholders

ESRS 2 SBM-2

As a signatory to the UN Global Compact, Stellantis believes that companies have a responsibility to respect human rights and we recognize various foundational documents such as the OECD Guidelines for Multinational Enterprises, the UN Declaration of Human Rights, the UN Convention Against Corruption and other documents. We also consider the United Nations Sustainable Development Goals ("UN SDGs") in the development of our Human Rights Program, policy frameworks and risk assessments.

When securing raw materials, we expect our direct material suppliers to pursue and obtain FPIC of indigenous communities prior to projects or activities that may affect their lands, resources, and rights, in line with the definition and requirements set out in the Stellantis FPIC Policy. We are engaged with companies tied to mining raw materials and are actively investigating their FPIC policies and ongoing dialogue with stakeholders in high-risk impacted communities. Stellantis has worked with various NGOs and CSOs that support the rights of indigenous peoples. This engagement helps inform the implementation of our existing FPIC Policy including its application to Stellantis investments where relevant. Recognizing and respecting land rights and indigenous peoples' rights are integral to our sustainable business practices. This involves engaging in fair and transparent negotiations with local communities and honoring their rights to land and resources. By engaging with NGOs, CSOs and business groups, Stellantis can build trust, foster positive relationships, and support the long-term sustainability of its operations.

Policies Related to Affected Communities

ESRS 2 MDR-P, S3-1

We have established policies to address potential material impacts on affected communities that may be integrated into our overall sustainability framework. All of our policies related to affected communities have been reviewed to maintain alignment with international standards by the Human Rights

Committee and the ECC, chaired by our CHRSO, who assists and advises the ESG Committee of the Board of Directors.

Stellantis is committed to respecting and promoting the human rights of affected communities, with special attention to local and indigenous communities and other vulnerable groups. Our policies, including the Human Rights Policy, Code of Conduct, Stakeholder Engagement Policy, and FPIC Policy, are regularly updated to align with international standards such as the UN Guiding Principles and the OECD Guidelines. These policies seek to involve the communities in decisions that affect them and allow them the ability to grant or withhold consent for activities impacting their lands and resources.

Our FPIC Policy sets the expectation that affected suppliers make best efforts to obtain free, prior, and informed consent from indigenous communities before starting projects that may affect their rights or resources. While our internal commitment is to proceed with projects if consent is granted, we communicate to suppliers in the GRPG these expectations to obtain FPIC, and we encourage them to meet or exceed this standard. Stellantis supports fair negotiations, respects indigenous autonomy, and collaborates with NGOs / CSOs, such as Amnesty International, Investor Advocates for Social Justice, Rights & Accountability in Development, and Survival International, all of which represent and advocate for the interests of these communities to strengthen trust and dialogue.

These partnerships help us stay informed about emerging issues, best practices, and stakeholder expectations and other human rights matters. Maintaining open dialogue with NGOs / CSOs, Stellantis seeks to continuously improve its approach to stakeholder engagement, risk mitigation, and responsible business practices.

By embedding these principles in our operations, Stellantis aims to prevent and address adverse impacts, ensure community voices are heard, and uphold our commitment to human rights and responsible business practices.

Recognizing the importance of external perspectives, Stellantis places a high priority on engaging with parties outside the Company. Refer to *Stakeholder Dialogue for a Better Mutual Understanding with Society* ↘ in this document for more information.

Processes for Engaging with Affected Communities About Impacts

S3-2

Stellantis takes a proactive and inclusive approach to engaging with affected communities, prioritizing open dialogue, respect, and cultural sensitivity. Community input is integrated at all stages of projects, from planning to implementation and ongoing monitoring. Regular consultations, stakeholder meetings, and participatory workshops are conducted to identify and address potential impacts, risks, and opportunities.

Direct engagement with communities, including indigenous peoples, is central to our approach. When direct contact is not possible, Stellantis works with NGOs / CSOs or community organizations in an effort to ensure proper representation. The Company requires FPIC before starting any activities that may affect indigenous lands or resources, in line with international standards.

Accessible grievance mechanisms, such as the Integrity Helpline, allow communities to raise concerns. All cases are documented, investigated, and followed up by a specially trained team, with oversight from the Human Rights Committee to ensure effective resolution and continuous improvement. Community feedback is used to strengthen practices and support long-term social wellbeing and sustainability.

Stellantis actively participates in industry forums and collaborates with regulatory bodies to stay abreast of emerging trends and best practices. This engagement helps us to improve our operations and to comply with international standards and regulations. Stellantis is dedicated to continued enhancement of its stakeholder engagement efforts. Our future commitments include the following:

Stellantis commitments towards impacts on affected communities

 Strengthening supplier relationships	We will continue to strengthen responsible supply chains by collaborating closely with our suppliers to advance their social and environmental performance. We support suppliers through guidance and resources that help them to adopt sustainable practices and reduce their environmental footprint. This aids in our expectations of social and environmental performance being consistently upheld throughout our supply chain, enabling Stellantis to enhance due diligence, engage in direct dialogue, monitor compliance with our sustainability standards and implement corrective action plans when necessary.
 Expanding community programs	Stellantis plans to expand its community support programs, focusing on education, health, and economic development in 2025. In 2024, we have increased our stakeholder engagement with various groups that represent indigenous peoples and their rights, and we hope to continue that work externally as well as internally with our employee resource groups.
 Continuing transparency and reporting	Stellantis is dedicated to enhancing transparency in our sustainability efforts. We will continue to monitor and report on our progress, keeping our stakeholders informed about the impacts of our initiatives. This includes setting clear targets and metrics to measure our performance and reporting on our achievements and challenges.
 Innovation for sustainability	We will invest in new technologies and processes to reduce our environmental impact and contribute to a decarbonized economy. We will also explore opportunities to collaborate with stakeholders on joint sustainability projects.

Stellantis places the voices of affected communities at the center of its human rights and impact assessment approach. We engage regularly with community members, representative groups, and civil society organizations through culturally appropriate consultations and feedback mechanisms. Insights from these engagements directly inform our risk identification, assessment, and mitigation strategies.

The Human Rights Committee oversees this process to ensure meaningful input, especially for marginalized or high-risk groups, that informs our operations and supply chain practices.

Where applicable, we collaborate with NGOs/CSO's, local organizations, and community leaders to strengthen participatory methods and ensure accessibility to programs that we support. This engagement reinforces our commitment to transparency, responsible sourcing, and ongoing improvement, particularly by strengthening due diligence processes, enhancing accessibility for vulnerable groups, and improving the consistency of stakeholder consultations across regions.

We recognize that effective stakeholder and community engagement is crucial to our success and sustainability. Refer to *Stakeholder Dialogue for a Better Mutual Understanding with Society* ↘ in this document for additional information.

Processes to Remediate Negative Impacts and Channels for Affected Communities to Raise Concerns

S3-3

Through the Integrity Helpline, investigators trained on human rights conduct investigations and respond to reported human rights issues. Refer to *Grievances (Channels to Raise Concerns) and Processes to Remediate Negative Impacts* ↘ and to *Actions and Resources to Prevent and Mitigate Human Rights Risks* ↘ in this document for additional information on the Integrity Helpline and actions to remediate identified concerns.

During the reporting period, Stellantis did not have any cases of non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines

involving workers, that resulted in fines, penalties, or compensation for damages. Issues are identified and addressed through our grievance mechanisms and monitoring processes. Our grievance mechanisms remain in place to promptly address and remediate any potential future cases.

Stellantis has established policies to protect individuals who use grievance channels from any form of retaliation. All concerns raised through our Integrity Helpline and other mechanisms are handled as confidentially as possible, protecting any person who reports an issue in good faith from retaliation. The Human Rights Committee regularly reviews these policies to maintain their effectiveness and alignment with international standards.

Taking Action on Material Impacts on Affected Communities

ESRS 2 MDR-A, S3-4

Key elements of our approach include:

Key elements of Stellantis approach

Engagement and dialogue	We actively engage with affected communities and their representatives to understand their perspectives and incorporate their views into our decision-making processes. This includes regular consultations and transparent communication channels to facilitate the hearing and respect of community voices.
Monitoring and compliance	We have implemented robust processes to monitor compliance with international standards related to community impacts. This includes regular audits and assessments, particularly in high-risk areas, to monitor adherence to our policies and to identify and address any potential issues promptly.
Remediation and grievance mechanisms	We provide accessible channels for affected communities to raise concerns and seek remediation. Our grievance mechanisms are designed to be transparent, fair, and effective, ensuring that all stakeholders can voice their concerns without fear of retaliation.

Stellantis tracks and assesses the effectiveness of its actions and initiatives for affected communities through regular monitoring, feedback collection, and outcome evaluation. We use key performance indicators, stakeholder feedback, and analysis of project results to measure whether initiatives are delivering the intended outcomes. The Human Rights Committee reviews these assessments annually, in an effort to ensure that lessons learned are integrated into future planning and that continued improvement is achieved in our approach to supporting affected communities.

Our goal is to operate sustainably and create value locally in the communities impacted by our operations. This engagement is tailored to meet regional and cultural requirements, as well as legal considerations, and may involve employee representatives and/or local trade unions, depending on the specific project. Frequently, open dialogue fosters the discovery of the most innovative and beneficial ideas.

Stellantis addresses actual or potential negative impacts on affected communities through a structured process that includes regular risk assessments and stakeholder consultations. When issues are identified, the Human Rights Committee evaluates the situation and determines appropriate actions, which may involve mitigation, remediation, or operational adjustments. The effectiveness of these measures is monitored and reviewed annually by the Human Rights Committee to ensure they meet community needs.

We support educational, health and safety, economic development, and environmental stewardship through events, learning programs, and collaborative projects. All activities follow internal policies such as our Code of Conduct, FPIC Policy, and Human Rights Policy, which are aligned with international standards, supporting risk mitigation and advancing sustainable development for the communities we work in. We encourage employee volunteerism in initiatives that strengthen local communities and promote social well-being. These efforts not only address community needs but also create a sense of purpose, fulfillment, and well-being amongst our employees.

Stellantis takes a proactive approach in addressing material impacts on affected communities, aiming to promote both social, wellbeing. and environmental education. Our ongoing efforts reflect a strong commitment to sustainable development, transparency, and the creation of a shared value for communities and the company alike. In 2025, we continued to support educational and environmental projects and fostered open stakeholder dialogue through partnerships and engagement initiatives.

Though Stellantis seeks to improve the robustness of its Human Rights Program, and establish controls to prevent human rights violations, no specific targets were set as of December 31, 2025.

Driving Positive Change: Supporting Communities Worldwide

At Stellantis, we believe that education is a cornerstone of progress. Our philanthropic mission is to promote quality education for younger generations who face economic and social challenges, empowering them to shape their own futures and achieve their aspirations.

Inspired by the UN SDG for quality education, Stellantis philanthropic programs are dedicated to generating a collective, positive, and lasting impact. Our core value, “We Care for the Future,” encapsulates this mission and reflects our unwavering commitment to making a meaningful difference for our people, our communities, and our planet.

In 2025, Stellantis launched the Stellantis Philanthropy Program, bringing together for the first time all initiatives dedicated to supporting the communities in which we operate. The Program began in Italy and is now expanding globally. This unified approach strengthens our commitment to education, social mobility, and community engagement, ensuring our efforts have a lasting and meaningful impact.

We pursue this mission by investing in transformative programs that deliver tangible results, equipping young people with the tools and resources they need to realize their dreams, and inspiring them to aim high and build a brighter tomorrow.

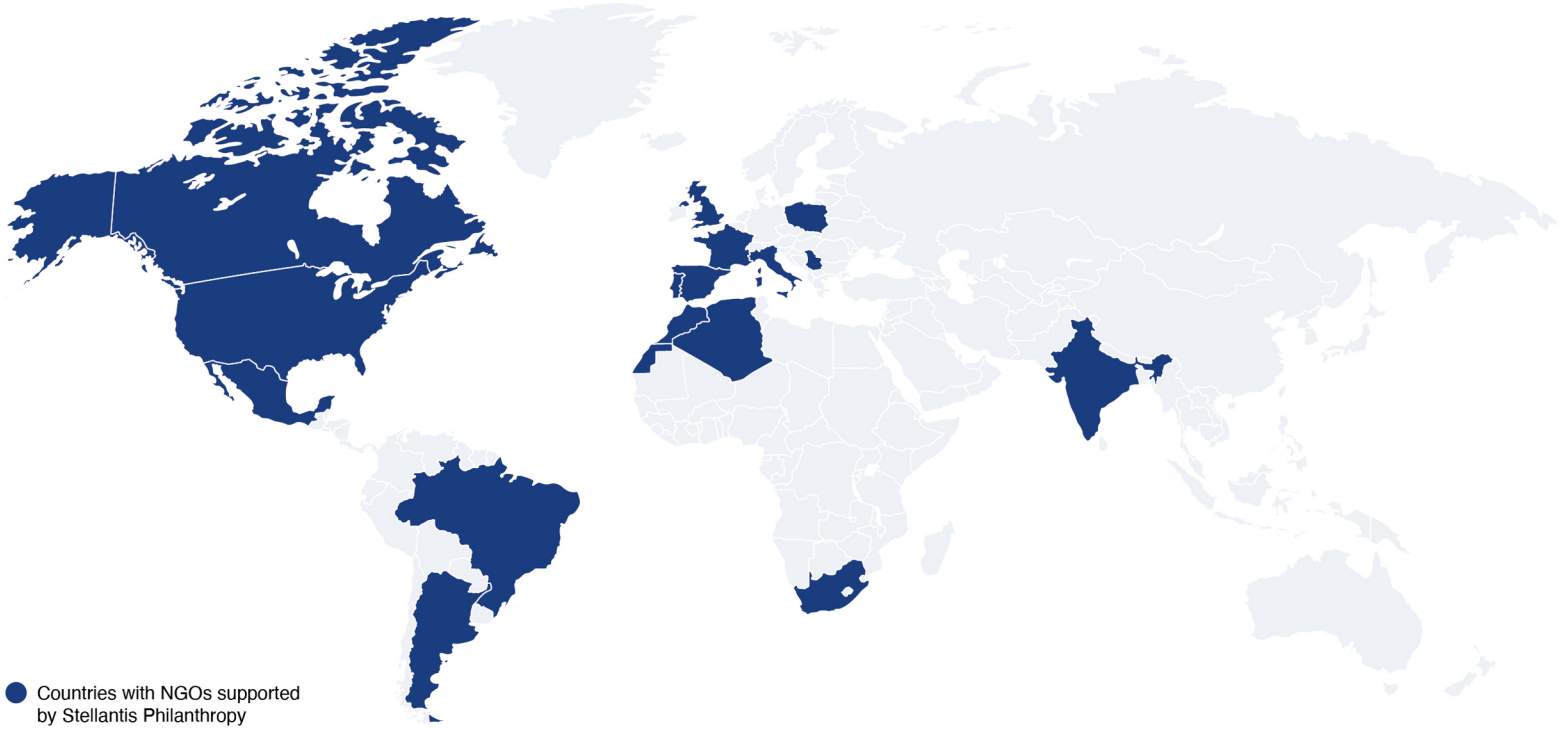
Additionally, we provide support to communities affected by natural disasters in the regions where we operate.

In every community where Stellantis is present, we collaborate with the NGOs / CSOs most relevant to the local context to identify specific needs for quality education. Together, we co-create innovative and scalable educational projects that generate long-term impact for young people and their communities.

Stellantis’ philanthropic governance follows a structured global process that ensures transparency, accountability, and alignment with the Company’s social impact strategy. The Philanthropy Global Office works in coordination with the Philanthropy Network across regions to identify eligible NGOs/ CSOs focused on education, co-design projects, and prepare submissions. Projects are reviewed regionally and subsequently by the Philanthropy Committee, which meets twice a year to approve initiatives that benefit the communities where Stellantis operates.

Our presence with philanthropy projects

In 2025 Stellantis strengthened its support for communities around the world, including through actions in the countries Algeria, Argentina, Brazil, Canada, Egypt, France, Germany, Hungary, India, Italy, Malaysia, Mexico, Morocco, Poland, Portugal, Serbia, South Africa, Spain, Thailand, UAE, UK and U.S.



Countries with NGOs supported by Stellantis Philanthropy

The projects that we support focus on the following areas:

Adaptive School Programs

Providing personalized learning experiences that cater to each student's unique needs.

Continuing Education

Championing efforts to keep students in school and prevent dropouts.

Environmental Education

Cultivating awareness, knowledge, and skills to tackle environmental challenges and protect our planet.

Literacy

Nurturing essential reading, writing and comprehension skills to open doors to endless possibilities.

Professional Education

Empowering students with the skills and knowledge for fulfilling and sustainable careers.

Road Safety Education

Instilling crucial rules, skills and behaviors to ensure the safety of pedestrians and drivers alike.

SOS Support

When natural disasters devastate our communities, we stand by those on the front lines and help them rebuild.

STEM Education

Inspiring the next generation of innovators in Science, Technology, Engineering and Math.

Stellantis continues to provide corporate support donations designed to make the world and society a better place. In 2025, Stellantis focused its projects on educational philanthropic initiatives and employee volunteerism programs. These achievements support our focus on creating positive social and environmental impacts. Below are some of the key projects:

Stellantis Motor Citizens

Stellantis Motor Citizens is our corporate volunteer initiative that empowers employees to give back to the communities where we live and operate. Through hands-on service—including community outreach, mentorship, environmental projects, and workforce development—employees make a meaningful impact. In 2025, the program experienced a 27% increase in volunteers along with a 38% rise in hours compared to 2024. It also strengthened its reach by collaborating with philanthropy partners and introducing a volunteer component to all Stellantis Student Awards ceremonies.

The program benefits from the active participation of Stellantis Motor Citizens volunteers, who have already contributed over 500 hours to educational activities, supporting 2,500 students in 28 schools alongside 150 trained teachers.

Stellantis Student Awards

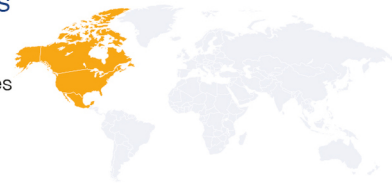
Stellantis Student Awards is a global program rooted in sustainability and continuous learning, celebrating the children of employees who show potential in making a positive impact on the world. Participation grew this year, with more than 800 recent high school and university graduates from 22 countries recognized in 2025. Stellantis also invited these students to take part in local Motor Citizens volunteer projects, reinforcing the importance of community involvement.

Philanthropy Projects Overview

Globally, Stellantis Philanthropy partners with local and international NGOs to create innovative, sustainable education initiatives. Since 2024, the Company has supported more than 130 projects worldwide, with 100+ non-profits, helping improve learning opportunities for an estimated impact on 2 million direct beneficiaries: students, teachers, and community members, in the places where we operate by the end of 2026.

NORTH AMERICA

COUNTRIES
Canada,
Mexico,
United States



+30
number of projects

1M
expected beneficiaries by 2026

PROJECT FOCUS AREAS

Literacy & Academic Support - Intensive tutoring programs and literacy initiatives for underserved communities.

STEM Ecosystem - Teacher enrichment programs, student STEM workshops, and community-based STEAM activities.

Inclusion & Mentorship - Programs for indigenous women, gender-focused education, and mentoring for at-risk youth.

Digital Upskilling - AI and coding boot camps,digital skills courses, and teacher retention strategies to strengthen STEM education.

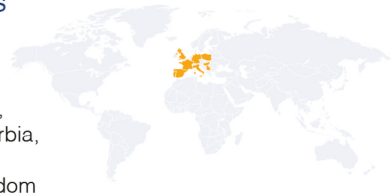
With support from Stellantis Philanthropy, FIRST partnered with school districts to expand the **FIRST LEGO League Class Packs** program that helps students imagine, build, and explore together as they develop critical thinking, collaboration, and creative problem-solving skills. The partnership delivers hands-on, project-based learning that builds career confidence, supports workforce development, and strengthens social-emotional skills.

This engagement resulted in **25 grant packages awarded**, enabling the distribution of **606 Class Packs** and benefitting approximately **9,760 students** nationwide.

In parallel, Stellantis Philanthropy and FIRST launched a **Mentor Development Initiative** to increase access to FIRST quality programming through standardized mentor training and new digital connection tools. Since its launch in late 2025, more than 500 learners have completed mentor training.

ENLARGED EUROPE

COUNTRIES
France, Germany, Hungary, Italy, Poland, Portugal, Serbia, Spain and United Kingdom



+50
number of projects

+800K
expected beneficiaries by 2026

PROJECT FOCUS AREAS

Inclusion & Dropout Prevention - Career guidance, mentoring, and personalized education for disadvantaged youth; programs to reduce school dropout and support NEET (not in education, employment, or training) prevention.

STEM Engagement - Hands-on workshops, immersive experiences (virtual reality, escape games), and mobile labs promoting STEM pathways and employability.

Environmental Education - Biodiversity-focused digital kits, museum-based learning, and sustainability modules integrated into higher education.

Literacy & Skills - Digital upskilling for women, vocational training in green/industrial sectors, and entrepreneurship education for youth.

Autism Inclusion - Affirming school environments for primary students to improve well-being and engagement.

Future Days is a flagship education initiative developed by Stellantis Philanthropy in partnership with Next Level to tackle educational inequality in Italy.

By 2027, the program will engage **10,000 students**, **350 teachers**, and **over 8,000 families** across **six regions**. It delivers STEM-focused pathways, personalized mentoring for vulnerable students, and the EduCoach program to support modern teaching practices.

The initiative responds to persistent gaps in educational attainment, as studies show that only 6 percent of students from underserved households progress to university. This highlights the importance of early and targeted intervention. By working closely with schools, families, and communities. Future Days **helps break cycles of inequality** and expand pathways to opportunity.

SOUTH AMERICA

COUNTRIES
Argentina and Brazil

+10
number of projects

+250K
expected beneficiaries by 2026

PROJECT FOCUS AREAS

Youth Support & Safe Pathways - Helping children stay in school, avoid harmful environments, and pursue future employment.

Job Training for Youth - Training programs that prepare young people for real job opportunities.

STEM Motivation for Students - Programs that increase interest and performance in STEM subjects.

Education Quality Improvement - Identifying and addressing learning barriers to elevate school performance and leadership.

STEM Teacher Development - Strengthening educators' ability to teach STEM while improving student engagement and results.

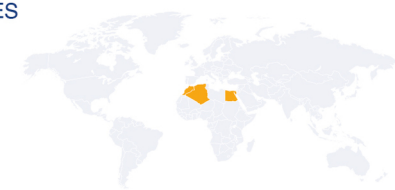
Stellantis announced **its largest philanthropy program in South America** in the past decade during an event at the Stellantis Betim Automotive Complex in November 2025.

The education-focused initiative will benefit **165,000 students**, train **more than 1,000 teachers**, and support **over 200 public schools** in Brazil and Argentina. **More than 50 communities** will be reached in strategic regions including Betim, Porto Real, Goiana, Córdoba, and Buenos Aires.

The program centers on STEM education, with the creation of maker spaces and hands-on training in robotics, programming, and digital skills. It is delivered through partnerships with NGOs, public authorities, educational institutions, and Stellantis employees via the **Motor Citizens volunteer** program.

MIDDLE EAST & AFRICA

COUNTRIES
Algeria, Egypt and Morocco



+10
number of projects

+1,200
expected beneficiaries by 2026

PROJECT FOCUS AREAS

Girls' Education & Inclusion - Preventing dropout among rural girls, reintegration of minors, and early childhood education.

Digital Skills & Entrepreneurship - Training youth in advanced digital competencies and supporting start-up incubation.

Vocational Training - Automotive-focused programs in Egypt and technical skills for employability in Morocco and South Africa.

Tech for Women & Rural Communities - Software development learner shipsfor women and digital literacy programs for rural schools.

In partnership with CARE Maroc, Stellantis launched the **Child Step project** to expand access to early childhood education and strengthen women's literacy in rural Morocco.

The program delivered quality preschool education to **300 children aged 3–6** in vulnerable rural communities near Kenitra. **Over 156,000 hours** of early learning were provided through half-day classes led by trained educators.

To reinforce impact beyond the classroom, 50 mothers participated in literacy courses, while 150 mothers attended awareness sessions on supporting early learning at home. By empowering both children and caregivers, the initiative improves school readiness, early development outcomes, and long-term educational resilience in underserved rural areas.

INDIA & ASIA PACIFIC

COUNTRIES
India and Malaysia

+10
number of projects

+190K
expected beneficiaries by 2026

PROJECT FOCUS AREAS

Vocational Training - Mechatronics, robotics, electric vehicle systems, and job-readiness skills.

STEM Access - School transformation programs with STEM labs, digital literacy, and teacher training.

Road Safety Education - Community campaigns, school-based programs, and infrastructure upgrades for safer environments.

Environmental & STEM Pipeline - Maker fairs, teacher training, and workshops to boost science-stream enrollment and creativity.

Stellantis partnered with Penang Science Cluster to deliver the **Kedah Maker Fair and Kedah Digital Festival 2025**, advancing STEM awareness in the region. The initiative engaged **over 3,000 participants** through hands-on learning, mentorship, and exposure to emerging technologies.

Focused on creativity, innovation, and practical skills, the program showcased how science and technology are shaping the future of mobility. Activities included STEM workshops, maker challenges, and digital festivals, promoting experiential learning.

The initiative addresses declining STEM enrollment in Kedah and aims to increase student participation in science streams. **Supported by Motor Citizens volunteers**, the partnership reflects Stellantis' commitment to bridging digital education gaps and developing future ready local talent aligned with long-term workforce needs.

Empower and Engage Younger Generations

In addition to Stellantis' Philanthropic programs, the Company promotes several other initiatives aimed at empowering and engaging younger generations. These include funding the Science Gateway program at European Council for Nuclear Research (*Conseil Européen pour la Recherche Nucléaire* - "CERN").

The Science Gateway program at CERN is an ambitious and innovative state-of-the-art facility dedicated to science education and outreach. Open to visitors from the age of five and older, it is designed to spark curiosity, raise awareness, and foster a love of science in all of its dimensions among people from around the world.

Treedom Partnership

In 2025, Stellantis established a partnership with Treedom, an international platform dedicated to tree planting and sustainable development in communities across several countries. This initiative is part of the Ethics Experience Awards Forest, created thanks to the active participation of Stellantis people in the Ethics Experience program—a competition designed to promote a culture of compliance, transparency, and accountability.

Achievements:

2,300
Total trees planted

~901 tons
CO_2 absorbed

3
Forests created

3
Countries involved

Planting details:

150 Coconut trees planted in Thailand

950 Grevillea, coffee, orange trees planted in Kenya

1,200 Cocoa trees planted in Haiti

Each tree is geolocated, digitally monitored, and tracked from planting, ensuring transparency and traceability. The project goes beyond environmental impact, promoting social and economic benefits for local communities, such as training, income generation, and biodiversity enhancement.

Community Benefits & Future Commitments

Tree species and planting locations are selected in partnership with NGOs / CSOs and local communities, ensuring environmental and social benefits. The project includes funding, capacity building, technical assistance, and community development, guaranteeing that participants have direct access to the fruits and economic opportunities generated by the trees.

Stellantis aims to expand the contribution year after year through the ongoing engagement of Stellantis people in the Ethics Experience program, celebrating ethical commitment and fostering shared responsibility.

Human Rights Risk and Impact Assessment

Stellantis is committed to upholding human rights across its operations and value chain. In late 2025, the Human Rights Office conducted its first Human Rights Impact Assessment ("HRIA"), guided by the methodology developed by the Danish Institute for Human Rights focused on identifying potential adverse impacts on human rights and risk areas across operations. Our HRIA is rooted in the UN Guiding Principles on Business and Human Rights and is designed to assess impacts to rights holders—such as workers, communities, and end users—through in-depth analysis of specific high-risk activities, projects, or value-chain segments. During the 2025 exercise, the Company involved its own employees and business resource groups to represent affected rights holders, which led to tangible actions for mitigation and prevention.

Methodology & Frequency:

The HRIA process combined extensive external research—mapping 266 countries using indicators such as Gross Domestic Product, Human Capital Index, manufacturing share, supplier footprint, and social risk factors—with robust internal stakeholder engagement. In 2025, the assessment process was highly participatory, involving many employees as stakeholders. This engagement resulted in a 40 percent increase in survey respondents compared to the previous year alongside a human rights risk assessment survey. With interviews and focus groups, the survey covered a broad spectrum of human rights topics, including child labor, discrimination, forced labor, freedom of association, harassment, inadequate or unequal wages, unsafe work environments, environmental pollutants, privacy and data protection, and retaliation. Participants were asked to rate the likelihood and magnitude of each risk.

The HRIA also mapped all identified risks to relevant UN SDGs, including those related to decent work, reduced inequalities, and responsible industry, innovation and infrastructure in production. The Human Rights Risk Assessment is conducted annually to monitor and address emerging risks. The first internal impact assessment was completed in late 2025.

2025 Salient Human Rights Risk/Impact Factors

The 2025 HRIA at Stellantis identified certain impact factors across both the value chain and the Company's own operations. Among the value chain impact factors, climate-related human rights, human rights issues within the supply chain, and forced labor stood out as the most salient, each carrying potential harm to affected stakeholder's human rights. Within Stellantis' direct operations, the potential impact factors highlighted were climate-related human rights, harassment, and labor relations.

HRIA risks and SDGs mapping

Note: The risk presented above are not prioritized in terms of importance for Stellantis

Action Plans to Address the HRIA

Based on these findings, targeted action plans were developed for high-risk regions and topics. In the supply chain, enhanced due diligence and supplier audits were implemented in areas with elevated risks of forced and child labor, and environmental impacts. These efforts were complemented by supplier engagement, capacity-building initiatives, and collaboration with local stakeholders and NGOs / CSOs. For Own Workforce, within Stellantis' own operations, action plans focused on addressing harassment, discrimination, and unsafe work environments, with measures such as training and the strengthening of grievance mechanisms. Special attention was given to promoting gender equality, meritocracy, fair wages, and safe working conditions.

Environmental-related human rights risks, particularly those related to CO_2 emissions and pollutants, were addressed through mitigation strategies aligned with evolving regulatory requirements in the EU, UK, and U.S.

Future Commitments

Stellantis will continue to utilize its risk/impact assessment and due diligence processes as a foundation for measuring year-over-year improvements and will continue to integrate the results of these assessments in its DMA. These tools serve as essential mechanisms for reviewing and enhancing the Company's social and environmental performance across its value chain.

Stellantis Human Rights governance includes a Human Rights Champions program, where employees volunteer to support departments in various countries and help with facility access. A dedicated ambassador dashboard will be developed to enhance monitoring across markets and regions. This dashboard will combine internal insights—like audit results and employee feedback—with external sources such as industry benchmarks and NGO/CSO reports.

By leveraging enhanced data and analytics, Stellantis aims to prioritize its most significant human rights risks and focus interventions where they are most needed. This data-driven approach strengthens the Company human-rights due diligence processes, support compliance with regulatory requirements, and advances continuous improvement. Through these efforts, Stellantis seeks to reinforce the resilience of its value chain and promote social responsible business conduct across its operations.

Consumers and End-Users

S4

Stellantis recognizes the fundamental rights of its customers, and places its customers at the center of how it conceives, designs, develops and delivers its products and services.

Consumers and End-Users Material Impacts, Risks and Opportunities

ESRS 2 SBM-3, SBM-2

We identified vehicle safety and data privacy as material social impacts, particularly in connection with the use of vehicles and interactions with customers and end-users. The impacts are particularly relevant for:

- Vehicle users, such as private individual users, or fleet operators and commercial customers who rely on vehicles for mobility or business and may be directly exposed to safety risks and data collection practices.
- Other motorists and vulnerable road users such as cyclists, pedestrians, children and elderly passengers, who may interact with our vehicles during their operation.
- Connected service users, who interact with digital features such as navigation, infotainment, and telematics, and whose personal data may be processed through these systems.
- Retail and wholesale financial services customers, including individuals using our financing products, who may be exposed to data collection practices.

Privacy and vehicle safety related impacts are associated with compliance risk, due to increasingly stringent laws and regulations governing the topics. In addition, the Company reliance on consumers' trust in vehicle safety and product quality is critical for the continuity and success of our business model.

Our material impacts, risks and opportunities related to consumers and end-users are summarized below. Refer to *Material Impacts, Risks and Opportunities* ↘ in this document for additional information.

Customers & End-Users - material IROs

		Nature	Value chain
Responsible management of personal information	Potential neg. impact	Individual incident	□■■
Vehicle safety	Potential neg. impact	Individual incident	□■■
Quality and vehicle safety costs	Risk		■■■
Compliance and regulatory requirements	Risk		■■■

■□□ Upstream, □■□ Own Operations, □□■ Downstream

Engagement with our consumers and end-users takes place through various channels, such as customer satisfaction surveys, focus groups during product development, customer service interactions, covering complaints and inquiries, and digital engagement platforms. The differentiated engagement approach allows us to understand and address the specific needs and expectations of each customer segment. Refer to this section for further information on stakeholders' engagement process for specific consumers and end-users impacts and refer to *Stakeholder Dialogue for a Better Mutual Understanding with Society* ↘ in this document for additional information on Stakeholders' Engagement Policy.

Responsible Management of Personal Information

ESRS 2 SBM 3

Modern vehicles accumulate an increasing amount of data, including personal information. Protecting personal information from breaches is a critical component of our strategy to achieve compliance with regulations and build trust with customers.

Data Protection Policies

ESRS 2 MDR-P, S4-1

The Global Security and Data Privacy Committee, chaired by our CHRSO, has been established with the purpose to provide management-level oversight of our global security program, including cybersecurity, data privacy and related strategy approving policies and procedures, and ensuring compliance.

The Stellantis General Counsel serves as our Group Data Protection Officer ("DPO"), collaborating with regional privacy

officers and their teams to monitor the implementation of global privacy standards across Stellantis. This encompasses monitoring compliance, fostering a shared awareness of privacy and security issues, and cultivating a privacy-centric culture within Stellantis. Stellantis employees have access to the Stellantis Data Protection Policy and related Code of Conduct procedures.

The Code of Conduct requires employees and third parties acting on behalf of Stellantis to safeguard personal data and uphold privacy rights, recognizing these as a fundamental right for all data subjects. This commitment aligns with the Charter of Fundamental Rights of the European Union (2000/C 364/01) and the Treaty on the Functioning of the European Union, which affirms that everyone has the right to protection of their personal data. Refer to *Own Workforce Policies* ↘ in this document for more detailed information on our Human Rights Policy.

To reinforce this commitment, Stellantis adopted specific operating procedures and cybersecurity standards that align with the core principles of GDPR, such as “privacy by design” and “privacy by default”, as well as equivalent regulations in other jurisdictions. Refer to *Cybersecurity* ↘ in this document for more detailed information on Cybersecurity management.

Stellantis upholds strict standards for the protection of personal data, and restricts its processing to lawful and legitimate purposes.

The Stellantis Data Protection Policy and procedures are intended to safeguard the data subject's rights against the potential data misuse, preventing economic losses and discrimination. Stellantis is committed to meeting privacy requirements regarding personal data, applicable to actual customers at the time of vehicle or service sale, and to prospective customers through Stellantis websites, specific apps, or in-vehicle systems, as well as employees and third-party service providers. For our employees, we handle personal data responsibly and in compliance with applicable regulations. However, we are required to collect certain information, for example for tax purposes.

Personal data processing is carried out in accordance with the principles of lawfulness, fairness, transparency, data minimization, storage and purpose limitation, integrity and confidentiality, supported by security preventive measures such as encryption of data, control over the data access, transfer and self-assessment practices to regularly evaluate the effectiveness of technical and organizational measures to process data and remediation process. These measures are designed to support the Company’s compliance with data privacy regulations and to protect the data of the customer.

Stellantis products are not directed at children and Stellantis takes steps to avoid the processing of any personal information from children under the age of sixteen.

Internal policy audits are conducted regularly based on annual plans. Moreover, our contractual standards includes third parties audit right, which may also cover specific cybersecurity audits carried out on a periodic basis.

Engagement with Customers on Personal Information

S4-2

We engage with end-users about data privacy practices in different ways through privacy notices on our websites and vehicles applications. All these channels include detailed information on data collected, purpose and process used to treat them and end-users’ rights. We collect customer information solely when it is necessary for the provision of our services or when customers voluntarily share their data with us. This approach reflects our commitment to handling personal information with the utmost care and responsibility, recognizing that such data belongs to the customer.

Throughout the customer relationship, individuals retain full control over their personal data and may exercise their rights at any time.

Requests such as accessing or deleting information, as well as exercising rights to data portability and rectification, are supported through our regional privacy portals in accordance with Stellantis’ privacy notice. Additionally, we provide a dedicated e-mail address directly to our DPO. Local controllers, who are responsible for engaging with customers,

developed internal tools to manage customers' requests, following the Group guidelines and local regulations.

Process to Remediate

S4-3

Stellantis remediation processes require reporting incidents and claims to the DPO. This process encompasses an internal assessment, communication with relevant authorities and impacted individuals, and the implementation of corrective actions to address the root cause. A detailed data breach handling procedure is approved and available to all employees.

In 2025, Stellantis experienced a data breach involving unauthorized access to a third-party service provider's platform, which affected customers data. The breach did not expose financial or sensitive personal data, as the compromised platform only stored limited contact information.

Upon identification of the breach, Stellantis promptly activated its incident response protocols, initiated a thorough investigation, and took immediate steps to contain and mitigate the impact. The Company also notified the appropriate regulatory authorities and directly informed affected customers.

Furthermore, to strengthen employee awareness of privacy risks and potential cyber threats such as social engineering, phishing, and vishing, Stellantis launched a series of information and training initiatives. These efforts yielded positive results: approximately 106,000 employees participated in web-based trainings, and the DPO conducted tailored sessions for around 500 employees from key departments, including Audit and Compliance, Purchasing, and regional sales, ensuring alignment with specific operational needs.

Our policy includes data quality checks to maintain accurate, consistent, and compliant data collection to identify and rectify errors. Consequently, we collect specific information on data breach incidents, authority requests and sanctions, and customer claims on a quarterly basis. The process is necessary for identifying, tracking, assessing, monitoring, and preventing issues that could negatively impact customers. In 2025 and 2024, Stellantis did not identify any events with significant impact on customers.

Personal Data Breach Management Procedure was approved and a specific internal data breach register was create to track each breach and their assessment.

Our policy includes data quality checks to maintain accurate, consistent, and compliant data collection to identify and rectify errors. Consequently, we collect specific information on data breach incidents, authority requests and sanctions, and customer claims on a quarterly basis. The process is necessary for identifying, tracking, assessing, monitoring and preventing issues that could negatively impact customers or other data subjects involved.

A personal data breach is any event that can affect the confidentiality, integrity, or availability (destruction or anyway loss) of personal data held by Stellantis in any format.

Personal data breaches can happen for the following reasons (note that the list below detailed is an example and is not to be considered exhaustive of all cases):

- the disclosure of confidential data to unauthorized individuals;
- loss or theft of data or equipment on which data is stored;
- loss or theft of paper records;
- inappropriate access controls allowing unauthorized use of information;
- suspected breach of Stellantis's IT security polices;
- unauthorized access to computer systems (ex. hacking).

Stellantis, through the definition and implementation of the 'Personal Data Breach Management' Policy, provides a framework for immediate reporting and managing data breaches affecting personal or sensitive personal data held by Stellantis.

The procedure, published on the intranet portal, is a supplement to Stellantis's commitment to protect the privacy rights of individuals in accordance with personal data protection regulations.

The key roles and functions involved in the Personal Data Breach Management are the following:

- CISO: Stellantis Chief Information Security Officer;
- Security Operation Center (ICT team in charge of cybersecurity incident management);
- DPO: Data Protection Officer;
- Privacy Office: responsible to give support on privacy matters;
- Business Owner/manager of the process ensures privacy compliance of processing activities under his responsibility.

All the documentation supporting the data breach is stored by the Privacy Office in a secure area.

Responsible Management of Personal Information Actions

ESRS 2 MDR-A, S4-4

In addition to our data protection policies and processes, the Company is part of several initiatives to promote the correct understanding and application of relevant rules on data management and the use of new technologies like artificial intelligence.

Stellantis joined the Data Protection as a Corporate Social Responsibility ("DPCSR") project, led by the European Centre on Privacy and Cybersecurity at Maastricht University in 2023. This initiative aims to promote data protection as a competitive advantage and a form of corporate social responsibility. As a permanent stakeholder, Stellantis collaborates with other stakeholders and researchers to share ideas and influence the future of the DPCSR framework, including overseeing technological updates, risks, challenges, and potential amendments. In 2024, Stellantis conducted a self-assessment of key customers data processes and is now working to expand the review to additional areas.

In 2024, certain members of the Global Data Privacy Office Team and of the Audit team attended the DPCSR Coordinator and Auditor Course. After that, Stellantis started the preparatory works and assessments in order to apply for the formal Registry's process.

Stellantis continues to strengthen its privacy strategy both internally and through active participation in industry initiatives.

- Through discussions with local and European bodies such as *Comité des Constructeurs Automobiles Français*, France *Verband der Automobilindustrie*, Germany and *Unione Industriale Association*, Italy, Stellantis collaborates with the European authorities to shape how the application of GDPR to car manufacturers. This collaboration also aims to foster a shared understanding of privacy regulations concerning new technologies, such as the Regulation (EU) 2023/2854 (the "EU Data Act") or the EU Regulation (EU) 2024/1689 (the "EU Artificial Intelligence Act") in connected vehicles.
- The DPO team is involved in the "*Club conformité sur les véhicules connectés et la mobilité*" led by the French Data Protection Authority. The goal of this organization is to engage consumer associations, insurance companies, and all stakeholders of OEMs with a particular focus on the data processed by connected vehicles.

Responsible Management of Personal Information Targets

ESRS 2 MDR-T, S4-5

In 2025, in support of the Data Protection Policy, Stellantis committed to enhancing its data privacy practices by monitoring its timely fulfillment of authorities' requests.

Entity-specific metrics		Year	
Percentage of complaints raised by supervisory authorities handled on time	Results	2025	100 %
	Target	2025	100 %
		2030	100 %

This target is established and is subject to review and endorsement by the Global Security and Data Privacy Committee. This metric is based on all incoming requests from authorities. It is calculated as the ratio between the number of complaints received from the authorities that were effectively managed on time and the total number of authorities' requests received. Progress is monitored on a quarterly basis by the Global Privacy Office, with particular attention to the EU and U.S., where applicable regulations impose specific responses timeframe for data subject requests.

Vehicle Safety

ESRS 2 SBM-3

Potential safety defects in our vehicles could cause injuries or potential fatalities to vehicles' end-users and passengers. Vehicle safety is also a primary concern for other road users, including cyclists, pedestrians, and other motorists.

Vehicle safety is shaped by laws, regulations, and voluntary codes of practice worldwide, such as the OECD Guidelines for Multinational Enterprises. Governments and agencies are introducing increasingly stringent requirements to protect road users. Refer to *Overview of Our Business - Environmental and Other Regulatory Matters* within the *2025 Annual Report* ↗ for further information on vehicle safety regulatory requirements. As vehicle safety and regulatory frameworks evolve, a holistic approach encompassing the vehicle, road infrastructure, vehicle environment, and public awareness is essential.

Delivering safe products is a fundamental objective of Stellantis and is a key responsibility in our Code of Conduct.

We strive to comply with regulatory standards to deliver high-quality, safe, and reliable products and services for all vehicles users and road participants, including professional drivers.

Stellantis also contributes to safety innovation through participation in automotive industry initiatives, consortiums, and standardization bodies. Stellantis is involved in developing and actively implementing ISO standards, such as ISO 26262 for road vehicles' functional safety, ISO 21448 for safety of the intended functionality (especially relevant for ADAS and driving automation), and ISO/SAE 21434 for Cybersecurity Engineering in road vehicles.

Vehicle Safety Policy

ESRS 2 MDR-P, S4-1

The "Right to health" is embedded in our Human Rights Policy which is aligned with internationally recognized standards including the UN Guiding Principles on Business and Human Rights, and the International Bill of Human Rights. Refer to *Own Workforce Policies* ↘ in this document for additional information on our Human Rights Policy.

In line with our Code of Conduct, Stellantis established a Product Safety Policy in 2024. The policy is intended to help ensure that our products and services comply with applicable regulatory requirements and meet safety expectations in the automotive market under normal or reasonably foreseeable conditions of use. Our Product Safety Policy also addresses product safety governance, defines a standardized risk-based approach to vehicle safety through design activities, and safety trainings to deploy adequate safety measures under the responsibility of the Technical Safety and Regulation Compliance Officer and the Product Safety Expertise Network. Furthermore, the policy assigns the Purchasing function the responsibility to align sourcing decisions and related activities with its principles, while the Manufacturing function is accountable for implementing and managing the manufacturing process to maintain products safety conformity.

The policy mandates that each Stellantis employee and contractor adopts proper behavior to support product safety within their scope of responsibility, contributes transparently to any product safety evaluation or investigation, and appropriately reports any violation or technical issues related to product safety. The policy, issued by the Technical Safety and Regulatory Compliance Officer, is communicated to all employees.

Product safety trainings are targeted towards projects, engineering and quality teams covering all needs, from awareness sessions for all employees, to technical training dedicated to product safety engineers and managers. These trainings are regularly updated and available, for registration, to all employees in the HR learning system. They are part of the mandatory training courses for employees involved in product safety activities. Additional tailored training campaigns can be offered in the event of specific team needs or for deployment of new or updated standards.

Engagement with Customers on Vehicle Safety

S4-2

Stellantis engages with its customers on safety topics throughout the entire vehicle lifecycle:

- During the advanced development phase under the responsibility of our product development and technology functions, the relevant features are submitted to test panels

to evaluate their acceptability and potential misuses. This is particularly relevant for human-machine interfaces.

- During the development and validation phase under the responsibility of our product development and technology functions, our development vehicles are tested in real-life conditions. In this phase, vehicles are lent to non-specialist drivers to identify potential safety-relevant concerns and gauge customer acceptance.
- When the vehicle is in use, potential vehicle safety-related incidents are raised to our quality organization by the dealers for investigation and potential field action or when remediating negative impacts on customers. Stellantis aims to deliver smooth customer experience during the safety recall process through timely and accurate communication and minimizing inconvenience. For each safety recall, customers are directly contacted with a recall notice. Additionally, recall information is shared with customers on Brand portals, where available, and specific tools have been developed for fleet accounts to facilitate knowledge and management of open recalls for the vehicle end-users.

Vulnerable occupants are taken into account in virtual testing environments and through collaboration with representative organizations. Our risk assessment process explicitly emphasizes potential impact to vulnerable occupants (such as children and pregnant woman) as well as road users including cyclists, pedestrians, and other motorists.

Our Quality function manages engagement with customers and measures the level of services granted to our customers. Refer to *Vehicle and Service Quality - Customer Satisfaction* for additional information on our engagement with customers and measurement of effectiveness.

Vehicle Safety Actions

ESRS 2 MDR-A, S4-4

Safety Research

We leverage research and innovation to reinforce the safety of our vehicles and services, reduce the risk of serious injuries related to our motor vehicles, and improve overall road safety. All aspects of vehicle safety, including active, passive, product and cyber safety, are addressed in our processes and innovations from the safety research phase to improve safety risk avoidance rates.

Our advanced engineering organizations apply artificial intelligence, virtual reality methods, and innovative technological solutions for virtual and physical tests. They analyze real-world data to develop and assess effective vehicle safety systems, protection for vulnerable road users, and the integration of active and passive safety systems.

We are a member of the Initiative for the Global Harmonization of Accident Data, a consortium of auto manufacturers that collects and analyzes traffic accident data to improve road safety. Stellantis is a stakeholder in LAB, a joint laboratory with the Renault Group focused on accident case studies, biomechanics, and driver behavior. In the U.S., we collaborate with other automakers through groups like the U.S. Council for Automotive Research to identify technical issues and conduct research related to vehicle safety.

Product Development

Our product development activities consider potential vehicle safety concerns, including the protection of all passengers in case of a crash, taking into account age, gender, and morphology. Stellantis also considers the protection of vulnerable road users, such as pedestrians, cyclists, and motorists by implementing active safety systems to prevent collisions and passive safety measures to mitigate risk of injury.

Technological solutions in vehicles are used to support drivers and passengers' ability to safely interact with their vehicle and surrounding environment thereby improving road safety. Stellantis offers active (primary) and passive (secondary) safety features for diverse drivers and vehicle segments, along with tertiary safety elements. The intent of active safety systems is to help drivers avoid crashes by alerting them to certain potentially hazardous situations or assisting them in mitigating the risk posed by certain types of identified hazards while passive or secondary safety systems are designed to help mitigate the effects of a crash. In the area of tertiary safety, or post-accident emergency response, Stellantis provides emergency rescue sheets with information for rescue teams or first responders about special design elements and the components locations to be considered when assisting the occupants of vehicles involved in an accident. Additionally, connectivity functions provide assistance in the event of accident or health-related incidents in the vehicle. Since April

2018, motorway control centers in Europe are automatically alerted of any accidents on their roads via the emergency call service in the Company's equipped vehicles, as mandated by EU regulation (EU 2015/758).

Stellantis vehicles undergo rigorous internal testing and validation before being tested by external stakeholders such as the NHTSA, the IIHS, and NCAP organizations.

Features such as the frontal roof airbag, lane keeping assist, automatic emergency breaking and rear seat seatbelts with pretensioners or load limiters offer improved protection for passengers in certain crash situations. These features are included in Stellantis vehicles to reduce serious injuries in the event of a crash.

Stellantis is working toward compliance for its future products with new UN regulations (e.g., UN R171 DCAS) regarding the homologation of its Safety Management System by an external authority with audit targeted for 2027.

Cybersecurity

Cybersecurity challenges related to the technologies embedded in our vehicles may impact vehicle safety and end-users' privacy. We have a cross-functional team focused on ensuring the security of systems and vehicles by monitoring threats, defining requirements, conducting design and implementation reviews, performing validation and penetration testing, and managing incident response. Cybersecurity is integrated throughout the entire vehicle life cycle, from development, to manufacturing, use, service, and disposal by this cross-functional team.

Stellantis manages cybersecurity-by-design through a process and technical solutions. This includes using standard cryptographic mechanisms onboard to secure and isolate the connected and safety-critical domains, such as powertrain and chassis. We work to provide secure end-to-end communication between servers, applications, and off-board interfaces. Vehicles are configured on the production line using backend-connected tools.

Aftersales maintenance and diagnostics are performed with specialized tools connected to a secure maintenance server, while respecting independent operators' rights to access repair and maintenance information in line with applicable regulations. Additionally, we maintain an incident management organization to implement mitigation plans for vulnerabilities or attacks discovered during the vehicle's life cycle. Given the ever-evolving nature of cybersecurity threats, Stellantis remains committed to monitoring emerging risks and strengthening its cyber-security measures.

In 2024 and in 2025, Stellantis achieved significant milestones:

- UNECE Regulation Compliance: We successfully passed third-party cybersecurity certification for processes, organization, and governance (Cybersecurity Management System) under UN R155, which is aligned with ISO SAE 21434 cybersecurity standard.
- Vehicle Homologation: We obtained homologation for new features, notably Firmware Over-The-Air (FOTA) updates, in compliance with UN R156.

Product Investigations and Recall Campaigns

S4-3

In alignment with its industry and prevailing safety regulations expectations, Stellantis is exposed to potential safety-related recalls that may generate direct costs, harm reputation, and impact sales of certain vehicles.

To help prevent safety issues, Stellantis created a Global Safety Forum led by the Technical Safety and Regulatory Compliance Officer, which includes R&D experts from the Product Development and Technology function. This forum guides the Company on the application of future safety standards and ratifies future processes and procedures concerning vehicle safety and security, development and their implementation in our vehicles. Dedicated regional and corporate teams investigate field issues with potential safety consequences, coordinating responses with the product development, and technology, manufacturing, quality organizations, and external suppliers. Our Vehicle Regulation Committees, at regional level, review potential safety anomalies and determines the proper course of action, such as safety recalls. Stellantis promptly investigates vehicle safety issues or compliance defects and takes corrective actions, including initiating safety recalls and contacting relevant authorities.

Recalls are executed according to regulatory requirements, and component traceability enabling us to identify and notify affected vehicles. Recall notification documents to authorities include the models and parts concerned, manufacture dates, risk type, defect description, and corrective measures. Recall alerts with necessary information are sent to dealership networks via an online tool. Recall completion rates are reported to local authorities in accordance with applicable law, and follow-up requests are sent to non-responsive customers.

An integrated data management system tracks recall status, and programs are in place to raise public awareness about checking for open recalls and completing recall repairs.

In 2025, Stellantis decided to voluntarily recall 13.4 million vehicles (7.3 million vehicles in 2024). The increase is mainly connected with two significant recall actions in 2025 affecting in total 5.6 million vehicles: one related to vehicles equipped with 1.5l diesel engine (DV5R) and the second related to the diagnostic software, called an on-board diagnostic system. In addition, Stellantis continued the implementation of previously decided recall campaigns, such as the Takata airbags actions. For current financial effects of our recall campaigns, refer to *Note 21. Provisions* within the Consolidated Financial Statements and to the *Risk Factors* section within the *2025 Annual Report* ↗.

Vehicle Safety Targets

ESRS 2 MDR-T, S4-5

Our ambition is to offer safe products that meet all applicable laws while prioritizing strong risk prevention protection for vehicles occupants and road users. To achieve this, our strategy focuses on improving the robustness of our vehicle safety organization, processes, and technical expertise. This addresses active safety, passive safety, cybersecurity (for its safety relevance) and product safety in the medium and long term.

Vehicle and Service Quality - Customer Satisfaction

ESRS 2 SBM 3

As per our policies we are committed to listening closely to our customers and acting accordingly to improve their experience through an enhanced and personalized customer journey. Quality greatly influences customer satisfaction and loyalty. That is why we prioritize maintaining loyalty and a positive brand image through continuous customer feedback and quality monitoring processes.

Quality Policy

ESRS 2 MDR-P, S4-1

As outlined in our Quality Policy, we aim to deliver products and services that meet high standards of quality, supporting sustainable and affordable mobility. In 2025, our Chief Quality Officer set the quality targets for product and services, as well as the three-year mid-term plan, and provide constant monitoring in order to respond to any market changes.

Being a customer-centric company, we aim to deliver a high-quality customer experience through our behavior, decisions, and actions across all levels of the organization. This is why we encourage every employee to prioritize quality and put the customer first. We also engage our suppliers and our partners in achieving our quality ambitions.

Our Quality Policy is harmonized with our Human Rights Policy, which are both aligned with the UN Guiding Principles on Business and Human Rights and the International Bill of Human Rights, including equality and non-discrimination. Refer to *Own Workforce Policies* ↘ in this document for additional information.

In 2025 all our plants maintained ISO 9001 and/ or IATF 16949 certifications.

Engagement with Customers

S4-2

We listen to our customers through various touchpoints, syndicated surveys, internal feedback collection, customer care and social media, dealer network information, and print media. This engagement process involves customers throughout their journey with our brands, including vehicle

safety issue management and responsible handling of information. In addition, a significant part of this commitment is our dedication to clear, fair, and comprehensive advertising and communication with our customers regarding our products and services.

We analyze customer feedback to adapt our products and services and respond to their needs. Customer satisfaction is measured through syndicated surveys, and we strive for consistent positive outcomes.

Stellantis evaluates customer awareness and trust in our customer care channels through regular satisfaction surveys, analysis of various feedback mechanisms (such as after new vehicle purchases and through app ratings), as well as independent market research and benchmarking. This feedback guides our resource allocation decisions based on evolving customer expectations. Furthermore, the Stellantis Integrity Helpline is available for reporting concerns or seeking guidance on corporate policies. Refer to *Corporate Governance* included in the *2025 Annual Report* ↗ and to *Grievances (Channels to Raise Concerns) and Processes to Remediate Negative Impacts* ↘ in this document for further information.

Vehicle and Service Quality Actions

ESRS 2 MDR-A, S4-3

We strive to enhance customer trust and reduce risks by implementing solutions that improve customer experience and tackle defects and recalls, through, as an example, special coverage initiatives. We are developing a predictive maintenance service to swiftly identify complex failures and anticipate necessary repairs. Furthermore, we utilize a parts traceability process to pinpoint vehicles affected by safety issues, supporting efficient recalls and prioritize rapid dealership repairs and actively monitor repair times. We invest in regular customer-centric training for our white-collar employees and collaborate with our partners and suppliers to uphold our service standards through training, assessments, and regular audits.

Preventive Quality Campaign

S4-4

Stellantis tracks warranty issues in the field through a detection process in all the regions where it operates. Once identified, the issue is documented and assigned to the relevant owner for resolution, whether it's a design, supplier or manufacturing issue. The goal is to resolve issues quickly to minimize the number of affected customers. Depending on the severity we may implement a preventive quality campaign, a recall, or a service bulletin.

Stellantis has implemented several direct communication methods for customers to express their concerns or needs. This includes dedicated multilingual customer care phone-lines, online support portals on websites and mobile applications offering inquiry, complaint, and feedback submission tools. Our active social media presence promotes consistent customer engagement with platforms like X (formerly known as Twitter), Facebook, and Instagram. For personal interaction, customers can visit our authorized dealerships and service centers. We also participate in third-party mechanisms in collaboration with industry bodies and consumer protection agencies to address additional customers concerns.

The customer care process uses a tiered approach escalating based on the complexity of the concern, from simple inquiries to critical cases reaching departmental Top Management levels.

Vehicle and Service Quality Targets

ESRS2 MDR-T, S4-5

We aim to deliver products and services that meet high standards of quality, supporting sustainable and affordable mobility.

In 2025 the Quality function performed an industry benchmark analysis in its major markets and a new glide path for 2030 was approved by the SLT. As 2025 was defined as the new base year, our progress against the target will be presented in 2026.

Progress made toward targets for vehicle and service quality - customers satisfaction

Entity-specific metrics	Year	Target	
Percentage of reduction in 3 months in service repairs rate: vs. base year 2025	2030		-50%

Quality is an extremely important metric for the Company as it establishes the trust between the Company and our customers.

Quality is recognized by Stellantis as both a social responsibility to our customers and significant cost issue. The percentage reduction in three months in service repair rate is one of the quality metrics in Stellantis Annual Incentive Plan. Refer to the *Remuneration Report* within the *2025 Annual Report* ↗ for further information.

Responsible Information to customers

Stellantis strives to provide high-quality transparent information to customers, aligning marketing practices with sustainability guidelines.

Our policy is to adhere to fair marketing practices, comply with laws, and encourage responsible behavior. This transparency fosters customers' trust and loyalty, differentiating Stellantis products and services.

Responsible Information Policies

As per our Code of Conduct, we value honest and clear communication with all stakeholders (our workforce, customers, suppliers, partners) and the communities where we conduct business. Our Human Rights Policy includes rights of equality and non-discrimination and is aligned with internationally recognized standards such as the UN Guiding Principles on Business and Human Rights, and the International Bill of Human Rights.

We strive to provide accurate information through responsible marketing practices across all mass-market and target audience communications, including all public-aimed advertising or communication broadcast on traditional media channels (TV, radio, billboard, press, etc.) and digital platforms (websites, social media, emailing, mobile applications, direct marketing, etc.) as well as commercial messages of any kind whether in print, sales promotion and merchandising materials.

Stellantis' Responsible Marketing, Advertising and Communication Guidelines are intended to ensure accuracy and fairness into all forms of public communication.

These guidelines, encompassing traditional, digital, email, out-of-home advertising, trade shows, and points of sale, align our societal and environmental responsibilities with applicable regulations in our operating countries and align with the ICC Code of Advertising and Commercial Communication Practices, a globally recognized self-regulatory framework. Following our Responsible Marketing, Advertising and Communication Guidelines, we work to operate with integrity and compliance, adhering to three key principles: societal responsibility emphasizing human dignity with no tolerance for discrimination, the respect of the principles of fair competition, environmental responsibility, and consideration of the potential financial impacts on our customers, namely clear and honest communication of offers, communication should not minimize the importance of the financial commitment concerning lease or purchase financing offers. Each Stellantis marketing, advertising and communications team is responsible to ensure compliance with these guidelines.

Specific organizations including our legal department and vehicle safety teams contribute in developing and reviewing advertising in an effort to promote accuracy and substantiation. Special attention is given to environmentally-focused messaging to avoid misleading claims, following applicable guidance and regulations.

Several of our brands engage with advertising, professional bodies primarily in France and UK, by submitting TV commercial marketing communications to them to enhance compliance with local advertising regulations. No material convictions involving marketing or labelling issues were noted in 2025.

Remediation Process with Consumers

Consumers can report their concerns through various channels including customer care e-mails, toll-free numbers, chat tools on websites, brand apps. We also monitor social media interactions and sentiments, addressing customers to brand/customer care channels when appropriate.

Engagement with customers and the resolution process is managed by our quality organization and regional customer care teams. Refer to *Vehicle and Service Quality - Customer*

Satisfaction ↘ for additional information on our engagement with customers and measurement of effectiveness.

Engagement with Consumers

Stellantis establishes contact with customers through various channels, including websites, social media, dealerships, and our mobile apps, especially in U.S. In the communication planning process, we take several measures such as organizing positioning clinics with focus groups for clarity and relevance of vehicle features and messaging, performing creative pre- and post-testing of advertisement campaigns with customer groups to gather feedback on message clarity and likability, and monitoring social media for customer sentiment analysis The feedback from these activities can be used to inform our communications and may help guiding changes in our interaction with audiences. To improve the visibility of our Integrity Helpline and facilitate the customer grievance procedure, the link was added to the main page of the Stellantis website.

Responsible Information to Consumers Actions

Key actions to support customers' rights to information, transparency and non-discrimination aimed at improving trust and loyalty include:

- Environmental responsibility: fuel-efficiency label displaying average fuel consumption and, or CO2 emissions information based on homologation cycles are provided in North America, Brazil, Europe, China, Japan, Korea and Taiwan in line with applicable legal regulatory requirements;
- Social commitments: Stellantis and its brands analyze communications to avoid offensive content, stereotypes, and objectification. Some campaigns, mainly in France, UK and in North America are validated by specialized agencies;
- Accessibility: Stellantis aims to add subtitles to main advertising campaigns. Online material for U.S. websites and video content are designed to comply with the Americans with Disabilities Act. Since 2021, Citroën UK has partnered with SignLive, a British Sign Language service, to enhance accessibility for the deaf community.

2025 Expanded Sustainability Statement

GOVERNANCE

04

Business Conduct

G1

Our culture is built upon the Stellantis Code of Conduct and the Company's commitment to ethical business practices is reflected in the Code of Conduct's approach to business conduct. This section highlights the Company's focus on business ethics, corporate culture, compliance with relevant laws and regulations, relationships with suppliers and the management of political influence, offering insights into the policies and procedures to support these core objectives.

Governance

ESRS 2 GOV-1

Administrative, Management and Supervisory Bodies Related to Business Conduct

We foster a culture of ethics and compliance ("E&C") through a Code of Conduct, policies, procedures, and governance. The Audit Committee of the Board of Directors oversees the E&C program, with members experienced in E&C matters from previous management roles or oversight of other companies. The Chair of the Audit Committee regularly meets with our Chief Audit and Compliance Officer and periodically with the leadership team of the Compliance staff to review the program's effectiveness.

The Ethics and Compliance Committee ("ECC") provides detailed oversight, managing all E&C policies and initiatives, setting targets, and reviewing cases reported through the Integrity Helpline or regional committees. The ECC, chaired by the CHRSO, includes the General Counsel and the Chief Audit and Compliance Officer, and meets quarterly.

Day-to-day management is the responsibility of a compliance team, including attorneys and specialists in areas such as export controls, whistleblower case management, investigations, anti-corruption, training and communications. This team reports to the Chief Audit and Compliance Officer.

Refer to *Corporate Governance* included *2025 Annual Report* ↗ for additional information.

Business Conduct Material Impacts, Risks and Opportunities

ESRS 2 IRO-1

We analyze material IROs that may affect our ethical standing and regulatory compliance. By addressing these risks and capitalizing on opportunities for ethical improvement, we aim to safeguard our reputation, maintain compliance with our business ethics standards, and align with broader sustainability goals. Material IROs related to business conduct matters were identified at a global level as part of our DMA, reflecting their connection to our operations worldwide. Refer to *Material Impacts, Risks and Opportunities* ↘ in this document for additional information.

Governance - material IROs

Material Impacts, Risks and Opportunities		Value chain
Whistleblower protection	Potential positive impact	■■■
Corporate culture	Potential positive impact	□■□
Corruption and bribery	Potential negative impact	■■■
Engagement in lobbying activities	Potential negative impact	□■■
Responsible practices in the value chain	Actual positive impact	■■■
Compliance with laws and regulations, including corruption and bribery	Risk	□■□

■□□ Upstream, □■□ Own Operations, □□■ Downstream

Business Conduct Policies and Corporate Culture

G1-1

Policies and Procedures

Stellantis has implemented key policies to strengthen ethical practices and responsible operations across its value chain. These policies mitigate risks related to corruption, bribery, and sustainability, while enhancing operational effectiveness and stakeholder trust. Refer to the *Policies Adopted to Manage Material Sustainability Topics* ↘ in this document for additional information. All relevant policies and procedures related to the prevention and detection of corruption and bribery are communicated through the Stellantis intranet platform, targeted communication campaigns, and dedicated training sessions for employees in higher-risk roles.

Code of Conduct

The Company has adopted a Code of Conduct and a comprehensive set of E&C policies and procedures to foster a culture of integrity. For further information on our Code of Conduct, refer to *Corporate Governance* included *2025 Annual Report* ↗ for additional information.

Fraud Prevention and Whistleblowing (Integrity Helpline)

Stellantis has a zero-tolerance attitude towards fraudulent behavior and is committed to pursuing the highest standards of integrity, responsibility and ethical behavior as outlined in the *Code of Conduct*.

The Fraud Prevention Policy aims to mitigate unethical behaviors within the procurement process and promotes responsible financial transaction management. This policy prohibits fraud, extortion and embezzlement, describes responsible practices and offers internal and external stakeholders a channel to voice their concerns. It applies to all employees and our entire value chain. The policy owners are the Head of Risk Management, Security and Insurance, and the Head of Enterprise Risk Management.

The purpose of the Whistleblowing Policy is to define the applicable rules for the receipt and management of any concerns regarding potential violations reported via the Integrity Helpline and all other available channels described in the Stellantis Code of Conduct. This policy aims at protecting those who speak up and support our efforts to detect and prevent corruption and unethical practices. Refer to *Corporate Governance* included in the *2025 Annual Report* ↗ and to *Grievances (Channels to Raise Concerns) and Processes to Remediate Negative Impacts* ↘ in this document for further information.

Third-Party Due Diligence

Stellantis' Third-Party Due Diligence Policy aims to support the Company's efforts to have our partners adhere to the same ethical standards we uphold. The due diligence process described in this policy is critical in strengthening our own operations and those of our partners, and in mitigating risks associated with corruption, bribery and non-compliance. The purpose of this policy is to evaluate and manage the legal and reputational risks to Stellantis associated with the conduct of our business partners, it applies to all business functions that manage business partners and to the compliance due diligence team. The most senior level responsible for the application of this policy is the Chief Audit and Compliance Officer.

Ethical Culture and Compliance Program

A "speak up" culture is essential to maintaining our robust ethical environment. For this reason, Stellantis devotes significant resources to the promotion of channels of communication. In 2025, the Stellantis E&C communication plan focused on the following main initiatives:

- The message from the Chief Audit and Compliance Officer to celebrate the International Whistleblower Day followed by a series of dedicated initiatives;
- The launch of the "Your Concern Our Priority" campaign to improve awareness about how to use the Integrity Helpline and what constitutes a potential violation of the Code of Conduct;
- A dedicated campaign for managers sharing toolkits to promote a "speak up" culture with their team members; and
- A video to reinforce awareness of the anti-retaliation policy has been rolled out as part of the annual Ethics Experience program (November 2025).

The Company fosters a culture of ethics and integrity through structured communication programs and global initiatives. The Ethics Experience program actively engages employees in E&C activities to build a transparent and trustworthy workplace. A key feature is the recognition strategy, designed to highlight and celebrate the most engaged participants in the Ethics Experience Awards event.

In October 2025, the Company launched the "Ethical Leadership Roundtable" featuring C-suite management, aimed at reinforcing key principles of business conduct and promoting a culture of integrity across all levels of the organization.

In November 2025, the Ethics Experience Awards event celebrated the top contributors of the program's second edition and emphasized the vital role of ethics and compliance.

This year's awards include a project supported by Treedom, creating our "Ethics Experience Forest" to reinforce our commitment to ethical business practices and environmental and social responsibility.

The Company's compliance program is structured around policies, procedures, and a training program that covers corruption, bribery, and business conduct risks. This compliance program, which aligns with benchmarking and regulatory guidance, includes quarterly KPI reporting, Code of Conduct communications and training, annual compliance risk assessments, ethical surveys, leaders' compliance questionnaires, internal audits, and other controls. In 2025, the Company also contracted with an independent external party to carry out an independent Compliance Program Assessment that will be concluded in 2026.

The audit function of the Internal Audit and Compliance department includes the compliance program in its global annual audit plan. Audits may review adherence to policies on competition, anti-corruption, data privacy, export controls, and other compliance-related topics.

Quarterly audits are covered by the global annual audit plan, which includes operations identified as at-risk by the Stellantis enterprise risk assessment. Additional reviews and interviews are conducted to integrate ethics-related topics into selected audits. Independent auditors may also be selected to conduct audits of specific functions, such as the Integrity Helpline, emissions-related regulatory compliance, environmental health and safety, and energy management systems.

Identification and Management of Instances of Non-Compliance

The Company has established several channels to report, identify and manage instances of non-compliance with laws, regulations, the Code of Conduct and Company policies. Concerns can be reported via supervisors, Human Resources, Compliance, and Legal departments, and the Integrity Helpline. Refer to *Grievances (Channels to Raise Concerns) and Processes to Remediate Negative Impacts* ↘ in this document for additional information on our Integrity Helpline.

Corrective actions can include training, awareness, coaching, disciplinary actions up to termination and financial impacts to variable compensation. Both the compliance team and Human Resources ensure that cases of non-compliance are subject to proportional disciplinary measures. The regional ECCs review and approve the proposed final case disposition and remediation actions. Salient cases are reported to the global ECC and subsequently to the Audit Committee.

Business Conduct and Corporate Culture Targets

ESRS 2 MDR-T

In 2025, Stellantis continued fostering a culture where everyone feels empowered to raise concerns regarding application of the Code of Conduct without fear of retaliation.

⊕ In the same year, we provided a personalized first answer on reported concerns regarding potential violations of the Code of Conduct in 0.7 days.

Also, to reinforce this commitment and ensure that individuals reporting in good faith are protected, the Company, as part of its ethical governance practices, monitors the percentage of closed cases and included in the Post-Investigation and Anti-Retaliation survey.

Progress made toward targets

Entity-specific metrics		Year		
Percentage of closed cases that were included in the Post-Investigation and Anti-Retaliation survey	Results	2025		13%
	Target	2030		20%

This target applies to cases reported by anyone from the Stellantis workforce (full-time or part-time employees, temporary workers, contract workers, officers and the members of the Board of Directors) or any person who makes a report in good faith, or who cooperates in an investigation. The purpose of the Post-Investigation and Anti-Retaliation survey is to gain feedback on any potential situations of retaliation after having reported a concern and a user's experience with the Integrity Helpline.

This target is established and is subject to review and endorsement by the global ECC. This metric is calculated as the percentage of closed cases that are included in the Post-Investigation and Anti-Retaliation survey, out of the total number of closed cases reported through the Integrity Helpline. Progress is monitored at least twice per year, or more frequently if necessary, by the global ECC.

Management of Relationships with Suppliers

G1-2

We aim to function as an integrated team alongside our suppliers. Our relationships with suppliers are based on the quality and competitiveness of their products and services, as well as their commitment to social, ethical, and environmental principles. Our Purchasing organization actively engages with suppliers and business partners to enhance their compliance with our social, environmental, and ethical standards. The governance and main objectives of the Purchasing organization are described in greater detail in section *Workers in the Value Chain* ↘.

Description of Policies

To promote stability, resilience and efficiency in its supply base, Stellantis has adopted strategic policies and procedures, including:

- The Stellantis Code of Conduct: Reflects the Company's core business conduct values and promotes fair and resilient business practices throughout the supply chain. For further information on our Code of Conduct, refer to *Corporate Governance* included in the *2025 Annual Report* ↗; and
- Global Responsible Purchasing Guidelines: Establishes expectations regarding suppliers' environmental, social and governance practices. A more comprehensive list of subjects covered by the GRPG, including details on the rights of workers in the value chain and whistleblowing, can be found in the relevant section *Workers in the Value Chain Policies* ↘ in this document.

Policies related to Payment Practices and Terms

Stellantis has established the following two key policies to govern its payment practices, particularly with respect to suppliers, including small and medium enterprises ("SMEs"):

- Global Supplier Payment Terms Policy: Outlines standard payment terms for all purchase transactions across Stellantis' global operations, identifies policy authorized deviations and governs the process for deviation requests and approval for each contract. It helps support consistency and fairness in payment practices. This internal policy is communicated to procurement teams as part of Stellantis' daily operations. It is managed and overseen at the highest level by the relevant Top Management within Finance and Purchasing organizations; and
- Payments and Bank Accounts Management Policy: defines Stellantis' global rules for managing bank accounts and executing payments, addressing data management, payment approval processes, and ICT security measures. The policy is overseen by the CFO.

These policies are designed to maintain transparency and efficiency in financial transactions and support fair business practices across the value chain. They address payment terms for SMEs to avoid negative impacts on their financial health.

Policies related to Supplier Management

Third-Party Due Diligence Policy: Includes suppliers in its commitment to comply with all applicable laws and regulations. To further that objective, Stellantis has adopted a comprehensive compliance program to support the detect of the conduct of the Company's business parties that may have an adverse impact on Stellantis. The due diligence compliance program includes guidelines, periodic training, awareness initiatives and advisory support, thereby promoting responsible practices throughout our supply chain. Purchasing focuses on raw materials management and applies due diligence using a risk matrix for strategic materials linked to Stellantis' electrification roadmap.

Complexity of Extended Supply Chains

Stellantis' global supply chain is complex and requires coordination between interdependent entities, making it vulnerable to multiple risks, including market tensions, geopolitical disruptions, natural disasters, human rights violations, and raw material shortages. For further details regarding the risks associated with the supply chain, refer to *Workers in the Value Chain* ↘ in this document.

Governance of the Supplier Relationship

Stellantis supplier portals, the GRPG and third-party resources support and inform suppliers on sustainability topics including updated policies, communications and expectations, as well as on legal and regulatory developments. For further details regarding supplier assessment process on ESG criteria and training for buyers and suppliers, refer to *Workers in the Value Chain* ↘ in this document.

Building Resilience and Promoting Locally Based Suppliers

Stellantis identifies and assists local suppliers to gain the necessary skills and capacity to supply the Company. This approach helps mitigate risks (such as logistical issues, weather-related events, etc.) and improve our supply chain's flexibility. In regions with potential natural disaster risks, suppliers are evaluated with an Industrial Risk Rating for environmental concerns.

Prevention and Detection of Corruption and Bribery

G1-3

The Company has identified the following functions or activities as presenting specific risks of corruption, including:

- Public sales: In various countries, the Company sells vehicles (fleets or individually) to government entities and public sector organizations, generating compliance risks from a public corruption perspective;
- M&A: Our acquisitions of other companies, or significant equity interests in other companies, are subject to special analysis to avoid the unwitting acquisition of corruption exposure and to maintain freedom from conflicts of interest that might interfere with the Company's strategic decisions and direction;
- Use of agents: Due to the well-known role that agents can play in corrupt activities, and because of the acts of an agent generally bind the principal, the use of agents is disfavored and subject to special scrutiny;
- Marketing, sponsorships and charitable activities: Activities in marketing, advertising, sponsorships, and charity can be susceptible to unethical practices, including the misuse of funds, kickbacks, and inappropriate relationships with third parties; and
- Purchasing and supplier quality management: The procurement process is inherently vulnerable to private corruption risks, given the high volume of transactions, significant monetary values, and the complexity of supplier relationships.

Policies to Address Corruption and Bribery Risks

The Anti-corruption Policy provides guidance on interactions with government officials, restrictions on accepting or giving gifts, conflict of interest rules, specific disclosure requirements for M&A personnel, restrictions on facilitation payments, due diligence requirements and other related matters, in alignment with the United Nations Convention against Corruption. This policy applies to all Stellantis workforce and business partners including suppliers, dealers, distributors, intermediaries and joint venture partners and is supervised by the Chief Audit and Compliance Officer.

The Conflict-of-Interest Policy and Conflict-of-Interest Disclosure and Resolution Guidelines provide direction to all employees in understanding, recognizing, and declaring both actual and potential conflicts of interest. The policy and all relevant documents are available on our internal website. It is supported by mandatory training programs, completed conflict of interest declarations by employees, and supervised by the Chief Audit and Compliance Officer.

Mitigating Measures and Actions Regarding the Prevention and Detection of Corruption and Bribery

To counteract such risks and in addition to the two policies mentioned in this chapter, the Company has put in place various measures and controls. For example, the Compliance Team reports corruption Key Risk Indicators ("KRIs") to the Stellantis ECC roughly on a quarterly basis, and the risk of corruption as a whole is integrated into the Enterprise Risk Assessment for Compliance. Also, to raise awareness and prevent corruption, online anti-corruption training is provided to certain white-collar personnel, including C-suite management. This global training is conducted on a three-year cycle. In 2024, 97 percent of the white-collar personnel most exposed to the risk of corruption completed the training and the post-training exam. Meanwhile the training remains mandatory for newly employed members of the C-Suite and Top management structure within Stellantis. The next comprehensive anti-corruption training campaign is scheduled for 2027. In the interim, the Compliance team will continue to deliver targeted classroom training for personnel at higher risk of corruption, such as those dealing with government agencies or involved in public bidding.

In addition, training on the Ethical Principles of the Code of Conduct was launched through a global general campaign in 2024, reaching all white-collar employees with a completion rate of 97 percent. This training is also mandatory for all

newcomers in 2025, and the next global campaign launch will be rolled out in the first quarter of 2026.

In 2025, a total of 3,468 employees completed the training campaigns on anti-corruption topics including fraud, anti-bribery and conflict of interest. With respect to the training on Ethical Principles of the Code of Conduct, refer to *Actions and Resources to Prevent and Mitigate Human Rights Risks* ↘ in this document for additional information.

Internal Audit periodically assesses the effectiveness of the anti-corruption program through audits, and findings are used to improve the program. An annual Compliance Risk Assessment incorporates corruption risk evaluating the likelihood, impact, mitigation initiatives, and residual risks. Additionally, a whistleblowing process is in place to receive and investigate concerns about corruption. Refer to *Corporate Governance* included in the *2025 Annual Report* ↗ and to *Grievances (Channels to Raise Concerns) and Processes to Remediate Negative Impacts* ↘ in this document for further information.

Trained and independent investigators from the Internal Audit organization investigate allegations of bribery or corruption. Serious risks are elevated to the appropriate level, including to Chief Audit and Compliance Officer, the ECC and/or the Audit Committee.

Other Regulatory Non-Compliance Risks

The Company's international operations require compliance with economic sanctions and export controls regulations. Failure to comply exposes the Company to penalties and reputational risk. The Company has developed policies, procedures and controls (including training) to manage this complex regulatory environment, with specific attention to functions that involve contact with jurisdictions subject to greater regulation.

In 2025, Stellantis launched the "Gen AI Fundamentals at Stellantis" training program, designed to equip employees with the knowledge and skills to effectively utilize generative artificial intelligence tools while identifying and mitigating associated risks in their daily work activities.

Incidents of Corruption or Bribery

G1-4

In 2025, no convictions for violation of anti-corruption and anti-bribery laws were identified by Stellantis and no associated fines have been assessed or paid. Stellantis remains committed to pursuing the highest standards of integrity and compliance with all applicable anti-corruption and anti-bribery regulations.

Political Influence and Lobbying Activities

G1-5

The Company's Approach to Public Affairs

Stellantis works to comply with relevant rules, standards, and guidelines governing influential practices in all regions where it operates. The Company monitors legislation and regulations, and contributes with its expertise in the development of regulations and standards that matter to customers, communities and stakeholders. To regulate its practices and to foster transparency and integrity with external parties, Stellantis has adopted a specific charter for relations with public institutions and a delegation of authority for the Public Affairs department. This Public Affairs Charter and delegation of authority apply to Stellantis employees who interact with public authorities, requiring them to conduct their activities with probity and integrity while adhering to the principles of good governance, transparency, and integrity. All members of C-suite management are trained in these documents and are responsible for informing their teams.

Representatives Responsible in Administrative, Management and Supervisory Bodies for Oversight of Political Influence and Lobbying Activities

The Chief Corporate Affairs and Communications Officer is a member of the Stellantis Leadership Team. All members of the Public Affairs department are tasked with upholding the Stellantis Code of Conduct and the charter, with new members fully trained in the governance and corporate policies. Stellantis upholds transparency in dealings with public

authorities by complying with relevant rules, standards, and guidelines. The Company works to provide updated, complete, reliable and accurate information in its reporting of activities and interactions with authorities and complying with disclosure obligations.

We are listed in the relevant transparency registers in the EU, Germany, France and U.S., with the specific registration identification numbers disclosed below:

- EU: registration number 986044541551-20 (transparency-register.europa.eu);
- Germany: register identification number R002372 (Lobby Register Bundestag.de);
- France: register identification details (Fiche Stellantis – Hatvp.fr)[10]; and
- U.S.: registration House identification number 40881 and Senate identification number 400460283.

Responsible Public Affairs Practices

Stellantis aims to align with public international conventions including UN, ILO, OECD and adheres to the United Nations Global Compact recommendations for responsible contributions to public debate. The Company engages in public debate, including lobbying activities, on issues related to, among others, the environment, vehicle safety, regional development and international trade, in full compliance with all applicable laws and regulations. The governance and control of lobbying practices is outlined in the Public Affairs Charter and delegation of authority. The main topics covered by our public affairs activities are:

- Environment and climate change: Stellantis' positions on public issues are aligned with our strategic plan and the public positions taken by Stellantis align with the targets of the Company. The compensation incentive plans for the Public Affairs department include environmental objectives, and all senior executives have a long-term incentive plan containing a component relating to the CO_2 performance of the Company;
- Vehicle safety: Stellantis is involved in developing the framework of ISO and participates with recognized organizations in the rulemaking process and implementation of new regulations and standards regarding vehicle safety, such as the UN Economic Commission for Europe corresponding working groups; and
- Regional development and international trade: Stellantis supports the World Trade Organization rule-based system and encourages international trade deals. Trade agreements foster innovation, growth and wider customer choices at lower prices.

In 2025 and in 2024, there have been no external investigations against Stellantis regarding breaches regarding transparency and integrity of engagement practices with public authorities. Stellantis confirms that no members appointed to the administrative, management, or supervisory bodies held a comparable position in public administration or government within the two years preceding their appointment.

In conformance with the Code of Conduct and the Public Affairs Charter, Stellantis applies a policy of political neutrality and works transparently with public authorities in the countries where it operates. The Company does not make financial contributions to political parties and prohibits any financial relationship with an elected official or a public service representative within the framework of their relationship. Total monetary value of financial and in-kind political contributions made directly and indirectly by Stellantis is outlined in the table below:

Financial and in-kind political contributions

	2025	2024
(in € thousands)		
Financial political contribution	—	—
Non-financial (in-kind) political contribution	—	—
Total financial contribution	**—**	**—**

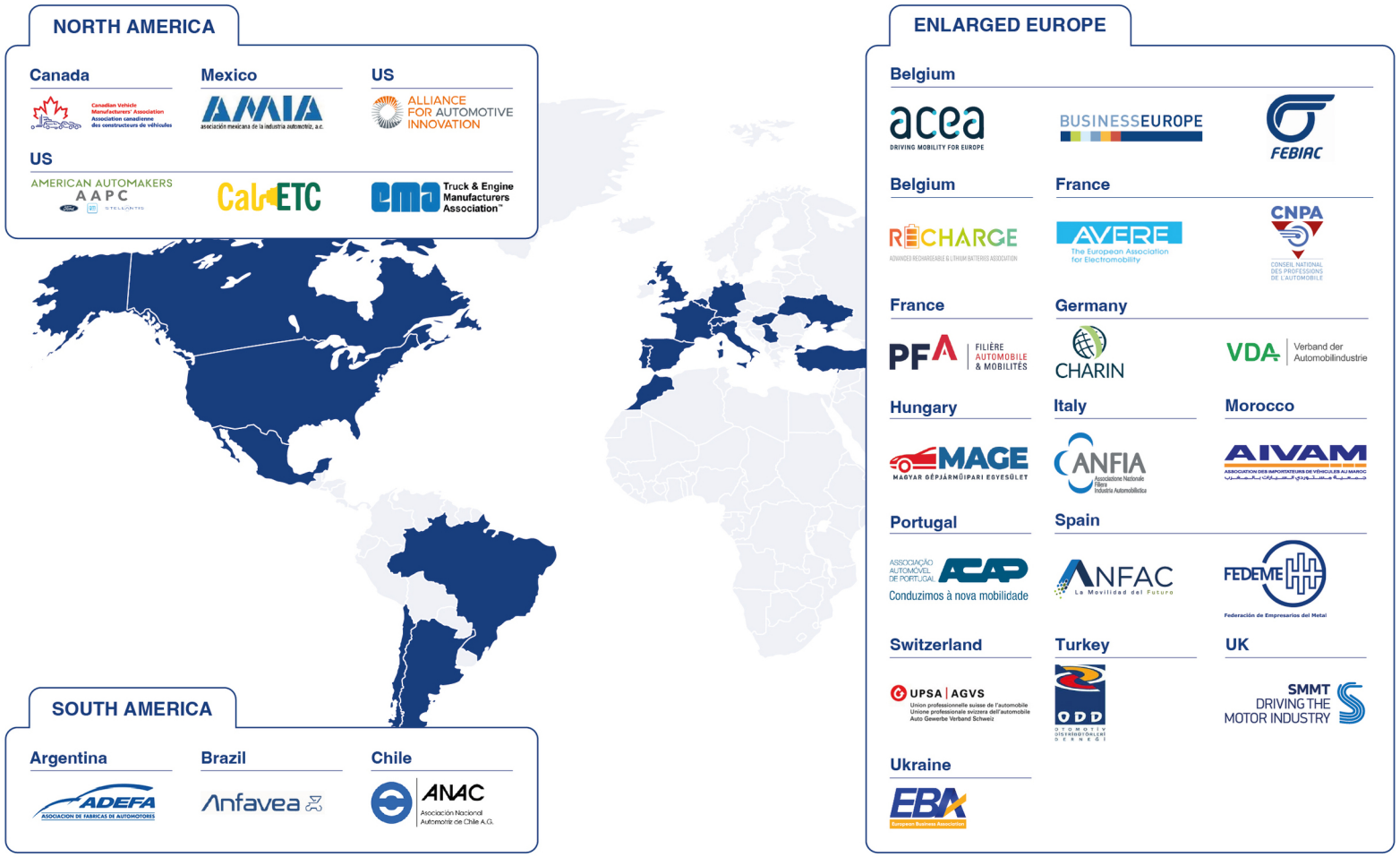
[10] https://www.hatvp.fr/fiche-organisation/?organisation=879786085

Our policy on association membership

The Stellantis Audit and Compliance team oversees the operational procedure for all third-party due diligence, including industry association memberships. The Stellantis Third-Party Due Diligence Program has been established to identify the risk to Stellantis of doing business with specific third parties, to quantify such risks, to conduct due diligence reviews relative to the risk that is identified and to provide relevant information to Stellantis business functions.

The scope of the program includes all Stellantis business partners, but due diligence is performed only for partners that meet certain risk criteria. The risk criteria are set by the Due Diligence Core Team ("DD Team") reporting to the Chief Audit and Compliance Officer. Our current criteria combine functional risk, jurisdictional risk and financial risk.

Below is a list of relevant Stellantis' industry associations and memberships actively engaged in environmental and climate topics from key markets covered in the *2025 Climate Policy Report* (Enlarged Europe, North America and South America):



Payment Practices

G1-6

Stellantis recognizes that adhering to its payment policies is crucial for maintaining transparency and efficiency in financial transactions and supporting fair business practices across the value chain, including enabling SMEs the ability to pay their employees and suppliers. The terms of payment may be different for our diverse supply base (Direct/Indirect/Raw material, Spare parts/After-market, Services, Vendor Tooling, Logistics/Transports, Machinery & Equipment, etc.) and may vary across different regions ranging between 30-90 days according to our Stellantis Global Supplier Payment Term Policy.

Standard triggering events for payments to suppliers exist for each region and may include invoice date, down-payment request date, receipt of goods or services (when self-billing) as defined in the relevant contract. For the exceptional request for payment prior to goods being received and normal invoice triggering, approvals must be obtained in accordance with the applicable internal delegation of authority. If the material or service to be purchased is not covered under the existing payment policy standards, its payment term must be approved by Purchasing and Treasury. Any deviation from the policy, either for a specific request (i.e., a specific purchase order or a specific invoice), or for a temporary or permanent request (i.e., a new commodity), must be specifically validated.

In 2025 and in 2024, Stellantis conducted a review of all closed and ongoing litigation cases. This analysis identified 12 proceedings relating to late payments outstanding as of December 31, 2025 (8 proceedings as of December 31, 2024).

Average Payment Days and Percentage of Payments Aligned with Standard Terms

In 2025, the average number of days to pay an invoice from the start of the contractual or statutory payment term is 53 days and 96 percent (53 days and 95 percent in 2024) of invoices were paid in accordance with agreed payment terms.

Cybersecurity

Risk management and strategy

Our cybersecurity risk management program is supported by regular independent risk assessments and security control audits conducted in alignment with the NIST SP 800-83 revision 5 guidelines which aim to assess the maturity of our controls and to strengthen our cybersecurity processes. The most relevant cybersecurity risks are then incorporated into the overall risk assessment as part of our ERM framework. Refer *Risk Management* included in the *2025 Annual Report* ↗ for a description of our ERM framework.

Governance

We have established a Global Cybersecurity and Data Privacy Committee, which meets regularly and provides management-level oversight of our global security program, including in connection with cybersecurity, data privacy and related strategy. The committee is chaired by our CHRSO and includes Top Management from engineering, finance, risk management, internal audit, legal and manufacturing functions.

On a day-to-day basis, our processes for identifying, tracking and managing cybersecurity risk are primarily conducted by the Cybersecurity Department within our information technology function. The Cybersecurity Department is led by our CISO, a seasoned cybersecurity expert with more than a decade of experience dealing with major cybersecurity threats. Our CISO reports directly to the Chief Digital Information Officer (“CDIO”), an experienced information technology and cybersecurity leader with nearly 30 years of global information technology experience spanning multiple industries.

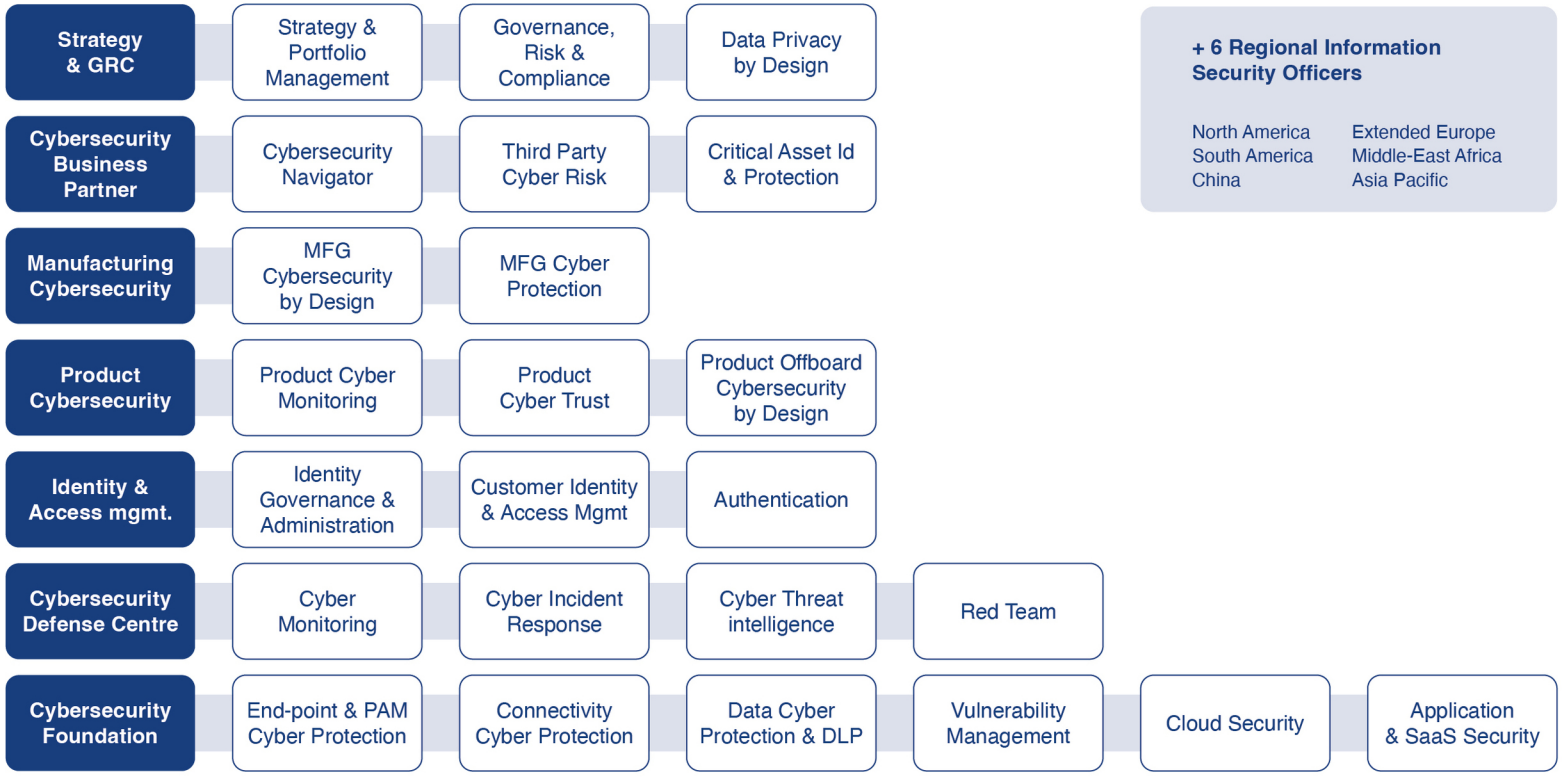
Third party data processing and cyber risk management are a key part of our overall CISO Product Organization. We require third-party partners to meet stringent information security requirements based on the nature of the services they provide, including assessments based on the Trusted Information Security Assessment Exchange (“TISAX”) framework for suppliers with access to sensitive systems or data. Our Supplier Information Security Requirements outline expectations for data protection, vulnerability management, incident response, and overall risk governance.

Stellantis values the reporting and analysis of incidents, achievement, and emerging threats. The Cybersecurity Defense Centre is present 24/7 for monitoring and incident response.

The criticality of the incidents is assessed considering multiple factors:

- number and types of assets involved (such as workstations and servers);
- the population impacted (including standard users and very important persons); and
- the impact on business (such as, an IT service no longer available for internal use, or cybersecurity issues in cars manufactured).

In 2025, no cybersecurity incidents met the threshold for disclosure under SEC materiality requirements and the notable incidents that either impacted internal processes or our suppliers and partners were properly handled. We continue to identify and address security events as part of our regular operations, supported by established detection and response processes.



Information Security Management

Stellantis has a globally applicable internal Information Security policy supported by 27 standards. These standards guide actions and decision-making, ensuring the consistent application of leading practices and promoting a proactive approach to emerging information security threats. Stellantis adopts the international NIST SP 800-83 guidelines, as they provide comprehensive and operationally oriented principles for malware prevention, detection, containment, and eradication. While the internation standard ISO/IEC 27001 offers a high-level framework for information security management, it does not include the detailed technical procedures necessary for handling malware incidents. NIST SP 800-83 therefore complements ISO/IEC 27001 by providing the practical, hands-on instructions required by our incident x\response teams, supporting the implementation of actionable processes that extend beyond mere framework compliance.

The mandatory e-learning “Protecting Information in an Evolving Threat Landscape”, focused on the responsible and secure use of collaboration and AI tools, as well as on how to identify and prevent phishing tactics used by cybercriminals. This training was launched in 2025, targeted at all white-collar employees, achieving a 92% completion rate.

2025 Expanded Sustainability Statement

APPENDIX

Appendix I - Disclosure Requirements in ESRS Covered by our Sustainability Statement

IRO-2, BP-2

The following table shows the list of disclosure requirements complied with in preparing the Sustainability Statement, following the outcome of the DMA, including the page numbers, and summarize the list of phased-in disclosure requirements and Entity-specific metrics by topic. Disclosure requirements related to non-material topics are denoted as NM in the table.

Minimum disclosure requirements on policies, actions and targets and metrics disclosure requirements are included in each ESG topical section.

The information reported in the Management Report or in the Consolidated Financial Statements within the 2025 Annual Report is denoted in the table with the ¶ symbol.

ESRS	Disclosure requirement		Relevant 2025 Annual Report section page
ESRS 2 · General disclosures			
BP-1	General basis for preparation of the sustainability statement		200
BP-2	Disclosures in relation to specific circumstances		200
GOV-1	The role of the administrative, management and supervisory bodies	¶	109
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	¶	118
GOV-3	Integration of sustainability-related performance in incentive schemes	¶	169
GOV-4	Statement on sustainability due diligence		203
GOV-5	Risk management and internal controls over sustainability reporting		204
SBM-1.40a) i., ii	Strategy, business model and value chain (products, markets, customers)	¶	16, 21
SBM-1.40a) iii.	Strategy, business model and value chain (headcount by geographical area)	¶	206, 270
SBM-1.40b)	Strategy, business model and value chain (net revenue)		205
SBM-1.40e)	Sustainability-related goals		205
SBM-1.40f), g)	Elements of strategy	¶	14
SBM-1.42	Business model and value chain	¶	206
SBM-2	Interests and views of stakeholders		209
SBM-3.48a)-c)	Descriptions of material impacts, risks and opportunities		215
SBM-3.48d)	Current financial effects of material risks and opportunities	¶	340
SBM-3.48e)	Anticipated financial effect of material risks and opportunities		Phased-in
SBM-3.48f)	Resilience of the Company strategy and business model		227
SBM-3.48g)	Changes to material impacts, risks and opportunities compared to previous reporting period		212
SBM-3.48h)	Impacts, risks and opportunities covered by ESRS disclosure requirements as opposed to those covered by entity-specific disclosures		325
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities		212
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement		325
IRO-2	Datapoints that derive from other EU legislation		329
ESRS E1 · Climate change			
ESRS 2, GOV-3	Integration of sustainability-related performance in incentive schemes	¶	169
E1-1	Transition plan for climate change mitigation		226, 230
ESRS 2, SBM-3	Material impacts, risks and opportunities		215, 230
ESRS 2, IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities		212, 227
E1-2	Policies related to climate change mitigation and adaptation		220, 230
E1-3	Actions and resources in relation to climate change policies		230
E1-4	Targets related to climate change mitigation and adaptation		237
Entity-specific	Percentage reduction in absolute Scope 1 and 2 GHG emission		237
Entity-specific	Percentage of decarbonized electricity used in own operations		237
E1-5	Energy consumption and mix		238
E1-6	Gross Scopes 1, 2, 3 and total GHG emissions		239
Entity-specific	GHG emission intensity per vehicle sold and percentage reduction		239

ESRS	Disclosure requirement	Relevant 2025 Annual Report section page
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	243
E1-8	Internal carbon pricing	243
E1-9	Anticipated financial effects from material risks and potential climate-related opportunities	Phased-in
ESRS E2 · Pollution		
ESRS 2, IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	212, 244
E2-1	Policies related to pollution	220, 244
E2-2	Actions and resources related to pollution	245
E2-3	Targets related to pollution	245
E2-4	Pollution of air, water and soil	NM
E2-5	Substances of concern and substances of very high concern	246
E2-6, 40 (b)	Operating and capital expenditures incurred in the period in conjunction with major incidents and deposits	NM
E2-6	Anticipated financial effects from pollution-related risks and opportunities	Phased-in
ESRS E3 · Water & Marine Resources		
ESRS 2, IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	212, 247
E3-1	Policies related to water and marine resources	220, 247
E3-2	Actions and resources related to water and marine resources	248
E3-3	Targets related to water and marine resources	249
Entity-specific	Total water withdrawal normalized	249
Entity-specific	Total water withdrawal normalized in water-stressed areas	249
E3-4	Water consumption	250
Entity-specific	Total water withdrawal in water-stressed areas	250
E3-5	Anticipated financial effects from water and marine resources-related risks and opportunities	Phased-in

ESRS	Disclosure requirement	Relevant 2025 Annual Report section page
ESRS E4 · Biodiversity and ecosystems		
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	252
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	215, 251
ESRS 2, IRO-1	Description of the processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	212, 251
E4-2	Policies related to biodiversity and ecosystems	220, 254
E4-3	Actions and resources related to biodiversity and ecosystems	254
E4-4	Targets related to biodiversity and ecosystems	254
E4-5	Impact metrics related to biodiversity and ecosystem change	NM
E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	Phased-in
ESRS E5 · Resource use and circular economy		
ESRS 2, IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	212, 255
E5-1	Policies related to resource use and circular economy	220, 256
E5-2	Actions and resources related to resource use and circular economy	258
E5-3	Targets related to resource use and circular economy	261
Entity-specific	Percentage of Green Materials on total vehicle weight for new launches	261
E5-4	Resource inflows	262
E5-5	Resource outflows	263
Entity-specific	Number of e-repair centers	263
Entity-specific	Percentage of ELVs material recycled	263
E5-6	Anticipated financial effects from material resource use and circular economy-related risks and opportunities	Phased-in
ESRS S1 · Own workforce		
ESRS 2, SBM-2	Interests and views of stakeholders	209, 267, 275
ESRS 2, SBM-3	Material impacts, risks and opportunities	215, 265
S1-1	Policies related to own workforce	220, 266
S1-2	Processes for engaging with own workers and workers' representatives about impacts	267

ESRS	Disclosure requirement	Relevant 2025 Annual Report section page
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	268
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	269, 273, 276, 279, 281, 285, 287
Entity-specific	Investment in training	287
Entity-specific	Total number of employees trained	287
Entity-specific	Number of training hours provided	287
Entity-specific	Number of employees trained on electrification-related topics (upskill/reskill)	287
Entity-specific	Number of employees trained through the Data & Software Academy in 2024	287
Entity-specific	Number of employees trained on TechXelerate program in 2024	287
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	269, 275, 277, 284, 286, 287
Entity-specific	Gender diversity target	269
Entity-specific	Workforce gender balance: Percentage of women in Top Management	269
Entity-specific	Percentage of technical engineering reskill/upskilling	287
Entity-specific	Access rate to training	287
Entity-specific	Percentage of countries with more than 150 employees covered by collective agreements	277
Entity-specific	Lost-time injury frequency rate (LTIR/1,000,000 hours worked)	270
S1-6	Characteristics of the undertaking's employees	270
Entity-specific	Percentage on total workforce headcount by country with more than 50 employees, representing at least 10 percent of its total number of employees	270
Entity-specific	Workforce by type of contract and region - percentage	270
Entity-specific	Workforce by category and gender - percentage	270
S1-7	Characteristics of non-employees in the undertaking's own Workforce	272
S1-8	Workforce Collective bargaining coverage and social dialogue	277
Entity-specific	Total number of collective bargaining agreements signed	275
S1-9	Diversity metrics	270
S1-10	Adequate wages	279
S1-11	Social protection	276
S1-12	Persons with disabilities metrics	272

ESRS	Disclosure requirement	Relevant 2025 Annual Report section page
Entity-specific	Percentage of employees with disabilities by gender	272
Entity-specific	Performance and career development reviews by gender	272
Entity-specific	Average number of training hours by category	287
S1-13	Training and skills development metrics	288
S1-14	Health and safety metrics	284
Entity-specific	Number of hours training for health and safety (EHS training)	281
S1-15	Work-life balance metrics	278
Entity-specific	Employee survey participation rate	280
Entity-specific	Number of salary agreements signed in 2024	279
Entity-specific	Percentage of entitled employees who took parental leave by gender	278
S1-16	Remuneration metrics (pay gap and total compensation)	280
Entity-specific	Number of white-collar employees whose contribution has been recognized by the company through performance-based incentives	279
Entity-specific	Stellantis LTI	279
Entity-specific	Number of countries who benefited from the "Shares to win" program	279
Entity-specific	Shares to Win Employee subscription	279
S1-17	Incidents, complaints and severe human rights impacts	268
Entity-specific	Number of corporate human rights risk-assessment surveys	273
ESRS S2 · Workers in the value chain		
ESRS 2, SBM-2	Interests and views of stakeholders	220, 289
ESRS 2, SBM-3	Material impacts, risks and opportunities	292
S2-1	Policies related to value chain workers	294
S2-2	Processes for engaging with value chain workers about impacts	295
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	299
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	299
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	299
Entity-specific	Percentage of APV from Tier 1 suppliers evaluated on sustainability criteria	299

ESRS	Disclosure requirement	Relevant 2025 Annual Report section page
Entity-specific	Average sustainability scores of Stellantis Tier-1 suppliers assessed by independent third party vs. average sustainability scores of all companies assessed by third party	299
Entity-specific	Number of site-audits on Tier 1 suppliers and the battery supply chain	299
Entity-specific	Percentage of GRPG acceptance rate by direct material suppliers	299
Entity-specific	Number of Tier 1 suppliers in direct material	292
Entity-specific	Number of countries of our supply base	292
Entity-specific	Value of purchases worldwide	292
ESRS S3 · Affected Communities		
ESRS 2, SBM-2	Interests and views of stakeholders	209, 300
ESRS 2, SBM-3	Material impacts, risks and opportunities	215, 300
S3-1	Policies related to affected communities	220, 301
S3-2	Processes for engaging with affected communities about impacts	301
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	303
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks related to affected communities	304
S3-5	Targets related to managing material negative impacts, and managing material risks and opportunities	3
ESRS S4 · Consumers and end-users		
ESRS 2, SBM-2	Interests and views of stakeholders	209, 305
ESRS 2, SBM-3	Material impacts, risks and opportunities	215, 305, 309
S4-1	Policies related to consumers and end-users	220, 306, 309, 313
S4-2	Processes for engaging with consumers and end-users about impacts	307, 310, 313
S4-3	Processes to remediate negative impacts and channels for consumers and end users to raise concerns	307, 312, 314
Entity-specific	Number of vehicles recalled	312
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks related to consumers and end-users	308, 310, 314
S4-5	Targets related to managing material negative impacts, and managing material risks and opportunities	308, 312, 314

ESRS	Disclosure requirement		Relevant 2025 Annual Report section page
Entity-specific	Percentage of complaints raised by Supervisory Authorities from customers handled on time		308
Entity-specific	Percentage reduction in 3 months in service repairs rate		314
ESRS G1 · Business Governance			
ESRS 2, GOV-1	The role of the administrative, supervisory and management bodies	¶	109
ESRS 2, IRO-1	Description of the process to identify and assess material impacts, risks and opportunities		212, 315
G1-1	Business conduct policies and corporate culture		220, 316
G1-1	Stellantis Code of Conduct	¶	153
Entity-specific	Percentage of closed cases that were included in the Post-Investigation and Anti-Retaliation survey		316
G1-2	Management of relationships with suppliers		319
Entity-specific	Anti-corruption and anti-bribery training completion rate for employees most exposed to corruption risk		321
G1-3	Prevention and detection of corruption and bribery		321
G1-4	Confirmed incidents of corruption and bribery		322
G1-5	Political influence and lobbying activities		322
G1-6	Payment practices		324

Appendix II - Datapoints that Derive from Other EU Legislation

ESRS 2 PAR 56

This table includes all of the data points that derive from other EU legislation as listed in ESRS 2 appendix B, indicating where the data points can be found in our report and which data points are assessed as Non-Material (NM), as not applicable (n.a.) or related to a “Phased-in” Disclosure requirement.

Disclosure requirement	Paragraph	Disclosure requirement and related datapoint	EU legislation	Relevant 2025 Annual Report section page
ESRS 2 GOV-1	21 (d)	Board's gender diversity	SFRD, CBSR	110
ESRS 2 GOV-1	21 (e)	Percentage of board members who are independent	CBSR	110
ESRS 2 GOV-4	30	Statement on due diligence	SFRD	203
ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	SFRD, P3, CBSR	n.a.
ESRS 2 SBM-1	40 (d) ii	Involvement in activities related to chemical production	SFRD, CBSR	n.a.
ESRS 2 SBM-1	40 (d) iii	Involvement in activities related to controversial weapons	SFRD, CBSR	n.a.
ESRS 2 SBM-1	40 (d) iv	Involvement in activities related to cultivation and production of tobacco	CBSR	n.a.
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050	EUCL	226
ESRS E1-1	16 (g)	Undertakings excluded from Paris-aligned Benchmarks paragraph	P3, CBSR	226
ESRS E1-4	34	GHG emission reduction targets	SFRD, P3, CBSR	237
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources	SFRD	238
ESRS E1-5	37	Energy consumption and mix	SFRD	238
ESRS E1-5	40 to 43	Energy intensity associated with activities in high climate impact sectors	SFRD	238
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	SFRD, P3, CBSR	239
ESRS E1-6	53 to 55	Gross GHG emissions intensity	SFRD, P3, CBSR	239
ESRS E1-7	56	GHG removals and carbon credits	EUCL	243
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks	CBSR	Phased-in
ESRS E1-9	66 (a)	Disaggregation of monetary amounts by acute and chronic physical risk	P3	Phased-in
ESRS E1-9	66 (c)	Location of significant assets at material physical risk	P3	Phased-in
ESRS E1-9	67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes	P3	Phased-in
ESRS E1-9	69	Degree of exposure of the portfolio to climate- related opportunities	CBSR	Phased-in
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	SFRD	NM
ESRS E3-1	9	Water and marine resources policies	SFRD	247
ESRS E3-1	13	Dedicated Policy paragraph	SFRD	n.a.
ESRS E3-1	14	Sustainable oceans and seas	SFRD	NM
ESRS E3-4	28 (c)	Total water recycled and reused	SFRD	250

Disclosure requirement	Paragraph	Disclosure requirement and related datapoint	EU legislation	Relevant 2025 Annual Report section page
ESRS E3-4	29	Total water consumption in m³ per million/€ net revenue on own operations	SFRD	250
ESRS2- IRO 1 - E4	16 (a) i	Activities negatively affecting biodiversity-sensitive areas	SFRD	NM
ESRS2- IRO 1 - E4	16 (b)	Land degradation, desertification, or soil sealing	SFRD	251
ESRS2- IRO 1 - E4	16 (c)	Threatened species	SFRD	NM
ESRS E4-2	24 (b)	Sustainable land / agriculture practices or policies	SFRD	NM
ESRS E4-2	24 (c)	Sustainable oceans / seas practices or policies	SFRD	NM
ESRS E4-2	24 (d)	Policies to address deforestation	SFRD	253, 289
ESRS E5-5	37 (d)	Non-recycled waste	SFRD	NM
ESRS E5-5	39	Hazardous waste and radioactive waste	SFRD	NM
ESRS 2- SBM3 - S1	14 (f)	Risk of incidents of forced labor	SFRD	268
ESRS 2- SBM3 - S1	14 (g)	Risk of incidents of child labor	SFRD	268, 273
ESRS S1-1	20	Human rights policy commitments	SFRD	266
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental ILO Conventions 1 to 8	CBSR	273
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	SFRD	266, 273
ESRS S1-1	23	Workplace accident prevention policy or management system	SFRD	266, 281
ESRS S1-3	32 (c)	Grievance/complaints handling mechanisms	SFRD	268
ESRS S1-14	88 (b) 88 (c)	Number of fatalities and number and rate of work- related accidents	SFRD, CBSR	284
ESRS S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	SFRD	284
ESRS S1-16	97 (a)	Unadjusted gender pay gap	SFRD, CBSR	280
ESRS S1-16	97 (b)	Excessive CEO pay ratio paragraph	SFRD	280
ESRS S1-17	103 (a)	Incidents of discrimination	SFRD	268
ESRS S1-17	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD	SFRD, CBSR	268
ESRS 2- SBM3 – S2	11 (b)	Significant risk of child labor or forced labor in the value chain	SFRD	289
ESRS S2-1	17	Human rights policy commitments	SFRD	266, 289
ESRS S2-1	18	Policies related to value chain workers	SFRD	289
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	SFRD, CBSR	289
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental ILO Conventions 1 to 8	CBSR	289, 292
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	SFRD	289
ESRS S3-1	16	Human rights policy commitments	SFRD	266, 301
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	SFRD, CBSR	266, 301
ESRS S3-4	36	Human rights issues and incidents	SFRD	304
ESRS S4-1	16	Policies related to consumers and end-users	SFRD	306, 309, 313

Disclosure requirement	Paragraph	Disclosure requirement and related datapoint	EU legislation	Relevant 2025 Annual Report section page
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	SFRD, CBSR	306, 309
ESRS S4-4	35	Human rights issues and incidents	SFRD	306, 309
ESRS G1-1	10 (b)	United Nations Convention against Corruption	SFRD	321
ESRS G1-1	10 (d)	Protection of whistle-blowers	SFRD	153
ESRS G1-4	24 (a)	Fines for violation of anti-corruption and anti-bribery laws	SFRD, CBSR	322
ESRS G1-4	24 (b)	Standards of anti-corruption and anti-bribery	SFRD	321

SFRD: Sustainable Finance Disclosures Regulation (Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector).
P3: Pillar 3 (Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 - Capital Requirements Regulation).
CBSR: Climate Benchmark Standard Regulation (Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 and supplemented by Commission delegated Regulation (EU) 2020/1816 and (EU) 2020/1818).
EUCL: European Climate Law (Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999).

Appendix III - Other Frameworks Correspondence

Task Force on Climate-Related Financial Disclosures ("TCFD") Framework Correspondence

The following table provides the correspondence between the TCFD recommendations and the content of this document or 2025 Annual Report.

Thematic	TCFD recommendations	Relevant sections of this document or reference document
Governance ("G") Disclose the organization's governance around climate-related risks and opportunities.	Ga. Describe the board's oversight of climate-related risks and opportunities.	Climate Change, Annual Report - Corporate Governance
	Gb. Describe management's role in assessing and managing climate-related risks and opportunities.	Climate Change, Annual Report - Corporate Governance
Strategy ("S") Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	Sa. Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.	General Information, Climate Change
	Sb. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	EU Taxonomy, Climate Change, Annual Report - Risk Management
	Sc. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate Change
Risk management ("R") Disclose how the organization identifies, assesses and manages climate-related risks.	Ra. Describe the organization's processes for identifying and assessing climate-related risks.	General information, Climate Change, Annual Report - Risk Management
	Rb. Describe the organization's processes for managing climate-related risks.	Climate Change, Annual Report - Risk Management
	Rc. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	General Information, Climate Change, Annual Report - Risk Management
Metrics and targets ("M") Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Ma. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate Change
	Mb. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	Climate Change
	Mc. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Change

SASB - Framework Information

The following table provides SASB Transportation Standard index information.

	Accounting metric		Code	2025 results	2024 results
Activity	Number of vehicles manufactured		TR-AU-000.A	5.5 million	5.3 million
	Number of vehicles sold[1]		TR-AU-000.B	5.7 million	5.7 million
Vehicle safety	Percentage of vehicle models rated by NCAP programs with and overall 5-star safety rating, by region		TR-AU-250a.1	Not Available	Not Available
	Number of safety-related defect complaints, percentage investigated		TR-AU-250a.2	Not Available	Not Available
	Number of vehicles recalled[2]		TR-AU-250a.3	13.4 million vehicles	7.29 million vehicles
	a.Mandatory recalls			-	-
	b.Voluntary recalls			13.4 million vehicles	7.29 million vehicles
Labor Practices	Percentage of active workforce covered under collective bargaining agreements		TR-AU-310a.1	85%	85%
	Number of work stoppages and total days idle		TR-AU-310a.2	In 2025, 8 strike events occurred, corresponding to 0 days lost. No major strikes took place.	In 2024, 24 strike events occurred, corresponding to 19 days lost. One major strike took place in Italy due to a General National Strike, demonstrating about the situation of automotive sector called out by Italian Unions in 2024, affecting 3,023 employees.
Fuel Economy and Use-phase Emissions	Sales-weighted average passenger fleet fuel economy, by region (gCO_2/km, mpg, MJ/km, L/100km)[3]		TR-AU-410a.1		
	European Union 27 + Norway + Iceland + UK + Switzerland (gCO_2/km)[4]	M1 (Passenger Cars)		102.3 gCO_2/Km	108.8 gCO_2/Km
		N1 (Light Commercial Vehicles)		163.8 gCO_2/Km	173.5 gCO_2/Km
	United States (mpg)[5]	Light Duty Vehicles (incl. Light Duty Trucks, Domestic and Imported Pass. cars)		28.5 mpg	30.4 mpg
	Brazil (MJ/km)[6]	All vehicles		1.75 MJ/km	1.78 MJ/km
	Number of vehicles sold[1] per type:		TR-AU-410a.2		
	zero emission vehicles ("ZEV")			432.9 thousands	314.6 thousands
	hybrid vehicles			1016.0 thousands	529.7 thousands
	plug-in hybrid vehicles ("PHEV")			114.3 thousands	202.9 thousands
	Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities		TR-AU-410a.3	Refer to General Information, Climate Change	Refer to Climate Change

	Accounting metric	Code	2025 results	2024 results
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TR-AU-440a.1	Refer to Climate Change, Pollution, Resource Use and Circular Economy.	Refer to Climate Change, Pollution, Resource Use and Circular Economy.
Materials Efficiency and Recycling	Total amount of waste from manufacturing (tons) and percentage recycled (%)	TR-AU-440b.1	311,344 tons 73% recycled	272,928 tons 70% recycled
	Weight of end-of-life material recovered (tons) and percentage recycled (%)(7)	TR-AU-440b.2	13,551 tons 90% recycled	21,391 tons 89% recycled
	Average recyclability of vehicles sold (%)(8)	TR-AU-440b.3	Company's vehicles are 85% recyclable	Company's vehicles are 85% recyclable

(1) Figures reported here are vehicles sold or distributed to customers based on Stellantis operational reporting tools. Includes Maserati, micromobility devices (31.8 thousand BEVs) and Leapmotor-branded vehicles distributed through the joint venture Leapmotor International outside of China (32.3 thousand BEVs and 5.7 thousand REEVs).

(2) Refer to Consumers and End-Users - Vehicle Safety.

(3) Considering registrations, shipments, productions or custom clearance according to local regulations based on Stellantis operational reporting tools. Results are provided without regulatory flexibilities such as eco-innovation gain, LEV super-credits and off-cycle technologies credits. All 2024 and 2025 data is Stellantis' best estimate based on internal data. It is subject to revisions upon reception of official data from regulatory bodies.

(4) To align with other information in the Expanded Sustainability Statement, the values here reflect the EU 27 + Norway + Iceland + UK + Switzerland perimeter, and as such are not comparable with the EU-27 values reported in Stellantis' CSR Reports in years before 2024. The value excludes Maserati results, which are under small volume derogation. Markets included in this indicator impose standardized emission requirements on vehicles sold. Each automobile manufacturer must meet a specific sales-weighted fleet average target for CO_2 emissions. 2024 figures have been updated based on EU final official validation.

(5) In the U.S., vehicle fuel efficiency is measured by fuel economy expressed in miles per gallon ("mpg"). An increase in fuel economy corresponds to an increase in vehicle efficiency and a corresponding reduction of fuel consumption and CO_2 emissions. Each automobile manufacturer must meet a specific sales-weighted fleet average target, which is related to vehicles footprint average, according to U.S. Code of Federal Regulations 40 CFR 86.1818-12 and procedure 40 CFR Part 600. Model Year results in the table are provided without air conditioning and off-cycle technologies credits.

(6) The Brazilian regulation (Rota 2030, Law 13,755) imposes requirements on the energy consumption for vehicles sold. Each automobile manufacturer must meet a specific target related to vehicle weight. Results in the table are provided without off-cycle credits.

(7) Official information from National Authorities of France, Belgium and Luxembourg scope only. Percentage is only available with 1.5 year delay.

(8) The calculation is based on vehicles sold across various regions, representing 91 percent of sales in 2025.

GRI Content Index

The following table provides the Global Reporting Initiative ("GRI") standards disclosures index and indicates where they are disclosed in this document or in the 2025 Annual Report.

GRI Standard	Disclosure	Reference document or section within this document
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report - Stellantis Overview
	2-2 Entities included in the organization's sustainability reporting	Annual Report - Consolidated Financial Statements, General Information
	2-3 Reporting period, frequency and contact point	General Information
	2-4 Restatements of information	Climate Change, Water and Marine Resources
	2-5 External assurance	General Information
	2-6 Activities, value chain, and other business relationships	Annual Report - Stellantis Overview, General Information
	2-7 Employees	Annual Report - Management report, Stellantis Overview, Own Workforce
	2-8 Workers who are not employees	Own Workforce
	2-9 Governance structure and composition	Annual Report - Corporate Governance, Business Conduct
	2-10 Nomination and selection of the highest governance body	Annual Report - Corporate Governance
	2-11 Chair of the highest governance body	Annual Report - Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report - Corporate Governance, General Information, Consumers and End-users, Business Conduct
	2-13 Delegation of responsibility for managing impacts	Annual Report - Corporate Governance, Business Conduct
	2-14 Role of the highest governance body in sustainability reporting	General Information
	2-15 Conflicts of interest	Business Conduct
	2-16 Communication of critical concerns	Annual Report - Corporate Governance, Business Conduct
	2-17 Collective knowledge of the highest governance body	Annual Report - Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	Annual Report - Corporate Governance

GRI Standard	Disclosure	Reference document or section within this document
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Annual Report - Corporate Governance
	2-20 Process to determine remuneration	Annual Report - Corporate Governance
	2-21 Annual total compensation ratio	Own Workforce
	2-22 Statement on sustainable development strategy	Annual Report - Updates to Current Strategic Plan, General Information
	2-23 Policy commitments	Annual Report - Corporate Governance, General Information, Social topical sections, Business Conduct
	2-24 Embedding policy commitments	Annual Report - Corporate Governance, General Information, Workers in the Value Chain
	2-25 Processes to remediate negative impacts	General Information, Social topical sections
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report - Corporate Governance, Social topical sections, Business Conduct
	2-27 Compliance with laws and regulations	Annual Report - Consolidated Financial Statements, General Information, Business Conduct, Own Workforce
	2-28 Membership associations	Business Conduct
	2-29 Approach to stakeholder engagement	General Information, Social topical sections
	2-30 Collective bargaining agreements	Own Workforce
GRI 3: Material Topics 2021	3-1 Process to determine material topics	General Information
	3-2 List of material topics	General Information
	3-3 Management of material topics	Annual Report - Corporate Governance, General Information, Environmental, Social and Governance topical sections
GRI 101: Biodiversity 2024	3-3 Management of material topics	General Information, Biodiversity and ecosystems
	101-1 Policies to halt and reverse biodiversity loss	Annual Report - Updates to Current Strategic Plan, General Information, Biodiversity and Ecosystems
	101-2 Management of biodiversity impacts	General Information, Biodiversity and Ecosystems
	101-3 Access and benefit-sharing	Not disclosed
	101-4 Identification of biodiversity impacts	General Information, Biodiversity and Ecosystems
	101-5 Locations with biodiversity impacts	Biodiversity and Ecosystems, Appendix IV
	101-5 Locations with biodiversity impacts paragraph c	Not disclosed
	101-6 Direct drivers of biodiversity loss	General Information, Pollution, Biodiversity and Ecosystems, Water and Marine Resources, Appendix IV
	101-6 Direct drivers of biodiversity loss paragraphs a-I, a-ii, f and d	Not disclosed
	101-7 Changes to the state of biodiversity	Not disclosed
	101-8 Ecosystem services	General Information, Biodiversity and Ecosystems, Affected Communities

GRI Standard	Disclosure	Reference document or section within this document
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	General Information
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report - Consolidated Financial Statements, General Information, Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report - Consolidated Financial Statements
	201-4 Financial assistance received from government	Not disclosed
GRI 202: Market presence 2016	202-1 Ratios of standard entry level average by gender compared to local minimum wage	Own Workforce
	202-2 Proportion of senior management hired from the local community	Not applicable
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Not disclosed
	203-2 Significant indirect impacts	Affected Communities
GRI 204: Procurement practices 2016	3-3 Management of material topics	Business Conduct, Workers in the Value Chain
	204-1 Proportion of spending on local suppliers	Not disclosed
GRI 205: Anti-corruption 2016	3-3 Management of material topics	Business Conduct
	205-1 Operations assessed for risks related to corruption	Business Conduct
	205-2 Communications and training about anti-corruption policies and monopoly practices	Business Conduct
	205-3 Confirmed incidents of corruption and actions taken	Not applicable
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Business Conduct
GRI 207: Tax 2019	207-1 Approach to tax	Not disclosed
	207-2 Tax governance, control, and risk management	Not disclosed
	207-3 Stakeholder engagement and management of concerns related to tax	Not disclosed
	207-4 Country-by-country reporting	Not disclosed
GRI 301: Materials 2016	3-3 Management of material topics	Resource Use and Circular Economy
	301-1 Materials used by weight or volume	Resource Use and Circular Economy
	301-2 Recycled input materials used	Resource Use and Circular Economy
	301-3 Reclaimed products and their packaging materials	Not disclosed
GRI 302: Energy 2016	3-3 Management of material topics	Climate Change
	302-1 Energy consumption within the organization	Climate Change
	302-2 Energy consumption outside the organization	Not disclosed
	302-3 Energy Intensity	Climate Change
	302-4 Reduction of energy consumption	Not disclosed
	302-5 Reductions in energy requirements of products and services	Climate Change

GRI Standard	Disclosure	Reference document or section within this document
GRI 303: Water and effluents 2018	3-3 Management of material topics	Water and Marine Resources
	303-1 Interactions with water as a shared resource	General Information, Water and Marine Resources
	303-2 Management of water discharge-related impacts	Pollution
	303-3 Water withdrawal	Water and Marine Resources
	303-4 Water discharge	Not disclosed
	303-5 Water consumption	Water and Marine Resources
GRI 305: Emissions 2016	3-3 Management of material topics	Climate Change, Pollution
	305-1 Direct (Scope 1) GHG emissions	Climate Change
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change
	305-4 GHG emissions intensity	Climate Change
	305-5 Reduction of GHG emissions	Climate Change
	305-6 Emissions of ozone-depleting substances (ODS)	Pollution
	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions	Pollution
GRI 306: Waste 2020	3-3 Management of material topics	Resource Use and Circular Economy
	306-1 Waste generation and significant waste-related impacts	General Information, Resource Use and Circular Economy
	306-2 Management of significant waste related impacts	Resource Use and Circular Economy
	306-3 Waste generated	Resource Use and Circular Economy
	306-4 Waste diverted from disposal	Resource Use and Circular Economy
	306-5 Waste directed to disposal	Resource Use and Circular Economy
GRI 308: Supplier environmental assessment 2016	3-3 Management of material topics	Workers in the Value Chain
	308-1 New suppliers that were screened using environmental criteria	Workers in the Value Chain, Business Conduct
	308-2 Negative environmental impacts in the supply chain and actions taken	General Information, Workers in the Value Chain
GRI 401: Employment 2016	3-3 Management of material topics	Own Workforce
	401-1 New employee hires and employee turnover	Own Workforce
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Own Workforce
	401-3 Parental leave	Own Workforce
GRI 402: Labor management relations 2016	3-3 Management of material topics	Own Workforce
	402-1 Minimum notice periods regarding operational changes	Not disclosed

GRI Standard	Disclosure	Reference document or section within this document
GRI 403: Occupational health and safety 2018	3-3 Management of material topics	Own Workforce
	403-1 Occupational health and safety management system	Own Workforce
	403-2 Hazard identification, risk assessment, and incident investigation	Own Workforce
	403-3 Occupational health services	Own Workforce
	403-4 Worker participation, consultation, and communication on occupational health and safety	Own Workforce
	403-5 Worker training on occupational health and safety	Own Workforce
	403-6 Promotion of worker health	Own Workforce
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workers in the Value Chain
	403-8 Workers covered by an occupational health and safety management system	Own Workforce
	403-9 Work-related injuries	Own Workforce
	403-10 Work-related ill health	Own Workforce
GRI 404: Training and education 2016	3-3 Management of material topics	Own Workforce
	404-1 Average hours of training per year per employee	Own Workforce
	404-2 Programs for upgrading employee skills and transition assistance programs	Own Workforce
	404-3 Percentage of employees receiving regular performance and career development reviews	Own Workforce
GRI 405: Diversity and equal opportunity 2016	3-3 Management of material topics	Own Workforce
	405-1 Diversity of governance bodies and employees	Annual Report - Corporate Governance, Own Workforce
	405-2 Ratio of basic salary and remuneration of women to men	Own Workforce
GRI 406: Non-discrimination 2016	3-3 Management of material topics	Own Workforce, Workers in the Value Chain, Affected Communities
	406-1 Incidents of discrimination and corrective actions taken	Own Workforce
GRI 407: Freedom of association and collective bargaining 2016	3-3 Management of material topics	Own Workforce
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not disclosed
GRI 408: Child labor 2016	3-3 Management of material topics	Own Workforce, Workers in the Value Chain, Affected Communities
	408-1 Operations and suppliers at significant risk for incidents of child labor	General Information, Own Workforce, Workers in the Value Chain
GRI 409: Forced or compulsory labor 2016	3-3 Management of material topics	Own Workforce, Workers in the Value Chain, Affected Communities
	409-1 Operations and suppliers at significant risk for incidents of forced and compulsory labor	General Information, Own Workforce, Workers in the Value Chain
GRI 410: Security practices compulsory labor 2016	3-3 Management of material topics	Not disclosed
	410-1 Security personnel trained in human rights policies or procedures	Not disclosed
GRI 411: Rights of indigenous peoples 2016	3-3 Management of material topics	Affected Communities
	411-1 Incidents of violations involving rights of indigenous peoples	General Information, Affected Communities

GRI Standard	Disclosure	Reference document or section within this document
GRI 413: Local Communities 2016	3-3 Management of material topics	Affected Communities
	413-1 Operations with local community engagement, impact assessments, and development programs	Affected Communities
	413-2 Operations with significant actual and potential negative impacts on local communities	General Information, Affected Communities
GRI 414: Supplier social assessment 2016	3-3 Management of material topics	Workers in the Value Chain
	414-1 New supplier that were screened using social criteria	Workers in the Value Chain, Business Conduct
	414-2 Negative social impacts in the supply chain and actions taken	General Information, Workers in the Value Chain
GRI 415: Public policy 2016	3-3 Management of material topics	Business Conduct
	415-1 Political contributions	Business Conduct
GRI 416: Customer health and safety 2016	3-3 Management of material topics	Consumers and End-users
	416-1 Assessment of the health and safety impacts on product and service categories	Consumers and End-users
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Consumers and End-users
GRI 417: Marketing and labelling 2016	3-3 Management of material topics	Consumers and End-users
	417-1 Requirements for product and service information and labeling	Consumers and End-users
	417-2 Incidents of non-compliance concerning product and service information and labelling	Consumers and End-users
	417-3 Incidents of non-compliance concerning marketing communications	Consumers and End-users
GRI 418: Customer privacy 2016	3-3 Management of material topics	Consumers and End-users
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Consumers and End-users

UN GLOBAL COMPACT PRINCIPLES

Areas	Principles	Section
1. Human rights	1. Businesses should support and respect the protection of internationally proclaimed human rights	Own Workforce, Workers in the Value Chain, Affected Communities, Consumers and End-users
	2. Business should make sure that they are not complicit in human rights abuses	Workers in the Value Chain, Affected Communities
2. Labor standards	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Own Workforce, Workers in the Value Chain, Affected Communities
	4. Businesses should uphold the elimination of all forms of forced compulsory labor;	Own Workforce, Workers in the Value Chain
	5. Businesses should uphold the effective abolition of child labor	Own Workforce, Workers in the Value Chain
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation	Own Workforce, Workers in the Value Chain
3. The environment	7. Businesses should support a precautionary approach to environmental challenges	Climate Change, Pollution, Water, Biodiversity and ecosystems, Resource Use and Circular Economy
	8. Business should undertake initiatives to promote greater environmental responsibility	
	9. Business should encourage the development and diffusion of environmentally friendly technologies	
4. Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery	Business Conduct

Appendix IV - List of Sites Close to Biodiversity Area within a 10-km Radius

The table below provides an overview of the sites located within a 10-km radius of biodiversity-sensitive areas, indicating their proximity to protected areas, KBAs and locations designated under the International Union for Conservation of Nature ("IUCN") Protected Area framework (within or near).

Site Name	Site activity	Country	Surface Occupied (m^2)	Nearest Protected Area	Presence of KBAs	IUCN Category (Within/near an area designated under the IUCN Protected Area framework)
Enlarged Europe						
Atessa	Car plant	Italy	1,001,930	Natura 2000, Natural Protected Area according to State or Federal legislation	Maiella, Pizzi and Frentani mountains	Category IV – Habitat/Species Management Area
Cento	Powertrain Plant	Italy	59,000	Natura 2000		
Charleville	Foundry	France	196,010	Natura 2000, Natural Protected Area according to State or Federal legislation	Plateau Ardennais	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Eisenach	Car plant	Germany	261,859	Natura 2000, Natural Protected Area according to State or Federal legislation		Category II – National Park - Category V – Protected Landscape/Seascape
Ellesmere Port	Car plant	United Kingdom	665,819	Natural Protected Area according to State or Federal legislation, RAMSAR Site (Convention on Wetlands), Emerald Network, Regional Seas	Dee Estuary, Mersey Estuary	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
E-transmissons PunchPWT - Sint Truiden	Powertrain plant	Belgium	64,632	Natura 2000, Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area, Category VI – Protected Area with Sustainable Use of Natural Resources
Gliwice	Car plant	Poland	444,668	Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area
Hordain	Car plant	France	658,349	Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Kaiserslautern	Component plant	Germany	238,216	Natura 2000, Natural Protected Area according to State or Federal legislation, MAB	Mehlinger Heide	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Kragujevac	Car plant	Serbia	1,212,982	Natural Protected Area according to State or Federal legislation		

Site Name	Site activity	Country	Surface Occupied (m^2)	Nearest Protected Area	Presence of KBAs	IUCN Category (Within/near an area designated under the IUCN Protected Area framework)
Luton IBC	Car plant	United Kingdom	210,432	Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Melfi Complex	Car plant	Italy	1,857,610	Natura 2000, Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area
Metz	Powertrain plant	France	233,428	Natura 2000, Natural Protected Area according to State or Federal legislation	Bazoncourt-Vigy	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Mirafiori Compound	Car plant	Italy	1,104,405	Natura 2000, Natural Protected Area according to State or Federal legislation		Category V – Protected Landscape/Seascape
Mulhouse	Car plant	France	2,218,647	Natura 2000, Natural Protected Area according to State or Federal legislation, RAMSAR Site (Convention on Wetlands)	Forêt domaniale de la Harth Rhine flats Haltingen - Neuenburg and foothills Rhine flats Neuenburg - Breisach Vallée du Rhin: Village-neuf à Biescheim Zones agricoles de la Hardt	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Rennes	Car plant	France	830,307	Natural Protected Area according to State or Federal legislation		
Rüsselsheim	Car plant	Germany	1,916,523	Natura 2000, Natural Protected Area according to State or Federal legislation	Hessian Rhine alluvion Mönchbruch of Mörfelden and Rüsselsheim and heath extensions (GG) Neckar oxbows in the Hessian Ried Rheinaue Bingen-Ingelheim Untermain	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
San Benigno	Component plant	Italy	29,900	Natura 2000, Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area
Sept Fons	Foundry	France	97,868	Natura 2000, Natural Protected Area according to State or Federal legislation	Sologne Bourbonnaise Vallée de la Loire: Pit majeur d'Iguerande à Décize	Category IV – Habitat/Species Management Area
Szentgotthard	Powertrain Plant	Hungary	205,822	Natura 2000, Natural Protected Area according to State or Federal legislation, RAMSAR Site (Convention on Wetlands)	Goričko Őrség	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Sochaux	Car plant	France	1,630,808	Natura 2000, Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area
Teksid Carmagnola Aluminum Plant	Foundry	Italy	144,000	Natura 2000, Natural Protected Area according to State or Federal legislation		Category V – Protected Landscape/Seascape

Site Name	Site activity	Country	Surface Occupied (m^2)	Nearest Protected Area	Presence of KBAs	IUCN Category (Within/near an area designated under the IUCN Protected Area framework)
Teksid Iron Poland	Foundry	Poland	85,000	Natura 2000, Natural Protected Area according to State or Federal legislation	Beskid Slaski Mountains Upper Vistula River Valley	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Termoli	Powertrain plant	Italy	263,128	Natura 2000	Middle Adriatic River Biferno	
Tychy	Powertrain plant	Poland	118,326	Natura 2000, Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area
Trémery	Powertrain plant	France	561,819	Natural Protected Area according to State or Federal legislation	Bazoncourt-Vigy	Category IV – Habitat/Species Management Area
Trnava	Car plant	Slovakia	807,470	Natura 2000, Natural Protected Area according to State or Federal legislation	Pusté Úľany - Zeleneč	Category IV – Habitat/Species Management Area
Valenciennes	Powertrain plant	France	311,808	Natura 2000, Natural Protected Area according to State or Federal legislation	Vallées de la Scarpe et de l'Escaut	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Verrone	Powertrain plant	Italy	553,000	Natura 2000, Natural Protected Area according to State or Federal legislation	Lake Viverone River Sesia heronries	Category IV – Habitat/Species Management Area
Vigo	Car plant	Spain	643,025	Natura 2000, Natural Protected Area according to State or Federal legislation, Regional Seas	Entorno marino de las rías Baixas	
Zaragoza	Car plant	Spain	1,176,604	Natura 2000	Campo de San Gregorio Llanos de Plasencia Llanura y Muelas de Valdejalón - Muel River Ebro ox-bow lakes Zuera mountains	

Site Name	Site activity	Country	Surface Occupied (m^2)	Nearest Protected Area	Presence of KBAs	IUCN Category (Within/near an area designated under the IUCN Protected Area framework)
North America						
Autodie	Component plant	USA	53,615	Natural Protected Area according to State or Federal legislation		Category V – Protected Landscape/Seascape
Belvidere Assembly	Car plant	USA	922,000	Natural Protected Area according to State or Federal legislation		Category V – Protected Landscape/Seascape
Cpk Belleville Manufacturing	Component plant	Canada	6,200	Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area
Cpk Port Hope Manufacturing	Component plant	Canada	43,531	Natural Protected Area according to State or Federal legislation		
Cpk Guelph Manufacturing	Component plant	Canada	49,215	Natural Protected Area according to State or Federal legislation, MAB		Category V – Protected Landscape/Seascape
Detroit Assembly Complex Jefferson	Car plant	USA	733,000	Natural Protected Area according to State or Federal legislation		
Detroit Assembly Complex Mack	Car plant	USA	582,075	Natural Protected Area according to State or Federal legislation		
Dundee Engine Plant	Powertrain plant	USA	228,000	Natural Protected Area according to State or Federal legislation		
Etobicoke Casting Plant	Foundry	Canada	69,600	Natural Protected Area according to State or Federal legislation, MAB	West End of Lake Ontario	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Kokomo Engine Plant and Indiana Transmission	Powertrain plant	USA	709,372	Natural Protected Area according to State or Federal legislation		
Kokomo Casting and Transmission	Powertrain plant	USA	782,820	Natural Protected Area according to State or Federal legislation		
Saltillo Complex	Car plant	Mexico	3,204,561	Natural Protected Area according to State or Federal legislation	Área Natural Sierra Zapalinamé	
Sterling Heights Assembly	Car plant	USA	1,141,000	Natural Protected Area according to State or Federal legislation	Detroit River Eastern Lake St. Clair	
Sterling Stamping	Car plant	USA	650,000	Natural Protected Area according to State or Federal legislation	Detroit River Eastern Lake St. Clair	
Toledo Assembly Complex	Car plant	USA	991,000	Natural Protected Area according to State or Federal legislation		Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Toluca Complex	Car plant	Mexico	590,000	Natural Protected Area according to State or Federal legislation, RAMSAR Site (Convention on Wetlands)	Ciénegas del Lerma Wetland	Category VI – Protected Area with Sustainable Use of Natural Resources

Site Name	Site activity	Country	Surface Occupied (m^2)	Nearest Protected Area	Presence of KBAs	IUCN Category (Within/near an area designated under the IUCN Protected Area framework)
Trenton Engine Complex	Powertrain plant	USA	389,000	Natural Protected Area according to State or Federal legislation, RAMSAR Site (Convention on Wetlands)	Detroit River Lower Detroit River	Category IV – Habitat/Species Management Area, Category V – Protected Landscape/Seascape
Windsor Assembly	Car plant	Canada	647,500	Natural Protected Area according to State or Federal legislation	Detroit River Eastern Lake St. Clair	Category Ia – Strict Nature Reserve
South America						
Betim Assembly & PT	Car plant	Brazil	2,245,945	Natural Protected Area according to State or Federal legislation		
CMA Goiana	Component plant	Brazil	32,000	Natural Protected Area according to State or Federal legislation		Category V – Protected Landscape/Seascape, Category VI – Protected Area with Sustainable Use of Natural Resources
Goiana Assembly	Car plant	Brazil	369,550	Natural Protected Area according to State or Federal legislation		Category V – Protected Landscape/Seascape, Category VI – Protected Area with Sustainable Use of Natural Resources
Jaboatão dos Guararapes	Component plant	Brazil	191,232			Category Ia – Strict Nature Reserve
Porto Real	Car plant	Brazil	1,162,135	Natural Protected Area according to State or Federal legislation		
Palomar	Car plant	Argentina	539,274			Category IV – Habitat/Species Management Area
Teksid Aluminum do Brasil	Foundry	Brazil	50,000	Natural Protected Area according to State or Federal legislation		Category II – National Park, Category V – Protected Landscape/Seascape
China and India & Asia Pacific						
Hosur	Powertrain plant	India	48,310			Category IV – Habitat/Species Management Area
Middle East & Africa						
Kenitra	Car plant	Morocco	314,261		Maamora Forest	

Terms, Abbreviations and Definitions

Term	Abbreviation or definition
3TG	Tantalum, Tin, Tungsten, and Gold
ABS	Acrylonitrile Butadiene Styrene
AC	Alternating Current
AI	Artificial Intelligence
APV	Annual Purchase Value
AIAG	Automotive Industry Action Group
AWARE	Available Water Remaining
BEV	Battery Electric Vehicles
BIO	Biodiversity and ecosystems
BOD	Biological Oxygen Demand
BPO	Business Practices Office
CAHRAs	Conflict-Affected and High-Risk Areas
CapEx	Capital Expenditure
CCA	Climate Change Adaptation
CCM	Climate Change Mitigation
CDIO	Chief Digital Information Officer
CDP	Carbon Disclosure Project
CE	Circular Economy
CERN	European Organization for Nuclear Research
CFC-11	Trichlorofluoromethane
CH_4	Methane
CHRSO	Chief Human Resources and Sustainability Officer
CISO	Chief Information Security Officer
CLPI	Collective Local Performance Incentive
CMR	Conflict Minerals Report

Term	Abbreviation or definition
CO_2	Carbon dioxide
CO_2-eq	Carbon dioxide equivalent
CO_2-eq/vehicle	Carbon dioxide equivalent divided for the number of vehicles sold
COD	Chemical Oxygen Demand
COSO	Committee of Sponsoring Organizations of the Treadway Commission
CSO	Civil Society Organization
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
DDRT	Due Diligence Reporting Template
DEKRA	Deutscher Kraftfahrzeug-Überwachungs-Verein, German Motor Vehicle Inspection Association
DFSS	Design for Six Sigma
DMA	Double Materiality Assessment
DNSH	Do No Significant Harm
DPCSR	Data Protection as a Corporate Social Responsibility
DPF	Diesel Particle Filter
DPO	Data Protection Officer
DV5R	1.5l diesel engine
E&C	Ethics and Compliance
EAP	Employee Assistance Programs
ECC	Ethics and Compliance Committee
EcoSD	Eco-Sustainable Design
EDM	Electric Drive Modules

Term	Abbreviation or definition
EEP	Environmental and Energy Policy
ELV	End of Life Vehicle
EML	Estimated Maximum Loss
ENCORE	Exploring Natural Capital Opportunities, Risks and Exposure
EPA	Environmental Protection Agency (U.S.)
EPE	Empresa de Pesquisa Energética, Brazilian Energy Research Office
ERM	Enterprise Risk Management
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
ETS	Emission Trading Schemes
EUBR	EU Battery Regulation
EUCAR	European Council for Automotive R&D
EUDR	EU Deforestation Regulation
EWC	European Works Council
EV	Electric Vehicles
FAO	Food and Agriculture Organization
FCEV	Fuel Cell Electric Vehicles
FFV	Flex-Fuel Vehicles
FOTA	Firmware Over The Air
FPIC	Free, Prior, and Informed Consent
GCMS	Global Care Management System
GDPR	General Data Protection Regulation
GHG	Greenhouse Gas
GRI	Global Reporting Initiative

Term	Abbreviation or definition
GRPG	Global Responsible Purchasing Guidelines
GWP	Global Warming Potential
HEV	Hybrid Electric Vehicle
HVAC	Heating, ventilation and air conditioning
HVB	High Voltage Batteries
HVO	Hydrotreated Vegetable Oil
IBIS	Intelligent Battery Integrated System
ICC	International Chamber of Commerce
ICCPR	International Covenant on Civil and Political Rights
ICE	Internal Combustion Engines
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICT	Information Communication Technology
IDIS	International Dismantling Information System
IEA	International Energy Agency
IIHS	Insurance Institute for Highway Safety
ILO	International Labor Organization
IMDS	International Material Data System
IPCC	Intergovernmental Panel on Climate Change
IRMA	Initiative for Responsible Mining Assurance
IROs	Impacts, Risks and Opportunities
ISO	International Organization for Standardization
JV	Joint Venture
KBA	Key Biodiversity Area
KRI	Key Risk Indicator
LCA	Life Cycle Analysis
LCV	Light Commercial Vehicles
LEV	Low Emission Vehicles include battery-electric ("BEV"), plug-in hybrid electric ("PHEV"), range-extender electric ("REEV"), and fuel cell electric ("FCEV") vehicles
LFP	Lithium Iron Phosphate
LIBRAS	Brazilian Sign Language
LTI	Long-Term Incentive
LTIR	Lost-Time Injury Frequency Rate
M&A	Merger and Acquisition
MHEV	Mild-Hybrid Electric Vehicles
MSDUK	Minority Supplier Development UK
N_2O	Nitrous Oxide
NCAP	New Car Assessment Program
NEF	New Economy Forum (Bloomberg)
N/EL	Not Eligible
NGO	Non-Governmental Organization
NHTSA	National Highway Traffic Safety Administration (U.S.)
NMOG	Non-Methane Organic Gases
NO_x	Nitrogen Oxides
NPS	Net Promoter Score
ODS	Ozone Depleting Substances
OECD	Organisation for Economic Co-operation and Development
OEM	Original Equipment Manufacturer
OICA	Organisation Internationale des Constructeurs Automobiles, International Organization of Motor Vehicle Manufacturers
OpEx	Operating Expenditure
PDCA	Plan-Do-Check-Act
PHEV	Plug-in Hybrid Electric Vehicles
PM	Particulate Matter
PPA	Power Purchase Agreements
PPC	Pollution Prevention and Control
PPE	Personal Protective Equipment
pSIF	Potential Serious Injuries and Fatalities
R&D	Research and Development
RCP	Representative Concentration Pathways
RES	Regional Environmental Staff
RMAP	Responsible Minerals Assurance Process
REEV	Range Extended Electric Vehicle
RMI	Responsible Minerals Initiative
SAIP	Stellantis Annual Incentive Plan
SASB	Sustainability Accounting Standards Board
SBTi	Science Based Target initiative
Scope 1 emissions	Scope 1 emissions are direct emissions from owned or controlled sources
Scope 2 emissions	Scope 2 emissions are indirect emissions from the generation of purchased energy
Scope 3 emissions	Scope 3 emissions are all indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.
SEC	Security Exchange Commission
SER	Sociaal-Economische Raad, Dutch Social and Economic Council
SIF	Serious Injuries and Fatalities
SIS	Stellantis Industrial Systems
SLT	Stellantis Leadership Team
SM	Suspended Matter
SMEs	Small and Medium Enterprises
SoC	Substances of concern

Term	Abbreviation or definition
SO_2	Sulfur Dioxide
SRDC	Sustainability Reporting and Disclosure Steering Committee
SSP	Shared Socio-economic Pathway
STEM	Software, ICT, Engineering and Manufacturing
SVHC	Substances of very high concern
TCFD	Task force on Climate-Related Financial Disclosures
TISAX	Trusted Information Security Assessment Exchange
TMS	Transport Management System
UNECE	United Nations Economic Commission for Europe
UN SDGs	United Nations Sustainable Development Goals
UTAC	Union Technique de l'Automobile, du Motocycle et du Cycle, French Technical Union for the Automobile, Motorcycle and Cycle Industries association
VOC	Volatile Organic Compounds
WHC	Wildlife Habitat Council
WHS	Wellbeing, Health and Safety
WLTP	Worldwide harmonized Light vehicle Test Procedure
WRI	World Resource Institute
WTR	Water and Marine Resources
ZEV	Zero Emission Vehicles, include BEV and FCEV

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