2024

Expanded Sustainability Statement

2024 Expanded Sustainability Statement

Message from the Chairman

The hallmarks of Stellantis are speed, flexibility and creativity. 2024 was a year in which those attributes were more relevant than ever. Internal and external challenges came to our door and, like the great brands that define our Company, we showed our continued ability to evolve. In 2025, our focus must remain on creating long-term value for our Company and all our stakeholders.

In a challenging year, we achieved several important milestones. Let me share just a few examples:

- Ram outperformed every brand in the J.D. Power 2024 U.S. Initial Quality Study and Jeep was recognized for the 23rd year in a row as America's most patriotic brand;
- in Europe, we have an industry-leading range of 40 battery electric vehicles including the Alfa Romeo Junior, Citroën ë-C3, Fiat 500e, Jeep Avenger, Opel Grandland, Peugeot E-208 and a completely renewed Pro One van lineup;
- in Brazil, where FIAT is once again the leading brand, we introduced the innovative bio-hybrid technology in the Fastback and Pulse models;
- we are driving the micro-electromobility transformation from the Middle East & Africa with our Citroën AMI, Fiat Topolino and Opel Rocks-e;
- Stellantis Pro One, the Stellantis commercial vehicles business unit, introduced a completely refreshed 12-nameplate range of light commercial vehicles in 2024, and maintained its top position in Europe and South America;
- with our unique partnership with Leapmotor, one of the most innovative electric vehicle Chinese companies, we are providing to customers in Europe a highly accessible product offering with our experienced distribution network.

We also took important steps to build our future, as illustrated by these examples:

- we introduced the STLA Large platform, a multi-energy platform underpinning the new Dodge Charger Daytona, Jeep Wagoneer S and Jeep Recon, as well as upcoming Alfa Romeo, Chrysler and Maserati vehicles. We also unveiled the STLA Frame platform, tailored for full-size, body-on-frame trucks and SUVs, a critical segment in North America and select global markets. It will debut on the Ram 1500 Ramcharger later this year, featuring range-extending hybrid technology;
- we deployed our dual-chemistry approach – lithium-ion nickel manganese cobalt and lithium iron phosphate – to serve our customers needs while still exploring innovative battery cell and pack technologies. In late 2024, we announced a joint development agreement aimed at developing lithium-sulfur EV batteries to deliver higher performance at a lower cost compared to traditional lithium-ion batteries;
- we continued connecting with our communities through our Motor Citizens global initiative, with nearly 6,000 Stellantis colleagues volunteering last year. I was also very happy to have joined the third edition of the global Stellantis Student Awards, where we celebrated the academic successes of the children of our colleagues;
- we extended 'Shares to Win' – our Employee-Share Purchase Plan – to nearly the entire Stellantis' global workforce. With this initiative, we strengthened our commitment to sharing value creation with our employees and further foster pride in Stellantis' growth.

Nonetheless, Stellantis' 2024 performance was well below our potential, due primarily to the combination of operational difficulties and disruptions associated with transitioning to our next generation of products. Net revenues were down 17% compared to 2023 at €156.9 billion, Net profit was down 70% at €5.5 billion, Net cash from operating activities of €4.0 billion and Industrial free cash flows were negative €6.0 billion.

Following the resignation of Carlos Tavares on December 1, 2024, the process to appoint the new Chief Executive Officer, managed by a Special Committee of the Board, is well under way and will be concluded within the first half of 2025. In the meantime, the Company is focused on execution, under the leadership of the Interim Executive Committee which I chair.

Since taking on this responsibility, I've had the chance to get to know many of our people up close, talented people who represent Stellantis' greatest strength. All of them have the clear understanding of the context in which we are competing, with its challenges, obstacles and problems to solve. But most importantly, they have also the skills needed to chase the opportunities that are also there for the taking.

At the end of the first quarter of the century our industry is undergoing a sea-change, with all the challenges this entails. But we rely on a number of fundamental strengths:

- our iconic brands will offer customers more freedom to choose – internal combustion, hybrid and electric – with our multi-energy powertrain strategy;
- our commitment to create human-centric technologies that are useful, easy and enjoyable, and to make them accessible and affordable for everyone;
- our belief in meritocracy and the talent of our people will thrive when we create the right conditions for them to reach their full potential.

Coming from many walks of life, we work together as one team, driven by our common passion for the automotive industry and our shared determination to embrace all the opportunities this period of great transformation has to offer.

2025 will be a crucial year. I am confident that, with our positive engagement with all stakeholders – our customers, dealers, suppliers, investors and our communities – with the power of our iconic brands and with the creativity and dedication of our incredible colleagues, we will grow stronger, shaping a bright and exciting future for our Company.

Thank you.

February 27, 2025

/s/

John Elkann

Chairman

Sustainability Reporting Beyond CSRD

At Stellantis, we are committed to driving progress and innovation while maintaining focus on a sustainable future. With a strong commitment to automotive excellence, we recognize our responsibility to reduce our environmental impact and contribute positively to society. This Expanded Sustainability Statement provides a comprehensive overview of our efforts to meet regulatory requirements and voluntarily report our innovative practices and initiatives.

The 2024 reporting year marks a significant milestone for Stellantis as we embarked on our first year of reporting under the Corporate Sustainability Reporting Directive ("CSRD"), adhering to the required disclosures set out by the European Sustainability Reporting Standards ("ESRS").

Prepared in accordance with ESRS and guided by the results of our Double Materiality Assessment ("DMA"), we have integrated all material Environmental, Social and Governance ("ESG") topics into the Sustainability Statement section of our Annual Report, as part of the CSRD implementation. The Sustainability Statement was subject to limited assurance by the independent auditor in accordance with CSRD requirements and filed with the AFM (Autoriteit Financiële Markten - the Dutch Authority for Financial Markets) on February 27, 2025.

Any statements contained herein that purport to represent the current status of any matter are made as of February 27, 2025. We do not undertake any obligation to update or revise any such statements to reflect events or circumstances after such date.

The Expanded Sustainability Statement builds upon our foundational disclosures included in the 2024 Annual Report, extending our reporting to include additional information beyond CSRD requirements. The primary purpose of this document is to provide a comprehensive view of our sustainability practices, expanding beyond the required disclosures. By including additional information on topics identified as non-material according to our Double Materiality Assessment, we aim to enhance the transparency and comparability of our sustainability efforts.

These additional disclosures included in this document are clearly marked with ⊕ and are contained within dotted lines, distinguishing them from assured content in our 2024 Annual Report. For the **Limited Assurance report of the Independent Auditor on the Sustainability Statement**, refer to our **2024 Annual Report ↗**.

Refer to the General Information section in this document for further information on the basis of preparation.

Reference for reading 2024 Expanded Sustainability Statement

This statement, aligned with the Stellantis 2024 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*
2024 Annual Report ↗	*External link to various Stellantis documents*
⊕ Voluntary disclosure	*Voluntary disclosures not subject to limited assurance*
Capex 36% — Taxonomy Aligned Capex Spending as KPI in % is growing constantly.	*Text and data highlights*

Cautionary Statements Concerning Forward Looking Statement

ESRS 2 BP-2

Statements contained in this document, 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 views as of February 27, 2025 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 launch new products successfully and to maintain vehicle shipment volumes;
- our ability to attract and retain experienced management and employees;
- changes in trade policy, the imposition of global and regional tariffs or tariffs targeted to the automotive industry;
- changes in the global financial markets, general economic environment and changes in demand for automotive products, which is subject to cyclicality;
- our ability to accurately predict the market demand for electrified vehicles;
- our ability to offer innovative, attractive products, and to develop, manufacture and sell vehicles with advanced features, including enhanced electrification, connectivity and autonomous-driving characteristics;
- our ability to produce or procure electric batteries with competitive performance, cost and at required volumes;
- our ability to successfully launch new businesses and integrate acquisitions;
- a significant malfunction, disruption or security breach compromising information technology systems or the electronic control systems contained in our vehicles;
- 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;
- the level of competition in the automotive industry, which may increase due to consolidation and new entrants;
- 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;
- other factors discussed in the 2024 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 document 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 document 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 **2024 Annual Report** ↗ for additional information.

2024 Expanded Sustainability Statement

GENERAL INFORMATION ESRS 2

01

Basis of Preparation

ESRS 2 BP-1 BP-2

The Sustainability Statement has been prepared on a consolidated basis for the year ended December 31, 2024, in accordance with the requirements of the European Union's CSRD and ESRS. As of the date of this statement, the transposition of the CSRD into Dutch national law is still pending, with the deadline for EU member states to transpose the directive being July 6, 2024.

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 ("Entity-specific metrics"). Topical sections of the Sustainability Statement include further details of these metrics. Refer to **Appendix I ESRS Disclosure Requirements Covered by our Sustainability Statement** ↘ for further details.

> The governance process for the Sustainability Statement is aligned with our financial reporting processes and follows the same review principles as the Annual Report, and engagement with the Stellantis Board of Directors.

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** ↘.

External Review

This Expanded Sustainability Statement is not subject to limited assurance. Detailed information on the ESRS disclosures requirements included in the 2024 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 **2024 Annual Report** ↗ for further information.

References used in the Sustainability 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.

For environmental-related information, references to "manufacturing" also include proving grounds, technical, R&D, and Information Communication Technology centers.

References to "non-manufacturing" relate to Company-owned sales and after-sales activities, retail offices (such as import subsidiaries), and logistics activities (spare parts warehouses and distribution centers).

For own workforce section related information, references to "employees" relate to workers directly hired by the Company, while references to "workers" encompass both employees and non-employees.

Additional References Used in this Document

In this document, 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. References to "FCA", "FCA N.V." and "FCA Group" mean Fiat Chrysler Automobiles N.V. or 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. or 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.

References to the Chief Executive Officer ("CEO") and Strategy Council refer to our top executive management structure prior to December 2, 2024 and references to Chairman and Interim Executive Council ("IEC") refer to top executive management structure on or after December 2, 2024.

References to Senior Management refer to the members of the IEC and the General Counsel.

Changes in Preparation or Presentation of Information

ESRS 2 BP-2

To prepare the Sustainability Statement, the non-financial information reported within the 2023 Annual Report and in 2023 Corporate Social Responsibility ("CSR") Report has been restructured based on ESRS requirements. The changes include the restructuring for all sustainability disclosures with all relevant sustainability information being now consolidated and presented within the Sustainability Statement in compliance with ESRS requirements.

For the preparation of the Sustainability Statement we used the incorporation by reference option in ESRS to adapt and to integrate the reported information with the other parts of the Annual Report (refer to **Appendix I ESRS Disclosure Requirements Covered by our Sustainability Statement** ↘ in this document for further information).

Scope

ESRS 2 BP-1

The Sustainability Statement is prepared on a consolidated basis, using the same scope as the Stellantis Consolidated Financial Statements, which includes Stellantis N.V. (the parent Company) and its controlled subsidiaries. In 2024, 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 ESG data reported in this statement includes information from our headquarters, local offices, and all manufacturing sites under our operational control, ensuring a complete and transparent view of our ESG performance. For more information, refer to **Note 3, Scope of consolidation** within the **Consolidated Financial Statements** included in the **2024 Annual Report** ↗.

In accordance with ESRS, we conducted a double materiality assessment covering both our own operations and our entire value chain. This exercise identified the impacts, risks, and opportunities that we consider material to our activities and the stakeholders' expectations. For more information about our materiality assessment, refer to **Double Materiality Assessment** ↘ in this document.

Additionally, 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** ↘.

Reporting Process

Metrics reported in the Sustainability Statement are collected from operational sites through local or centralized management systems and are typically based on actual data obtained from systems, measurements, calculations.

Certain metrics pertaining to Aramis Group, whose reporting period does not align with the Stellantis reporting period, and entities acquired or sold after January 1, 2024, are calculated at the global level by business functions based on estimates by looking at historic trends to determine the contribution of these to the total Stellantis' figures.

Time Horizons

ESRS 2 BP-2

Stellantis has adopted the following time horizons for its Sustainability Statement:

Short term	The short-term covers 2024 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	● ● ●

In certain circumstances, Stellantis may adopt time horizons that differ from those established in ESRS 1. For targets, specific time intervals have been set up by Stellantis in alignment with the Dare Forward 2030 strategic plan as disclosed in **Sustainability Trajectory** ↘.

Value Chain Estimations, Sources of Estimation and Outcome Uncertainty

ESRS 2 BP-2

The Sustainability Statement contains information 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 views on future events as of the date of preparation of the 2024 Annual Report and involve significant risks and uncertainties that could cause actual results to differ materially. For more information refer to **Cautionary Statements Concerning Forward Looking Statement** included elsewhere in this document.

Estimates are based, whenever possible, on recognized third-party databases and methodologies. The preparation of the Sustainability Statement requires management to make judgments, estimates and assumptions that affect amounts reported.

The estimates and assumptions in the Sustainability Statement are based on historical experience, known elements at the time of the preparation, and other relevant factors. These estimates and underlying assumptions are reviewed continuously and adjusted as necessary. Actual results may differ from the estimates, requiring adjustment. Any changes in estimates are recognized in the period of adjustment and, for forward-looking projections, in future periods. Areas of significant judgement 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;
  - 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.
- 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 electrified vehicles are evaluated based on actual information and 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;
  - 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.
- Vehicle end-of-life emissions are determined based on an average GWP.

Pollution

To estimate the 2024 metrics for **Substances of Concern and Substances of Very High Concern** that leave facilities as products or as part of products, we use vehicles part composition data from an external database and apply it to sales volumes.

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. Refer to **Water Consumption** in this statement for additional information.

Resource Use and Circular Economy

All information reported in the **Resources inflows table** are estimated based on the vehicles part composition (bill of materials), mass and material information, obtained from an external database, for representative configuration of vehicles and apply it 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 vehicles parts composition mass, obtained from an external database for representative worst-case configurations 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

GOV-4

We defined our ethical, social and environmental commitments in our Code of Conduct and Human Rights Policy. We follow the Organization for Economic Cooperation and Development ("OECD") Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights to integrate due diligence into our procurement, operations, and local communities.

We perform risk-based assessment and specific code of conduct assessments through our due diligence programs, covering own operations and business partners. Our Human Rights Committee and the Ethics and Compliance Committee ("ECC") oversee these activities. In addition, our Global Responsible Purchasing Guidelines ("GRPG") require all suppliers to be evaluated based on their social, ethical, and environmental compliance.

This ongoing effort encompasses audits, supplier training, regular follow-ups and the involvement 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 Annual Report	Reference in 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	Stakeholder Dialogue for a Better Mutual Understanding with Society
	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: our specific actions to address material impacts identified in our DMA	Sustainability Statement	Social Sustainability Environmental Sustainability Governance
e) Tracking the effectiveness of these efforts: we report on key sustainability metrics in accordance with our sustainability trajectory	Sustainability Statement	Sustainability Trajectory

Risk Management and Internal Controls over the Sustainability Statement

GOV-5

Stellantis is in the process of establishing control systems over sustainability reporting based on the Internal Controls over Sustainability Reporting model within the Committee of Sponsoring Organizations of the Treadway Commission ("COSO") Framework. To establish an effective internal control framework, we have developed a comprehensive plan for 2025 which includes assessing processes across the key areas of sustainability reporting and identifying key internal controls. Our operating companies report in alignment with established procedures and guidelines. While efforts are made to ensure 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, ensuring the adequacy and effectiveness of the Company's internal controls in relation to sustainability reporting. In 2024, Stellantis formed the Sustainability Reporting and Disclosure Steering Committee, comprised of Senior Management, to monitor environmental, social, and governance disclosures are accurate, complete, fairly presented, timely, and compliant with applicable laws and regulations. Additionally, the committee considers relevant market practice, data collection requirements and voluntary reporting frameworks.

In 2024, the annual enterprise risk assessment and double materiality assessment were conducted independently from each other however, results of these two assessments have been compared to ensure alignment. Refer to **Risk Management**, included in the **2024 Annual Report** ↗ and **Double Materiality Assessment** ↘ for additional information.

Strategy, Business Model and Value Chain

ESRS 2 SBM-1

Business Model

Refer to the **Overview of our Business** and **Sales Overview** included in the **2024 Annual Report** ↗ for information on the Company's business model and markets. Total Net revenues for the year ended December 31, 2024, were €156,878 million. Refer to **Note 4, Net revenues** within the **Consolidated Financial Statements** included in the **2024 Annual Report** ↗ for additional information.

Contribution to SDGs

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

SECTION	ESG TOPIC	UN SDGs															
		1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
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	●							●								●	●

Sustainability Trajectory

The Dare Forward 2030 strategic plan has among its primary objectives the achievement of a 50% GHG emissions reduction by 2030 on a per vehicle basis and a 30% absolute GHG emission reduction by 2030, both compared to a 2021 base year and the overall target of becoming carbon net zero by 2038 (with single-digit percentage compensation of the remaining emissions) while achieving its ambition for value creation (the "Stellantis Carbon Net Zero Targets").

Other targets are aligned with our sustainable practices and environmental protection engagement described in Stellantis Code of Conduct.

Refer to the Dare Forward 2030 strategic plan section included in the 2024 Annual Report ↗ and to the ESG topical sections in this document for additional information. A summary of our vision and key targets on material sustainability topics is provided in the tables below.

Climate Change

Vision: Contribute to global carbon net zero, with an ambitious carbon footprint reduction by offering a wide range of low-carbon product portfolio, rapidly available in countries of operations. Contribute to a decarbonized economy by reaching net zero emissions across own operations. Encourage suppliers and their supply base to support our roadmap to carbon neutrality with the proposal of innovative solutions and their CO_2 emissions reduction plans.

Entity-specific Metrics	Year	Target
Reduction in absolute GHG emissions (%) across Scopes 1, 2, and 3 vs. 2021 base year*	2030	-30%
	2038	Carbon net zero, with single digit % compensation of residual emissions
Reduction in GHG emissions intensity per vehicle (%) across Scopes 1, 2, and 3 vs. 2021 base year*	2030	-50%
	2038	Carbon net zero, with single digit % compensation of residual emissions

* The achievement is conditioned by key external enablers: decarbonized energy and grid infrastructure (based on Announced Pledges Scenario from the IEA), and conducive public policies for BEV (charging infrastructure, purchasing incentives) impacting our Scope 3 emissions.

Pollution

Vision: Meaningfully reduce impact on air quality by focusing on development of a wide range of zero emission vehicles.

Entity-specific Metrics	Year	Target
Volatile Organic Compound emissions from paint shops normalized (g/m² painted)	2025	25
	2030	25
	2050	0

Water

Vision: Promote responsible water stewardship to strive for zero water withdrawal by water recycling in industrial activities.

Entity-specific Metrics	Year	Target
Total water withdrawal normalized (m³/vehicle produced)	2025	3.5
	2030	3.0
	2038	2.0 in water-stressed areas**
	2050	1.0

** Vehicles produced are vehicle assembled in those areas.

Biodiversity

Vision: Ensure the development of biodiversity on our sites by preserving natural habitats.

Entity-specific Metrics	Year	Target
Percentage of plants that have done a RENATU evaluation and are developing biodiversity projects	2025	60%
	2030	100%
	2050	Strategic partnership for global biodiversity program

Waste Management

Vision: Design industrial processes that allow minimal use of raw materials and ensure 100% waste recycling in local loops of circular economy.

Entity-specific Metrics	Year	Target
Total waste normalized (kg/vehicle produced)	2025	40
	2030	36
	2050	22.5
Percentage of waste recovered out of total waste generated	2025	84%
	2030	90%
	2050	100%
Percentage of plants with zero waste sent to landfill	2025	65%
	2030	75%
	2050	100%

Own Workforce

Vision: Implement co-construction with trustful and transparent social dialogue with employee representatives and stakeholders to continuously develop and prepare the Company for future challenges.

Recruit and empower talents, by increasing a learning enterprise culture and developing strategic skills, with the right talents in the key roles to create a highly committed workforce and attract new business. Reinforce equal opportunities as a strength for our teams and business by influencing the development of new ideas and solutions that will shape the future. Create a safe and engaging work environment promoting employees' health and wellbeing at work for a greater work life balance.

Entity-specific Metrics	Year	Target
Percentage of countries with more than 150 employees covered by collective agreements	2025	92%
	2030	95%
	2050	100%
Access rate to training (No. of employees trained/total number of employees)	2025	96%
	2030	100%
	2040	100%
Percentage white collars of technical engineering reskill/ upskilling	2025	12%
	2030	30%
	2040	50%
Workforce gender balance: Percentage of women in leadership position (L1-L2-L3)*	2025	>30%
	2030	>35%
	2040	40%
Lost-time injury frequency rate (LTIR /1,000,000 hours worked)	2025	<1
	2030	<1
	2050	<1

* In accordance with local legislation.

Workforce in the Value Chain

Vision: Selection of suppliers based on quality, competitiveness, and social, ethical and environmental standards, hence supporting responsible economic development in host communities.

Entity-specific Metrics	Year	Target
Percentage of APV from Tier 1 suppliers evaluated on sustainability criteria - direct materials	2025	90%
	2030	95%
	2050	maintain 95%
Average sustainability scores of Stellantis Tier 1 suppliers assessed by independent third party vs. average sustainability scores of all companies assessed by third party	2025	>15%
	2030	Keep a positive gap with 15%
	2050	

Consumers and End-Users

Vision: Be number 1 in syndicated surveys in customer satisfaction with excellent quality vehicles, services and mobility, providing a seamless customer journey, worldwide.

Entity-specific Metrics	Year	Target
Percentage of reduction in 3 months service repairs rate vs. 2021	2025	61%
	2030	75%

Business Conduct

Vision: Promote a culture of transparency and integrity by requiring our workforce to comply with our Code of Conduct, applying appropriate discipline for non-compliance, and requiring our business partners to adopt and apply similar ethical standards and controls.

Entity-specific Metrics	Year	Target
Number of days to provide a personalized first answer on reported concerns regarding potential violations of the Code of Conduct	2025	1.5
	2030	1.25
	2050	1

Creating Shared and Lasting Value for our Stakeholders

In 2024 we took actions to progress towards our Dare Forward 2030 strategic plan. Below is a summary of selected resources and outcomes generated.

Our Key Resources in 2024

248,883
Employees

7.7M m³
Water consumed

24
E-repair centers worldwide

> 2,000
Direct contractual relationship with Tier 1 suppliers in direct materials

531
Collective agreements signed in 2024

12.3 TWh
Energy consumed

20
Product launches in 2024

> €81B
Purchases in 2024 from Tier 1 suppliers in direct materials

Our Key Impacts in 2024

Employees

~85%
Employees covered by collective agreements

12%
Of white collar technical engineering reskilled/uskilled

94%
Access rate to training

10.58
Average number of training hours delivered

33.5%
Women in leadership positions (L1, L2, L3)

Customers

7.29M
Vehicles voluntarily recalled

Suppliers

90%
APV from Tier 1 suppliers evaluated on sustainability criteria - direct materials

>84%
Share of APV from key suppliers with CO_2 reduction targets compliant with the Paris Agreement

Environment

2,643 tons CO_2-eq
Emitted in Scope 1, 2 and 3 per € million of Net revenues

414.7M tons CO_2-eq
Emitted across Scope 1, 2 and 3

3.99 m³
Of water withdrawal per vehicle produced*

3.54 m³
Water withdrawal per vehicle produced in water-stressed areas*

59%
Share of decarbonized electricity used in own operations

*Vehicles produced are vehicle assembled in those areas.

Value Chain

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

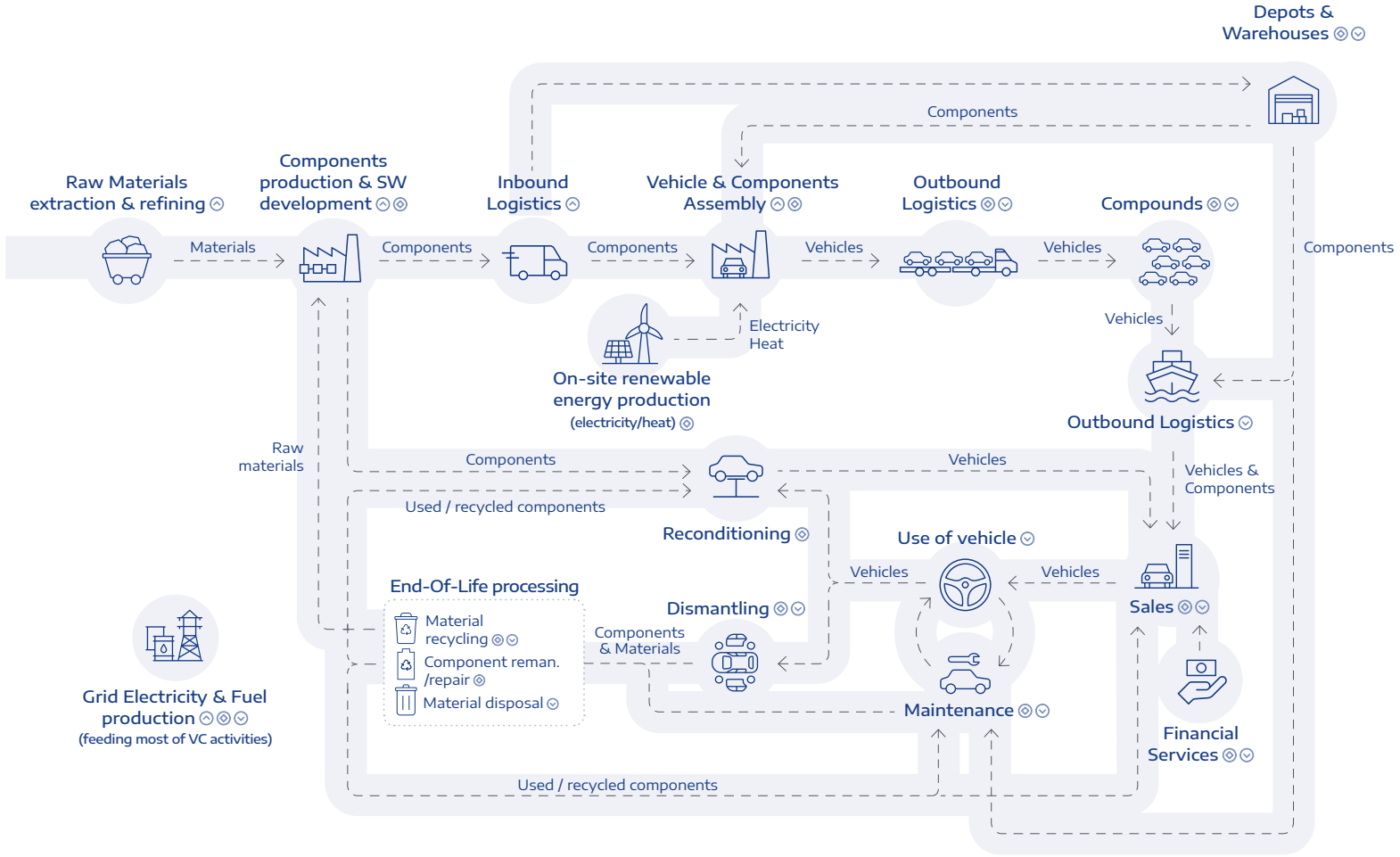
Stellantis Value Chain

The process for assembling a vehicle mainly includes body welding, painting, and pre-assembly which may be performed in Stellantis plants or by joint ventures and third-party contract manufacturers. 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 2,000 Tier 1 suppliers in direct material and even more Tier 2+ suppliers upstream.

The significant 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 warehouses 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 to our dealers and retail customers, we have partnerships with large international banks and captive financial service companies.

Stellantis Value Chain



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.

Our Stakeholder Engagement Policy ↗ outlines our commitment to collaboration and dialogue particularly regarding the sustainability aspects of our strategy. 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. We regularly update the ESG Committee of the Board of Directors on relevant stakeholder dialogues and monitor the effectiveness of the policy, actions and targets.

Through global stakeholder dialogue, Stellantis aims to understand its constituents, identify material risks and technological changes and adapt its business model accordingly. This interaction also informs our due diligence process and materiality assessment.

The following list summarizes the channels through which the Company engages with its stakeholders.

Key Elements of Stakeholders Engagement

Stakeholder Groups	Stakeholder Category	Means of communication/dialogue		Areas of focus
Clients	Customers and other road user organizations	• Brand websites • Dealership networks • Customer relations teams • Consultation with consumer panels	• Customer satisfaction surveys and market research • Company's social media	• Quality of products and service • Environmental performance 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 of 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 performance of vehicles and manufacturing facilities • Sustainable mobility
Employees	Employees	• Internal communication (town halls, newsletters, employee portal, events, awareness campaigns, etc.) • Direct dialogue with management	• Suggestion collection processes (idea boxes) • Periodic satisfaction surveys • Training	• Strategy, specifically decarbonization, economic and commercial results • Market conditions • Workforce related topics such as equal opportunity, learning, wellbeing, health and safety, working conditions, compensation and benefits • Company transformation, impact on skills, new ways of working • Career path
	Employee and labor union representatives	• Global works council • Joint union-management strategy committee	• Collective bargaining agreements and employee relations agreements with labor unions and employee representatives	
Financial Community	Shareholders and other investors	• Letter to shareholders • Annual Report • Corporate website • Annual and quarterly financial results	• Press releases • Shareholders' AGM and investor meetings (including online events on strategy)	• Financial and sustainability performance strategy • Results and forecasts
	Financial and sustainable and responsible investment analysts	• ESG communications and Annual Report • Corporate website • Annual and quarterly financial results	• Conferences presenting the Company's strategy (roadshows) • Responses to questionnaires and requests • Discussion sessions	
Partners	Suppliers and business partners	• Monthly meetings • Innovation days • Supplier awards • Suppliers' convention • Products/projects meetings • Presence of the Company's delegates in regional automotive industry bodies and trade associations	• Supplier relations teams • ESG self-assessment questionnaires • Responsible purchasing guideline 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 • Financial and sustainability performance in the supply chain • Other measures to support the Company's strategy

Stakeholder Groups	Stakeholder Category	Means of communication/dialogue		Areas of focus
Civil Society	Associations and non-governmental organization ("NGOs")	• ESG communications and Annual Report • The Company's social media • Meetings	• Responses to ad hoc requests • Charitable giving • Freedom of Mobility Forum	• 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 • Freedom of Mobility Forum	• Economic and social development in host communities • Environmental impacts near Stellantis facilities • Freedom of mobility
	Research and teaching partners, including universities and schools	• Intern and apprenticeship programs • Laboratory space for doctoral/ thesis students • Open lab, chairs at universities, engineering schools and business schools in host countries	• Awareness campaigns, site visits, and educational events held at the Company's facilities • Freedom of Mobility Forum	• Innovations on sustainable mobility and related topics (e.g., materials) • Freedom of mobility
	Public institutions, including governments, public agencies and regulatory bodies	• Direct dialogue through ad hoc meetings and institutional channels	• Participation in working groups, associations (e.g., ACEA) and collaborative projects • Freedom of Mobility Forum	• Financial and sustainability performance strategy • Results and forecasts • Product launches • Investments in plants and technological development • Social impacts of the transformation of the automotive sector • Freedom of mobility
	Journalists and Media	• Direct dialogue • Press releases • Presentations and press conferences	• Auto shows • Corporate and brand websites • Social media • Freedom of Mobility Forum	
Environment Groups	Associations and NGOs	• ESG communications and Annual Report • Social media • Meetings	• Responses to ad hoc requests • Joint development programs and protocols • Freedom of Mobility Forum	• Climate strategy • Real-driving emissions • Circular economy • Environmental impacts of activities • Freedom of mobility

Double Materiality Assessment

ESRS 2 IRO-1

In alignment with the ESRS, Stellantis undertook a comprehensive double materiality assessment which involved engaging key internal and external stakeholders to address both impact and financial materiality, providing a view of material IROs throughout Stellantis' own operations and value chain.

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 impacts 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. Stellantis began with the sustainability topics outlined in ESRS 1 Appendix A, prior 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 United Nations ("UN"), International Labor Organization's ("ILO") and the World Bank.

Stellantis documented actual or potential IROs linked to these sustainability topics, including sub-topics, and sub-sub-topics of the ESRS. Material risks identified throughout this process have been analyzed alongside those arising from our Enterprise Risk Management ("ERM").

Impact Materiality

To assess its material impacts, Stellantis evaluated potential and actual, positive and negative impacts connected to the Company's business activities and the value chain by receiving inputs from 145 organizations through surveys and interviews with affected parties, users of sustainability reporting, and experts.

Each topic considered was scored based on the following criteria:

Scale The gravity of the impact	• Very serious • Significant • Moderate • Small • Beneficial
Scope The spread of the impact	• Limited • Medium • Widespread • Global
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
Likelihood The potential occurrence of impacts	• Short term • Medium term • Long term • Unlikely

Our evaluation included prioritizing potential negative impacts on human rights based on their relative severity over likelihood. The average score from stakeholders reflects final impact materiality score.

Financial Materiality

Material risks and opportunities have been derived either from impacts and risk factors previously assessed as part of our ERM process and considered how we may be affected by dependencies on the availability of natural, human and social resources at appropriate prices and quality, irrespective of our potential impacts on those resources.

To assess material sustainability related risks and opportunities, Stellantis engaged with its internal experts and scored them based on their effects, employing a set of objective criteria for:

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

Consideration was given to whether an IRO applied company-wide or only to specific regions or business activities. Sustainability risks and opportunities identified from the impacts have been compared with those in the risk management process and validated with internal experts to ensure completeness. Thresholds and time horizons used are aligned with enterprise risk assessment criteria where possible.

Further information on our assessment of IRO is reported in each Environmental, Social and Governance section alongside the topics disclosures.

Double Materiality Evaluation

Our DMA accounts for relevant risks and impacts, but also accounts for actions that have been fully integrated in our operations and governance to reduce or mitigate their effects, such as pollution containment, or waste treatment procedures. The results of the impact and financial materiality scores were consolidated to cluster together IROs with similar impacts and scores, for instance, climate change impacts across different parts of the value chain.

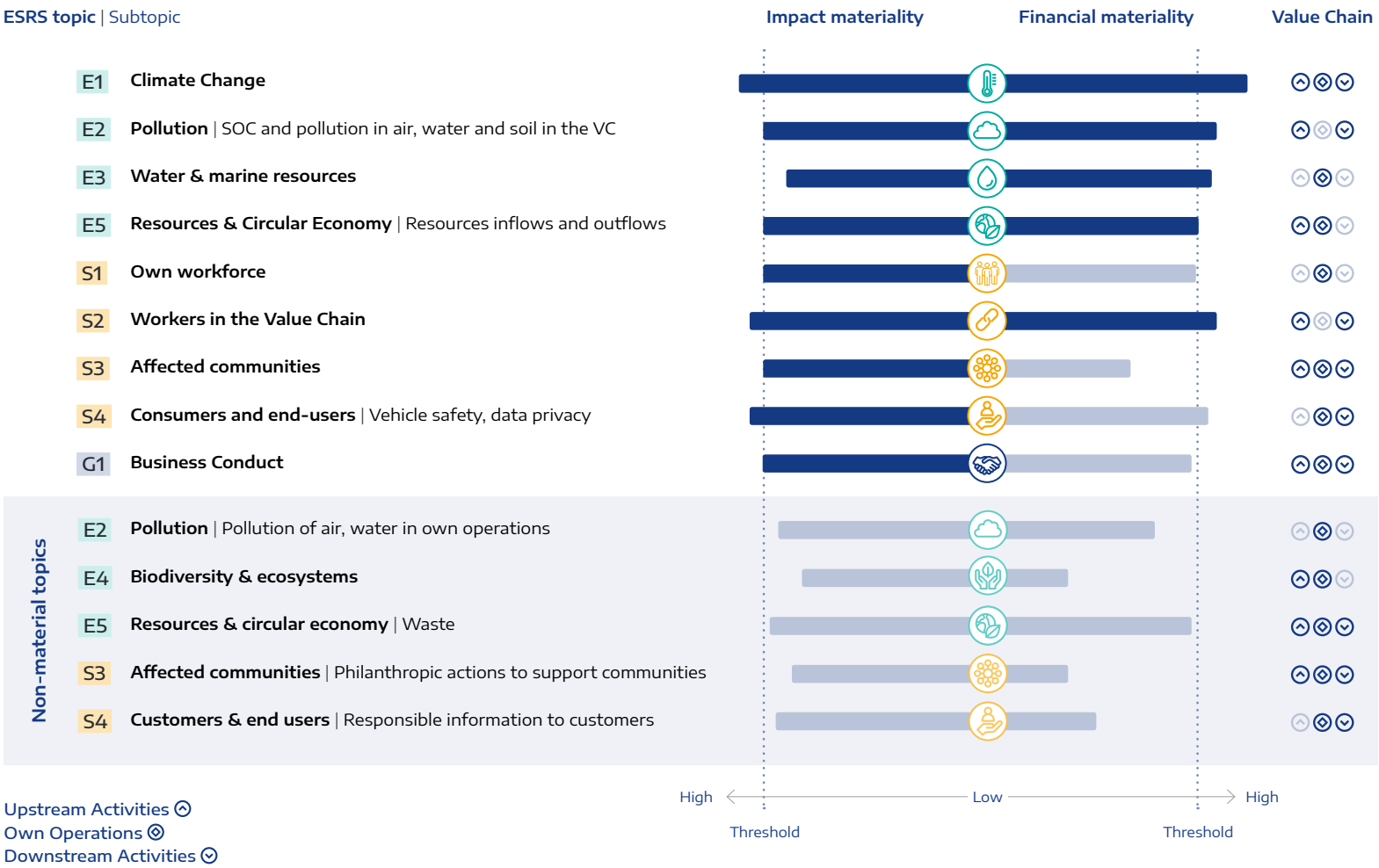
We set a threshold for the assessment scores to prioritize and identify material topics for disclosures, by calculating the average score obtained in our evaluations. Any topic scoring at or above the threshold on either impact materiality, financial materiality, or both was deemed material.

This led to the identification of nine ESRS material topics:

Climate change	E1
Pollution	E2
Water and Marine Resources	E3
Resource use and circular economy	E5
Own Workforce	S1
Workers in the Value Chain	S2
Affected communities	S3
Consumers and end-users	S4
Business Conduct	G1

In accordance with ESRS 1, Stellantis considered each material impact, risk or opportunity identified as the basis for preparation of the Sustainability Statement. The process, methodology, and outcome of the DMA were reviewed and approved by Senior Management and presented to the Board of Directors.

Stellantis DMA: Outcome



Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model

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 and the relevant time horizons.

More detailed information on IROs, their current and anticipated effects, how we responded or plan to respond to those effects, and related policies, actions, target and metrics, are addressed under the topical sections (Environmental, Social and Governance) of the Sustainability Statement and of this document.

Refer to **Risk Management and Risk Factors** included in the **2024 Annual Report** ↗ for additional information on our risks.

Refer to the **Note 21, Provisions** within the **Consolidated Financial Statements** included in the **2024 Annual Report** ↗ for information about current financial effects of the Stellantis' material risks and to **Note 2, Basis of Preparation - Climate Change** within the **Consolidated Financial Statement** within the **2024 Annual Report** ↗ for information about how climate change related assumption impacts our consolidated financial statements.

Upstream Activities ⌃ Own Operations ◈ Downstream Activities ⌄

Short term (1 year) › Medium term (5 years) ›› Long term (more than 5 years) ›››

E1 Climate Change

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
GHG emissions GHG emissions generated by Stellantis own operations and value chain negatively contribute to climate change.	Negative Impact	⌃◈⌄	›››
Natural disaster and climatic events The occurrence of major incidents could affect our production process and sales causing damages and losses and could result in a material adverse consequence on our business, financial condition and results of operations, or impact 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	⌃◈	›››
Compliance with legal and regulatory environment 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.	Transition Risk	◈	›››
Climate change expectations Failure to meet stakeholders' climate expectations may cause reputational damage.	Transition Risk	◈	››
Ability to offer innovative, attractive and relevant products If we are unable to deliver a broad portfolio of electrified vehicles that are competitively priced and meet consumer demands, if consumers prefer our competitors' electrified vehicles or if the adoption of electrified vehicles develops slower than we expect, we may experience a material adverse effect on our business, financial condition and results of operations.	Transition Risk	◈	›››
Market conditions Our margins may be impacted by the aggressive competition in the EV market of new players that are developing with lower production cost and advanced technological solutions, by the dependence of LEV acceptance on government incentives and by new players in the mobility as a service market.	Transition Risk	◈	›››
Critical supplies Any interruption in the supply or any increase in the cost of certain raw materials used for EVs, parts, components and systems could negatively impact our ability to achieve our vehicle shipment objectives and profitability and delay commercial launches.	Transition Risk	◈	››
Access to carbon removal technology Higher costs for carbon removal technologies in the long term could impact our profitability.	Transition Risk	◈	›
Energy price volatility The exposure to adverse financial conditions such as repeated increases and volatility in energy prices could impact our access to cost-effective renewable energy sources, and our future profitability.	Transition Risk	◈	››

E2 Pollution

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
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 neg. impact	Upstream, Downstream	Short term, Medium term
Use of hazardous substances Use of hazardous substances in the upstream value chain may negatively impact environment and health.	Potential neg. impact	Upstream	Short term
Microplastic from tire abrasion Tire abrasion during vehicle use can release microplastics, potentially harming human health.	Potential neg. impact	Downstream	Short term, Medium term
Compliance with legal and regulatory environment 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	Own Operations	Short term, Medium term, Long term

E3 Water and Marine Resources

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
Water resource depletion The threat of water scarcity, particularly in high-stress areas, may negatively impact the environment.	Potential neg. impact	Upstream, Own Operations	Short term, Medium term
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	Own Operations	Short term, Medium term

E5 Resources Use and Circular Economy

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
Resources access Our electrification plan and energy transition could increase the demand for non-renewable materials in vehicle manufacturing, increasing environmental pressure.	Potential neg. impact	Upstream	Short term, Medium term
Increased costs, disruption or shortage of raw materials As we depend on a significant supply of lithium, nickel and cobalt, used in lithium-ion batteries, we may face shortages and may be forced to pay higher prices, or reduce or suspend production of the impacted vehicles.	Risk	Upstream, Own Operations	Short term, Medium term
Compliance with legal and regulatory environment 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	Own Operations	Short term, Medium term, Long term

Upstream Activities
Own Operations
Downstream Activities

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

S1 Own Workforce

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
Secure employment The transformation to a tech mobility company in a dynamic automotive industry involves a change in the skills profile of our workforce and adaptation of production capacity, which may result in job losses.	Potential neg. impact	Own Operations	Short term (1 year)
Non-discrimination Discrimination and harassment may negatively impact our employees' human rights.	Potential neg. impact	Own Operations	Short term (1 year)
Gender equality and equal pay for work of equal value Salary discrimination may harm our employees' human rights.	Potential neg. impact	Own Operations	Short term (1 year)
Adequate wages Inflation may lead to economic insecurity for employees if we are unable to keep pace on wages, impacting their standard of living.	Potential neg. impact	Own Operations	Short term (1 year)
Flexibility in working conditions Flexible work schedules and remote work options preventing stress, positively impacting our employees work-life balance.	Positive impact	Own Operations	Short term (1 year)
Social dialogue Co-constructive, trustworthy and responsible social dialogue representatives can jointly address the major current and upcoming challenges and make economic contributions and social performance for a sustainable future.	Potential pos. impact	Own Operations	Medium term (5 years)
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 illness which could negatively impact our own workforce.	Potential neg. impact	Own Operations	Medium term (5 years)
Respect of human rights We are subject as stakeholder expectations relating to human rights and a failure to meet these legislative and stakeholder standards could lead to enforcement actions, penalties and may also adversely affect our reputation.	Risk	Own Operations	Medium term (5 years)
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 led and regulatory transformation of the Company. Any such future work stoppages could have a material adverse effect on our business and results.	Risk	Own Operations	Short term (1 year)
Employee engagement Boosting employee engagement through recognition programs and career development opportunities may reduce absenteeism and improve profitability.	Opportunity	Own Operations	Short term (1 year)
Right skills and roles for innovation Placing the right skills in critical roles within our Company ensures we will be able to drive innovation resulting in improved operational performance.	Opportunity	Own Operations	Medium term (5 years)

Upstream Activities
Own Operations
Downstream Activities

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

S2 Workers in the Value Chain

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
Precarious working conditions Unsafe working conditions and inadequate safety measures, potentially negatively impacting workers in the value chain.	Potential neg. impact	Upstream	Short, Medium, Long
Occupational health and safety Employees in our value chain are exposed to health and safety risks as a result of their employment, especially in countries with conflicts and social unrest. Working conditions can cause stress or discomfort, injuries or illness which could negatively impact them.	Potential neg. impact	Upstream, Downstream	Short, Medium, Long
Social dialogue deterioration Weak labor laws in certain countries may cause social dialogue deterioration and failure to address major issues for employees working conditions with a negative impact on their standard of living.	Potential neg. impact	Upstream, Downstream	Short, Medium, Long
Respect of human rights Failure to meet human rights principles by our value chain operators may negatively affect workers in our value chain.	Potential neg. impact	Upstream, Downstream	Short, Medium, Long
Respect of human rights We are subject as stakeholder expectations relating to human rights in the supply chain and a failure to meet these legislative and stakeholder standards in the supply chain could lead to enforcement actions, penalties or damage awards and may also adversely affect our reputation with consumers.	Risk	Own Operations	Short, Medium
Training and skills development Stellantis promotes sustainable production practices by supporting business partners, with a positive impact on environment and social aspects.	Positive impact	Upstream	Short, Medium

S3 Affected Communities

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
Respect of human rights Violations of the rights of local communities and human rights defenders could negatively impact upstream supply chain activities, particularly in high-risk sectors such as resource extraction and the development of new or changes to existing mines.	Potential neg. impact	Upstream, Own Operations, Downstream	Short, Medium, Long

Upstream Activities
Own Operations
Downstream Activities

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

S4 Consumers and End-Users

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
Responsible management of personal information Breach of personal information may negatively affect our customers.	Potential neg. 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 neg. 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		
Legal and compliance Non-compliance with laws and regulations can result in claims, lawsuits, and various contingencies, increasing costs or resulting in additional liabilities with a negative effect on our performance.	Risk		

G1 Business Conduct

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
Whistleblower protection Failure to protect whistleblowers could negatively impact stakeholders to report concerns without fear of retaliation and could lead to exploitation, loss of employee trust, additional liabilities, and reputational damage, weakening the organization's credibility and ethical stance.	Potential neg. impact		
Anticompetitive practices Anticompetitive practices in developing countries may harm market competition and negatively impact customers, leading to reduced economic welfare, heightened economic volatility, and limited consumer choices.	Potential neg. impact		
Late payment practices Late payments and strict pricing could negatively impact suppliers' financial stability, increasing their dependence on Stellantis, which could lead to supply chain vulnerabilities.	Potential neg. 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 neg. 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 neg. impact		

Upstream Activities
Own Operations
Downstream Activities

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

Material Impacts, Risks and Opportunities		Value Chain	Time Horizon
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.	Positive impact	Upstream, Own Operations, Downstream	Short term, Medium term, Long term
Late payments Late payments can cause legal disputes, reputational damage, and contract terminations, straining supplier relationships and increasing supply chain disruptions.	Risk	Own Operations	Short term, Medium term, Long term
Anticompetitive practices Engaging in anticompetitive practices could erode stakeholders' trust, result in the withdrawal of investor and financial support, and expose the organization to significant sanctions and financial penalties, impacting long-term viability.	Risk	Own Operations	Short term, Medium term, Long term
Supplier disruption A failure by our suppliers or subcontractors, to comply with employment or other production standards and expectations may result in adverse consequences to our reputation, disruptions to our supply chain and increased costs as a result of remedial measures needing to be undertaken to meet stakeholder expectations, which could have a material adverse effect on our business, financial condition and results of operations.	Risk	Own Operations	Short term, Medium term, Long term
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	Own Operations	Short term, Medium term, Long term
Strategic alliances with suppliers Enhancing operational resilience and efficiency through strategic alliances with suppliers, fostering better collaboration, innovation, reduces environmental impact and shared growth potential within communities.	Opportunity	Upstream, Own Operations, Downstream	Short term, Medium term, Long term

Upstream Activities
Own Operations
Downstream Activities

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 or incorporated by reference, including phased-in disclosures requirements (i.e., anticipated financial effects) and entity-specific metrics, is reported in Appendix I ↘. The list of data points derived from other European Union ("EU") legislation is reported in Appendix II ↘.

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 the Sustainability Statement.

List of policies relating to material sustainability topics

Policy	Climate Change	Pollution	Water	Resource Use and Circular Economy	Own workforce	Workers in the Value Chain	Affected Communities	Consumers and end-users	Business Conduct
Code of Conduct*	●	●	●	●	●	●	●	●	●
Stakeholder Engagement*	●	●	●	●	●	●	●	●	●
GRPG*	●	●				●	●		●
Stellantis Environmental and Energy (“EEP”)*	●	●	●	●					
Global Guidelines for Env. Compliance and Governance Processes**	●	●	●	●					
Risk Management (“RMP”)**	●								
Business Continuity (“BCP”)**	●								
Integrity Helpline - Whistleblowing*					●	●	●	●	●
Human Rights*					●	●	●	●	●
Wellbeing Health and Safety (“WHS”)**		●			●				
Diversity and Inclusion**					●				
Compensation**					●				
Remuneration*					●				
Free, Prior and Informed Consent**							●		
Data Protection and relevant procedures**								●	
Product Safety**								●	
Quality Policy**								●	
Anti-Corruption*									●
Conflicts of Interest**									●
Fraud Prevention**									●
Third Parties Due Diligence**									●
Global Supplier Payment Term**									●
Payments and Bank Accounts Management**									●

* Available to all stakeholders at Stellantis official website: www.stellantis.com/en/company/code-of-conduct-and-compliance#policy ↗.
** Available to all Stellantis employees only.

2024 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. The EU Taxonomy Regulation aims to enhance allocation of capital towards sustainable activities and projects, and therefore, navigate the transition to a low-carbon economy and meeting the EU's climate and energy targets.

An economic activity is considered eligible if it is listed in the EU Taxonomy Regulation and can therefore 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 for which a set of technical screening criteria is defined to consider those as taxonomy aligned, providing that these activities are not causing significant harm to any of the other environmental objectives and meeting minimum safeguards criteria.

In accordance with the EU Taxonomy Regulation relative to the climate objectives of climate change mitigation the taxonomy eligible activity for Stellantis is the manufacturing, repair, maintenance, retrofitting, repurposing and upgrade of low carbon transport vehicles (activity 3.3 "Manufacture of low carbon technologies for transport", 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 are eligible under this category.

This activity can be considered Taxonomy aligned if meets the technical screening criteria of emissions lower than 50g CO_2/km until December 31, 2025, for light duty and passenger cars or if emissions of CO_2/km are zero from January 1, 2026. For heavy-duty vehicles not exceeding 7.5 tons, this activity can be considered to meet the technical screening criteria if emissions are zero.

Regulatory requirements for assessing emissions vary from jurisdiction to jurisdiction 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.

This activity is considered an "enabling activity" in accordance with Article 10, point (i), of Regulation (EU) 2020/852 where it complies with the technical screening criteria. Activity 3.3 covers almost entirely Stellantis business (97%), with remaining portion consisting of non-eligible activities or those which are not material for the business.

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

Do No Significant Harm ("DNSH")

The applicable DNSH criteria are set out in the EU Taxonomy Regulation. Stellantis assessed compliance with these criteria regarding its activities that are taxonomy eligible and that meet the performance criteria set out in the Climate Delegated Act for the environmental objectives "Climate Change Mitigation", taking into account the analysis of departmental senior management within manufacturing, engineering or purchasing teams. The assessment concluded that the DNSH criteria have been met based on following evaluation.

Climate change adaptation: the EU Taxonomy requires a climate risk analysis to be carried out for taxonomy relevant production sites for aligned activities, in order to assess potential physical climate-related risk factors on the basis of material climate risks in line with Appendix A (Annex I). Based on those analyses, Stellantis plans to start mitigation implementation for robust industrial risk prevention that incorporates loss prevention and business resumption strategies in 2025.

Preservation and protection of environmental, water and marine resources: fulfillment of criteria intended to be ensured mainly on the basis of established environmental management systems that meet the international standard ISO 14001 identifying the material environmental aspects of each site, reducing the environmental impact, by implementation of Stellantis water procedures and standards, which drive regulatory compliance and improvements in water performance.

Transition to a circular economy: the Company is aligned to EU Taxonomy Regulation requirements as the principles of circular economy are being embedded into Stellantis' business and consumption model, aiming to extend product lifespan, and decrease natural resource usage and minimize waste.

These principles cover the entire lifecycle of a vehicle, from production to end-of-life, including (i) the use of secondary raw material, (ii) the offer of remanufactured, repaired, reused parts and recycled aftersales products, (iii) the recycling of parts and vehicles. Stellantis employs eco-design to promote innovation, reduce material consumption and environmental impact as well as promote the usage of green materials in the production of new vehicles.

These activities are driven by environmental regulations and commitment to increased recyclability helping Stellantis manage resources more effectively and support a responsible end-of-life treatment for materials.

Protection and restoration of biodiversity and ecosystems: Stellantis has implemented dedicated measures aimed at further reducing the impact of the Company's manufacturing operations on biodiversity, such as the commitment to a progressive approach to reduce impacts first, then restore and finally recover biodiversity. New operations on protected areas are prohibited.

When Stellantis already operates in such areas, it applies mitigation hierarchy aimed at minimizing impact, including offsets for any remaining residual impact.

Pollution prevention and control criteria as set out in Annex C to Appendices I and II of the Climate Act are met as Stellantis has implemented approval and monitoring processes to comply with all existing substances regulations. The processes rely on IMDS data collected through the supply chain. Although the substances in use comply with applicable laws and are used in controlled conditions, Stellantis has voluntarily approved an internal program (the "Program") to meet the additional requirements contemplated by subsection (f) and the final paragraph of Annex C.

The Program mainly consists of screening and potentially substituting over time the substances of very high concern present in the production process or vehicle composition. In order to assess the possible substitution of substances not compliant with Appendix C, alternative substances need to meet the characteristic indicated in the EU Commission FAQ document published on November 29, 2024, which requires the alternative substances to be safer, available, technically and economically feasible compared to those in use.

The activities of this Program are performed in accordance with industry standards. However, as certain Taxonomy criteria are not fully clear 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 continuously assess whether full alignment remains realistic based on the current approved Program and in light of any technological improvements that may develop and become available in the near-term. However, based on the firm commitment to realizing 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 standards as defined in the EU Taxonomy through the following practices.

The Company's Code of Conduct endorses, among other declarations, the United Nations ("UN") declaration on human rights and the International Labor Organization declaration on fundamental principles and rights at work. The Company has an established Human Rights Committee with a multidisciplinary membership that includes members of our Senior Management and that cascades human rights objectives through a champions network (as described in **Own Workforce ↘** in this statement).

The Company has not refused to engage with any OECD National Contact Point and has not been the subject of Business and Human Rights Resource Centre allegation.

Refer to **Actions and Resources to Prevent and Mitigate Human Rights Risks ↘** in this statement for illustration of how we translate our policies into actions.

The Company has an Anti-Corruption Policy (as described in **Prevention and Detection of Corruption and Bribery ↘** in this statement) and deploys a due diligence program designed to detect corruption in business partners that meet risk-based criteria, as well as its directors and Senior Management. To our knowledge, in 2024 there was no corruption-related conviction of any senior manager of Stellantis or its subsidiaries.

Stellantis' Tax Policy is guided by the primary consideration that all material tax positions taken by it and its subsidiaries must comply with applicable laws and regulations and with the core principles that define the Company's relationships with its main stakeholders and govern how it conducts its business activities.

Stellantis prohibits anti-competitive behavior in its Code of Conduct, as described in **Corporate Governance** included in the **2024 Annual Report ↗**. An antitrust Policy has been released for all the employees. The Internal Audit and Compliance Department includes regulatory compliance and the ethics and compliance program within the scope of its annual audit plan.

To our knowledge, in 2024 there was no competition law-related conviction of any senior manager of Stellantis or its subsidiaries. The Company runs due diligence on its Senior Management and directors to obtain further insight into any potential breach of competition laws.

Taxonomy KPIs

In accordance with the EU Taxonomy Regulation, the Company has assessed the financial KPIs relative to its taxonomy eligible activity 3.3 "Manufacture of low carbon technologies for transport" (relative to "Manufacture, repair, maintenance, retrofitting, repurposing and upgrade of low carbon transport vehicles, rolling stock and vessels" as indicated in the EU Taxonomy Regulation).

The EU Taxonomy Regulation requires companies to assess the ratio of eligible and aligned KPIs relative to Turnover, Capex and Opex for the year ended December 31, 2024, relative to the climate objectives of Climate change mitigation based on the respective technical screening criteria, as described above. These KPIs are required to be related to a Company's financial reporting standards.

For Stellantis, Turnover corresponds to the total Net revenues as reported in the Company's **Consolidated Income Statement** included in the **2024 Annual Report** ↗ . Stellantis' Turnover in 2024 for taxonomy eligible activities is 97% (99% for 2023). This is calculated by dividing the sum of 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 **2024 Annual Report** ↗. Stellantis considers 7% of its 2024 Turnover to be taxonomy aligned, as the activities generating this part of the revenue meet the performance criteria outlined above. This is lower than the 9% in 2023, primarily due to the decrease of BEVs revenues, mainly in Enlarged Europe.

Revenues 7%

Stellantis Taxonomy Aligned KPIs are impacted by different geographical mix.

For Stellantis, Capex corresponds to (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 as reported in **Note 11 to the Consolidated Financial Statements**, (iv) capitalized borrowing costs as reported in **Note 2 to the Consolidated Financial Statements** (v) additions to tangible and intangible assets resulting from business combinations as per **Notes 10 and 11 to the Consolidated Financial Statements**. Refer to our **2024 Annual Report** ↗ for additional information.

For activity 3.3 taxonomy aligned Capex includes investments on zero emission vehicles, platforms and propulsion systems, including BEV and FCEV, as well as investments on PHEV where emissions on the vehicles 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 systems as well as internal combustion and hybrid applications. For these investments, a percentage of the Capex is considered taxonomy aligned based on the 2024 volumes of zero emission vehicles and PHEVs with emission below 50g CO_2/km volumes.

The data relative 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 over total Stellantis Capex paid, applied to Stellantis Capex as defined above. Stellantis' Capex in 2024 for taxonomy eligible activities is 90% (close to 100% for 2023).

The KPI for Capex taxonomy aligned activities is 36% in 2024 compared to 35% last year driven by the increase in investment for EV related technology. The Taxonomy Aligned Capex KPI only considers Capex investments for 2024 as defined above and therefore does not fully reflect current and future spending on electrification, including investments in our battery joint ventures, as set out in the Dare Forward 2030 strategic plan.

Capex 36%

Taxonomy Aligned Capex Spending as KPI in % is growing constantly.

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** in the Company's **Consolidated Financial Statements** within our **2024 Annual Report** ↗) and expenses related to short-term leases (as reported in **Note 8 of the Consolidated Financial Statement** within our **2024 Annual Report** ↗). The Opex KPI and absolute amount, are calculated by applying the same proportion of the capitalized development expenditures included in the Taxonomy aligned Capex to Stellantis Opex as defined above. Stellantis Opex are 91% taxonomy eligible (99% for 2023), and 44% taxonomy aligned compared to 39% last year driven by increased spending in EV related technology.

Opex (R&D) 44%

Taxonomy Aligned Opex Spending as KPI in % is growing constantly.

Capex and Opex do not take into account €1.1 billion in investments made during 2024 in companies whose activities are eligible under the Taxonomy such as ACC, NextStar Energy and StarPlus Energy (batteries JVs).

For Turnover, Capex and Opex allocations, we have identified the relevant measures as well as the primary related economic activity in the Climate Delegated Act and ensured that no Turnover, Capex or Opex is double counted.

The available definitions as included in the EU Taxonomy Regulation and Climate Act are broadly formulated which requires companies to interpret how to apply these regulations to its business activities when assessing taxonomy eligibility and alignment. We have applied judgment, interpretations and assumptions based on available information. The language used in the EU Taxonomy Regulation and Climate Act may be clarified and/or amended through formal legislation or informal guidance in the future. This clarification and/or guidance may impact our future reporting.

Taxonomy eligible and aligned revenues for Stellantis

Economic activities	Code	2024 €M	2024 %	Substantial contribution criteria* CCM	CCA	WTR	CE	PPC	BIO	DNSH (do not significantly harm) criteria* CCM	CCA	WTR	CE	PPC	BIO	Minimum safe guard	Taxonomy aligned portion 2023	Category Enabling activity	Category Transitional activity
Environmentally sustainable activities (Taxonomy-aligned)																			
Vehicle manufacturing (manufacture of low carbon technologies for transport)	CCM 3.3	11,379	7%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	9%	E	
of which Enabling			100%															E	
of which Transitional																			
Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																			
Vehicle manufacturing (manufacture of low carbon technologies for transport)		141,447	90%																
Non eligible activities		**4,052**	**3%**																
Total Stellantis		**156,878**	**100%**																

Taxonomy eligible and aligned Capex for Stellantis

Economic activities	Code	2024 €M	2024 %	Substantial contribution criteria* CCM	CCA	WTR	CE	PPC	BIO	DNSH (do not significantly harm) criteria* CCM	CCA	WTR	CE	PPC	BIO	Minimum safe guard	Taxonomy aligned portion 2023	Category Enabling activity	Category Transitional activity
Environmentally sustainable activities (Taxonomy-aligned)																			
Vehicle manufacturing (manufacture of low carbon technologies for transport)	CCM 3.3	4,341	36%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	35%	E	
of which Enabling			100%															E	
of which Transitional																			
Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																			
Vehicle manufacturing (manufacture of low carbon technologies for transport)		6,578	54%																
Non eligible activities		**1,202**	**10%**																
Total Stellantis		**12,121**	**100%**																

Taxonomy eligible and aligned Opex for Stellantis

Economic activities	Code	2024 €M	2024 %	Substantial contribution criteria* CCM	CCA	WTR	CE	PPC	BIO	DNSH (do not significantly harm) criteria* CCM	CCA	WTR	CE	PPC	BIO	Minimum safe guard	Taxonomy aligned portion 2023	Category Enabling activity	Category Transitional activity
Environmentally sustainable activities (Taxonomy-aligned)																			
Vehicle manufacturing (manufacture of low carbon technologies for transport)	CCM 3.3	1,400	44%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	39%	E	
of which Enabling			100%															E	
of which Transitional																			
Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																			
Vehicle manufacturing (manufacture of low carbon technologies for transport)		1,484	47%																
Non eligible activities		**267**	**9%**																
Total Stellantis		**3,151**	**100%**																

* Climate Change Mitigation ("CMM")

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

	Portion of Turnover / Total Turnover		Portion of Capex / Total Capex		Portion of Opex / Total Opex	
2024	Taxonomy aligned per objective	Taxonomy eligible per objective	Taxonomy aligned per objective	Taxonomy eligible per objective	Taxonomy aligned per objective	Taxonomy eligible per objective
Climate change mitigation	7%	97%	36%	90%	44%	92%
Climate change adaptation	—%	—%	—%	—%	—%	—%
Water and marine resources	—%	—%	—%	—%	—%	—%
Circular economy	—%	—%	—%	—%	—%	—%
Pollution prevention and control	—%	—%	—%	—%	—%	—%
Biodiversity and ecosystems	—%	—%	—%	—%	—%	—%

Disclosure on nuclear and fossil gas related activities

	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	Fossil gas related activities	
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Climate Change

E1

Stellantis is committed to limiting global warming to 1.5°C, aligned with the threshold identified by the Intergovernmental Panel on Climate Change ("IPCC").

Governance

For disclosure requirement related to ESRS 2 GOV-3 - Integration of sustainability-related performance in incentive schemes refer to **Remuneration Report** included in the **2024 Annual Report** ↗.

Our Dare Forward 2030 Transition Plan for Climate Change Mitigation

E1-1

The Dare Forward 2030 strategic plan, including the Stellantis Carbon Net Zero Targets, was defined in Strategy Council and approved by Stellantis' Board of Directors. Stellantis adapts its business model and launch of new technologies to meet its climate-related objectives while working to satisfy consumer expectations for access to clean, safe and affordable mobility solutions.

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 in (for example, the pace of electrification adoption, which can be impacted by public policies, the rollout of charging infrastructure, access to decarbonized electricity, amongst others).

The Company expects that, as progress is made towards the Commission Delegated Regulation (EU) 2021/2139 and the Stellantis Carbon Net Zero Targets, specifically the electrification roadmap, the proportion of Stellantis' activities meeting the EU Taxonomy technical screening criteria will increase.

The Stellantis 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** ↘.

In addition, Stellantis does not invest any significant Capex in coal, oil and gas-related economic activities and is therefore 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 the **2024 Annual Report** ↗.

Climate Change Material Impacts, Risks and Opportunities

ESRS 2 SBM-3

The Stellantis process for identifying and assessing climate-related IROs focuses on GHG emissions through a corporate carbon footprint evaluation and is described in **Double Materiality Assessment** ↘ in this statement. This evaluation encompasses emissions from our value chain, including resource extraction, as well as those from our own operations and sold products, contributing significantly to climate change and our locked-in emissions. The resulting material IROs are presented in the table below.

Climate Change - material IROs

Material Impacts, Risks and Opportunities		Nature	Value Chain
GHG emissions	Negative Impact		▲ ◈ ▼
Natural disasters and climatic events	Risk	Physical Risk	◈
Natural disasters and climatic events in the supply chain	Risk	Physical Risk	▲ ◈
Compliance with legal and regulatory environment	Risk	Transition Risk	◈
Climate change expectations	Risk	Transition Risk	◈
Ability to offer innovative, attractive and relevant products	Risk	Transition Risk	◈
Market conditions	Risk	Transition Risk	◈
Critical supplies	Risk	Transition Risk	◈
Access to carbon removal technology	Risk	Transition Risk	◈
Energy price volatility	Risk	Transition Risk	◈

Upstream Activities ▲ Own Operations ◈ Downstream Activities ▼

Transition Risks

ESRS 2 IRO-1

The assessment of climate-related transition risks includes risks related to current and emerging regulations, technology risks, legal/litigation risks, market risks and reputational risks. For the resilience analysis of the transition risks, climate scenarios are identified within the sub-risk mapping and an EML is evaluated to provide an estimate of the potential financial impact in the event of risk materialization and to support the setting of risk appetite (refer to **Risk Management** included in the **2024 Annual Report** ↗ for more information).

Planning, marketing intelligence and product division teams create scenarios based on regulatory changes, market trends, customer expectations, local energy sources, and incorporate a range of climate scenarios such as the International Energy Agency's Announced Pledges Scenario and Net Zero Emissions 1.5°C Paris-Agreement aligned scenario.

These scenarios are updated throughout the year to maintain relevance and help identify transition risks and opportunities across short-, medium-, and long-term time frames, ensuring our product and technology offerings align with the goal of reducing road transport's impact on climate change. Through this process, we assess how our assets (factories, supply chains, and products) and business activities (operations, strategies) may be impacted by these transition events based on likelihood, magnitude and duration, helping us mitigate significant risks, capitalize on opportunities, and inform decision-making.

Continued regulatory changes and market shifts are viewed as highly likely over the next 10-year period and could have a significant impact on operations, potentially leading to higher costs and supply chain disruptions. The effects are expected to be long term, requiring ongoing adaptations as regulations and market demands evolve.

The following assets or business activities have been identified as requiring significant additional efforts to be compatible with the transition to a climate neutral economy:

Real estate

Real estate assets are managed by Stellantis to minimize their carbon footprint and their resilience to physical risks. By 2030, Stellantis targets to reduce GHG emissions by 75% on all Stellantis manufacturing and non-manufacturing sites (Scopes 1 and 2 of the GHG protocol) from 2021 levels, and to use 100% decarbonized electricity.

ICE vehicles

Stellantis continues to reduce the Well-to-Wheel CO_2-eq emissions of its vehicles thanks to an ambitious electrification roadmap, improvement of BEV efficiencies, and improvements in the fuel consumption and vehicle emissions of remaining ICE vehicles (Scope 3 category 11 - Use of sold products).

Batteries

Although the upstream emissions associated with BEV production are higher than those associated with ICE vehicle production (primarily due to the battery), these emissions are more than offset by lower Well-to-Wheel CO_2 emissions over the vehicle's use phase. As such over the life of the vehicle, BEVs generate significantly lower emissions than an equivalent ICE vehicle. Our focus is on minimizing the environmental impact of battery production by using sustainable materials, improving recyclability and 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 considers both acute risks from extreme weather events such as floods or wildfires and chronic risks such as the impacts of rising temperatures. Stellantis started a physical risk assessment process, with first results presented in the second quarter of 2024. This assessment is supported by external experts from AXA Climate to assess climate-related risks for a base year (2021), and 2030 and 2050 horizons according to two different shared socio-economic pathways ("SSPs") and representative concentration pathways ("RCPs") reference scenarios from the IPCC: SSP2 - RCP 4.5 ("middle of the road" scenario), and SSP5 - RCP 8.5 ("fossil-fueled development" scenario).

Together, these scenarios encompass the spectrum from moderate to severe climate impacts, allowing for analysis of varying adaptation and risk mitigation needs across the time horizons to 2030 and 2050. This methodology leverages geospatial data to include both our industrial sites and supplier locations in the risk assessment process. By leveraging probability-based methods and collaborating with specialized experts in physical risk assessment, Stellantis works to reduce possible uncertainties in the resilience analysis.

In 2024, the physical risk assessment covered over 130 Stellantis industrial sites and 20 strategic Stellantis supplier sites, with plans to expand the project to our remaining industrial sites and a substantial number of additional supplier locations. The physical risk in our own operations is categorized as low, medium, high, very high and allocated an EML which includes property damage and business impact, for which Stellantis has set a risk appetite threshold. The current risk analysis has identified less than 30% of sites above the EML internal risk appetite threshold. Wind, flood and wildfire are the perils identified to potentially have the greatest EML impact.

Based on those analyses, Stellantis plans to start mitigation implementation for industrial risk prevention that incorporates loss prevention and business resumption strategies in 2025 to promote a risk prevention culture, limit and control high-risk situations through risk mitigation plans, manage implementation of emergency and crisis situations through business continuity plans and decide on appropriate investments to adapt our existing assets.

> Stellantis shared its relevant climate change risk site information from its initial assessment with strategic suppliers and intends to continue to do so in future assessments.

The Company also plans to collaborate with suppliers to develop mitigation plans where potential disruptions are identified.

For climate-related assumptions and financial impacts refer to **Note 2, Basis of Preparation - Climate Change** within the Consolidated Financial Statement included in the **2024 Annual Report**.

Policies Related to Climate Change

ESRS 2 MDR-P E1-2

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

The Stellantis **Environmental and Energy Policy** was developed with input from the various functions that impact Stellantis' environmental performance and approved by Stellantis executive management. This policy, which is available to all stakeholders, 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 implements 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 implemented the **Global Responsible Purchasing Guidelines** which require all our suppliers to follow the principles and commitments established in our EEP (refer to **Our Global Responsible Purchasing Guidelines** in this statement 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 by executive management. The Business Continuity Policy applies to all the Stellantis workforce. 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;
- 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 covers risk management governance, 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 damages to assets and interruption to business operations.

Actions and Resources in Relation to Climate Change Policies

ESRS 2 MDR-A 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** for additional information). These efforts support the achievement of the Company's policy objectives and stated GHG emission reduction targets.

The key climate change mitigation actions are related to our defined decarbonization levers:

- low-carbon product portfolio;
- sustainable supply chain;
- efficiency of own operations.

Low-Carbon Product Portfolio

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

BEV, FCEV and PHEV Deployment

By developing a wide range of BEVs, FCEVs and PHEVs and aiming to be one of the leading players in the LEV market, Stellantis addresses the environmental challenges associated with vehicle use.

Setting short-, medium- and long-term quantitative targets for the proportion of total sales made up by LEV/BEV sales and the percentage of nameplates available in a LEV/BEV version enables Stellantis to define and track alignment with a clear roadmap toward its fleet CO_2 emissions reduction targets.

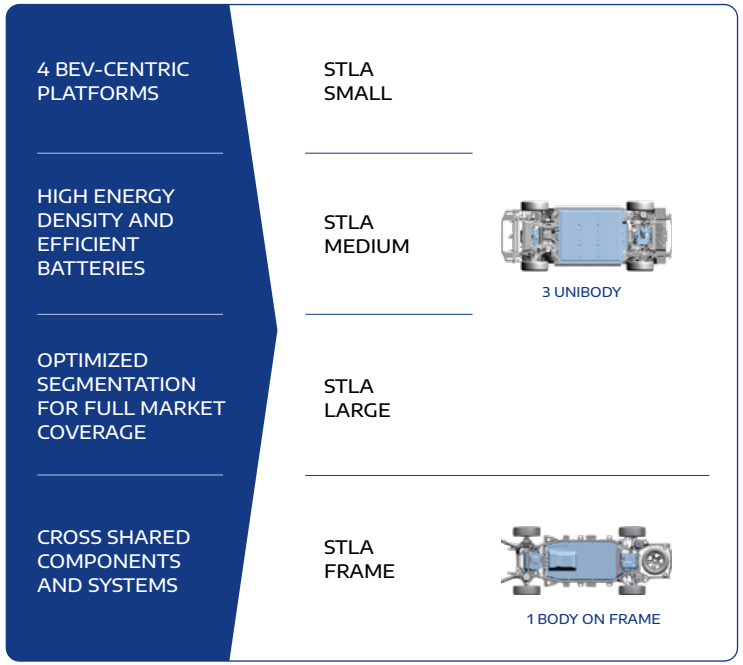
In 2024, Stellantis commenced retail sales of 10 BEVs:

Alfa Romeo Junior	Citroën ë-C3	Dodge Daytona	Jeep Wagoneer	Lancia Ypsilon
Maserati Grecale	Opel Grandland	Peugeot 3008	Peugeot 5008	Ram Promaster

- **BEV-centric platforms**: Stellantis' LEV products worldwide are expected to be driven mainly by four BEV-centric platforms with multi-energy flexibility for passenger cars and light-duty trucks. Covering the various market segments and regions where Stellantis operates, these BEV-centric platforms should enable high modularity with parts and technology commonality.

  This limited number of platforms will ensure that the Company has a volume scale effect intended to drive cost competitiveness and thereby the profitability of Stellantis, to compensate for electrification costs (refer to **Modular Vehicle Platforms** and **Dare Forward 2030 strategic plan** included in the **2024 Annual Report** ↗ for additional information).

Stellantis' BEV-centric platform strategy



- **FCEV**: Stellantis has developed a hydrogen fuel cell zero emission solution that combines the advantages of hydrogen fuel cells and electric battery technology in a FCEV. For mid-sized vans, this technology offers up to 400 km of range (homologation pending) under certain conditions with refueling time of less than four minutes. For large vans, the addition of fuel cell technology brings range capability of up to 500 km under certain conditions and refueling time of just five minutes.

  This solution is particularly suited to the needs of LCV customers requiring long-range, fast refueling and zero-emissions without compromising payload capacity. In July 2023, Stellantis confirmed the acquisition of a 33.3% stake in Symbio, an actor in zero-emission hydrogen mobility, at parity with other shareholders Forvia and Michelin.

  By 2025 we will be producing eight fuel cell hydrogen versions of mid-size and large vans: Citroën ë-Jumpy and ë-Jumper, Fiat Professional E-Scudo and E-Ducato, Opel/Vauxhall Vivaro and Movano, and Peugeot E-Expert and E-Boxer, which will be produced in Hordain (France) and Gliwice (Poland).

- **Charging**: as the pace of mainstream EV adoption accelerates 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 make it "easy to Always Be Charged" (the e-ABC promise).

  Free2move Charge offers a 360-degree ecosystem of charging hardware, software and services that will seamlessly deliver charging and energy management to address all customer needs, removing barriers to BEV ownership.

  Furthermore, in July 2023, Stellantis entered into an agreement with other automakers to establish Ionna, a joint venture focused on developing a new, high-speed charging infrastructure for BEV vehicles in the U.S. and Canada.

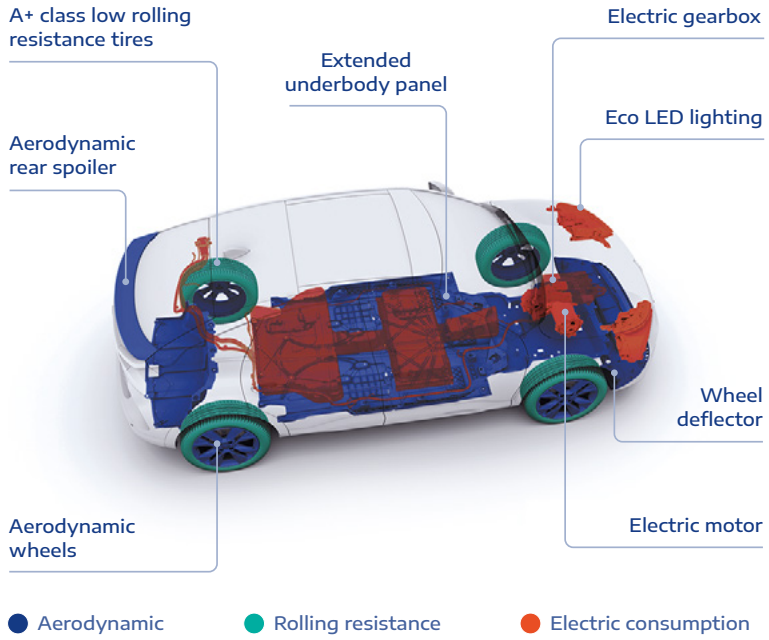
MHEV and HEV Deployment

Hybrid and mild hybrid technologies recover energy generated during deceleration and reuse it, thereby reducing fuel use and CO_2 emission by up to 15% compared to a pure ICE vehicle. MHEV and HEV technologies are already available on many Stellantis brands for certain models and is being expanded to further models.

Vehicle Efficiency

Stellantis aims to leverage all the features of its vehicles: notably weight, rolling resistance, aerodynamics, vehicle architecture, materials and electric consumption in order to improve their efficiency and reduce energy consumption.

CO_2 technologies for efficient electric vehicles



- **Weight reduction**: when technically feasible and cost-effective, choosing materials such as aluminum, composite materials and thermoplastics instead of steel contributes to reducing vehicle weight. For example, the current Jeep Wrangler features lightweight, high strength aluminum doors, hinges, hood, fenders and windshield frame, as well as a magnesium swing gate. Stellantis is also making progress in this area by utilizing high-performance steels; Additionally, platform architecture optimizations and the use of structural adhesives enhance energy absorption, in many cases leading to a further weight reduction of around 10%.
- **Aerodynamics and rolling resistance**: aerodynamics and rolling resistance improvements are key for efficiency. Stellantis endeavors to continually optimize the performance of its vehicles through design and the implementation of technical devices such as active air shutters, under body deflectors, or class A efficient tires.

Compatibility with Alternative Fuels

Alternative renewable fuels are another key component of Stellantis' strategy to achieve significant fleet GHG emission reductions 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 run on gasoline/ethanol blends in variable proportions.

> In 2024, more than 615,000 Stellantis FFV were registered in South America, representing 67% of vehicles sold by Stellantis in that region.

Stellantis also evaluates the potential increase in the use of bio component content, such as ethanol or hydrotreated vegetable oil ("HVO"), in order to have vehicles that are compatible with future standards in various regions. Most of the recent diesel vehicles produced by Stellantis can run on HVO complying with the European Standard EN 15940.

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 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% 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 Stellantis Carbon Net Zero Targets. A key component of this effort is the active engagement with suppliers and the adoption of new technologies for the production of batteries.

Supplier Sustainability

Suppliers are also part of Stellantis' approach to reduce CO_2 emissions, focusing on emissions generated from the production of goods and services purchased by Stellantis. In line with the Dare Forward 2030 strategic plan, Stellantis' purchasing department defined a target to increase to 95% the share of APV from key suppliers with CO_2 reduction targets compliant with the Paris Agreement by 2030.

Stellantis has also 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 according to environmental criteria such as the ISO 14001 certification, or the supplier ability to develop products which incorporate green or recycled materials;
- requesting Stellantis suppliers with major APV to share their carbon net zero roadmap to demonstrate their ability to support the Stellantis Carbon Net Zero Targets, and work on an emission reduction plan compliant with the Paris Agreement, and to participate in the Carbon Disclosure Project ("CDP") reporting;
- including GHG emissions performance as a key criterion in the business award process for the highest GHG footprint components of a BEV. A total of 70 prioritized components and materials representing around 80% of the GHG emission footprint of a BEV's supply chain emissions are specifically tracked and followed by engineering and purchasing teams to optimize the carbon footprint performance of our suppliers.

As an example of the supplier sustainability strategy in action, reducing CO_2 emissions from steel is a key lever in achieving our 2030 targets. Steel, identified as a major contributor to upstream Scope 3 GHG emissions, is among the 70 prioritized components and materials specifically tracked for carbon footprint performance. In this context, carbon footprint targets are included in our steel purchasing roadmaps to meet the Stellantis Carbon Net Zero Targets, with strong involvement from Stellantis' 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, expanding gigafactories, and promoting battery recycling, we aim to maximize the long-term energy savings and emission reductions offered by EVs.

- **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;
  - 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 while ensuring clean, safe and affordable mobility. These initiatives include working with the French Alternative Energies and Atomic Energy Commission, Factorial Energy, Tiamat and Zeta Energy Corp. Refer to **Dare Forward 2030 strategic plan** included in the **2024 Annual Report** ↗ for additional information.
- **Raw materials for batteries and EDM**: Stellantis is entering into partnerships to secure a stable supply of key materials for its electrified future, aiming at selecting sustainable and responsible processes, partners and suppliers (refer to **Overview of Our Business - Supply of Raw Materials, Parts and Components** included in the **2024 Annual Report** ↗ for additional information).

In 2024 Stellantis signed offtake arrangements for strategic materials such as:

- rare earths, with an offtake agreement with Carester to provide rare earths raw materials through processing and recycling in France. This offtake will enable Stellantis to supply rare earths over an initial ten-year period, with a significant portion coming from recycling which will enhance a CO_2 reduction by 60% compared to extraction path;
- synthetic graphite anode material, with an offtake agreement with Novonix to supply Stellantis cell manufacturing partners in North America over a six-year term starting in 2026;
- natural graphite anode material, with an offtake agreement starting in 2026 with Westwater from its Kellyton Graphite Plant located in Alabama (U.S.).

- **Gigafactories**: Stellantis intends to secure its battery cell needs by 2030 through joint ventures in Europe and North America and additional supply contracts. Refer to **Note 27, Guarantees granted, commitments and contingent liabilities** within the **Consolidated Financial Statements** included the **2024 Annual Report** ↗ for additional information on our commitments toward ACC, StarPlus Energy and NextStar Energy.

  In 2024 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, initiated its ramp up phase in 2024 in Billy-Berclau Douvrin (France) to support standard range and long range STLA M platform batteries for C SUV and D segment vehicles, starting with the Opel Grandland in September 2024. As of February 27, 2025, the timing to extend chemistry portfolio and manufacturing capacity in Kaiserslautern (Germany) and Termoli (Italy) is under assessment;
  - in North America, the first StarPlus Energy (joint venture between Stellantis and Samsung SDI) gigafactory, located in Kokomo, Indiana (U.S.) began production at the end of 2024;
  - the NextStar Energy (joint venture between Stellantis and LG Energy Solution) gigafactory, located in Canada, also started production of battery modules in the second half of 2024 and is expected to begin cell production in 2025 with annual production capacity in excess of 45 GWh per year at full capacity;
  - in December 2024, Stellantis and CATL announced that they have reached an agreement to form a joint venture that will build a large-scale European LFP battery plant in Zaragoza (Spain) with a capacity of up to 50 GWh. Start of production for modules is expected by the end 2026 and cells from 2028.
- **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 and reuse strategy with second-life projects to secure access to secondary raw materials. For more detail refer to **Resource Outflows Metrics** ↘.

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 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 use recyclable or reusable packaging raw materials for new projects vehicles.

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 operations. The Manufacturing and Supply Chain department is committed to the Stellantis Environmental and Energy Policy and the Stellantis Carbon Net Zero Targets.

To achieve these targets, Stellantis employs a strategy with several interconnected work streams. For instance, the shift from gray to green electricity emphasizes energy reduction to prevent oversizing new installed capacities.

The following planned phases overlap:

Short term	Focus on optimizing energy management across all plants and implementing energy-efficient consumption
Medium term	Efforts will continue to include rationalization of real estate, improving the industrial footprint, and increasing the use and production of renewable energy
Long term	The plan involves leveraging technical innovations such as hydrogen, biomethane, and power-to-gas

This strategy is founded on two key actions: energy efficiency and energy transformation. Both pillars are financed through our own Capex and external investments, such as power purchase agreements ("PPA"), 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 and contribute to the Stellantis Carbon Net Zero Targets.

One innovation is 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 and variable speed drives, the deployment of efficient compressors and LED retrofitting.

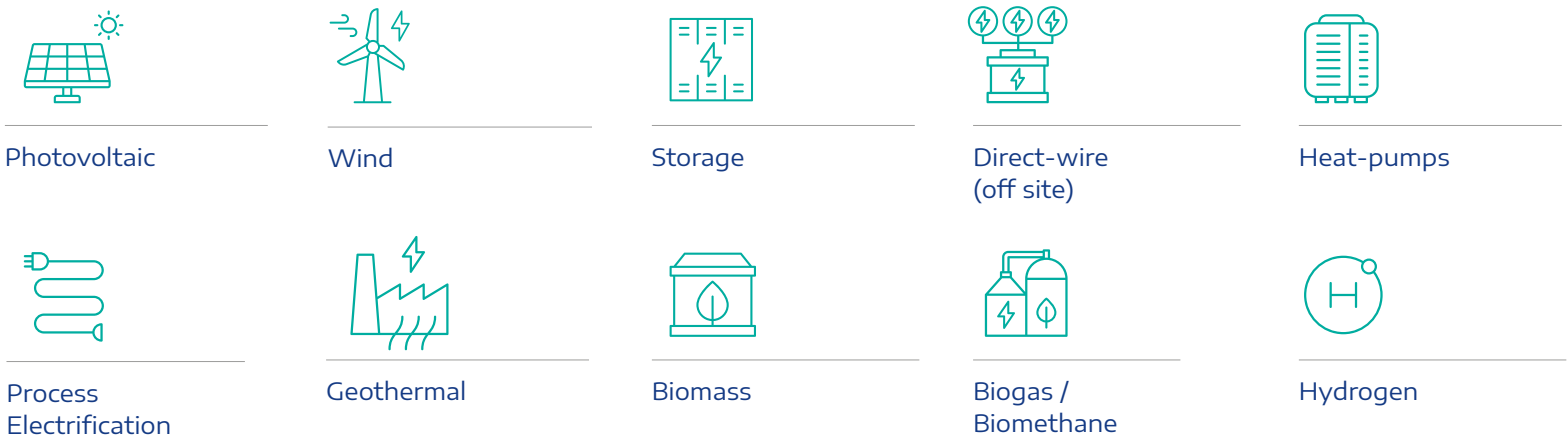
Stellantis aims to optimize its non-manufacturing sites specifically by reducing the overall square footage of its asset portfolio and developing "grEEn-campus" locations at historic sites focused on automotive design, R&D, and tertiary functions.

Energy Transformation

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

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

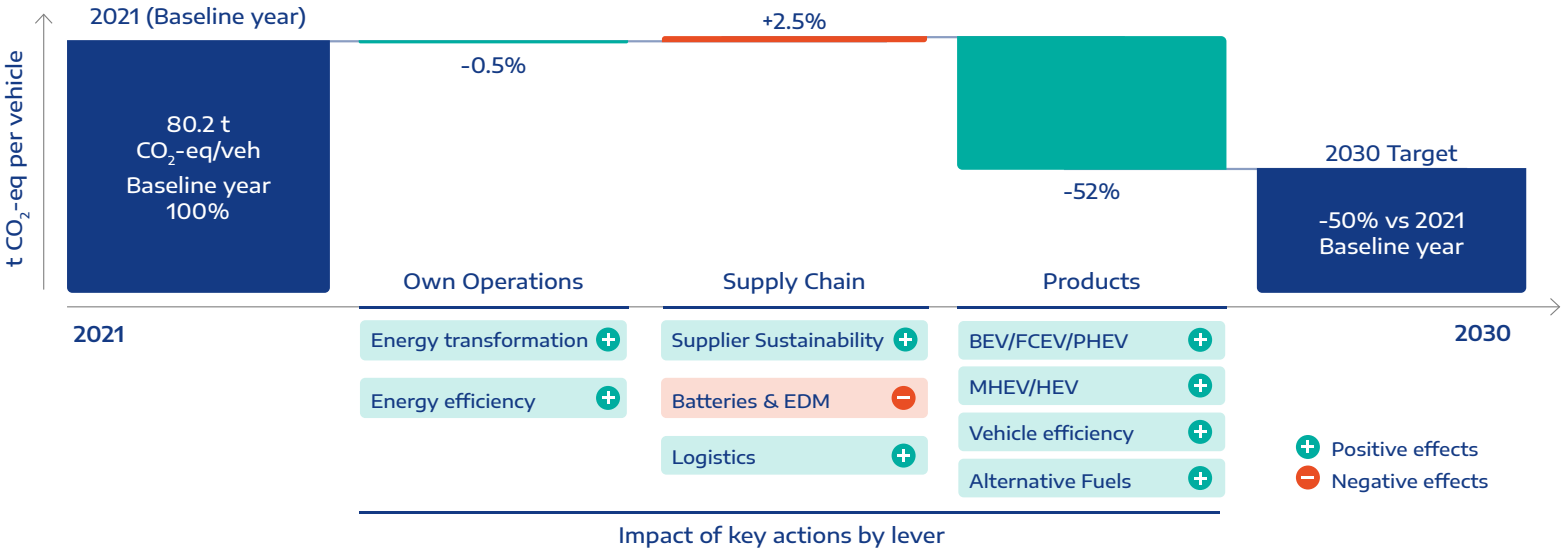
Innovative technology toolkit



Impact by Decarbonization Lever

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

Stellantis GHG emissions per vehicle reduction roadmap, 2021-2030[1]



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 any of these solutions like renewable energy, energy-efficient technologies, innovation or CO_2 reduction strategies can be limited, delaying progress toward the Stellantis Carbon Net Zero Targets. Therefore, effective resource planning and prioritization are essential for the success of these actions.

[1] The Stellantis Carbon Net Zero Targets are conditioned by key external enablers: decarbonized energy and grid infrastructure (based on Announced Pledges Scenario from the IEA), and conducive public policies for BEV (charging infrastructure, purchasing incentives) impacting our Scope 3 emissions. Probable changes in GHG regulations in the near- and medium term, particularly in the European Union and in the United States, are likely to have an impact on BEV market dynamics.

Significant monetary amounts of Capex and Opex to implement the actions by decarbonization lever

Investment (Capex and Opex)		(€B)
Efficiency of own operations	2021-2030	1.0
	2024	**0.1**
Sustainable supply chain	2021-2030	6.2
	2024	**1.2**
Low-carbon product portfolio	2021-2030	39.2
	2024	**4.4**

Investments reflect the scope of our Dare Forward 2030 strategic plan, which applies to all Stellantis GHG emissions Scopes. The 2024 value for low-carbon product portfolio is coherent with the EU Taxonomy section of this statement, where we report the Capex relative to eligible activity 3.3 (Manufacture of low-carbon technologies for transport) which are aligned to the technical screening criteria requiring emissions lower than 50g CO_2/km for light duty vehicles and passenger cars.

Investments in charging infrastructure explain the difference between the value in the EU Taxonomy section of this statement and the value in the low-carbon product portfolio in the table above. Within the line sustainable supply chain, we included equity investments equal to €1.2 billion in 2024 (JVs, circular economy, logistics).

Among these are €1.1 billion in investments not directly included in EU Taxonomy KPIs for Capex, as per EU Taxonomy regulation, but mentioned in the EU Taxonomy section narratives (related to eligible activities, such as ACC, NextStar Energy and StarPlus Energy).

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 **2024 Annual Report ↗**.

Targets Related to Climate Change Mitigation and Adaptation

ESRS 2 MDR-T E1-4

The IPCC's Sixth Assessment Report underscores the importance of present-day choices, which guide Stellantis' strategy to combat climate change. Recognizing the automotive industry's crucial role in limiting global warming.

> Stellantis has set targets aligned with emissions pathways compatible with a 1.5°C scenario.

To support these targets, Stellantis employs a 1.5°C climate scenario as a strategic framework to navigate developments across dimensions, like 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 and to strive to achieve the objectives outlined in the Stellantis Environmental and Energy Policy.

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 such as the CAFE regulation, 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 offset or credits if not stated differently. Our 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 GHG Protocol and Science Based Target initiative ("SBTi") framework to maintain alignment with target-setting requirements. As of December 31, 2024, Stellantis addresses over 90% of its Scope 3 emissions through near- and long-term targets, exceeding the SBTi and GHG Protocol requirements of 67% for near-term and 90% for long-term targets. Additionally, our near- and long-term targets for Scope 1 and Scope 2 emissions collectively cover more than 95% 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 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. We intend to update this base year every five years starting from 2030 to account for changes in our operations and emissions profile.

In 2024, Stellantis expanded its emissions accounting methodology[2], impacting CO_2 emissions calculations and necessitating a recalibration of base year values for Scope 1 and 2, resulting in a 320,546 tons of CO_2-eq increase with respect to what reported in its **2023 CSR Report ↗**.

Stellantis is committed to ensuring compliance with applicable global GHG regulations, evidenced by its expanding LEV lineup and strategic sales mix. This commitment is further reinforced by the Stellantis Carbon Net Zero Targets set forth in our Dare Forward 2030 strategic plan (refer to **Sustainability Trajectory ↘** in this document for additional information).

Stellantis is working towards the eventual phase-out of new ICE vehicles in leading markets, relying on a strong electrification roadmap.

[2] When preparing our CSR Report in 2023, small sites (based on headcount and m^2) were excluded from calculations.

With the target of 30% absolute GHG emission reduction on Scopes 1, 2, and 3 by 2030 we are in alignment with the new SBTi sectoral interim pathway for OEMs (42% reduction in Well-to-Wheel - use phase of vehicles, Scope 3 category 11 - between 2021 and 2030), and therefore compatible with limiting global warming to 1.5°C.

> Since 2021, Stellantis has reduced its Scope 1, 2, and 3 GHG emissions per vehicle sold by 11%.

Stellantis has not undergone the certification process under the interim pathway published by SBTi in March 2024. SBTi is developing a new automotive standard to replace the interim pathway for OEMs, which is expected to be finalized between 2025 and 2026. We will analyze this guidance as to when it is released.

The progress towards reduction targets is reviewed with Senior Management several times a year. An internal tool is used to calculate both intensity and absolute 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).

Many of the targets set forth in the Company's Dare Forward 2030 strategic plan are dependent on external enablers including the pace of the industry's transition to full electrification, conducive BEV policies (e.g., charging infrastructure, BEV purchasing incentives), and the availability of decarbonized energy.

These targets have become increasingly challenging in light of the trends in market dynamics, government policy and regulation that have emerged since the plan's introduction in March 2022. Although the targets remain in place, the speed and trajectory at which they may be met is the subject of ongoing assessment by the Company.

Progress made toward targets for climate change in comparison to the year 2021 [3]

Entity-specific Metrics		Year	(tCO_2-eq)	
Carbon Net Zero Targets[1]:				
Reduction in absolute GHG emissions (%) across Scopes 1, 2, and 3 vs. 2021 base year[2]	Results	2021	527.5M	
		2024	414.7M	-21%
	Targets	2030		-30%
		2038	Carbon net zero, with single digit % compensation of residual emissions	
Reduction in GHG emissions intensity per vehicle (%) across Scopes 1, 2, and 3 vs. 2021 base year	Results	2021	80.2	
		2024	71.4	-11%
	Targets	2030		-50%
		2038	Carbon net zero, with single digit % compensation of residual emissions	
Reduction in absolute Scope 1 and 2 GHG emissions (tons of CO_2-eq) vs. 2021 base year[2]	Results	2021	4,195,032	
		2024	2,547,429	-39%
	Targets	2030		-75%
		2038	Carbon net zero, with single digit % compensation of residual emissions	

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 ↘ for additional information.

[3] Information on previous years (2022 and 2023) can be found in the Stellantis 2023 CSR Report. Adjustments to the 2021 base year have been made for the 2024 reporting year for Scope 1 and Scope 2 emissions, reflecting an expanded reporting scope compared to the Stellantis 2023 CSR Report. As such, the 2021-2023 Scope 1 and 2 values found in the Stellantis 2023 CSR Report are not comparable to those in this table.

Entity-specific Metrics		Year	
Carbon Net Zero Targets[1]:			
Share of decarbonized electricity used in own operations	Results	2021	45%
		2024	59%
	Targets	2030	100%
		2038	100%
Percentage of nameplates with LEV offering in EU PC	Results	2021	40% LEV (15% BEV)
		2024	73% LEV (44% BEV)[3]
	Targets	2030	100% BEV
		2038	100% BEV
Percentage of nameplates with LEV offering in U.S. PC and LDT	Results	2021	10% LEV
		2024	48% LEV (24% BEV)[3]
	Targets	2030	100% BEV
		2038	100% BEV
Share of LEV in EU PC sales[4]	Results	2021	13% LEV (8% BEV)
		2024	15% LEV (11% BEV)
	Targets	2030	100% BEV[4]
		2038	100% BEV
Share of LEV in U.S. PC and LDT sales[4]	Results	2021	3% LEV
		2024	11% LEV
	Targets	2030	50% BEV[4]
		2038	100% BEV

PC = Passenger Cars; LDT = Light Duty Trucks

Entity-specific Metrics		Year	
Carbon Net Zero Targets[1]:			
Share of APV from key suppliers[5] with CO_2 reduction targets compliant with the Paris Agreement	Results	2021	>55%
		2024	>84%
	Targets	2030	95%
		2038	Carbon net zero of the supply chain with minimal compensation
Reduction in CO_2-eq emissions of BEV purchased parts vs. 2021 base year	Results	2021	n.a.[6]
		2024	n.a.[6]
	Targets	2030	-40%
		2038	Carbon net zero of the supply chain with minimal compensation

[1] The achievement is conditioned by key external enablers: decarbonized energy and grid infrastructure (based on Announced Pledges Scenario from the IEA), and conducive public policies for BEV (charging infrastructure, purchasing incentives) impacting our Scope 3 emissions.

[2] The Scope 1 and Scope 2 emissions targets account both for less than 1% of total GHG emissions and therefore their share of reduction weights less than 1% for each of the two Scopes.

[3] Market condition shifts (including reductions in BEV subsidies) triggered product plan adjustments, which explains why the progress against the targeted 2030 percentage of nameplates with BEV offering is not what was planned when the target was set in 2021. As of February 27, 2025, we are observing a slowdown in BEV acceleration in Europe.

[4] The achievement is subject to change based on market dynamics and conditioned by conducive public policies for BEV (charging infrastructure, purchasing incentives). Probable changes in GHG regulations in the near- and medium term, particularly in the EU and in the U.S., are likely to have an impact on BEV market dynamics.

[5] Key suppliers are those which contribute with strategic products for our Dare Forward 2030 strategic plan, as well as the major suppliers determined by Annual Purchased Value (APV).

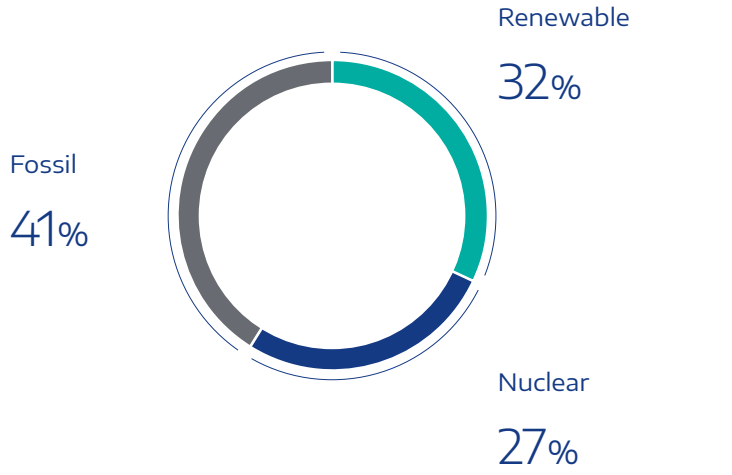
[6] In 2024 we do not report on the result for this target. We started to collect data with suppliers for new vehicles and the impact of our action plan will be measured after the SOP of those vehicles.

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[4].

Electricity consumption sources



[4] 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

2024		*(MWh)*
1	Fuel consumption from coal and coal products	70,138
2	Fuel consumption from crude oil and petroleum products	170,035
3	Fuel consumption from natural gas	5,141,155
4	Fuel consumption from other fossil sources	37,351
5	Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	3,354,013
6	**Total fossil energy consumption (calculated as the sum of lines 1 to 5)**	**8,772,692**
7	**Total energy consumption from nuclear sources**	**1,617,055**
8	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen)	27,935
9	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	1,852,080
10	The consumption of self-generated non-fuel renewable energy	41,470
11	**Total renewable energy consumption (calculated as the sum of lines 8 to 10)**	**1,921,485**
	Total energy consumption (calculated as the sum of lines 6, 7 and 11)	**12,311,232**

Renewable and non-renewable energy production

2024	*(MWh)*
Non-renewable energy	220,303
Renewable energy	69,405
Total renewable and non-renewable energy production	**289,708**

Energy intensity

2024	
Total Net revenues *(€M)*	156,878
Energy intensity (total energy consumption per Net revenues) associated with activities in high climate impact *(MWh/€M)*	**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 2024 Scope 3 GHG emissions inventory does not include categories of GHG protocol that have no significant impact (less than 1% individually and less than 2% on an aggregated basis).

A detailed analysis of these activities is ongoing and may lead to additional disclosures in subsequent years.

GHG emission breakdown for Stellantis[5]

2021 base year / results (unaudited)

Scope 1 GHG emissions	Year	(M tCO_2-eq)
Gross Scope 1 GHG emissions*	2021	1.8
	2024	1.1
Percentage of Scope 1 GHG emissions from regulated emission trading schemes for all legal entities*	2021	29%
	2024	14%

Scope 2 GHG emissions	Year	(M tCO_2-eq)
Gross location-based Scope 2 GHG emissions*	2021	n.a.
	2024	1.8
Gross market-based Scope 2 GHG emissions*	2021	2.4
	2024	1.4

* Stellantis Gross Scope 1 and 2 emissions for entities with operational control is not applicable

Significant Scope 3 GHG emissions	Year	(M tCO_2-eq)
Total Gross indirect (Scope 3) GHG emissions	2021	523.3
	2024	412.1
Category 1 Purchased goods and services	2021	43.5
	2024	39.2
Category 4 Upstream transportation and distribution	2021	1.2
	2024	1.3
Category 6 Business travel	2021	0.005
	2024	0.043
Category 7 Employee commuting	2021	n.a.
	2024	0.3
Category 9 Downstream transportation	2021	1.2
	2024	1.4
Category 11 Use of sold products (vehicles sold)	2021	465.6 (WtT 67.6, TtW 398.0)
	2024	359.5 (WtT 45.1, TtW: 314.4)
Category 11 Use of sold products (vehicle maintenance)	2021	9.5
	2024	8.4
Category 12 End-of-life treatment of sold products	2021	2.3
	2024	2.0

WtW= Well-to-Wheel; WtT= Well-to-Tank; TtW= Tank-to-Wheel; n.a.=not available.

Total GHG emissions	Year	(M tCO_2-eq)
Total GHG emissions (location-based)	2021	n.a.
	2024	415.1
Total GHG emissions (market-based)	2021	527.5
	2024	414.7

GHG intensity per Net revenues**	Year	
Total Net revenues *(€M)****	2021	152,119
	2024	156,878
Total GHG emissions (location-based) per Net revenues *(tCO_2-eq/€M)*	2021	n.a.
	2024	2,646
Total GHG emissions (market-based) per Net revenues *(tCO_2-eq/€M)*	2021	3,468
	2024	2,643

** 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 2024 Annual Report.

*** 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 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 GHG. These emissions are expressed in CO_2-equivalent (CO_2-eq) to provide a standardized and accurate representation of our total greenhouse gas impact.

[5] Information on previous years (2022 and 2023) can be found in the Stellantis 2023 CSR Report. Adjustments to the 2021 base year have been made for the 2024 reporting year for Scope 1 and Scope 2 emissions, reflecting an expanded reporting scope compared to the Stellantis 2023 CSR Report. As such, the 2021-2023 Scope 1 and 2 values found in it are not comparable to those in this table.

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 operations with GHG emissions based on GHG assessments conducted at these locations.

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 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

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

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

2024	*(tCO_2-eq)*
Biogenic emissions of CO_2 from the combustion or bio-degradation of biomass not included in:	
Scope 1 GHG emissions	6,020
Scope 2 GHG emissions	—
Scope 3 GHG emissions	—

6,020 tCO_2-eq

Biogenic emissions of CO_2 from the combustion or bio-degradation of biomass not included in Scope 1 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 2024, 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[6] and employee commuting[7]. Emissions from company-owned car use are recorded under downstream activities.

Downstream Activities (Scope 3)

Downstream activities encompass GHG emissions associated with the use and lifecycle of vehicles sold in 2024. This includes Tank-to-Wheel CO_2 emissions, calculated using 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% 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.

[6] Work-related air travel: GHG emissions provided by travel agencies.
[7] 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.

These emissions due to fuels production are evaluated using Well-to-Tank/Tank-to-Wheel ratio from LCA databases, such as Sphera's (LCA software provider) LCA for Experts, along with external reports like the European JEC consortium (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) WtW V5 report and the Brazilian Energy Research Office (EPE - Empresa de Pesquisa Energética) report.

These emissions, due to electricity production to charge the EV sold, are evaluated based on actuals and forecasts from LCA databases and International Energy Agency scenarios per region.

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. The scope for downstream distribution includes small-scale distribution to dealers. However, the reporting does not fully cover emissions from spare parts distribution.

In Europe, the new Transport Management System allows for more accurate emissions calculations based on distance and modeled data, similar to the systems used in North and South America. Regional emissions 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.

GHG Removals and GHG Mitigation Projects Financed Through Carbon Credits

E1-7

The Stellantis Carbon Net Zero Targets incorporate more than 90% emissions intensity reduction across Scopes 1, 2, and 3 by 2038 compared to the 2021 base year and compensation of all residual emissions through a carbon removal plan (refer to **Targets Related to Climate Change Mitigation and Adaptation ⇲**).

For residual CO_2 emissions that cannot be abated, Stellantis will select carbon removal projects that strictly respect a set of robust quality criteria, which include additionality, permanence, proper quantification, monitoring, reporting and verification, no leakage, no harm requirements for local ecosystems and communities, and environmental, social and biodiversity co-benefits.

In 2024 Stellantis did not purchase any carbon credits, including outside its value chain. We are also closely monitoring the evolution of regulatory frameworks concerning best practices for carbon removal (revisions to Article 6.4 of the Paris Agreement from COP 29, European Commission proposal on carbon removal "QU.A.L.ITY" criteria), as well as science-based recommendations on carbon removal project quality.

In 2024, Stellantis established a carbon removal organization and governance structure, including a dedicated business leader, engineering team, business development representatives in the regions with the objective to offset remaining emissions to reach the Stellantis Carbon Net Zero Targets.

Stellantis has invested in a biochar project that is expected to deliver first carbon dioxide removal ("CDR") credits at the end of 2025. Credit creation will be done using the Puro.earth standard for the biochar method. No carbon removal is to be disclosed in metric tons of CO_2-eq in 2024. Stellantis is in process of contracting further project partners to start a "Test & Learn" phase for other carbon removal methods in the portfolio.

Internal Carbon Pricing

E1-8

The Company has established a carbon pricing scheme designed to support the achievement of the Stellantis 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 Stellantis 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 is incorporating 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 2024 the ETS carbon price was estimated to be at €71 per ton of CO_2.

- **Scope 3 upstream and downstream**: Stellantis has approved a carbon cost threshold for technical levers in the R&D process. Every lever below €80 per ton of CO_2 is considered as efficient and the 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 was introduced at the end of 2024 and will apply from 2025 onwards.

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 SBM-3 IRO-1

As part of our DMA, we identified pollution-related IROs described in the table below.

Refer to **Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model** ↘ in this statement for additional information.

Pollution - material IROs

Material Impacts, Risks and Opportunities		Value Chain
Pollution of air, water and soil	Potential negative impact	⊙ ◈ ⊙
Use of hazardous substances	Potential negative impact	⊙ ◈ ⊙
Microplastic from tire abrasion	Potential negative impact	⊙ ◈ ⊙
Compliance with legal and regulatory environment	Risk	⊙ ◈ ⊙

Upstream Activities ⊙ Own Operations ◈ Downstream Activities ⊙

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 local authorities.

We screened our sites to evaluate their materiality, and 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 activities required for the production of vehicle components generate the most significant environmental impacts on air, water, and soil pollution.

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 material across its supply chain through its DMA and annual human rights risk analysis. To address these, Stellantis has implemented two relevant policies: the Stellantis **Environmental and Energy Policy** ↗ ("EEP") and the **GRPG** ↗. Furthermore, the Company has guidelines to follow presented in the WHS.

The 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 and it is approved and implemented by the most senior level of Stellantis management accountable for implementing these. The GRPG target environmental responsibility in the supply chain, encouraging suppliers to adopt ISO 14001-certified systems, ensuring regulatory compliance, and supporting best practices.

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

Microplastics have been identified as a material topic within the value chain. As this is a relatively new topic, Stellantis as of February 27, 2025 did not have policies or targets in place to address it.

Actions and Resources Related to Pollution

ESRS 2 MDR-A E2-2

Through the below listed targeted actions Stellantis aims to reduce pollution, comply with regulations, and limit hazardous substances.

Air 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.

Efforts are also made to reduce VOC emissions from fuel systems to stay ahead of future regulations, including Euro 7. Stellantis aims to reduce GHG emissions and other pollutants emitted during the vehicle use phase, pursuing alternative propulsion systems, and collaborating with public institutions to advance regulatory improvements, to support its commitment to sustainability, regulatory adherence, and social responsibility.

Microplastics: Stellantis works with tire manufacturers to limit microplastic emissions from tire wear.

Substances of Concern ("SoC") and Substances of Very High Concern ("SVHC"): The management of SoC and SVHC (which are a subset of SoC), in our final products leaving our facilities leverages on collaboration with suppliers to replace SoC with existing suitable alternatives, supporting regulatory compliance and promoting innovation toward safer alternatives.

Pollution Reduction Targets

ESRS 2 MDR-T E2-3

Stellantis aims to reduce environmental impacts by setting voluntary targets for reducing GHG emissions and other pollutants.

Air Pollution

While not having a specific target for reducing vehicle pollutant emissions, Stellantis, has a goal to increase fleet electrification as a means to lower such emissions. The Company intends to expand the availability of BEVs and boost their share in the U.S. and EU markets.

BEVs do not produce tailpipe emissions such as NO_x, Non-Methane Organic Gases ("NMOG"), and particulate matter. Furthermore, while BEVs produce brake emissions, these are reduced by the use of regenerative braking systems.

For vehicle pollutant targets refer to **Targets Related to Climate Change Mitigation and Adaptation ↘** in this statement.

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)
Reduction of VOC emissions from paint shops normalized	Results	2024	23.04
	Targets	2025	25
		2030	25
		2050	0

SoC and SVHC

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

Pollution to Air and Water

Reducing Air Emissions[8]

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").

[8] 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.

These 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. VOCs are constituents in the formulation of paints and cleaning materials utilized in paint shops. 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 and NO_x are present in our atmosphere, originating from both natural and industrial sources. PM consists of solid or liquid particles measured in micrometers (1,000 times smaller than a millimeter) and suspended in the air. PM can originate from either natural or anthropogenic sources. 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.

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 VOC, NO_x, SO_2 and PM emissions into air

2024	(t)
VOC	14,119
NO_x	780
SO_2	96
PM	58

Amount of ODS emissions into air

2024	(Kg of CFC-11-eq)
ODS	94

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 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 2024 which generated industrial wastewater were serviced by either internal or external wastewater treatment facilities.

Amount of heavy metals discharge (loads)

2024	(Kg)
Cadmium (Cd)	19
Chromium (Cr)	422
Copper (Cu)	236
Lead (Pb)	166
Nickel (Ni)	4,751
Zinc (Zn)	5,929

Amount of COD, BOD and SM discharge (loads)

2024	(t)
COD	3,010
BOD	1,200
SM	408

Substances of Concern and 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 SoC and SVHC. By aligning with our material impacts, risks and opportunities, we aim to adhere to the highest standards of environmental and human health protection.

The results of our monitoring efforts highlight our aim to minimizing the use of hazardous substances and ensuring the safety and sustainability of our products.

For substances that are part of the products leaving our facilities, Stellantis tracks SVHC using Global Automotive Declarable Substance List ("GADSL") and International Material Data System ("IMDS"). As of December 31, 2024, the tracking of SoC other than SVHC included in products is not fully implemented, but efforts are ongoing to include SoC data in the GADSL to increase transparency throughout the supply chain.

In 2024, SVHC was calculated for the best-selling vehicle in each segment using IMDS data. The SVHC results for each segment were computed in conjunction with worldwide vehicle sales and spare parts for the respective period. Out of the total weight of SVHC, 98.5% is related to lead compounds contained in the 12 Volts lead acid batteries.

Amount of SVHC [9] that leave facilities as product or as part of products in tons by main hazard classes

2024	(t)
Human health hazard	101,347
Environmental hazard	16
Human health and environmental hazard	55
Total SVHC that leave facilities as product or as part of products	**101,418**

[9] SoC and SVHC that are generated or used during the production or that are procured are considered to be the same amount of substances that leave facilities and are therefore not reported separately.
SoC and SVHC that leaves facilities as emissions have been identified as not material and therefore not reported, and no SoC or SVHC leaves facilities as a service.

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 ensuring compliance with environmental regulations.

Through internal benchmark and best practices, our aim is to reduce water usage. This helps mitigate the impact on local water resources and maintain operational continuity.

By implementing best practices and setting ambitious reduction targets, the Company addresses challenges such as water shortages.

Water and Marine Resources 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 and their Interaction with Strategy and Business Model** ↘ in this statement for additional information.

Water and marine resources - material IROs

Material Impacts, Risks and Opportunities		Value Chain
Water resource depletion	Potential negative impact	⊙ ⊙ ⊙
Water scarcity in high-stressed areas	Risk	⊙ ⊙ ⊙

Upstream Activities ⊙ Own Operations ⊙ Downstream Activities ⊙

The global automotive industry is increasingly at risk due to water scarcity, influenced by climate change and population growth. Water is essential for various automotive manufacturing processes and non-manufacturing activities.

This heavy reliance on water poses significant business continuity risks, especially in water-stressed areas, potentially leading to operational disruptions, higher costs, and stricter regulations. Sustainable water management is vital, involving measures to reduce water use, enhance recycling, and comply with environmental regulations.

> Stellantis acknowledges the importance of sustainable water management, integrating it into its environmental strategy to support community sustainability and to minimize its impact on local water resources.

In our DMA, water management was identified as a material environmental topic for Stellantis. To assess materiality, we performed internal analysis of our manufacturing facilities at the regional level through workshops, with a specific focus on water scarcity, including areas identified as water-stressed. No consultations have been conducted with affected communities.

Stellantis utilized water footprint studies and 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 discharge directly 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 and pollution through policies that encompass the entire product lifecycle - from development to raw material extraction and product disposal. These policies include our **Stellantis Environmental and Energy Policy** ↗ incorporating water management in own operations, the **Global Responsible Purchasing Guidelines** ↗ and adherence to ISO 14001 certification standards.

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 environmental footprint, particularly in terms of water withdrawals; (iii) education and training for employees and suppliers on responsible water usage aligned with policies; and (iv) optimization of water management practices across operations.

The GRPG outline comprehensive requirements that all adhering suppliers must meet to establish and maintain business relationships with us. Refer to **Our Global Responsible Purchasing Guidelines** in this statement for additional information.

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. Achieving ISO 14001 certification for most of our plants has enabled us to implement ongoing improvements in water management.

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 for zero water withdrawal in industrial activities and reducing pollutant discharge. Similar to other industries that use water for production, vehicle manufacturing processes can impact water quality. To support compliance with environmental regulations, our facilities aim to monitor wastewater discharge for specific water quality factors as required by operational permits.

While Stellantis operations are not deemed to have a material impact on marine resources, we recognize our indirect impact on ocean health through broader environmental stressors like climate change and pollution.

To address these issues, we established targets for reducing climate change and pollution. Refer to the **Climate Change** and **Pollution** in this statement for additional information.

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 Central Departments (“ECD”) establish plant-specific targets based on these criteria.

The plants are responsible for implementing water-saving measures, while the ECD supports them by monitoring compliance, 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 implementing 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 set additional targets for the ten highest water-consuming paint shops to achieve 2025 water withdrawal targets.

For plants located in water-stressed areas, we set more demanding internal targets and provide increased support from regional environmental teams. The performance against targets at these sites exceeds the average Stellantis result. Refer to **Targets Related to Water** for additional information.

Main Activities in Supply Chain

The GRPG outline expected behaviors for suppliers, emphasizing strict compliance with environmental protection requirements. Suppliers must optimize resource use and minimize pollution, including air emissions, water discharges, waste treatment, disposal, and GHG emissions. They should also strive to optimize water resources in production and supply chains.

Compliance with these requirements is crucial for becoming and remaining part of the Stellantis supplier panel, which is regularly assessed and monitored (refer to **Our Global Responsible Purchasing Guidelines** in this statement for additional information).

Targets Related to Water

ESRS 2 MDR-T E3-3

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. Consequently, Stellantis does not have specific targets for reducing water consumption. Additionally, as Stellantis’ operations are not deemed to have a material impact on marine resources, the Company does not have a target related to the responsible management of these resources.

Water Withdrawal

To promote responsible water stewardship and aim for zero water withdrawal, Stellantis has voluntarily set targets for its operations, 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 for water
(2021 unaudited)

Entity-specific Metrics		Year	(m³/vehicle produced)
Total water withdrawal normalized	Results	2021	4.77
		2024	3.99 (3.54*)
	Targets	2025	3.5
		2030	3.0
		2038*	2.0
		2050	1.0

* In water-stressed areas; vehicles produced are assembled in those areas.

No additional water-related targets have been set for the supply chain or value chain within the manufacturing sector. Stakeholders were not involved in setting the total water withdrawal normalized target, which was 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 72% of the water consumption data is directly measured from plants, 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 2024, total water stored and changes in storage were immaterial. The total water withdrawal and 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

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

Water Discharges

Effective water discharge management is integral to our overall sustainability strategy. Water discharges can fluctuate due to factors such as rainwater, 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 municipal or Stellantis wastewater treatment plant treats all water discharge volumes. To our knowledge, the wastewater discharge into the groundwater was negligible and 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 future risk evaluation, the business-as-usual scenario 2030 is used. Water stress indicates competition for water resources, defined as the ratio of demand for water by human society divided by available water.

Water Recycling and Reuse

In 2024 the total water recycled and reused was approximately 100.5 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 this year.

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 2024, water intensity was:

Water intensity ratio

2024	
Total water consumed *(m³)*	7,705,671
Net revenues *(€ M)*	156,878
Water intensity ratio *(m³/€ M)*	**49.12**

7,705,671 m³

Total water consumed in 2024

49.12 m³/€ M

Water intensity ratio in 2024

Biodiversity

Stellantis recognizes the importance of biodiversity and ecosystem challenges in the context of its business activities and its responsibility towards society and the environment.

Biodiversity Impacts, Risks and Opportunities

For biodiversity, our DMA was informed by a 2023 LCA study and an ENCORE methodology assessment to identify dependencies on biodiversity and ecosystems in our operations and value chain. Key drivers identified of potential negative environmental impacts relate to pollution which may arise from vehicle manufacturing processes, GHG emissions from vehicles use, and pollution from upstream mining activities. Additionally, we conducted an internal assessment for plants within a 5-kilometer radius of natural protected areas, considering factors like biodiversity sensitivity, operational impacts, legal requirements, and local regulations.

Plants within a 5-kilometer radius of natural protected areas and surface occupied

2024	
Number of plants within a 5-kilometer radius of natural protected areas	57
Surface occupied *(Km²)*	37

Our internal policies for pollution mitigation and climate change actions were also considered in the impact assessment. We have not identified any material dependencies on biodiversity and ecosystems, although medium-level dependencies on water-related ecosystem services, such as flood and storm mitigation, to protect manufacturing plants and infrastructure from extreme weather were assessed.

We mapped our transitional and physical risks and found no significant risks from biodiversity and ecosystems beyond those covered in our climate change mitigation processes. Systemic risks were not considered in our analysis.

Public consultations are conducted during environmental impact assessments as required by regulations in most countries where we operate. No specific additional consultations with local communities were undertaken.

Policies Related to Biodiversity

Our **Environmental and Energy Policy** ↗ outlines our proactive approach to mitigate the impacts associated with climate change and pollution, by reducing effects, restoring and ultimately recovering biodiversity. Furthermore, our **Global Responsible Purchasing Guidelines** ↗ reflect Stellantis' commitment to reduce deforestation and land conversion. Refer to **Our Global Responsible Purchasing Guidelines** ↘ included in this statement for additional information.

Actions and Resources Related to Biodiversity

Examples of biodiversity initiatives launched or continued in 2024 include:

Wildlife Habitat Council ("WHC") projects:

The **Trenton Engine Complex**, Michigan, U.S., has been WHC-certified since 2022. The Avian Project, launched in March 2022, provides nesting habitats for purple martins during their migration. The plant has also installed bat houses to increase bat habitat opportunities. More bats on site could help control mayfly populations and the plant also developed three acres of pollinator gardens.

The **Saltillo Truck Assembly Plant**, Mexico, was the first of our plants in the country to receive silver Conservation Certification recognition from the WHC in 2022. The plant supports conservation projects, including training for the care of protected reptile species and a pollinator garden for monarch butterflies, native bees, and birds. The plant engages the community through environmental awareness activities on World Water Day, Earth Day, and World Environment Day.

Biodiversity conservation projects:

The **Mack Assembly Plant**, Michigan, U.S., part of the Detroit Assembly Complex, established the Beniteau Stormwater Park, featuring pollinator and rain gardens and collaborated with the WHC to create educational programs for local schools. The Mack Assembly Plant has planted approximately 600 trees on-site and partnered with local non-profit organizations to support native pollinators. The plant hosts 20,000 native bees in on-site hives and is working to implement a monarch waystation with over 90 host and nectar plants.

In 2024, our **Madrid assembly plant**, Spain, planted 2,100 shrubs and established a 3,000 m^2 ecological niche using hydro seeding. This initiative, designed to support pollinators, arthropods, insectivorous birds, and reptiles, aims to enhance the local ecosystem. By selecting species suited to the regional climate, we promote biodiversity through increased flower, seed, and fruit production, creating a corridor for pollinators.

Our **Trnava plant**, Slovakia, is dedicated to creating a pollinator-friendly environment by planting regional fruit trees, shrubs, and bee-friendly flowers. Collaborating with the Slovak University of Agriculture, the site also hosts honeybee colonies. Additionally, the plant participated in the INSIGNIA-EU project, which developed a non-invasive environmental monitoring protocol using honeybees to detect pollutants across 10 countries.

Refer to **Climate Change** ↘ and **Pollution** ↘ included in this statement for additional information on actions and resources related to Stellantis' two main drivers for biodiversity loss, climate change and pollution.

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

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%
	Targets	2025	60%
		2030	100%
		2050	Strategic partnership for global biodiversity program

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.

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 year end 2024, 93% 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[10], and recycling initiatives.

Resource Use and Circular Economy Material Impacts, Risks and Opportunities

ESRS 2 SBM-3 IRO-1

In the DMA we identified the following material issues.

Refer to **Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model** ↘ in this statement 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 legal and regulatory environment	Risk	◈ ↓

Upstream Activities ↑ Own Operations ◈ Downstream Activities ↓

Our material IROs in the circular economy arise from the key resources we use: metals containing steel, light alloys, copper, polymers, elastomer, fluids and going forward other raw materials like lithium, nickel, cobalt, rare earths related to the increase of EVs, EV Battery and EDM as per our Dare Forward 2030 strategic plan.

In order to identify our IROs related to resources inflows and outflows, including waste, we conducted LCAs on our vehicles and components covering 83% of the total fleet sold in 2024. The assessment analyzed the multi-criteria environmental footprint of a vehicle, its components and materials design.

The entire product life cycle is taken into account from extraction of raw materials to manufacturing, usage and end-of-life disposal or recycling. The methodology used for LCAs refers to ISO standards 14040/44 and critical reviews are conducted with external experts.

No specific additional consultations with local communities were undertaken. The assessment highlighted the following impacts and dependencies related to resource usage and waste throughout the product lifecycle and the related impacts dependencies across the value chain.

List of lifecycle stages and waste impacts

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 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

[10] 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.

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 expected to be formally adopted into a policy in the near term, addressing the circular economy through two main approaches:

- **products**: designing products to reduce their environmental impact throughout the entire life cycle, in line with the Stellantis Carbon Net Zero Targets;
- **operations**: using resources responsibly, efficiently, and sustainably, promoting the circular economy within our operations and supply chain.

In 2024, 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 materials.

As part of our approach to circular economy, we aim to reduce energy use, waste, emissions, and water usage in our facilities. We follow the SPW in all our manufacturing processes, and most of our plants have the ISO 14001 certification.

Our Head of Manufacturing and Supply Chain is responsible for optimizing material cycles. The Sustainable Raw Material division was created in 2023 to secure the responsible supply of raw materials and support in the achievement of the Stellantis Carbon Net Zero Targets. We also have a dedicated business unit for circular economy, supported by central and regional teams, suppliers, and partners.

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 reasonable 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. To achieve sustainable sourcing and mitigate the associated risks, the Company took 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

Under our Dare Forward 2030 strategic plan, we aim to reduce our carbon footprint by developing and securing an advanced green materials supply by 2038. We advocate for the circular economy through an eco-design approach, utilizing recyclable and recycled materials in our products and adhering to our 4R strategy (Remanufacturing, Repair, Reuse, Recycle).

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.

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 95% vehicle weight recovery with 85% 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.

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. The Company's 4R strategy aims to extend the lifecycle of products and minimize waste. The SUSTAINera label, launched in 2023, identifies circular economy activities and aftersales products within Stellantis.

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.

The results of LCAs help improve our future vehicle designs:

- highlighting the environmental advantage of one innovative solution compared to another, and more broadly, the overall environmental impact of a product;
- identifying possible pollution transfers during lifecycle;
- highlighting core environmental impacts;
- choosing more environmentally friendly technologies and materials.

To facilitate the use of green materials made from recycled, natural, and bio-sourced origins into its vehicles, the Company is further developing supply chains and research efforts on new materials.

The Company employs a “design for circular economy” approach, prioritizing materials and components that can be easily dismantled, remanufactured, repaired, reused, recovered, 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. The overall approach reduces environmental impacts and resource scarcity risks.

As a participant in the International Dismantling Information System (“IDIS”), covering more than 30 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

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 SO_2-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.)

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

Use of Green Materials

Stellantis aims to integrate recycled and natural materials into its vehicles, such as 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. Additionally, Stellantis is enhancing vehicle parts recyclability through partnerships, which help expand the use of new green materials across various regions and brands.

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 without compromising quality. In 2024, the Remanufacturing offer expanded with new product lines and range in Brazil and North America, while the Reuse offer, already a leader in Europe, has been launched in the United States through the B-Parts platform.

The Company has started second-life projects to repurpose HVB for non-automotive applications, like renewable energies. Recycled products, made from recovered materials and industrial waste are also part of SUSTAINera initiatives. Analyses show that this approach can result in a reduction in raw material use and CO_2 emissions, supporting the Stellantis Carbon Net Zero Targets.

Recycling Activities

- **Material Flow Management**: Stellantis has established a flow to manage recycled materials and created 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 vehicle and part 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.

  Stellantis aims to expand the current scope of responsibility for dealing with end-of-life products and vehicles, by finding ways to recycle more of those materials back into the manufacturing process. SUSTAINera Valorauto and its network assist with recovering materials from ELVs. All these activities, led by the Circular Economy business unit, improve the recycling value chain and supports security of material sourcing.

- **ELVs Treatment**: in adherence to the EU ELV Directive, Stellantis has created take-back networks in EU states where it operates. The arrangements vary per country, by a service provider on the manufacturers' behalf, or through a collective take-back process where required by law. 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.

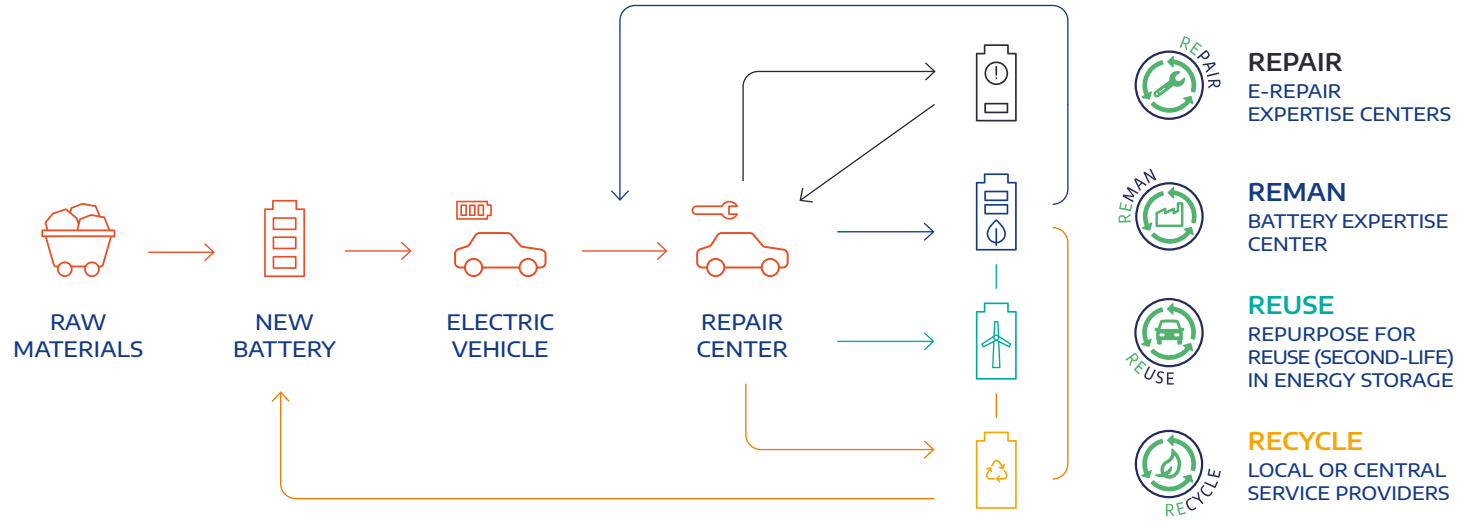
  Through its subsidiary SUSTAINera Valorauto, the Company manages ELVs in France, Belgium, and Luxembourg, with plans for expansion.

The entity collaborates with authorized treatment facilities to collect and treat ELVs, recovering parts for reuse, remanufacturing, and recycling. Outside of Europe, Stellantis is evaluating regional market situations and ELVs legislation. We tailor strategies and implementation plans according to local and regional needs and constraints as follows:

- **United States**: 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;
- **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' new ELV Decree issued on November 24, 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 SAS and received approval from the French authorities in July 2024.
- **High Voltage Batteries treatment**: Stellantis implements collection and treatment procedures, prioritizes extending the battery lifespan through remanufacturing, repair, and second-life solutions, and establishes recycling contracts with specific operators for all Stellantis brands. Agreements established in 2023 cover recycling needs in the Europe, North America, China, Middle East & Africa, and India & Asia Pacific regions.

Circular economy of High-Voltage Batteries



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

	Availability of the SUSTAINera 4R solutions on parts (excluding HVBs)				Availability of the SUSTAINera 4R solutions on HVBs			
Geographical Area	Reman	Repair	Reuse	Recycle	Reman	Repair	Reuse	Recycle
Enlarged Europe	●	●	●	●	●	●	●	●
North America	●	●	●	●	●		●	●
South America	●		●	●				●
Middle East & Africa	●		●	●				●
India & Asia Pacific	●					●		●
China	●	●				●		●

Targets Related to Resource Use and Circular Economy

ESRS 2 MDR-T E-5-3

While there are no mandatory targets based on current regulations regarding resource use and the circular economy, we are committed to reducing the use of primary raw materials. We aim to mitigate environmental impacts by enhancing our policies and actions, measuring these efforts with metrics disclosed in Resource Inflows Metrics ↘ and Resource Outflows Metrics ↘, which will serve as the foundation for establishing measurable targets.

Stellantis voluntarily implements targets aiming to boost sustainability and resource efficiency and has established waste-related goals applicable to our manufacturing activities guided by best practices and guidance from the Global Reporting Initiative. We aim to recover a specific percentage of waste from total waste, focusing on recycling and waste recovery stages.

Moreover, we are striving to increase the proportion of zero-waste-to-landfill plants, which aligns with our goal of effective waste management at the disposal stage of the waste hierarchy.

Progress made toward targets for waste

Entity-specific Metrics		Year	(kg/vehicle produced)
Total waste normalized (kg/vehicle produced)	Results	2024	51.1
	Targets	2025	40
		2030	36
		2050	22.5
Percentage of waste recovered out of total waste generated	Results	2024	84%
	Targets	2025	84%
		2030	90%
		2050	100%
Percentage of plants with zero waste sent to landfill	Results	2024	63%
	Targets	2025	65%
		2030	75%
		2050	100%

63%

Plants with zero waste sent to landfill in 2024

84%

Waste recovered in 2024

Resource Inflows Metrics

E5-4

Description of the Key Resource Inflows

The main materials used (resource inflows) in the vehicles are metals, plastics, elastomers, glass and fluids. Stellantis also uses critical raw materials such as lithium, nickel and cobalt, and rare earths for permanent magnets used for electric batteries. 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 statement for additional information.

Resource Inflows

2024	(t)
Total weight of products and technical and biological materials used during the reporting period	9,545,951
Percentage of biological materials (and biofuels used for non-energy purposes)	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)	2,725,106
Percentage of secondary reused or recycled components, secondary intermediary products and secondary materials	29%

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 substance 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 powertrain (ICE, PHEV or BEV). From these declarations, material content is calculated for each representative vehicle and then computed for all vehicles sold in 2024.

To conduct eco-design actions, standards and tools are defined and implemented to monitor design criteria applied by engineering teams. Specifically, standards are established to limit and trace the use of hazardous substances (as described in **Pollution ↘** in this statement) 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 83% of sales. For unrepresented vehicles, a minimum assumption of secondary or biomaterial content is used.

Resource Outflows Metrics

E5-5

Products and Materials

A circular economy supports the eco-design process by shifting away from virgin resources and increasing the use of recycled materials through recycling activities. This enhances the green materials content in new vehicles. Since 2023, the green 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 PC and LDT, 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 the vehicles taking into account the specific usage in the regions, in accordance with market average.

Repairability of Parts and HVBs

As of the date of our 2024 Annual Report, 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 24 e-repair centers worldwide. Additionally, Stellantis reconditions vehicles at the SUSTAINera Circular Economy Hub in Mirafiori, Italy, complementing existing reconditioning activities in Europe with Aramis.

Recyclability, e-repair centers and ELVs indicators

2024	
The rates of recyclable content in products	85%
Number of e-repair centers	24
Percentage in weight of ELVs recycled	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% recyclable by weight and 95% 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 85% of sales. Due to similar designs and material breakdowns, the vehicles not covered by this calculation can also be considered with the same percent recyclable.

Each region reports the number of activated e-repair centers, with the total calculated by the Circular Economy business unit.

The percentage of ELVs material recycled is calculated as a weighted average between France and Benelux 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 2024, Stellantis generated 314,350 tons of waste of which 272,928 tons were generated at manufacturing sites and 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 2024, we generated 59,293 tons of hazardous waste. The manufacturing activities generated 95% of the hazardous waste and non-manufacturing activities 5%.

Of all the active plants, 63% are qualified as zero waste to landfill facilities, which means that no waste was sent to landfill (unless required by applicable laws).

Waste

2024	(t)	Non-hazardous waste	Hazardous waste
Waste diverted from disposal - preparation for recycling	228,492		
Waste diverted from disposal - preparation for other recovery operations	37,101		
Waste diverted from disposal (total recovered waste)	**265,593**	**221,773**	**43,820**
Waste directed to disposal - incineration	5,662		
Waste directed to disposal - landfill	29,581		
Waste directed to disposal - other disposal operations	13,513		
Waste directed to disposal	**48,757**	**33,338**	**15,419**
Total waste generated	**314,350**	**255,111**	**59,239**
of which, non-recycled waste	85,858		
Percentage of non-recycled waste	27%		

314,350 tons

Total waste generated in 2024

Methodology

In 2024 our total waste added up to 314,350 tons, excluding metal waste, foundry specific waste and waste from construction and demolition activities. Waste from construction and demolition activities generated was 50,204 tons.

In 2024, the total amount of metal waste was 1,085,818 tons of which 100% were recycled. The waste types coming from our foundries added up to 91,382 tons 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.

2024 Expanded Sustainability Statement

SOCIAL SUSTAINABILITY

03

Own Workforce

S1

Stellantis emphasizes transparency in reporting on working conditions, equal opportunities, and human rights and aims to reflect its ethical business practices through fair remuneration, occupational health and safety, and a culture of respect and accountability. This section provides an overview of how Stellantis manages its own workforce related IROs.

Interests and Views of Stakeholders

ESRS 2 SBM-2

Refer to **Stakeholder Dialogue for a Better Mutual Understanding with Society** ↘, in this statement 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 IROs on 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 the **Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model** ↘ in this statement for additional information.

Own Workforce - material IROs

Material Impacts, Risks and Opportunities		Nature	Value Chain
Secure employment	Potential neg. impact	Individual incident	◎
Non-discrimination	Potential neg. impact	Individual incident	◎
Gender equality and equal pay for work of equal value	Potential neg. impact	Individual incident	◎
Adequate wages	Potential neg. impact	Systemic	◎
Flexibility in working conditions	Positive impact	Individual incident	◎
Social dialogue	Potential pos. impact	Systemic	◎
Occupational health and safety	Potential neg. impact	Individual incident	◎
Respect of human rights	Risk		◎
Reputational and controversy risks	Risk		◎
Employee engagement	Opportunity		◎
Right skills and roles for innovation	Opportunity		◎

Upstream Activities ◎ Own Operations ◎ Downstream Activities ◎

The actions outlined in this section are designed to mitigate negative impacts, manage risks, and leverage opportunities and aim to promote continuous improvement rather than being 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 and non-employees 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. Please refer to **Corporate Governance** in the **2024 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.

Stellantis' Compensation Policy promotes and rewards leadership and performance, offering compensation with three main objectives: reward performance, provide a competitive, market-driven compensation package, and attract and retain key talent. This policy aims to address IROs related to adequate wages and equal pay for equal work.

The Stellantis Remuneration Policy, updated and monitored by the Remuneration Committee and Board of Directors, outlines the principles for compensating executives and board members, with a focus on aligning pay with performance, sustainability goals, and shareholder interests. Refer to the **Remuneration Report**, included in the **2024 Annual Report** ↗ for further information on this policy.

To address potential occupational health and safety impacts, Stellantis has its 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 Chief Human Resources and Transformation Officer ("CHRTO").

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. Please see **Wellbeing, Health and Safety** ↘ elsewhere in this statement for more information.

> Our **Human Rights Policy** ↗ demonstrates a global commitment to upholding human rights, labor rights, and fair working conditions.

It includes strict prohibitions against child labor, support for freedom of association, and safeguards to prevent complicity in human rights abuses. The updated 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 UN 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 published annually. Our policy, approved by the Human Rights and Ethics Committees, is published in multiple languages. Refer to **Human Rights** ↘ included in this statement 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 CHRTO, 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

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 Brazil, we are legally required to negotiate collective agreements annually, discussing and agreeing on actions and targets. Similar processes involving unions occur in Argentina and Chile, where every change requires employee approval.

Our engagement with employees involves various global, regional, and local approaches. These include communications about strategic directions and advancements, regular discussions with employee representatives via various forums, councils, and negotiation events, annual global employee surveys (including mental health surveys,) and interactions with the leadership team for direct feedback. Additionally, managers organize idea-sharing sessions. We include all employees in our communication process by providing digital access to our employee intranet portal for both white-collar and blue-collar workers, enabling them to interact with communications and company-related content.

Example

Our efforts in the Middle East and Africa to enhance employee welfare and engagement include:

- close collaboration with local unions on action plans related to "My Wellbeing work" in Kenitra (Morocco);
- appointment of department ambassadors in the UAE to address work conditions and promote wellness;
- HR-led all-hands meetings in South Africa to gather feedback;
- dedicated working group in Algeria focusing on Compensation & Benefits issues and action plan development.

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

For each of the IROs outlined in this section, management decisions, including targets, are systematically 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**.

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

S1-1 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 the Integrity Helpline. Reports can be made anonymously where permitted, with strong anti-retaliation protections. Refer to **Corporate Governance** in the **2024 Annual Report** for additional information about our Code of Conduct and Integrity Helpline.

In 2024, internal communication campaigns promoted the Integrity Helpline's use for reporting various concerns, including vehicle safety, regulatory compliance, ⊕ discrimination and harassment and other • human rights issues.

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. We intend to include blue-collar employees in the 2025 Ethical Culture Survey.

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 are implemented, for example 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 2024, a total of 2,270 incidents were reported through the Integrity Helpline. Of these, 1,346 were related to "Harassment and Internal Working Environment," and 359 were related to "Discrimination and Retaliation." Across all channels, 1,892 incidents were reported pertaining to discrimination and harassment. There were no fines, penalties, or compensation for damages, and no severe human rights incidents, such as child or forced labor, or human trafficking.

⊕

Labor grievances resolution

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

2,270

Total incidents reported through the Integrity Helpline in 2024

Number of cases reported via the Integrity Helpline

	Protecting our Workforce				Conducting Business					
2024	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
No 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**
No of cases closed as substantiated or not substantiated with issue	441	51		33	23	9	18	30	185	**790**
Number of cases archived	258	46		4	4	0	4	9	16	**341**
No of cases still open in N	237	138		22	8	0	9	25	81	**520**
No of closed cases with actions taken	528	71	9	40	25	11	24	34	213	**946**
Duplicate cases received	162	21		8	7	0	1	5	16	**220**

Equal Treatment and Opportunities

Actions, Resources and Targets

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

The Stellantis Code of Conduct and Human Rights policies emphasize our anti-discrimination principles and practices, with periodic required trainings and certification of adherence to these principles.

> Stellantis is committed to maintain a fair workplace, free from favoritism, violence, harassment (⊕ including sexual harassment •), or any kind of discrimination.

Our approach 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, the appointment of our people and their progress through the organization is based on meritocracy. Our diverse workforce is a reflection of the communities in which we operate and the customers we serve. Our inclusive culture celebrates the different nationalities working in the many countries where we make and sell our products. We value the diversity in thought of our workforce to drive successful business outcomes for Stellantis.

We focus on creating an environment where employment opportunities are not influenced by preconceptions, demonstrating our commitment to equal opportunities based on meritocracy and a zero-tolerance approach to discrimination. We believe that building a workspace where everyone is valued for their contribution to the Company leads to stronger employee engagement and business sustainability.

Diverse cultural perspectives can inspire creativity and drive innovation, plus local market knowledge and insight make for a greater competitive advantage. In 2024 a leadership program for 60 talents from 22 different countries was delivered. The objective of the program was to empower and prepare the participants to tackle the challenges and opportunities of a global-scale company, equipping them with the skills, knowledge, and mindset necessary to thrive in an increasingly interconnected and diverse business environment.

Within our core STEM functions (Software, ICT, Engineering and Manufacturing), 16.6% of our employees are women.

CASE STUDIES

Stellantis employees across the India and Asia Pacific region participated in an intercultural initiative, highlighting the unique and diverse aspects of their cultural traditions; the session was attended by more than 300 employees and 8 speakers.

For the five 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 though internships, apprenticeships and the Stellantis Student Awards.

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.

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. Resource groups are active locally and two are active globally:

- **Women of Stellantis**: focuses on the promotion of opportunities within the workplace and significantly contributes to the Company's cultural transformation. The group is present in 37 countries;
- **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.

Stellantis employees represent over 165 nationalities across six geographical areas (North America, Enlarged Europe, Middle East & Africa, South America, India & Asia Pacific, and China), supported by a cohesive corporate learning strategy.

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.

The Dutch Gender Diversity Act requires Stellantis to establish appropriate and ambitious targets for gender diversity in its Board of Directors and leadership positions. The ESG Committee of the Board of Directors monitors the Company's approach to non-discrimination and is informed on how this objective is reflected within executive leadership positions.

In 2024, women held 33.5% in L1, L2 and L3 positions. The objective is to enhance gender distribution in leadership positions to 30% by 2025, 35% by 2030 and 40% by 2040, in compliance with local laws.

Characteristics of Stellantis' Workforce and Diversity Metrics

S1-6 S1-9

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

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 on total workforce headcount	11%	16%	16%	20%	

Workforce headcount by gender and category

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	0	0	**11**	**—%**
Total	**228,309**	**20,574**	**1,193**	**248,883**	**100%**

Employee numbers reported are referred to headcount as of December 31, 2024 (including unconsolidated subsidiaries), for permanent and fixed term employees, as well as for full and part time and non-guarantee hourly employees.

In 2024, 20,723 employees with permanent contract left the employment of Stellantis representing a turnover rate[1] of 8% and a turnover rate of 6% without redundancies and transfers of undertakings, of which 10,418 left voluntarily. Stellantis hired a total of 33,092 employees.

Workforce by age and gender

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

	Women		Men		Not disclosed	
2024	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*	272	26%	761	74%	—	—%
Total	**54,820**		**194,052**		**11**	

* The top management includes our executive vice presidents, senior vice presidents and vice presidents.

[1]The turnover rate is calculated based on the assumption that the employee had a permanent contract, having a valid termination reason and termination on December 31 are not included but counted the following month. Turnover rate = (Leavers as described/ permanent employees HC in December 2023)*100.

Workforce by type of contract and region

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

	Blue Collar			White Collar		
2024	Women	Men	Not disclosed	Women	Men	Not disclosed
Resignations	519	1,862		811	2,077	
Dismissals	1,371	3,337		396	1,220	
Redundancies and transfer of undertakings	482	2,584	1	426	1,604	
Other departures	480	2,037		341	1,076	
Total	**2,852**	**9,820**	**1**	**1,974**	**5,977**	**0**

Turnover by gender

2024	With redundancies	Without redundancies
Women	8.92%	7.25%
Men	7.92%	5.83%
Not disclosed	9.09%	0.00%

Turnover by age

2024	With redundancies	Without redundancies
Up to 30 years	10.01%	9.67%
30-50 years	6.80%	5.66%
50+ years	9.20%	5.49%

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

S1-7

In 2024, Stellantis reported 15,111 temporary agency workers (non-employees in own workforce), primarily pertain to the blue-collar category. These workers are needed to manage higher workload, sick leave and vacation absences. The headcount was collected from January to October 2024 and calculated based on the average, with verification that there were no material variations in November and December 2024.

The number of 31 self-employed individuals is based on headcount estimates from data collected from all entities between January and October 2024, with verification that there were no significant variations in November and December 2024. 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 40,279 is an estimation based on the number of access passes to the sites, as service contracts do not specify the number of workers. The estimation is done with the average data from January to October 2024. Typically, contractors are employed for security services, maintenance, ICT support, canteen, and cafeteria.

Persons with Disabilities Metrics

S1-12

*Percentage of employees with disabilities by category and gender**

	Women		Men	
2024	**Number**	**Percentage**	**Number**	**Percentage**
Blue collars	1,491	4%	5,295	4%
White collars, including Top Management	504	2%	1,321	2%
Total	**1,995**	**4%**	**6,616**	**3%**

* The data is collected October 31, 2024, there is no further estimation done for the end of the year, as the percentage remains stable.

The percentage of employees with disabilities subject to legal restrictions on data collection was 3.46% in 2024.

Human Rights

Human Rights Approach

Several internal departments, including Responsible Purchasing, Compensation and Benefits, and Environment, Health, and Safety, play a crucial role in addressing human rights concerns. 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 functions are engaged through comprehensive risk assessments, including surveys, focus groups, 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 the snack and beverage 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 based on differences, including, but not limited to citizenship, ethnicity, sex, age, marital status, parental status, religion, political opinions, trade union activities, national origin, disability status, genetic information or any other basis protected by applicable law.

No severe human rights abuses were identified for the reporting year 2024. Stellantis remains vigilant to actively monitor and mitigate potential violations.

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 the **Affected Communities** ↘ in this statement), 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 trainings 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.

In 2024, 72,997 full-time equivalent ("FTE") employees completed the Code of Conduct training, and 78,552 completed the Human Rights training.

Content is tailored to key audiences, such as the Global Purchasing and Supplier Quality ("GPSQ") 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 disseminate Stellantis' values regarding discrimination and harassment ●. Training also focuses on how to report any concerns, including examples to ease the reporting.

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 environment risks, identifying gaps in policies and practices. In 2024, over 400 surveys were distributed globally, and 10 facility assessments were completed. The updated assessment methodology, including geographical and industry risk factors, resulted in a broader range of risk scores and highlighted areas for improvements.

Audits

Stellantis performs a global internal audit focused on human rights, targeting specific legal entities on a risk basis. 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, evaluation and review of human rights mapping frameworks.

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.

Child Labor

Stellantis has introduced a mechanism to enforce adherence to global labor norms, with a particular focus on preventing child and forced labor. 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 conduct business in several countries and regions recognized as high-risk for child and forced labor. 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, media, or supply chain partners, we investigate the matter and evaluate both corporate and supplier involvement.

Our due diligence approach is tailored to each incident, depending on the nature of the inquiry. In cases of non-compliance, we implement appropriate remedies and work closely with suppliers to take corrective actions, ensuring that any violations are promptly addressed and resolved. Regular communication and targeted trainings help raise awareness about labor rights.

Human Rights Targets

ESRS 2 MDR-T S1-5

As stated in our Code of Conduct and Human Rights Policy, access to remediation channels creates fairness and transparency for individuals who communicate their concerns. Coupled with Code of Conduct training and awareness campaigns, which include specific modules on our grievance and complaint handling, Stellantis also has targeted training on our Human Rights Policy.

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

ESRS 2 MDR-A S1-4

Stellantis prioritizes social dialogue in its transformation, 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), 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 CHRTO is a member of the IEC and advises the ESG Committee of the Board of Directors, which oversees Stellantis' global social relations.

As of December 31, 2024, 90% of employees were represented by unions or employee representatives, with 85% of employees covered by collective bargaining agreements (531 agreements were signed in 2024).

36
Training agreements signed

42
Equal opportunity agreements signed

40
Health and safety agreements signed

189
Working condition agreements signed

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, refer to **Trade Unions and Collective Bargaining** included in the **2024 Annual Report**.

Actions and Resources Supporting Social Dialogue and Employee's Involvement

ESRS 2 MDR-A S1-4

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. 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 for team leaders, supervisors, shift managers, and plant managers. The Dare Forward 2030 strategic plan involves employees in identifying best practices and addressing business model and human capital risks.

In 2024, we maintained active dialogues with various employee representation bodies, including North American unions (UAW and Unifor) and transnational entities. A joint Stellantis European Works Council was established in 2024, replacing the three former European bodies of PSA, Fiat, and Opel Vauxhall.

Social climate monitoring was implemented 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. Every month, HR representatives from approximately 30 countries participate in a poll, sharing information about work rhythms, atmosphere, manufacturing, engineering, sales, union activities and local policies.

These criteria enable the sharing of the state of the social climate from within the workforce to allow for actionable planning and preparedness. Initiatives like the European Works Council's ad hoc group on working conditions, initiated in 2022, have expanded globally, with continuous processes in place to monitor and improve physical working conditions, supported by a global Workplace Conditions Audit, involving worker representatives.

In 2024, each Stellantis plant globally implemented specific key actions to improve physical working conditions to ensure basic needs were met. These actions were shared with local representatives. Additionally, in Europe, the Chief of Manufacturing explained the Manufacturing strategy and Works Council members from all European countries have been able to ask questions and start a dialogue with Manufacturing and members of Supply Chain team. Regular monitoring occurs within the group, which will continue until at least the next ordinary European Works Council meeting in 2025, ensuring ongoing oversight.

Since 2021, employees have been engaged through cross-functional teams to identify and standardize best practices. Leaders for 26 strategic streams were responsible for action plans to enhance workforce wellbeing, motivation, and performance; facilitate safety and good working conditions; analyze employee survey results; and conduct global benchmarking.

Social relations and workforce management are vital for engaging employees in our ESG process. Stellantis' software and electrification strategy has been a key topic with social partners, aiming for a common understanding to achieve sustainable mobility. Anticipating future skill needs and continuous improvement are pursued through active social dialogue with unions and public authorities. This engagement helps accelerate our transformation, mitigate risks like strikes and employee dissatisfaction, and support the Dare Forward 2030 strategic plan.

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 (7% of the workforce), there is no governmental unemployment coverage, and Stellantis has no additional program. In the UAE, Egypt, and Malaysia (0.2% of the workforce), 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 work 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 2024, overtime accounted for 2.19% of hours worked in the Company, and 34,301 employees worked more than 48 hours per week on average.

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.

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%
	Targets	2025	92%
		2030	95%
		2040	100%

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

Collective Bargaining Coverage and Social Dialogue Metrics

S1-8

Employees covered by collective bargaining agreements per employment category

2024	Number of employees covered	Percentage of employees covered
Blue collars	158,152	93%
White collars	52,419	66%
Total	**210,571**	**85%**

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

	Collective Bargaining Coverage		Social Dialogue
Coverage Rate	Employees – EEA*	Employees – Non-EEA*	Workplace representation (EEA* only)
0-19%	N/A	N/A	N/A
20-39%	N/A	N/A	N/A
40-59%	N/A	United States	N/A
60-79%	N/A	N/A	N/A
80-100%	France, Italy	Brazil	France, Italy

* European Economic Area.

Collective bargaining coverage by geographical area in percentage

2024	Blue-Collar Coverage	White-Collar Coverage	Total % Covered
China, India & Asia Pacific	33%	3%	**8%**
Enlarged Europe	100%	97%	**99%**
Rest of Europe	100%	33%	**73%**
Middle East & Africa	99%	69%	**89%**
North America	82%	3%	**64%**
South America	100%	83%	**96%**
Total	**93%**	**66%**	**85%**

Work-Life Balance Metrics

S1-15

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

In 2024, Stellantis provided its primary caregivers and non-primary caregivers 38,732 and 14,740 paid weeks off, respectively. For family care, 993,321 hours were used in 2024.[2]

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, change work schedules through different alternatives to ease family care or provide job sharing opportunities.

Information is communicated with 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 ones 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. In many Company sites, lactation rooms are available to support mothers that are back at 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 time is also possible, which allows eligible employees to work remotely.

All employees are eligible for parental leave, in the event of having a child, and 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 and as a percentage of total employees**

2024	Men		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 leave*	4,086		1,249		5,335	

* The data is 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

Compensation and Benefits Practices – Living Wages

Stellantis aligns with the UN Declaration of Human Rights, ensuring fair and livable wages for employees. Our global framework for fair compensation is based on principles such as equal pay for equal work, market-based compensation, non-discrimination, and pay for performance. We engage in good faith negotiations with recognized labor organizations, resulting in 192 salary agreements in 2024.

To determine credible living wages, we contracted with the Fair Wage Network in 2022. They provide a database with living wage amounts for over 200 countries and cities, updated annually. HR leads in each country monitor and adjust compensation to comply with our livable wage framework, addressing local inflation during annual salary reviews or negotiations with employee representatives.

In 2024, Stellantis recognized the contributions of approximately 55,500 white-collar employees through performance-based incentives. This program reinforces 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.

Employee Savings Plan

Employees from several countries have been provided an opportunity to invest in Company shares or other diversified instruments (shares, bonds, monetary). As of December 31, 2024, employee savings plans excluding LTI totaled €527 million, including 64.8 million Stellantis shares. In November 2024, we offered preferential conditions to become shareholders to our employees in 18 countries through the "Shares to Win" program. Employees subscribed to 9.7 million shares for a total investment of around €94.5 million.

Health and Welfare Benefits

The Company offers health and welfare benefits to employees, aligning with competitive local practices. **Refer to Note 20, Employee Benefits Liabilities** within the Consolidated Financial Statements in the **2024 Annual Report** ↗ for more information.

[2] Based on data collected until October 31, 2024, with an estimation for the end of the year.

Retirements/Pensions

The Company provides certain post-employment benefits, such as pension or health care benefits, to its employees under the defined-contribution plans in all countries where necessary according to market practices or legally mandatory requirements. Some defined-contribution plans are in place in countries such as France, the United Kingdom, Germany, Spain, Belgium, the Netherlands, Poland, Slovakia, Brazil, Argentina, Turkey, Canada and the United States, with country-specific arrangements. Refer to **Note 20, Employee Benefits Liabilities** within the Consolidated Financial Statements included in the **2024 Annual Report** ↗ for further information.

Profit-Sharing

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, synergies and CO_2 emissions reductions. In 2024, based on 2023 financial results, approximately €933 million was redistributed to employees (excluding LTI vesting/awards).

Profit sharing in France is in effect through discretionary and non-discretionary arrangements, and in Brazil with the Programa de Participação nos Resultados. In 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 based on collective economic performance achievement criteria. The CLPI is progressively being implemented in countries with no profit-sharing program. A criterion on quality results has been added to the Company's economic performance criterion of operating margin. In addition to this fixed and variable compensation, there is an individual bonus plan based on Company, region or division and individual performance.

Remuneration Metrics (Pay Gap and Total Remuneration)

S1-16

Compensation gap

2024	
Ratio of salary gap between executive compensation and median salary	469.28

The median compensation was determined within each peer group, defined by gender, legal entity, country, and pay grade. These peer group medians were then weighted based on employee headcount to reflect a representative company-wide figure. The CEO Pay Ratio disclosed in the Remuneration Report found elsewhere in this 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 1.11% in 2024. Stellantis' overall gender pay gap is calculated as the weighted average salary of women by country divided by the weighted average salary of men by country, in accordance with ESRS. This approach provides a broad measure of pay differences across our various business segments and regions. This metric offers a high-level view but does not account for factors such as job roles, experience, education, or regional market conditions, all of which can influence compensation structures. We acknowledge that a single ratio does not fully capture equality of pay within our organization.

Our commitment remains to transparency and fairness, and we continue working on a comprehensive assessment to promote equal pay practices across all levels and regions.

Wellbeing, Health and Safety

The Company identifies high-risk employees as those whose roles involve significant physical, environmental, or ergonomic hazards, such as assembly line employees, machine operators, and maintenance personnel who handle heavy machinery and tools, as well as employees in roles that involve exposure to harmful substances, such as paint sprayers and welders, and are at an elevated risk due to potential chemical inhalation and 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);
- mental illnesses like anxiety and post-traumatic stress disorder.

> Stellantis is committed to preserving safety, health and wellbeing in our workplace.

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 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, provides critical data to drive improvement for employees working conditions. The global employee survey conducted in March 2024 achieved a 71% participation rate.

161,777 employees shared their employee experience with us. For the question “I am motivated to go beyond what is normally expected to help my Company be successful”, 74% of the employees answered positively, demonstrating their strong commitment to the Company. Employees clearly understand how their own job contributes to achieving the goals of the Company (83% of positive responses). They like their job, the kind of work they do (82% of positive answers). They would recommend the Company's products and services to their friends and relatives (74% of positive answers). They are aligned with the Company's values (74% of positive answers). They consider that the Company is making the changes necessary to compete effectively in the market (68% of positive answers).

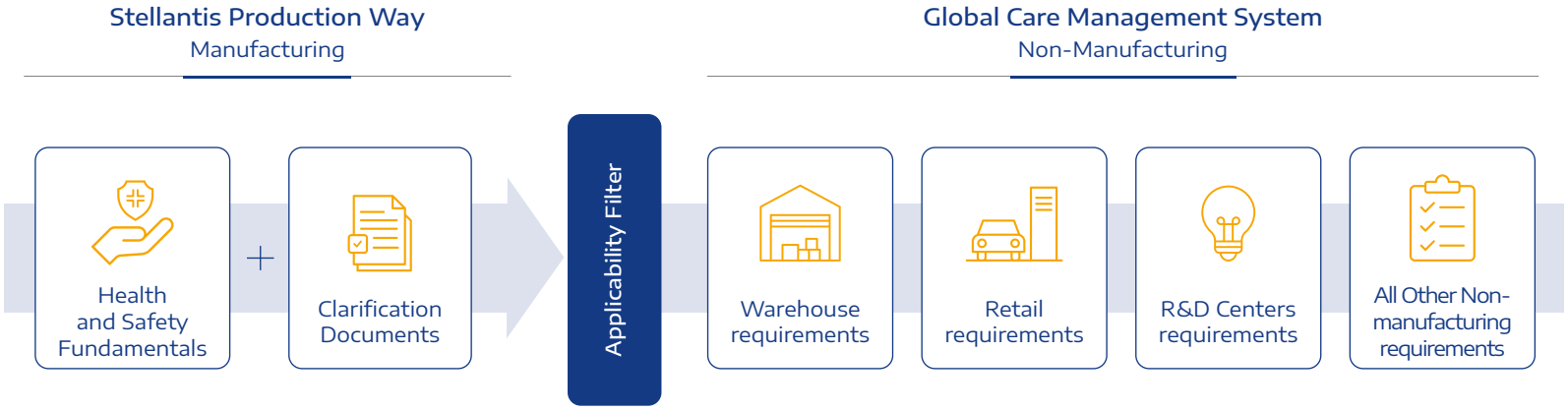
Systems and Standards

Stellantis adopts a holistic approach to WHS, encompassing both physical and mental health. This approach, known as “My Wellbeing”, is integrated into our operating systems for all sites and supports the Care pillar in the Dare Forward 2030 strategic plan. The program focuses on physical health, safety, and ergonomics, 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. Globally, we sponsor employee sports teams, provide wellness coaches in North America, offer gaming clubs and learning events in China, and organize pre-workday stretching in the Middle East & Africa. The Stellantis Production Way (“SPW”) health and safety domain enhances wellbeing, health, and safety 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 sites, including service providers, and adapts to non-manufacturing settings by testing and adjusting requirements as needed.

Stellantis health and safety systems



Stellantis complies with the 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"), has completed 6,637 audits.

Each manufacturing unit is staffed with qualified safety professionals providing oversight for regulatory compliance and develop team capability to manage safety risks. Non-manufacturing locations also have dedicated safety resources. In total, there are 392 employees dedicated to assuring safety in Stellantis facilities.

Manufacturing locations are certified to ISO 45001 and utilize the Plan-Do-Check-Act ("PDCA") cycle of continual improvement to reduce injury rates and meet obligations. Non-manufacturing locations use the same PDCA principles to achieve improvement in these areas.

Example

South America safety improvements: In the South America region, the lost time injury rate was reduced by more than 19% and the total recordable injury rate by nearly 13%. As part of a proactive approach to drive improvements, a new onboarding program with an enhanced focus on safety was implemented. 99% of South America's employees participated in a Wellbeing Health and Safety Learning Week, to help them recognize hazards, curtail unsafe behaviors, and to look out for one another.

Health and Safety Priorities

Initiatives and Actions

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.

Flexible Work Approach and Digital Tools Adoption

The Company employs a flexible work approach, including remote working and digital tools, to improve employee health and quality of life. We foster a collaborative work environment that includes flexible work arrangements, such as flexible remote working.

This hybrid model allows 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 new ways of working, promoting co-development and collective intelligence.

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 various countries to prevent digital fatigue and respect personal time. Our ten guidelines on digital disconnection and proper use of digital tools further support employee wellbeing in this new hybrid work era.

Risks and Programs

- **Physical Safety Risks**: regulatory risks are managed in our manufacturing facilities through effective risk management and reduction procedures. 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 SPW Health and Safety domain applies risk management to identify major risk areas and implement preventive actions.

  Stellantis prioritizes preventing fatalities, disabilities, injuries, and illnesses by analyzing workplace hazards and exposures. Risk areas include physical, ergonomic, chemical, and psychosocial risks. If injuries occur, Stellantis uses a learning approach to discover causal factors and implement corrective actions.

  The three essential safety behaviors, shared via the SPW "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**: 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 high voltage batteries. 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 SPW. Preventive and corrective ergonomics, early care, and treatment are promoted and implemented wherever internal resources are available.

  A team of 55 ergonomists works to improve working conditions and overall efficiency. This team is divided into three sub-teams: trade ergonomists, project ergonomists, and site ergonomists. They identify critical workstations and provide solutions based on best practices.

  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 wide array 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 psychological safety, wellbeing, and motivation.

- **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.

  A strong training process, including an e-learning course on mental health launched in October 2023, helps employees and managers address psychosocial risks. Efforts are being made to increase access to Employee Assistance Programs ("EAP") for mental health and psychosocial concerns, with new programs launched in 2023 in Malaysia and 2022 in Brazil, Argentina, Chile, and China.

  The mental health strategy includes anonymous employee feedback, 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. Stellantis monitors mental health indicators to support employee wellbeing and provide feedback to management.

- **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 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 2024, employees completed 457,782 hours of safety training. Mental health initiatives include training, Employee Assistance Programs ("EAPs"), 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 starting in the latter part of 2024.

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% 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 2024, demonstrating the effectiveness of risk prevention and actions.

As health and safety is integral to the SPW 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.

Progress made toward targets for Health and Safety

Entity-specific Metrics		Year	(LTIR/1,000,000 hours worked)
Lost-time injury frequency rate	Results	2024	0.92
	Targets	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 CHRTO annually.

Health and Safety Metrics

S1-14

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

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

* All contractors on site (including intelligent services and other services)

Total number of recordable injuries per hours worked

2024	Hours worked	Recordable Injuries (not including travel from home)	Total Recordable Injury rates
Employees	423,379,524	1,161	2.74
Workers not employees but whose work / workplace is controlled by the organization	19,937,683	135	6.77
Total	**443,317,207**	**1,296**	2.92
Contractors	44,649,415	49	1.10

Recordable injuries and illnesses by gender (employees + temporary workers)

2024	Men	Women	Not Disclosed	Total
Recordable Injuries	901	326	69	**1,296**
Recordable Injury Frequency Rate*	2.73	3.53	3.33	**2.92**
Occupational Illnesses	302	135	5	**442**
Recordable Occupational Illnesses Frequency Rate**	0.91	1.46	0.24	**1.00**

* Recordable Injuries / 1,000,000 hours worked
** Recordable Occupational Illnesses / 1,000,000 hours worked

Total number of fatalities

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

Lost days from Injuries

2024	Lost days	Lost Time Injuries
Employees	16,237	361

Occupational illnesses: actual lost days

2024	Lost days	Illnesses
Employees	20,977	439

Severity rate by type of contract*

2024	
Employees	0.04
Temporary workers	0.06
Total	**0.04**

* Days of absence due to injuries / 1,000 of hours worked

Absenteeism hours by cause and geographical area

2024	
Sick leave	13,945,945
Maternity/paternity leave	1,579,092
Occupational and commuting accidents	488,491
Other absences including vacation	9,313,505
Total	**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 towards achieving its objectives.

In an effort to achieve effective hiring goals and a positive candidate experience, we implemented a Global Talent Acquisition Transformation Strategy in 2024, covering the following strategic drivers: strategic, proactive and agile talent acquisition partners, simple and efficient processes with clear KPIs, and 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 strategic plan.

Talent Acquisition

We implement global recruitment processes to onboard and integrate new talent, with consideration of equal treatment and opportunities. Our "Be Mobile" program sets internal mobility rules, providing visibility on opportunities and making mobility more accessible. We use data-driven assessments, unbiased recruitment training, and a global policy in an effort to promote consistent hiring and sustain non-discrimination practices. Our employer brand strategy promotes Stellantis as a desirable employer, enhancing our reputation and attracting talent. Our HR department collaborates with the communication team for a unified voice, clear governance, and consistent branding, launching campaigns on social and environmental responsibility and our employer value proposition.

Worldwide 33,092 employees were hired in 2024, in addition to 3,821 apprentices and 3,118 interns. Internal candidates filled 24% of open positions. This hiring happened across functions (Software, Engineering, 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 with others strategic skills for the transformation of the Company.

Hiring by age, gender, and category

	Blue Collar		White Collar		Top Management	
2024	Women	Men	Women	Men	Women	Men
Up to 30	3,760	9,363	1,215	1,947	0	0
30-50	4,275	7,136	1,048	2,242	10	5
50+	521	1,044	129	380	4	4
Total	**8,556**	**17,543**	**2,392**	**4,569**	**14**	**9**

Early Careers Strategy

We implement several programs across the globe, integrating different backgrounds at initial steps of the career, including internship, apprentice, graduate, or academic placements. We strongly believe this is the future of our organization and hence we are working on a Global Early Careers Framework that will enable us to give a consistent structure and global footprint to our different programs, to ensure we position Stellantis for future generations as a great Company to work for and providing them a great experience.

Onboarding

All new employees start with onboarding training, sharing our values, purpose, visions, and the strategic plan, as well as to help them become committed members of Stellantis. Introductory meetings with key internal stakeholders are organized to welcome the new employees. We also created an onboarding curriculum that 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. In our transition to a mobility tech company, it is essential to utilize all the expertise that employees bring to the table. "Be Mobile", established in 2022, is a global program setting new internal mobility rules, providing visibility on internal opportunities and making our mobility journey more understandable and accessible.

Number of employees with promotions

2024	
Women	3,128
Men	12,326
Total	**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 and evaluation committees select 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.

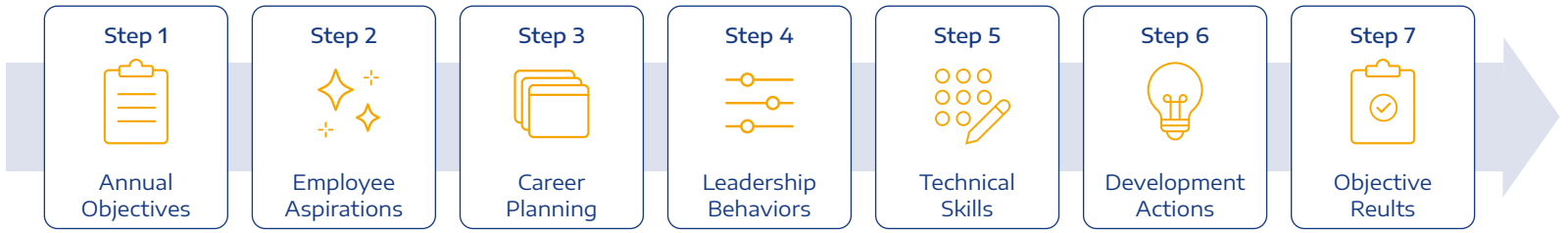
At the end of the incubation, participants pitch their ideas to senior leadership. Winners of the finals enter a 9-to-12 month experimentation towards first customers and first revenues in the Business Accelerator.

To address skills shortages and align with market trends, Stellantis has an Employee Talent Journey focused on performance. The journey begins with managers and 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. Throughout the year, employees work towards their targets with managerial support and feedback.

To aid in their growth and development, Stellantis has developed several assessment tools: a 360° assessment, Leader Dynamics, and Team Dynamics, all centered around the Stellantis leadership values.



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 Dare Forward 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 jobs 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, Engineering, Supply Chain);
- standard organization archetype definition to ensure optimal operational performance;
- cascading the Group's Dare Forward 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, split into 16 strategic domains (directly supporting transformation) and 6 enabler domains (supporting daily business operations). Each domain, supported by key managers and the expertise network, aligns the Dare Forward 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 to 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

The expertise community focuses on technological and customer-focused 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.

This community, consisting of up to 300 experts includes fellows, senior fellows, and distinguished fellows and 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. The macro domain grid is reviewed annually.

In 2024, the expertise community confirmed existing experts and validated new senior fellow and fellow candidates. Managed jointly by the CHRTO and the Chief Technology Officer, the key objectives are to stay at the forefront of technological advancement. A dedicated learning program was established to align the expertise community with their responsibilities, with the second wave of training scheduled in Q2 2025.

Targets for Talent Management

S1-5

Our targets for talent management are measured through employees’ positions with leadership and profit and loss responsibility:

Progress made toward targets for Talent Management

Entity-specific Metrics		Year	
Minimum number of positions with leadership and profit & loss responsibility	Results	2024	409
	Targets	2025	400
		2030	400
		2040	400

These targets are monitored globally on a monthly basis and reported to the Board of Directors by the CHRTO.

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;
- 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 Dare Forward 2030 strategic plan by providing knowledge and skills for digital transformation, carbon zero processes, entrepreneurship, and new ways of working.

Training Actions and Resources

The Company spent approximately €133 million on training in 2024, delivering around 2.6 million hours of training to approximately 236,420 employees.

Employability

As part of our DMA, we have identified material negative impacts and business risks associated with secure employment. To mitigate potential job losses amid ongoing regulatory and strategic changes, we have implemented several programs in 2024 to strengthen employees' skills and equip them for the evolving transition:

- we trained 8,348 employees through our Data & Software Academy;
- a total of 122,911 employees received training on topics related to BEV technology and the electrification transition within several professions to adapt their skills;
- 18,350 employees were trained in our Climate School;
- Stellantis and Amazon are collaborating to deploy Amazon's technology and software expertise across Stellantis' organization. Through the TechXelerate program, 4,900 people were trained, supporting tech transformation, developing skills around cloud, innovation, and customer centricity.

~€133M
Spent in training in 2024

2.6M
Hours of training delivered

236,420
Employees involved

12%
Reskilling / upskilling

Targets on Training

ESRS 2 MDR-T S1-5

Learning Global Targets (Effectiveness)

Stellantis learning targets for 2024 include reskilling and upskilling. The Company aimed to reach at least 10% of technical employees in software, data, and engineering roles completed 24 hours or more of technical training to support the Dare Forward 2030 strategic plan. This goal was surpassed, reaching 12%.

Additionally, Stellantis targeted to provide tech-mobility related training to at least 35% of all employees to develop a tech mindset across the Company.

Through a joint effort in electrification, software, AI, digital, and customer experience, this goal was fully achieved, reaching 62% of employees, including blue-collar workers.

Progress made toward targets for Training

Entity-specific Metrics		Year	(%)
Access rate to training (No. of employees trained/total number of employees)*	Results	2024	94%
	Targets	2025	96%
		2030	100%
		2040	100%
Percentage of technical engineering reskill/ upskilling	Results	2024	12%
	Targets	2025	12%
		2030	30%
		2040	50%

* Access rate to training with FTE still employed as of December 31, 2024.

Targets are tracked in our Learning Management System ("LMS") and constitute the percentage of all employees trained through this system. Locally, results are discussed with employee representatives during regular meetings.

These objectives are monitored and managed at a global level monthly and reported to the Board of Directors by the CHRTO.

Training and Skills Development Metrics

S1-13

Performance and career development reviews for employees by category and gender

2024	Women	Men	Total
Blue collars	18%	26%	24%
White collars	92%	98%	96%
Top management*	88%	96%	93%
Total	**46%**	**47%**	**47%**

* The top management includes our executive vice presidents, senior vice presidents and vice presidents.

Average number of training hours for employees by category and gender

(number of hours per employee)

2024	Women	Men	Total
Blue collars	7.74	8.78	**8.56**
White collars	13.51	15.49	**14.98**
Top management*	8.53	6.54	**7.07**
Total	**9.86**	**10.78**	**10.58**

* The top management includes our executive vice presidents, senior vice presidents and vice presidents.

Workers in the Value Chain

S2

Responsible Purchasing Practices Through Stakeholder Engagement

ESRS 2 SBM-2

Engaging with stakeholders along the value chain enables us to enhance mutual understanding, foresee risks related to our business strategy, and identify opportunities for value creation. Refer to **Stakeholder Dialogue for a Better Mutual Understanding with Society** ↘ in this statement for more information on our Stakeholders Engagement Policy.

Through meaningful dialogue with stakeholders at both local and global levels, Stellantis aims to foster mutual understanding with society and its members, identify and address significant environmental, social, or economic risks, and implement preventive measures along the value chain to mitigate potential negative impacts and create opportunities for value creation, stay attuned to sociological and technological changes and adapt its business model to propose new, efficient solutions that meet evolving societal and partner expectations.

Our ongoing interaction with stakeholders informs our due diligence process and DMA, managed at the operational level by relevant business functions.

Through the Stakeholder Engagement Policy, we track key dialogues to identify stakeholder expectations on sustainability and update our practices accordingly. Annually, this analysis is shared with the ESG Committee of the Board of Directors.

Workers in the Value Chain Material Impacts, Risks and Opportunities

ESRS 2 SBM-3

As part of the Stellantis DMA for 2024, the following IROs were identified. Refer to **Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model** ↘ in this statement for additional information.

Workers in the Value Chain - material IROs

Material Impacts, Risks and Opportunities		Value Chain
Precarious working conditions	Potential negative impact	▲
Occupational health and safety	Potential negative impact	▲ ▼
Social dialogue deterioration	Potential negative impact	▲ ▼
Respect of human rights	Potential negative impact	▲ ▼
	Risk	◆
Training and skills development	Positive impact	▲

Upstream Activities ▲ Own Operations ◆ Downstream Activities ▼

Workers of suppliers involved in providing products or services to Stellantis may face disparities in opportunities, wages, job security, work-life balance, benefits, and health and safety protections.

These issues could impact the human and labor rights of these workers, which also leads to additional Company risks including litigation and reputational damage.

To address these concerns, Stellantis' GPSQ department has implemented several actions and procedures to manage material IROs related to workers in the value chain as described below.

Workers in the Value Chain Policies and Governance

ESRS 2 MDR-P S2-1

Stellantis has established an executive-level organizational structure for responsible purchasing, which includes the Human Rights Committee and the ECC. These committees provide oversight for compliance with the **Code of Conduct** ↗ and **Human Rights Policy** ↗ and to secure understanding and correct interpretation of obligations and standards.

This results in activities by the involved operational levels aiming to uphold fair labor practices among suppliers and the facilitation of trainings to enhance workplace interaction and employee engagement in collective bargaining.

Our **GRPG** ↗ require that all suppliers are evaluated based on their social, ethical, and environmental compliance, serving as critical mitigation measures. Furthermore, our **Human Rights Policy** ↗ includes assessments by our Human Rights Committee and the ECC, where applicable, to reinforce these standards.

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.

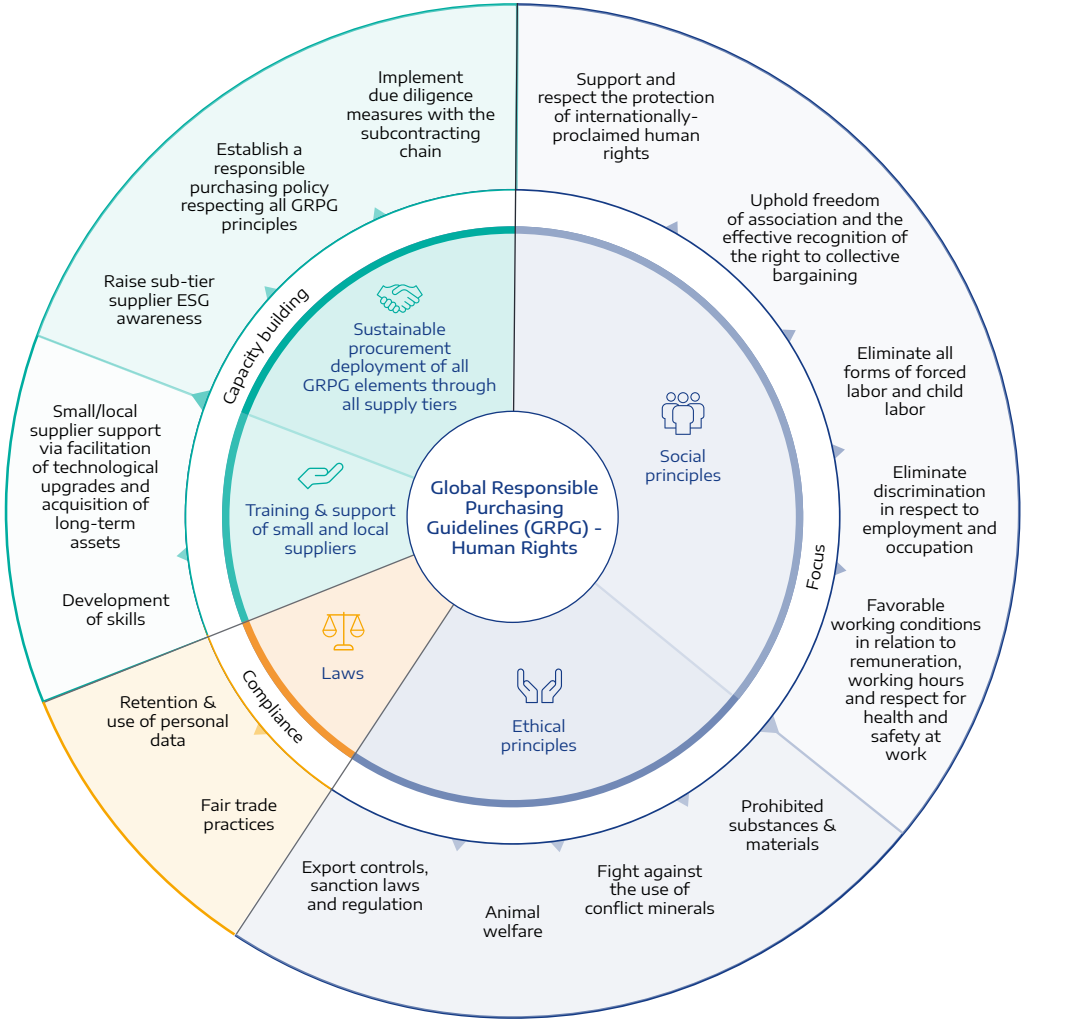
Our Global Responsible Purchasing Guidelines

Our GRPG respect the risk-based due diligence approach advocated by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct as well as the values expressed in ILO principles and represents our commitment to embed these standards in our business activities.

The GRPG address topics focused on compliance with laws, regulations, social and ethical principles, environmental protection and sustainable procurement including training and support for small and local suppliers comprising:

- promotion of and compliance with internationally accepted human rights standards and a public commitment to human rights;
- freedom of association and the effective recognition of the right to collective bargaining;
- elimination of any forms of forced or compulsory labor;
- effective fight against child labor and modern slavery incl. human trafficking;
- elimination of discrimination in terms of hiring and occupation;
- anti-corruption measures and the prevention of conflicts of interest;
- compliance with the legal minimum wage in national legislation or collective bargaining agreements while seeking to provide its workers and their families decent wages to afford reasonable and adequate shelter, food, and other necessities;
- working hours aligned with ILO Conventions 1 and 30;
- compliance with health and safety at work;
- implementation of an Environmental Management System such as ISO 14001 certification banning the use of prohibited substances and materials;
- encouraging suppliers to obtain sustainability commitment from their own suppliers consistent with those required by Stellantis;
- combating the use of minerals originating from areas of conflict;
- compliance with retention and use of personal data;
- implementation of an environmental policy for research on green or recycled materials, the reduction of CO_2 emissions and the protection of biodiversity:
  - prevention of deforestation and land conversion;
  - protection of animal welfare;
- preventive measures to address identified risks;
- corrective action to be taken for suppliers potentially involved in a human right infringement;
- action plan monitoring;
- maintenance of appropriate grievance reporting mechanisms and reporting of any non-compliance;
- communication of measures put in place.

Potential salient human rights impact & Value Chain collaboration in the extended supply chain



As suppliers are critical links in the chain of responsibility, Stellantis requires all suppliers to be vigilant for sustainability risks, e.g., as set forth in the GRPG, within their own operations as well as in their supply chain and therefore requires all suppliers to meet the sustainability commitments set out in its GRPG.

Consequently, new and renewing suppliers are required to sign the GRPG to confirm that they are aware of the expectations necessary to become or maintain the status of a Stellantis supplier.

We monitor the acceptance status of the GRPG by suppliers as part of our goal to conduct business with only with those governed by these guidelines. Stellantis monitors the responsible and sustainable business practices content of the GRPG to keep it up to date.

Each update is subject to approval by the Chief Purchasing & Supplier Quality Officer with the support of Compliance and Legal functions. Through these efforts, Stellantis seeks to secure its supply chain and intends to boost suppliers' performance, who are called on to introduce sustainability policies within their own organizations and with their supply and subcontracting chains.

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 statement for further information.

The GPSQ is the interface between Stellantis and its suppliers, and responsible for meeting all legal and regulatory requirements under its scope, while mitigating exposure risk from its supply base by driving Stellantis suppliers to comply with all sustainability related requirements.

GPSQ coordinates actions centrally, internationally, and locally as needed. This requires close work with other internal departments such as engineering, logistics, quality, industrial and program teams within Stellantis and with outside stakeholders.

Within GPSQ, a central purchasing function coordinates all actions and activities around managing material impacts, risks, and opportunities related to workers in the value chain, including refinement of tools, reports and trainings.

> 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 all 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 Senior Management.

Follow-up assessments are then conducted to monitor implementation. Non-compliance may result in terminating the business relationship.

Suppliers are evaluated through a combination of assessment activities regarding material impacts, risks, and opportunities related to workers in the value chain.

This includes sustainability assessments by a third party, monitoring commitments to GRPG, on-site audits, and risk assessment considering further country, material and supplier specific data.

This focus is integrated into sustainability assessments and reflected in the GRPGs, which emphasize eliminating forced labor, fighting child labor, and modern slavery, including human trafficking.

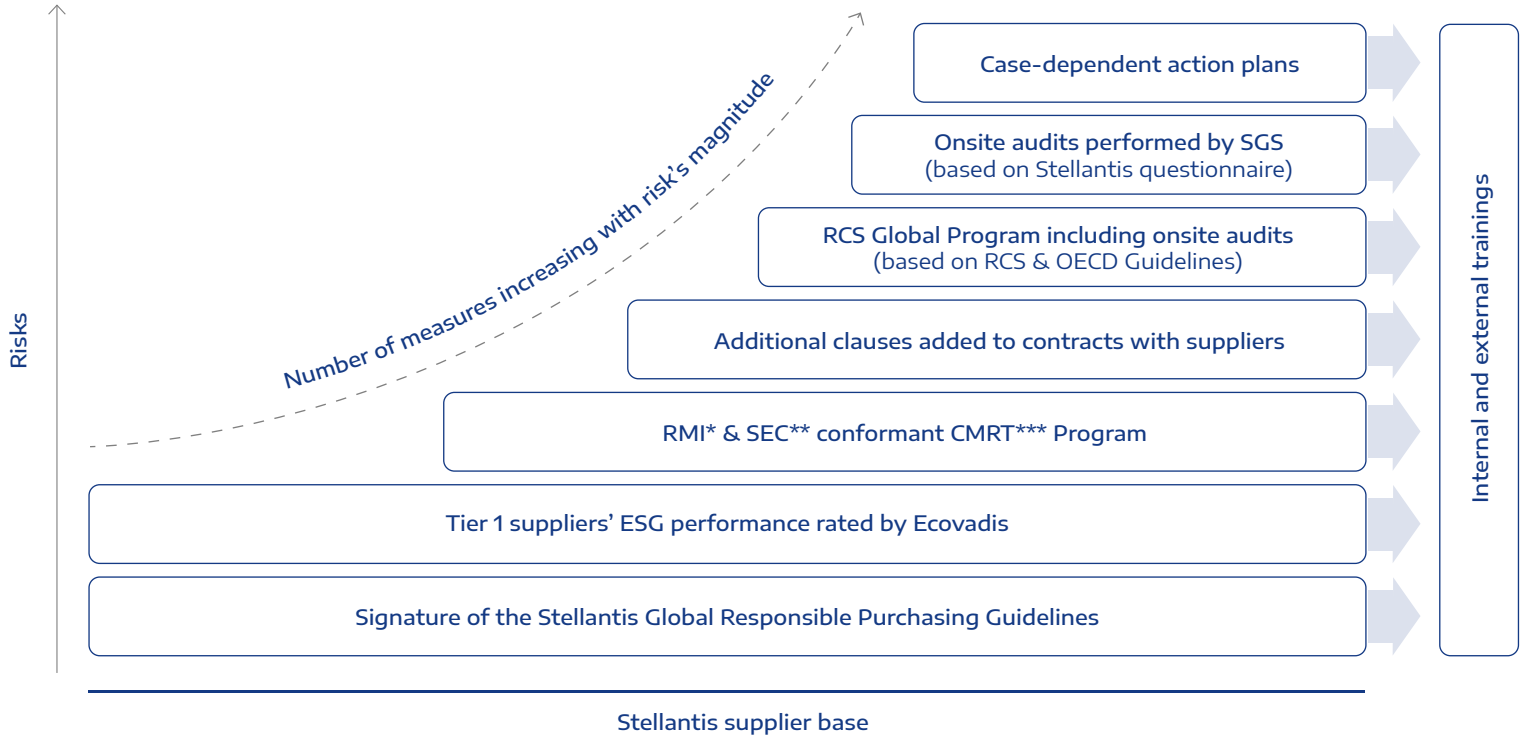
On-site audits also inquire into occupational injuries and illnesses. Through thorough cross-functional due diligence, high-risk regions and sectors are identified and monitored for labor law and potential human rights violations.

We closely analyze assessment results to understand where corrective measures are needed. A deterioration in results indicates the need to drive improvements. Additional clauses are included in supplier contracts to identify and mitigate of any related human rights risks.

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.

Identification and mitigation approach of human rights related risks in the supply chain



* Responsible Minerals Initiative.

** U.S Securities and Exchange Commission.

*** Conflict Minerals Reporting Template, hosted by the RMI.

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.

Stellantis assesses its 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. Suppliers must achieve a minimum score for eligibility. Corrective actions are identified in the assessment, which helps mitigate risk and support suppliers in meeting Stellantis' standards.

A yearly reassessment tracks supplier's sustainability performance and aims for continuous improvement, supported by available training. Suppliers not meeting Stellantis' standards must implement a corrective action plan. The EcoVadis Rating Framework includes: sustainability risk profiles on internal commodities, risk profiles by country based on the EcoVadis list that includes 220 categories for 184 countries, supplier sustainability performance assessment knowledge, as of Dec 31, 2024, based on more than 130,000 suppliers globally assessed from various industries; and collection of additional information from sources including unions, NGOs, media or data-collection specialists.

In addition to sustainability assessments, on-site audits are conducted for suppliers identified as high-risk based on specific sustainability criteria, such as geographical or country risk (e.g., non-signatory country or country with questionable governance) and supplier or product risk (e.g., inherently risky, raw material risk affected). 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 the service provider 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 a corrective action plan which is shared/cosigned with the supplier, with remediation time frames for each finding.

Non-compliance grades occur according to four classifications: critical, core, 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 close 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.

Stellantis is focused on addressing human rights risks associated with the extraction and procurement of raw material. Our conflict minerals reporting process identifies suppliers whose parts contain tantalum, tin, tungsten, or gold, based on parts data from the IMDS. Nearly 2,000 suppliers are required to complete the conflict minerals reporting template, providing smelter information within a specified period.

~2,000

Suppliers required to complete the conflict minerals reporting template

Stellantis uses data from the Responsible Minerals Initiative (“RMI”) to uphold sustainability standards among smelters and mines. We have access to the RMI smelter database, assurance processes, and training materials to support due diligence.

Designated members track supplier submissions and provide updates for progress reports to Purchasing management.

The Conflict Minerals Program is managed by a global lead overseeing 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 expects suppliers to:

- source responsibly from legitimate conforming mines 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;
- provide smelter analysis for non-conformant smelters in their supply chain.

Per the SEC, public companies must file a Conflict Minerals Report (“CMR”) on Form SD, detailing its efforts to determine the source and chain of custody of conflict minerals. This report is filed annually and describes due diligence measures taken to determine the mine or location of origin and to mitigate associated risks. The most recent report was filed with the SEC in May 2024.

Stellantis annually maps the sourcing of materials that are essential to EV battery manufacturing to improve risk identification in its supply chain.

Due diligence is conducted on EV raw minerals including cobalt, lithium, nickel, and graphite supply chains with the aim of covering all Stellantis battery suppliers.

We have partnered with the responsible sourcing advisory, traceability technology and audit firm RCS Global, for a multi-material supply chain program covering battery materials. RCS Global is supporting with:

- conducting on-site audits on select sites throughout the supply chain including on Tier 1 suppliers as well as mine sites;
- mapping battery supply chain to gain greater transparency;
- utilization of tools such as the Vine database, a due diligence platform that enables transparency and regulatory conformance through the discovery and visualization of global supply chains;
- analysis to increase recycled content to be used in EV batteries as required by the EU Battery Regulations;
- proposing corrective actions for suppliers, post audit monitoring, with specific focus on corrective actions for battery suppliers.

When possible, to protect our electrification plan and 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.

In 2024, Stellantis identified three improvement opportunities for child or forced labor in our direct material supply chain:

- engaging with workers and local communities and establishing a responsible mica supply chain;
- mapping battery suppliers for transparency, collaborating with Resilinc, a third-party provider, to trace raw materials and labor practices;
- leveraging industry resources and conducting supplier training to address risks beyond Tier 1 suppliers. Stellantis collaborates on innovative approaches to optimize processes and industrial capacity.

In 2024, Stellantis implemented a risk rating assessment logic to address specific country and commodity, and raw material risks. This score is combined with EcoVadis scores to assess ESG risks, including human rights violations. Country risks are regularly evaluated and updated using sources like Conflict-Affected and High-Risk Areas ("CAHRAs"), Heidelberg Report, and World Bank.

Certain 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.

The industrial risk rating process is used to evaluate host territory risks for environmental concerns for countries and regions for natural disasters and is a critical element for responsible sourcing decisions. Every direct material sourcing applies this proactive procedure to support comprehensive risk analysis and prevention.

In addition, Stellantis performs a risk assessment to identify countries which are at high risk for vulnerable value chain workers through geopolitical, economic, or materials related risks.

Areas at higher risk of compulsory labor and child labor are included. High risk countries identified include Afghanistan, Cuba, Democratic Republic of the Congo, South Sudan, and Tanzania.

The focus on industrial supplier risks uses a mechanism that enables us to quickly identify our exposure to the risks linked to each supplier production plant, using a matrix which 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 is and the number of vehicles are affected.

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.

> In 2024 no human rights incidents were reported in the value chain relating to child or forced labor, or human trafficking.

Training for Buyers and Suppliers

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.

Buyer training includes modules on sustainability topics, conflict minerals, carbon footprint, and sourcing process expectations, with training needs continuously monitored and updated. In 2024, we held seven live training events with over 1,500 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.

Impacted Stakeholders

S2-2

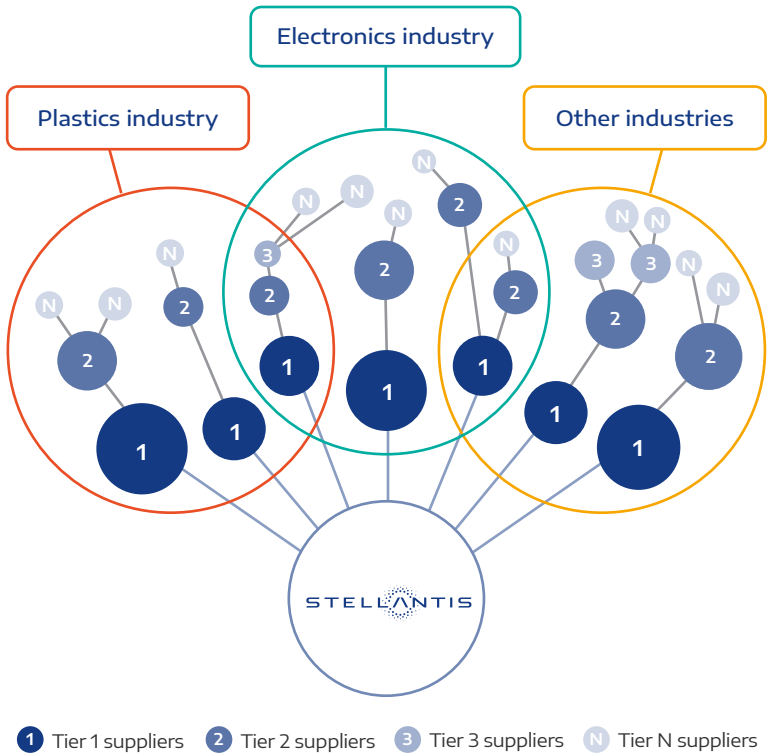
Our supply chain constitutes Tier 1, Tier 2, Tier 3, and Tier N suppliers in the plastics, electronics and other industries. Stellantis has a direct contractual relationship with more than 2,000 Tier 1 suppliers in direct material.

Direct contractual relationship with Tier 1 suppliers in direct materials

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

Our supply chain has two main distinguishing features. Firstly, it is complex and involves numerous participants, from receiving customer orders, which begins 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



Our stakeholders increasingly seek information on product origins and production conditions. We work to provide transparent due diligence and supply chain mapping with the aim to meet these expectations, helping to protect workers affected by our business relationships. As we transition to a greener economy, we seek to account for the entire value chain and factor into our assessment the impacts that may derive from the evolving material mix, such as specific source country risk.

Additionally, our due diligence and risk assessment process identifies and monitors countries at higher risk of negative impacts. Stellantis focuses on high-risk activities in the value chain, such as those involving workers at refiners, mines, or in low-skilled labor-intensive manufacturing processes.

Our risk assessment methodology identifies critical supplier types, especially in the battery supply chain. Based on these criteria, we apply a graduated approach, from refined sustainability assessments to specific on-site audits.

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.

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.

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. Vulnerable persons 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 statement for additional information;
- **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 statement 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 engaging with local communities, conducting audits, and collaborating with NGOs, Stellantis can better understand and address these vulnerabilities.

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 GRPG aim to prevent child and forced labor in our supply chain, with a focus on responsible mineral sourcing and compliance with OECD Conflict Mineral due diligence. Suppliers must agree to and implement these guidelines.

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 must address the concerns and potentially set up 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 CAHRAs. In accordance with required U.S. and EU regulations, Stellantis' policy requires best efforts of transparency from its suppliers about the origin of any raw materials and minerals they use 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 elsewhere in this statement. Stellantis has identified 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 rigorous audits, supplier engagement, and adherence to international labor standards;
- **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 proactive measures to mitigate these risks.

  Stellantis collaborates with suppliers to implement fair labor practices, and provides training to improve working conditions, supporting workers' rights to engage in social dialogue, form associations and participate in collective bargaining.

  These practices are fundamental to maintaining a fair and equitable workplace. Stellantis encourages open communication and negotiation between workers and management to address and resolve workplace issues.

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 with suppliers in our value chain. In 2024, we piloted an automated system to monitor the minimum age of workers and permissible work types for those under 18, aligning with our ethical standards.

This system uses data analytics for ongoing audits and real-time risk assessments, ensuring adherence to international legal and ethical requirements.

Engagement With the Value Chain

S2-3

Stellantis maintains direct access with Tier 1 suppliers via contracts and various channels, striving for the same with Tier 2 to N suppliers. Workers in the value chain can communicate perspectives directly through the Stellantis Integrity Helpline and during onsite audits 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 careful monitoring of these communications and timely response to any raised concerns.

Close attention is given to potential human rights concerns through specialized human rights risk investigations conducted by our Business Practices Office ("BPO") in collaboration with our Human Rights group. We maintain open channels for social dialogue, engaging in regular negotiations with union representatives through good faith bargaining and a strong focus on ensuring that Stellantis maintains market competitiveness with the best interests of all members of the value chain in mind. For more information regarding social dialogue processes, refer to **Own Workforce ↘** in this statement.

Embedding social and environmental standards in our value chain, while expanding globally, creates positive impacts, such as new job opportunities for both blue-collar and white-collar workers.

These standards, outlined in the GRPGs, are an important component for awarding new business and maintaining collaborations. We focus on regions with significant expansion, such as the Middle East & Africa, and critical supply chains, such as batteries.

Top supplier business review meetings are conducted annually to align strategies at the highest level of suppliers and Stellantis companies and are hosted by purchasing executives with consideration of social and environmental topics.

Supplier discussion is supported by a member of GPSQ management, at a minimum the head of the division, and the buyer. Experts are designated at various levels within the business units.

The GPSQ champion, a senior executive, is responsible for considering sustainability issues and challenges in the decision-making process. Regional contributors are the local GPSQ contacts who are familiar with specific regional elements and support the consideration of these elements, as well as handle local communication on any issues with suppliers.

Sustainability correspondents are responsible for the reliable disclosure of qualitative and quantitative data within their scope.

Stellantis maintains monthly communications with suppliers to provide sustainability-related updates, convey expectations, and inform about legal and regulatory developments. Supplier portals and third-party resources support and inform suppliers on sustainability topics including updated policy communications and expectations.

Our annual Supplier Awards highlight the strategic importance of supplier relationships. In 2024, Stellantis awarded 21 top suppliers in categories including sustainability, GHG, and raw material performance. Award-winning suppliers must meet assessment criteria, including a favorable supplier assessment scorecard, a robust carbon neutralization plan, and collaboration in the Conflict Minerals program, if applicable.

Employees, suppliers, dealers, customers, and other stakeholders are encouraged to report any concerns of alleged situations, events or actions that may be inconsistent with our Code of Conduct through the Integrity Helpline, they, can also request advice about the application of the Code of Conduct, made available through supplier portals, emails and our public website. Suppliers are able to complete the Code of Conduct training through supplier portals. Refer to Grievances (Channels to Raise Concerns) and Process to Remediate Negative Impacts ↘ in this statement for additional information on our Integrity Helpline.

Risk prevention is integrated into buyer and supplier interactions, including emphasizing supplier training and providing tools for rapid risk identification and response. Refer to Training for Buyers and Suppliers ↘ for additional information.

Workers in the Value Chain Targets

ESRS 2 MDR-A | ESRS 2 MDR-T | S2-4 | 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. A direct engagement with workers in the value chain, their legitimate representatives, or with credible proxies happens during the various on-site audits and is reflected in their results.

As of December 31, 2024, 60.5% GRPG acceptance rate by direct material suppliers (measured in APV) has been achieved with the aim to increase this level in the subsequent years (85% by end 2027).

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.

Progress made toward targets for workers in the value chain

Entity-specific Metrics		Year	(%)
Percentage of APV from Tier 1 suppliers evaluated on sustainability criteria - direct materials	Results	2024	90%
	Targets	2025	90%
		2030	95%
		2050	95%
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%
	Targets	2025	15% higher
		2030	Keep a positive gap of 15%
		2050	Keep a positive gap of 15%

To further deepen its insight into human rights aspects in the value chain Stellantis aims to increasingly focus on social and environmental on-site audits, using 2024 as a base year. During 2024, we first implemented our risk assessment criteria and conducted 35 audits.

35

Audits conducted in 2024

Affected Communities

S3

Strategy

> Our goal is for our business activities to contribute positively to the economic, social, and cultural rights of affected communities while mitigating any negative impacts.

This goal aligns with our broader sustainability objectives and international standards, including the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

By engaging with stakeholders in sustainable projects and being mindful in our business planning and decision making, we consider the impact we have on environment, human rights, public health, and indigenous communities.

Through our donations, volunteer efforts, and steadfast commitment to human rights and labor standards, Stellantis is dedicated to making a positive impact in the communities we touch and all our stakeholders.

Vision and Materiality

Our vision is to transform the automotive and technology industries by championing human rights at every stage of our operations.

We are dedicated to building factories that prioritize dignity, equality, and empowerment, setting a global benchmark for ethical manufacturing practices.

By leveraging innovation and fostering collaboration, we strive to lead the industry toward a future where every worker's rights are upheld, every community thrives, and each product reflects our unwavering commitment to social responsibility and human wellbeing.

Accordingly, we acknowledge that the success of our business relies on our engagement with affected communities to foster and encourage local support and collaboration in host communities.

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 UN SDGs in the development of our Human Rights Program, policy frameworks and risk assessments.

When securing raw materials, we require our direct suppliers to pursue and obtain Free, Prior, and Informed Consent ("FPIC") of indigenous communities prior to projects or activities that may affect their lands, resources, and rights.

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.

In 2024, we have had no direct material/raw material business that would require consent being obtained. Stellantis has worked with various NGOs related to supporting the rights of indigenous peoples and as a result, we have added a FPIC Policy covering Stellantis investments where direct activities and operations occur.

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 and business groups, Stellantis can build trust, foster positive relationships, and support the long-term sustainability of its operations.

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 and their Interaction with Strategy and Business Model** ⇲ in this statement for additional information.

Affected Communities - material IROs

Material Impacts, Risks and Opportunities		Value Chain
Respect of human rights	Potential negative impact	⊙◈⊙

Upstream Activities ⊙ Own Operations ◈ Downstream Activities ⊙

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. They are regularly reviewed to maintain alignment with international standards.

All our policies related to affected communities have been approved by the Human Rights Committee and the ECC, chaired by our CHRTO, who assists and advises the ESG Committee of the Board of Directors.

Creating value ethically is a constant component of the Stellantis discourse between suppliers, workers, and communities and we reinforce this with our **Human Rights Policy**, **Code of Conduct**, **Stakeholder Engagement Policy**, **GRPG** and FPIC Policy.

In accordance with applicable laws and internationally recognized principles, along with our core values of ethics and integrity, we affirm the rights of indigenous peoples to grant or withhold consent regarding activities that may affect their lands, territories, and resources.

Recognizing the importance of external perspectives, Stellantis places a high priority on engaging with parties outside the Company. Refer **Stakeholder Dialogue for a Better Mutual Understanding with Society** in this statement for more information.

Processes for Engaging with Affected Communities About Impacts

S3-2

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:

Strengthening supplier relationships	We will continue to build strong, responsible supply chains by working closely with our suppliers to improve their social and environmental performance. This includes providing support and resources to help suppliers adopt sustainable practices and reduce their environmental footprint
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 is actively integrating these commitments to engagement strategy, communications channels, feedback mechanism, transparency and reporting, and collaborative initiatives for impact assessment and is looking for further improvement.

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 statement for additional information.

Processes to Remediate Negative Impacts and Channels for Affected Communities to Raise Concerns

S3-3

Through the Integrity Helpline, a dedicated human rights group conducts proper investigation and response to any human rights related issues. Refer to **Grievances (Channels to Raise Concerns) and Process to Remediate Negative Impacts** ↘ and to **Actions and Resources to Prevent and Mitigate Human Rights Risks** ↘ in this statement for additional information on the Integrity Helpline and actions to remediate identified concerns.

Taking Action on Material Impacts on Affected Communities

ESRS 2 MDR-A S3-4

Key elements of our approach include:

- **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.

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.

An important part of our community engagement is our employee volunteer program. We actively encourage our team members to get involved in volunteer activities that uplift local communities and contribute to social wellbeing. Not only does this program help meet the needs of the communities, but it also instills a sense of purpose and satisfaction among our employees.

As part of our community engagement, Stellantis carries out various local activities including offering its corporate infrastructure to support local events, promoting rural development initiatives, and fostering education through provision of facilities, materials, lessons, and necessary infrastructure. The Company also participates in joint clean-up operations and initiates projects that involve various population groups.

Though Stellantis has many goals 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, 2024.

Corporate Donations and Volunteerism

Stellantis continues to make corporate donations designed to make the world and society a better place. In 2024, Stellantis focused its projects on educational philanthropic initiatives and employee volunteerism programs. These achievements support our focus on creating positive social and environmental impacts.

Stellantis aims to empower those most in need through access to education and mobility with actions considering:

- educational solutions that contribute to a well-trained, prepared next generation (Science, Technology, Engineering, and Mathematics (“STEM”), literacy, environmental, and sustainability programs);
- mobility solutions that address transportation barriers limiting full participation in education, the workforce, and access to jobs for people in need, including those who are differently abled (such as community garages, driver safety, and education programs). This focus aligns with the UN SDGs related to providing educational opportunities; making cities safe, resilient, and sustainable; and taking action to combat climate change and its impacts.

Below are some of the key projects:

Country	Project	Project description
United States	Community Support Initiatives	Stellantis has been a long-standing partner of Future Farmers of America, supporting local farming communities through donations and brand activations. The initiative includes $100,000 in donations and matching funds from local Ram Trucks dealers. Additionally, the Jeep® brand collaborated with the USO to assemble over 10,000 holiday care packages for deployed service members, demonstrating their commitment to supporting the wellbeing of troops and their families.
Brazil	Educational Support Programs	Inaugurated a professional qualification initiative for economically and socially vulnerable youth aged 17-18 in Porto Real and Betim. Funded a robotics project presented by students and instructors from AVSI, an NGO that manages the social program Árvore da Vida in Betim. Additionally, volunteers participated in Mutirão do Bem, a global volunteer action in support of the Aristides José da Silva public school, in Jardim Teresópolis, near the factory in Betim.
Italy	Community Cleaning and Recreation	During a running event in Mirafiori, Turin, more than 60 volunteers were involved in cleaning the route, collecting over 130 kg of waste. Other volunteers organized recreational and sports activities for 35 children with disabilities.
Hungary	Support for Visually Impaired and Orphanage Visit	Reorganized the garden of the State Institute for the Blind in Budapest. Visited the Pagony Orphanage in Rum, bringing gifts and spending a day with the children. Organized online Word and Excel courses for volunteer associations and cleaned Lake Harsas.
France	Community and Educational Initiatives	Participated in the Restos du Coeur campaign to collect and distribute food. Assisted with the Olympic torch route to Paris. Peugeot financially partnered with Under the Pole for ocean conservation education.
Kenya	Environmental Education	Peugeot brand has financially supported Born Free to build an educational program designed to facilitate coexistence between people and wildlife in Meru National Park, Kenya. The program aims to educate the local and general population about the importance of protecting and preserving wildlife and the natural environment.
Portugal	Community Clean-Up Initiatives	Stellantis employees proactively responded to the disasters in the Iberian region. The volunteer firefighters in the region played a crucial role in supporting the populations affected by the fires near Mangualde.
Slovakia	Environmental Education	Organized educational sessions about the environment for kindergarten children on Earth Day. Also dedicated an event to senior customers, who were transported to the event in Company vehicles driven by Motor Citizens.
United Kingdom	Support for Disadvantaged Children	Stellantis Motor Citizens UK supported the Coventry Holiday Activities and Food Program by preparing, packaging, and delivering “magic boxes” to children who cannot leave their homes.
Poland	Support for Visually Impaired and Disadvantaged Youth	Volunteers cleaned, pruned, and reorganized the garden of the Polish Association for the Blind. Volunteers helped organize a fundraising football game for the Salesian Hospice for Children “Świetlikowo”.
Spain	Community Donation Initiatives	The volunteers in the Madrid region supported the populations affected by the fires and created the largest group of blood donors among all the companies that participated in the donation campaign.

By investing in these volunteerism initiatives, Stellantis demonstrates its commitment to corporate social responsibility and its dedication to fostering strong, supportive communities around the globe.

Consumers and End-Users

S4

Consumers and End-Users Material Impacts, Risks and Opportunities

ESRS 2 SBM-3 SBM-2

Our material impacts, risks and opportunities related to consumers and end-users are summarized below. Refer to **Material Impacts, Risks and Opportunities and their Interaction with Strategy and Business Model** ↘ in this statement for additional information.

Customers & End-Users - material IROs

Material Impacts, Risks and Opportunities		Value Chain
Responsible Management of Personal information	Potential negative impact	
Vehicle safety	Potential negative impact	
Quality and vehicle safety costs	Risk	
Legal and compliance	Risk	

Upstream Activities Own Operations Downstream Activities

Refer to **Stakeholder Dialogue for a Better Mutual Understanding with Society** ↘ in this statement 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 Cyber Security and Privacy Committee, chaired by our CHRTO, has been established with the purpose of overseeing privacy risks, 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 common awareness of privacy issues, and cultivating a privacy-centric culture within the Company. All Stellantis employees have access to the Stellantis Data Protection Policy and related Code of Conduct procedures.

Stellantis' **Code of Conduct** ↗ requires its employees and anyone acting on behalf of Stellantis to protect personal data and privacy rights, recognizing them 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 affirm that everyone has the right to their protection of their personal data. Refer to **Own Workforce Policies** ↘ in this statement for more detailed information on our **Human Rights Policy** ↗.

Specific operating procedures and cybersecurity standards have been adopted within the Company detailing requirements aligned with the essential principles of GDPR "privacy by design" and "privacy by default" and, as well as equivalent regulations in other jurisdictions.

Stellantis works to ensure that personal data is kept confidential and processed solely for valid purposes in compliance with the law. The Stellantis Data Protection Policy and procedures safeguards 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.

Engagement with Customers on personal information

S4-2

Personal data processing is carried out in accordance with the principles of lawfulness, fairness, transparency, data minimization, storage and purpose limitation, integrity and confidentiality. These processes are designed to support the Company 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.

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. At any time during our relationship, customers can also ask to exercise their rights, as indicated in Stellantis' privacy notice, contacting dedicated regional privacy portal or directly contacting the DPO throughout a dedicated e-mail. 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 on Personal Information

S4-3

Stellantis remediation process requires reporting incidents and claims to the DPO. This process includes conducting an internal assessment, communicating with relevant authorities and affected parties, and taking corrective actions to address the root cause. A detailed data breach handling procedure is approved and available to all employees.

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 2024, Stellantis did not identify any events with significant impact on customers.

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 the artificial intelligence.

In January 2023, Stellantis joined the Data Protection as a Corporate Social Responsibility ("DPCSR") project, led by the European Centre on Privacy and Cybersecurity at Maastricht University. 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.

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

Stellantis is committed to protecting personal data by handling information confidentially and in accordance with applicable data protection regulations.

Vehicle Safety

ESRS 2 SBM-3

Potential vehicle 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 governed by laws and regulations, various governmental agencies and departments around the world are introducing increasingly stringent vehicle safety requirements or voluntary codes of practice, such as the OECD Guidelines for Multinational Enterprises. 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.

Vehicle Safety Policy

ESRS 2 MDR-P S4-1

The “Right to life” 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 statement 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 ensuring 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, a standardized approach to vehicle safety through design activities, harmonized safety evaluation processes based on risk criteria, and safety trainings to increase safety risk awareness.

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.

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, and ISO 21434 for Cybersecurity Engineering in road vehicles.

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 technology and engineering 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 engineering and software functions, our development vehicles are tested in real-life conditions with captive fleet. In this phase, vehicles are lent to non-specialist drivers to identify potential safety-relevant anomalies and gauge customer acceptance;
- when the vehicle is in use, potential vehicle safety-related incidents are raised to our customer experience organization by the dealers for investigation and potential field action or when remediating negative impacts on customers. Stellantis aims at delivering a 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 available to customers on Brands portal, 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 customer experience organization 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 for 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 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 focuses 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.

We participate in research activities on "Vehicle to X" and 5G technologies, which may help make the vehicles of the future more intelligent and comfortable for users. New autonomous functions may contribute to fewer accidents caused by human error and reduce driver fatigue, thus contributing to improved road safety.

Stellantis also engages in cooperative projects concerning autonomous driving safety, including in-use monitoring of car behavior. We also participate in projects focused on improving the safety of children in road accidents, assessing the risk of injuries in non-standard seat positions for future automated vehicle occupants, conducting virtual crash testing with human body models, and enhancing the driver's user experience.

Product Development

Our product development activities consider all 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 incident 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 braking 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.

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, clearly defining requirements followed by design and implementation reviews, validation and penetration testing of products and services, and managing incident response. Cybersecurity is considered throughout the entire vehicle life cycle, from the development, to manufacturing, use, service and disposal by this cross-functional team.

Stellantis manages cybersecurity-by-design through a process of deploying activities across the organization and technical solutions. This involves using standard cryptographic mechanisms onboard to secure and isolate the connected and safety domains, such as powertrain and chassis.

> We work to provide secure end-to-end communication by interconnecting servers, applications, and interfaces off-board.

Vehicles are configured on the production line using backend-connected tools that ensure correct configuration. We also maintain and diagnose vehicles after-sales with specialized tools connected to a secure maintenance server. Additionally, we have an incident management organization to manage mitigation plans for any incidents, attacks or vulnerabilities discovered during the vehicle's life cycle.

In 2024, in compliance with UNECE regulation (RU155), Stellantis passed the cybersecurity certification for processes, organization and governance (Cybersecurity Management System). Stellantis also achieved the vehicle homologation with new features, especially for Firmware Over The Air ("FOTA") updates, linked to the regulation on software update (R156).

Product Investigations and Recall Campaigns

S4-3

Stellantis, like all vehicle manufacturers, faces potential safety-related recalls that may incur direct costs, harm reputation, and impact sales of certain vehicles.

To prevent safety issues, Stellantis created a Global Safety Forum led by the Technical Safety and Regulatory Compliance Officer, which includes R&D experts from engineering and software functions.

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 engineering, manufacturing, customer experience organizations, and external suppliers.

Our Vehicle Regulation Committees, at regional level, reviews the potential safety anomalies and determines the proper course of actions, 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 2024, Stellantis decided to voluntarily recall 7.29 million vehicles. This recall effort included significant campaigns such as Ram 1500 ABS configuration mismatch recall in North America, rear camera visibility issue on multiple car lines, and a recall on front upper control arm pinch on the Jeep Grand Cherokee.

In addition to the 2024 vehicles recalls, Stellantis continued the implementation of previously decided recall campaigns, such as the Takata airbags. For further information on recall campaigns, refer to **Note 21, Provisions** in the Consolidated Financial Statements within the 2024 Annual Report and to **Risk Factors** included in the **2024 Annual Report ↗**.

Vehicle Safety Targets

ESRS 2 MDR-T S4-5

Our ambition for vehicle safety is to offer safe products, complying with all applicable laws and focusing on robust safety risk avoidance and protection for vehicles occupants and road users. Our main strategy is to improve the level of robustness of our vehicle safety organization, processes and technical expertise, including 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.

Our key focus areas include transitioning from a pure ownership of a car to an experience, advancing in all market segments, and adhering to the highest security and safety standards. 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 be the global leader in the quality of our products and services, providing sustainable, safe and affordable mobility. In 2024 our Chief Customer Experience 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 target delivering best-in-class customer experience through our behavior, decisions, and actions at all levels.

This is why Stellantis encourages every employee to prioritize quality and put the customer first. Stellantis also engages our suppliers and our partners in achieving our quality ambitions.

Our Quality Policy is harmonized with our **Human Rights Policy ↗**, both being 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 statement for additional information.

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 press.

This engagement process involves customers throughout their journey with our brands, including vehicle safety issue management and responsible handling of information.

We analyze customer feedback to adapt our products and services, responding to their needs. Customer satisfaction is measured through syndicated surveys, and we strive for consistent positive outcomes with the motto “Every customer counts, Every journey matters”.

Stellantis evaluates customer awareness and trust in our customer care channels through contractual service level agreements, 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 available for reporting concerns or seeking guidance on corporate policies. Refer to **Corporate Governance** included in the **2024 Annual Report** ↗ and to **Grievances (Channels to Raise Concerns) and Process to Remediate Negative Impacts** ↘ in this statement 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. 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 strive to streamline the lead time for major issues by involving our cross-functional experts, analyzing and resolving root causes to reduce response time. 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 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 possibly reaching departmental senior management levels.

Vehicle and Service Quality Targets

ESRS2 MDR-T S4-5

Our ambition on product and service quality as established in the Dare Forward 2030 strategic plan, is to be number one in syndicated surveys in customers satisfaction with excellent quality vehicles, services and mobility, providing a seamless customer journey, worldwide.

Progress made toward targets for vehicle and service quality - customers satisfaction

Entity-specific Metrics		Year	(%)
Percentage of reduction in 3 months in service repairs rate: vs. reference year 2021	Results	2024	31%
	Targets	2025	61%
	Targets	2030	75%

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 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, online games, 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, internet, email, street advertising, trade shows, and points of sale, align our societal and environmental responsibilities with applicable regulations in our operating countries and align with the globally recognized self-regulatory framework, the ICC Code of Advertising and Commercial Communication Practices.

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, environmental responsibility, and consideration of financial impacts on our customers. Each Stellantis marketing, advertising and communications team is responsible to ensure compliance with these guidelines.

Specific organizations like our legal department and vehicle safety and regulatory affairs team develop and review advertising in an effort to promote accuracy and substantiation. Special attention is given to environmentally-focused messaging to avoid misleading claims, following local communication guidelines, such as the Federal Trade Commission Green Guides in the U.S..

Several of our brands engage with advertising regulation agencies, primarily in Europe, by submitting marketing communications to national regulators or their legal departments to enhance compliance with local advertising regulations. Brands like Peugeot, Citroën, and DS have continued to support programs that advocate for responsible communication for several years. No material convictions involving marketing or labelling issues were noted in 2024 in Enlarged Europe and North America which are our largest markets.

Remediation Process with Consumers

Consumers can report their concerns through various channels. Consumers can contact Stellantis brands through toll-free numbers, chat tools on websites, brand apps, and information provided in owner and warranty manuals. We also monitor social media interactions and sentiments, providing assistance when appropriate.

Engagement with customers and the resolution process is managed by our customer experience organization. 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 vehicles. 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 daily for customer sentiment analysis and prompt engagement of customer care for product issues. The feedback from these activities informs our communications and guides changes in our interaction with audiences.

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 CO_2 emissions are provided in North America, Brazil, Europe, China, Japan, Korea and Taiwan in line with legal regulatory requirements;
- **social commitments**: Stellantis and its brands analyze communications to avoid offensive content, stereotypes, and objectification. Campaigns in Europe, such as those by L'Autorité de Régulation Professionnelle de la Publicité and Clearcast (UK), and in North America are validated by specialized consultant agencies;
- **non-discrimination**: North American brands like Ram, Dodge, Chrysler, and Jeep collaborate with media agencies to ensure advertising is stereotype-free and respectful to people of color. Examples include the Citroën C3 advertising campaign in Europe. Stellantis brands also strive to support and represent audiences with diverse abilities;
- **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.

2024 Expanded Sustainability Statement

GOVERNANCE

04

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 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 CHRTO, includes the General Counsel and the Chief Audit and Compliance Officer, and meets quarterly. Updates are provided quarterly to the Chair of the Audit Committee, who is a member of the Board of Directors.

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 in the **2024 Annual Report** for additional information.

Business Conduct Material Impacts, Risks and Opportunities

ESRS 2 SBM-3 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 and their Interaction with Strategy and Business Model** in this statement for additional information.

Governance - material IROs

Material Impacts, Risks and Opportunities		Value Chain
Whistleblower protection	Potential negative impact	▲ ◆ ▼
Anticompetitive practices	Potential negative impact	▼
Late payment practices	Potential negative impact	▲ ◆
Corruption and bribery	Potential negative impact	▲ ◆ ▼
Engagement in lobbying activities	Potential negative impact	◆ ▼
Responsible practices in the value chain	Positive impact	▲ ◆ ▼
Late payments	Risk	◆
Anticompetitive practices	Risk	◆
Supplier disruption	Risk	◆
Compliance with laws and regulations, including corruption and bribery	Risk	◆
Strategic alliances with suppliers	Opportunity	▲ ◆ ▼

Upstream Activities ▲ Own Operations ◆ Downstream Activities ▼

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 statement for additional information.

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 in the **2024 Annual Report** for additional information.

Fraud Prevention and Whistleblowing (Integrity Helpline)

The Fraud Prevention Policy aims to mitigate unethical behaviors within the procurement process and promotes responsible financial transaction management. This policy 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 **2024 Annual Report** and to **Grievances (Channels to Raise Concerns) and Process to Remediate Negative Impacts** in this statement 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.

Compliance Program and Company Culture

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, is assessed through quarterly KPI reporting, Code of Conduct communications and trainings, annual compliance risk assessments, ethical surveys, leaders' compliance questionnaires, internal audits, and participation in Ethisphere's World's Most Ethical Company process (Ethisphere is an independent organization devoted to corporate ethics). The program also enables the Company to manage ethical conduct, continually improve, and adhere to established rules and values.

Progress made toward targets for business conduct and corporate culture

Entity-specific Metrics		Year	(days)
Number of days to provide a personalized first answer on reported concerns regarding potential violations of the Code of Conduct	Results	2024	0.7
		Personalized first answer within	
	Targets	2025	1.5
		2030	1.25
		2038	1

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 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.

The Company conducts compliance assessments in an effort to ensure that the compliance program correctly identifies and mitigates risks efficiently. In 2024, Navex awarded Stellantis the Customer Excellence Award for "Excellence in Ethics and Compliance" for its commitment to building and maintaining an ethical workplace.

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 direct supervisors, Human Resources, Compliance, and Legal departments, and the Integrity Helpline. Refer to **Grievances (Channels to Raise Concerns) and Process to Remediate Negative Impacts** in this statement 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.

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 GPSQ 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 GPSQ 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 2024 Annual Report ↗;
- **GRPG**: 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 and Governance ↘ elsewhere in this statement.

Policies related to Payment Practices and Terms

Stellantis has established 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 at the highest level by the Stellantis Group Treasurer, Global Process Leader and Global Controlling Leader of Global Purchasing and Supplier Quality;
- **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 detect 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. GPSQ 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 statement.

Governance of the Supplier Relationship

Stellantis engages in monthly communication with its suppliers to provide ESG updates, clarify expectations, and inform them about relevant 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 statement.

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 unwittingly acquisition of corruption exposure 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;
- **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, due diligence requirements and other related matters, in alignment with the United Nations Convention against Corruption. It applies to all Stellantis workforce and business partners including suppliers, dealers, distributors, intermediaries and joint venture partners and 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. To raise awareness and prevent corruption, online anti-corruption training is provided for white-collar personnel, including senior leaders and the Board of Directors.

In 2024, 97% of white-collar personnel, who represent the functions most exposed to the risk of corruption, completed the training and the post-training exam. Classroom training is also provided for personnel at higher risk of corruption, such as those dealing with government agencies or involved in public bidding. 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 into the Company's Enterprise Risk Assessment, 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 **2024 Annual Report** ↗ and to **Grievances (Channels to Raise Concerns) and Process to Remediate Negative Impacts** ↘ in this statement 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 the Chief Audit and Compliance Officer, the ECC and/or the Audit Committee of the Board of Directors.

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.

Training related to Ethics and Compliance Program

2024

Areas	Ethics	Anti-corruption
Name of program	Code of Conduct	Anti-corruption
Category of employee targeted	white collars	white collars
Number of hours	46,201	28,738
Number of Employee trained*	69,308	49,293
Percent of employees trained vs. target**	97%	97%

* Including both full-time and part-time employees.

** The completion rate is calculated based on the target assigned to the training campaign, regardless the reporting year.

Metrics and Targets

Incidents of Corruption or Bribery

G1-4

Stellantis' information on incidents of corruption or bribery in 2024 is outlined in the table below. Additionally, no confirmed incidents of corruption or bribery were reported that required actions such

as dismissals, disciplinary measures, or termination of contracts with business partners. Stellantis remains committed to maintaining high standards of integrity and compliance with all applicable anti-corruption and anti-bribery regulations.

Number of convictions and fines related to violations of anti-corruption or anti-bribery laws

2024	
Number of convictions for violation of anti-corruption and anti-bribery laws	—
Amount of fines for violation of anti-corruption and anti-bribery laws (in Euros)	—

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, contributing its expertise to 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 Public Affairs department.

This charter and delegation of authority applies 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 senior leaders are trained on these documents and are responsible for informing their teams.

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 selection of Stellantis' industry associations and memberships engaged on Climate Policy:

Representatives Responsible in Administrative, Management and Supervisory Bodies for Oversight of Political Influence and Lobbying Activities

In 2024, a new Global Head of the Public Affairs department was appointed and supports the IEC. All members of the Public Affairs department are tasked with upholding the Stellantis Code of Conduct and the charter, with new members fully trained on the governance and corporate policies. The compensation incentive plans for the Public Affairs department include environmental objectives.

Stellantis upholds transparency in dealings with public authorities by complying with relevant rules, standards, and guidelines. The Company provides reliable and accurate information by reporting activities and interactions with authorities and complying with disclosure obligations.

We are listed in the relevant transparency registers in the U.S., France, and Germany, with the specific registration identification numbers disclosed below:

- **Germany**: register identification number R002372 (Lobby Register Bundestag.de);
- **France**: register identification number (Fiche Stellantis – Hatvp.fr);
- **U.S.**: registration House identification number 40881 and Senate identification number 400460283.

Responsible Public Affairs Practices

> Stellantis adheres to the United Nations Global Compact recommendations for responsible contributions to public debate.

The Company engages in public debate on issues related to ecology, environment, vehicle safety, regional development and international trade.

The governance and control of lobbying practices is outlined in the charter and in the Public Affairs' 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 Dare Forward 2030 strategic plan strategy and the public positions taken by Stellantis align with the climate change targets of the Company. All senior executives have a long-term incentive plan containing a component relating to the CO_2 performances 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;
- **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 2024, there have been no external investigations against Stellantis on allegations of 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.

Stellantis applies a policy of political neutrality, and it does not make financial contributions to political parties or political candidates, in conformance with the Code of Conduct and the Charter for relations with Public Institutions.

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

2024	*(in € thousands)*
Financial political contribution	—
Non-financial (in-kind) political contribution	—
Total financial contribution	**—**

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/Aftermarket, 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 GPSQ 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 2024, Stellantis conducted a review of all closed and ongoing litigation cases. This analysis identified 8 proceedings relating to late payments outstanding at December 31, 2024.

Average payment days and percentage of payments aligned with standard terms

In 2024, the average number of days to pay an invoice from the start of the contractual or statutory payment term is 53 days and 95% of invoices were paid in accordance with agreed payment terms.

2024 Expanded Sustainability Statement

APPENDIX

05

Appendix I
ESRS Disclosure Requirements Covered by our Sustainability Statement

IRO-2 BP-2

The following table includes all disclosures requirements in ESRS 2 and topical standards and Entity-specific metrics which are material to Stellantis and were used in the preparation of the Sustainability Statement. Disclosures requirements in E4 - Biodiversity and ecosystems have been omitted as below our materiality thresholds. Stellantis incorporates certain information by reference to avoid redundancy. The table below summarizes information that have been incorporated by reference within the Stellantis 2024 Annual Report.

ESRS	Disclosure requirement	Relevant 2024 Annual Report section
ESRS 2 · General disclosures		
BP-1	General basis for preparation of the sustainability statement	Sustainability Statement
BP-2	Disclosures in relation to specific circumstances	Sustainability Statement
	Datapoints that derive from other EU legislation	Sustainability Statement
GOV-1	The role of the administrative, management and supervisory bodies	Corporate Governance
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Corporate Governance
GOV-3	Integration of sustainability-related performance in incentive schemes	Remuneration Report
GOV-4	Statement on sustainability due diligence	Sustainability Statement
GOV-5	Risk management and internal controls over sustainability reporting	General Information
SBM-1	Strategy, business model and value chain (products, markets, customers)	Stellantis Overview
	Strategy, business model and value chain (headcount by geographical area)	Stellantis Overview Sustainability Statement
	Strategy, business model and value chain (net revenue)	Sustainability Statement
SBM-2	Interests and views of stakeholders	Sustainability Statement
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Sustainability Statement Consolidated Financial Statement Management Report
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Sustainability Statement
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Sustainability Statement

ESRS	Disclosure requirement	Relevant 2024 Annual Report section
ESRS E1 · Climate change		
ESRS 2, GOV-3	Integration of sustainability-related performance in incentive schemes	Remuneration Report
E1-1	Transition plan for climate change mitigation	Sustainability Statement
ESRS 2, SBM-3	Material impacts, risks and opportunities, and their interaction with strategy and business model	Sustainability Statement
ESRS 2, IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Sustainability Statement
E1-2	Policies related to climate change mitigation and adaptation	Sustainability Statement
E1-3	Actions and resources in relation to climate change policies	Sustainability Statement
E1-4	Targets related to climate change mitigation and adaptation	Sustainability Statement
Entity-specific	Achieved GHG emission reductions in Scope 1 and 2	Sustainability Statement
Entity-specific	Intensity GHG emission reduction in Scope 1, 2 and 3	Sustainability Statement
Entity-specific	Percentage of nameplates with LEV offering (U.S. and EU)	Sustainability Statement
Entity-specific	Share of LEV in Global sales mix (U.S. and EU)	Sustainability Statement
Entity-specific	Share of APV from suppliers with CO_2 reduction targets compliant with the Paris Agreement	Sustainability Statement
Entity-specific	Share of decarbonized electricity used	Sustainability Statement
E1-5	Energy consumption and mix	Sustainability Statement
E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	Sustainability Statement
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	Sustainability Statement
E1-8	Internal carbon pricing	Sustainability Statement
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Phased-in

ESRS	Disclosure requirement	Relevant 2024 Annual Report section
ESRS E2 · Pollution		
ESRS 2, IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	Sustainability Statement
E2-1	Policies related to pollution	Sustainability Statement
E2-2	Actions and resources related to pollution	Sustainability Statement
E2-3	Targets related to pollution	Sustainability Statement
E2-4	Pollution of air, water and soil	Non-material
E2-5	Substances of concern and substances of very high concerns	Sustainability Statement
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	Sustainability Statement
E3-1	Policies related to water and marine resources	Sustainability Statement
E3-2	Actions and resources related to water and marine resources	Sustainability Statement
E3-3	Targets related to water and marine resources	Sustainability Statement
Entity-specific	Total water withdrawal normalized	Sustainability Statement
Entity-specific	Normalized withdrawal rate in water-stressed areas	Sustainability Statement
E3-4	Water consumption	Sustainability Statement
Entity-specific	Water withdrawal	Sustainability Statement
Entity-specific	Total water withdrawal in water-stressed areas	Sustainability Statement
E3-5	Anticipated financial effects from pollution-related risks and opportunities	Phased-in

ESRS	Disclosure requirement	Relevant 2024 Annual Report section
ESRS E4 · Biodiversity and ecosystems		
ESRS 2, IRO-1	Description of the processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	Sustainability Statement
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	Sustainability Statement
E5-1	Policies related to resource use and circular economy	Sustainability Statement
E5-2	Actions and resources related to resource use and circular economy	Sustainability Statement
Entity-specific	Percentage of ELVs material recycled	Sustainability Statement
Entity-specific	Number of repair centers	Sustainability Statement
E5-3	Targets related to resource use and circular economy	Sustainability Statement
E5-4	Resource inflows	Sustainability Statement
E5-5	Resource outflows	Sustainability Statement
E5-6	Anticipated financial effects from material resource use and circular economy-related risks and opportunities	Phased-in

ESRS	Disclosure requirement	Relevant 2024 Annual Report section
ESRS S1 · Own workforce		
ESRS 2, SBM-2	Interests and views of stakeholders	Sustainability Statement
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Sustainability Statement
S1-1	Policies related to own workforce	Sustainability Statement
S1-2	Processes for engaging with own workers and workers' representatives about impacts	Sustainability Statement
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Sustainability Statement
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	Sustainability Statement
Entity-specific	Reskilling/Upskilling rate for 24h completion on technical training	Sustainability Statement
Entity-specific	Tech mobility related training rate	Sustainability Statement
Entity-specific	Spending in training	Sustainability Statement
Entity-specific	Total number of employees trained	Sustainability Statement
Entity-specific	Number of training hours provided	Sustainability Statement
Entity-specific	Number of employees trained on climate school in 2024	Sustainability Statement
Entity-specific	Number of employees trained on electrification-related topics (upskill/reskill)	Sustainability Statement
Entity-specific	Number of employees trained through the Data & Software Academy in 2024	Sustainability Statement
Entity-specific	Number of employees trained on TechXelerate program in 2024	Sustainability Statement
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Sustainability Statement
Entity-specific	Workforce gender balance: Percentage of women in leadership position (L1-L2-L3)	Sustainability Statement
Entity-specific	Percentage of technical engineering reskill/upskilling	Sustainability Statement

ESRS	Disclosure requirement	Relevant 2024 Annual Report section
Entity-specific	Access rate to training	Sustainability Statement
Entity-specific	Employee positions accountable for a direct contribution to P&L	Sustainability Statement
Entity-specific	Percentage of countries with more than 150 employees covered by collective agreements	Sustainability Statement
S1-6	Characteristics of the undertaking's employees	Sustainability Statement
S1-7	Characteristics of non-employee in the undertaking's own Workforce	Sustainability Statement
S1-8	Workforce Collective bargaining coverage and social dialogue	Sustainability Statement
S1-9	Diversity metrics	Sustainability Statement
S1-10	Adequate wages	Sustainability Statement
S1-11	Social protection	Sustainability Statement
S1-12	Person with disabilities metrics	Sustainability Statement
S1-13	Training and skills development metrics	Sustainability Statement
S1-14	Health and safety metrics	Sustainability Statement
Entity-specific	Number of audits on activities likely to produce serious injuries and fatalities	Sustainability Statement
S1-15	Work-life balance metrics	Sustainability Statement
S1-16	Remuneration metrics (pay gap and total compensation)	Sustainability Statement
Entity-specific	Number of salary agreements signed in 2024	Sustainability Statement
S1-17	Incidents, complaints and severe human rights impacts	Sustainability Statement
Entity-specific	Number of corporate human rights risk-assessment surveys	Sustainability Statement
Entity-specific	Number of facilities assessed for human rights	Sustainability Statement
Entity-specific	Employee survey participation rate	Sustainability Statement

ESRS	Disclosure requirement	Relevant 2024 Annual Report section
ESRS S2 · Workers in the value chain		
ESRS 2, SBM-2	Interests and views of stakeholders	Sustainability Statement
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Sustainability Statement
S2-1	Policies related to value chain workers	Sustainability Statement
S2-2	Processes for engaging with value chain workers about impacts	Sustainability Statement
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	Sustainability Statement
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	Sustainability Statement
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Sustainability Statement
Entity-specific	Percentage of APV from Tier 1 suppliers evaluated on sustainability criteria - direct materials	Sustainability Statement
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	Sustainability Statement
Entity-specific	Number of site-audits	Sustainability Statement
Entity-specific	Percentage of GRPG acceptance rate by direct material suppliers	Sustainability Statement
Entity-specific	Number of Tier 1 suppliers in direct material	Sustainability Statement
Entity-specific	Number of countries of our supply base	Sustainability Statement
Entity-specific	Value of purchases worldwide	Sustainability Statement
ESRS S3 · Affected Communities		
ESRS 2, SBM-2	Interests and views of stakeholders	Sustainability Statement
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Sustainability Statement

ESRS	Disclosure requirement	Relevant 2024 Annual Report section
S3-1	Policies related to affected communities	Sustainability Statement
S3-2	Processes for engaging with affected communities about impacts	Sustainability Statement
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	Sustainability Statement
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	Sustainability Statement
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Sustainability Statement
ESRS S4 · Consumers and end-users		
ESRS 2, SBM-2	Interests and views of stakeholders	Sustainability Statement
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Sustainability Statement
S4-1	Policies related to consumers and end-users	Sustainability Statement
S4-2	Processes for engaging with consumers and end-users about impacts	Sustainability Statement
S4-3	Processes to remediate negative impacts and channels for consumers and end users to raise concerns	Sustainability Statement
Entity-specific	Number of vehicles recalled	Sustainability Statement
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Sustainability Statement
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Sustainability Statement
Entity-specific	3 months in service repairs rate	Sustainability Statement

ESRS	Disclosure requirement	Relevant 2024 Annual Report section
ESRS G1 · Business Governance		
ESRS 2, GOV-1	The role of the administrative, supervisory and management bodies	Corporate Governance
ESRS 2, IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Sustainability Statement
G1-1	Business conduct policies and corporate culture	Corporate Governance Sustainability Statement
G1-2	Management of relationships with suppliers	Sustainability Statement
Entity-specific	Personalized first answer on concerns for the violation of Code of Conduct (in number of days)	Sustainability Statement
Entity-specific	Percentage of employees trained vs. target	Sustainability Statement
G1-3	Prevention and detection of corruption and bribery	Sustainability Statement
G1-4	Confirmed incidents of corruption and bribery	Sustainability Statement
G1-5	Political influence and lobbying activities	Sustainability Statement
G1-6	Payment practices	Sustainability Statement

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 2024 Annual Report and which data points are assessed as Not material ("NM"), as Not applicable ("NA") or related to a "Phased-in" Disclosure requirement.

Disclosure Requirement	Paragraph	Disclosure Requirement and related datapoint	EU legislation	Relevant 2024 Annual Report section
ESRS 2 GOV-1	21 (d)	Board's gender diversity	SFDR, CBSR	Corporate Governance
ESRS 2 GOV-1	21 (e)	Percentage of board members who are independent	CBSR	Corporate Governance
ESRS 2 GOV-4	30	Statement on due diligence	SFDR	Sustainability Statement
ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	SFRD, P3, CBSR	NA
ESRS 2 SBM-1	40 (d) ii	Involvement in activities related to chemical production	SFRD, CBSR	NA
ESRS 2 SBM-1	40 (d) iii	Involvement in activities related to controversial weapons	SFRD, CBSR	NA
ESRS 2 SBM-1	40 (d) iv	Involvement in activities related to cultivation and production of tobacco	SFRD, CBSR	NA
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050	EUCL	Sustainability Statement
ESRS E1-1	16 (g)	Undertakings excluded from Paris-aligned Benchmarks paragraph	P3, CBSR	Sustainability Statement
ESRS E1-4	34	GHG emission reduction targets	SFDR, P3, CBSR	Sustainability Statement
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources	SFDR	Sustainability Statement
ESRS E1-5	37	Energy consumption and mix	SFDR	Sustainability Statement
ESRS E1-5	40 to 43	Energy intensity associated with activities in high climate impact sectors	SFDR	Sustainability Statement
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	SFDR, P3, CBSR	Sustainability Statement
ESRS E1-6	53 to 55	Gross GHG emissions intensity	SFDR, P3, CBSR	Sustainability Statement
ESRS E1-7	56	GHG removals and carbon credits	EUCL	Sustainability Statement

Disclosure Requirement	Paragraph	Disclosure Requirement and related datapoint	EU legislation	Relevant 2024 Annual Report section
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	SFDR	NM
ESRS E3-1	9	Water and marine resources policies	SFDR	Sustainability Statement
ESRS E3-1	13	Dedicated Policy	SFDR	NA
ESRS E3-1	14	Sustainable oceans and seas	SFDR	NM
ESRS E3-4	28 (c)	Total water recycled and reused	SFDR	Sustainability Statement
ESRS E3-4	29	Total water consumption in m^3 per net revenue on own operations	SFDR	Sustainability Statement
ESRS2-IRO 1 - E4	16 (a)i	Activities negatively affecting biodiversity-sensitive areas	SFDR	Sustainability Statement
ESRS2-IRO 1 - E4	16 (b)	Land degradation, desertification, or soil sealing	SFDR	Sustainability Statement
ESRS2-IRO 1 - E4	16 (c)	Threatened species	SFDR	Sustainability Statement
ESRS E4-2	24 (b)	Sustainable land / agriculture practices or policies	SFDR	NM
ESRS E4-2	24 (c)	Sustainable oceans / seas practices or policies	SFDR	NM
ESRS E4-2	24 (d)	Policies to address deforestation	SFDR	NM
ESRS E5-5	37 (d)	Non-recycled waste	SFDR	NM
ESRS E5-5	39	Hazardous waste and radioactive waste	SFDR	NM
ESRS 2-SBM3 - S1	14 (f)	Risk of incidents of forced labor	SFDR	Sustainability Statement
ESRS 2-SBM3 - S1	14 (g)	Risk of incidents of child labor	SFDR	Sustainability Statement
ESRS S1-1	20	Human rights policy commitments	SFDR	Sustainability Statement
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental ILO Conventions 1 to 8	CBSR	Sustainability Statement
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	SFDR	Sustainability Statement
ESRS S1-1	23	Workplace accident prevention policy or management system	SFDR	Sustainability Statement
ESRS S1-3	32 (c)	Grievance/complaints handling mechanisms	SFDR	Sustainability Statement
ESRS S1-14	88 (b) 88 (c)	Number of fatalities and number and rate of work- related accidents	SFDR, CBSR	Sustainability Statement
ESRS S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	SFDR	Sustainability Statement
ESRS S1-16	97 (a)	Unadjusted gender pay gap	SFDR, CBSR	Sustainability Statement
ESRS S1-16	97 (b)	Excessive CEO pay ratio paragraph	SFDR	Sustainability Statement
ESRS S1-17	103 (a)	Incidents of discrimination	SFDR	Sustainability Statement
ESRS S1-17	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD	SFDR, CBSR	Sustainability Statement
ESRS 2-SBM3 – S2	11 (b)	Significant risk of child labor or forced labor in the value chain	SFDR	Sustainability Statement
ESRS S2-1	17	Human rights policy commitments	SFDR	Sustainability Statement
ESRS S2-1	18	Policies related to value chain workers	SFDR	Sustainability Statement

Disclosure Requirement	Paragraph	Disclosure Requirement and related datapoint	EU legislation	Relevant 2024 Annual Report section
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	SFDR, CBSR	Sustainability Statement
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental ILO Conventions 1 to 8	CBSR	Sustainability Statement
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	SFDR	Sustainability Statement
ESRS S3-1	16	Human rights policy commitments	SFDR	Sustainability Statement
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	SFDR, CBSR	Sustainability Statement
ESRS S3-4	36	Human rights issues and incidents	SFDR	Sustainability Statement
ESRS S4-1	16	Policies related to consumers and end-users	SFDR	Sustainability Statement
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	SFDR, CBSR	Sustainability Statement
ESRS S4-4	35	Human rights issues and incidents	SFDR	Sustainability Statement
ESRS G1-1	10 (b)	United Nations Convention against Corruption	SFDR	Sustainability Statement
ESRS G1-1	10 (d)	Protection of whistle-blowers	SFDR	Sustainability Statement
ESRS G1-4	24 (a)	Fines for violation of anti-corruption and anti-bribery laws	SFDR, CBSR	Sustainability Statement
ESRS G1-4	24 (b)	Standards of anti-corruption and anti-bribery	SFDR	Sustainability Statement

SFDR: 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)

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 Framework ("TCFD")

The following table provides the correspondence between the TCFD recommendations and the content of this Statement or 2024 Annual Report.

Thematic	TCFD recommendations	Relevant sections of this document or reference document	Status / Completion level
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	Full
	Gb. Describe management's role in assessing and managing climate-related risks and opportunities.	Climate Change, Annual Report - Corporate Governance	Full
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	Full
	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	Full
	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	Full
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	Full
	Rb. Describe the organization's processes for managing climate-related risks.	Climate Change, Annual Report - Risk Management	Full
	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	Full
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	Full
	Mb. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions, and the related risks.	Climate Change	Full
	Mc. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate Change	Full

SASB - Framework

The following table provides SASB Transportation Standard index information.

	Accounting metric	Code	2024 Results
Activity	Number of vehicles manufactured	TR-AU-000.A	5.3 million
	Number of vehicles sold[1]	TR-AU-000.B	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
	Number of safety-related defect complaints, percentage investigated	TR-AU-250a.2	Not Available
	Number of vehicles recalled[2]	TR-AU-250a.3	7.29 million vehicles
	a.Mandatory recalls	TR-AU-250a.3	0
	b.Voluntary recalls	TR-AU-250a.3	7.29 million vehicles
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	TR-AU-310a.1	85%
	Number of work stoppages and total days idle	TR-AU-310a.2	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

[1] Sales figures are “sales to customers” based on Stellantis operational reporting tools.

[2] Refer to Consumers End Users - Vehicle Safety.

	Accounting metric	Code	2024 Results
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)	107.7 gCO_2/Km
		N1 (Light Commercial Vehicles)	172.4 gCO_2/Km
	United States (mpg)[5]	Light Duty Vehicles (incl. Light Duty Trucks, Domestic and Imported Pass. cars)	30.4 mpg
	Brazil (MJ/km)[6]	All vehicles	1.78 MJ/km
	Number of vehicles sold per type:		
	zero emission vehicles ("ZEV")	TR-AU-410a.2	314.6 thousands[7]
	hybrid vehicles	TR-AU-410a.2	529.7 thousands
	plug-in hybrid vehicles ("PHEV")	TR-AU-410a.2	202.9 thousands
	Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	TR-AU-410a.3	Refer to **Climate Change**: **Our Dare Forward 2030**, **Transition Plan for Climate Change**, **Actions and Resources to Climate Change Mitigation and Adaptation**
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**
Materials Efficiency and Recycling	Total amount of waste from manufacturing (tons) and percentage recycled (%)	TR-AU-440b.1	272,928 tons 70% recycled
	Weight of end-of-life material recovered (tons) and percentage recycled (%)[8]	TR-AU-440b.2	21,391 tons 89% recycled
	Average recyclability of vehicles sold (percentage %) by sales-weighted tons (Gt)[9]	TR-AU-440b.3	All the Company's vehicles in Europe are 95% recoverable and vehicles are globally 85% recyclable

[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 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 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 previous years. 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.

[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] Includes Battery Electric Vehicles ("BEV"), Fuel-Cell Electric Vehicles ("FCEV") and micro-mobility. Excludes LeapMotor sales.

[8] Official information from National Authorities on French and Benelux scope only. Percentage is only available with 1.5 years delay.

[9] Official information from Europe only.

GRI Content Index

The following table provides the correspondence between the Global Reporting Initiative ("GRI") standards disclosures to the information disclosed in this statement or in the 2024 Annual Report.

GRI Standard	Disclosure	Reference Document or Section within this document
GRI 2: General Disclosures 2021	2-1 Organizational details	2024 Annual Report - Stellantis Overview
	2-2 Entities included in the organization's sustainability reporting	General Information
	2-3 Reporting period, frequency and contact point	General Information
	2-4 Restatements of information	Not applicable
	2-5 External assurance	General Information
	2-6 Activities, value chain, and other business relationships	General Information
	2-7 Employees	Own Workforce
	2-8 Workers who are not employees	Own Workforce
	2-9 Governance structure and composition	2024 Annual Report - Corporate Governance
	2-10 Nomination and selection of the highest governance body	2024 Annual Report - Corporate Governance
	2-11 Chair of the highest governance body	2024 Annual Report - Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	2024 Annual Report - Corporate Governance
	2-13 Delegation of responsibility for managing impacts	2024 Annual Report - Corporate Governance
	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	2024 Annual Report - Corporate Governance
	2-17 Collective knowledge of the highest governance body	2024 Annual Report - Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	2024 Annual Report - Remuneration Report
	2-19 Remuneration policies	2024 Annual Report - Remuneration Report
	2-20 Process to determine remuneration	2024 Annual Report - Remuneration Report
	2-21 Annual total compensation ratio	2024 Annual Report - Remuneration Report, Own Workforce
	2-22 Statement on sustainable development strategy	General Information
	2-23 Policy commitments	General Information, Environmental, Social and Governance sections
	2-24 Embedding policy commitments	General Information, Environmental, Social and Governance sections
	2-25 Processes to remediate negative impacts	General Information, Social Topical sections
	2-26 Mechanisms for seeking advice and raising concerns	Own Workforce, Business Conduct
	2-27 Compliance with laws and regulations	2024 Annual Report - Code of Conduct, Business Conduct
	2-28 Membership associations	Business Conduct
	2-29 Approach to stakeholder engagement	General Information
	2-30 Collective bargaining agreements	Own Workforce

GRI Standard	Disclosure	Reference Document or Section within this document
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	Environmental, Social and Governance sections
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	Not provided
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Annual Report - Consolidated Financial Statement, Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	2024 Annual Report - Consolidated Financial Statement
	201-4 Financial assistance received from government	Not provided
GRI 202: Market presence 2016	202-1 Ratios of standard entry level average by gender compared to local minimum wage	Not provided
	202-2 Proportion of senior management hired from the local community	Not provided
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Not provided
	203-2 Significant indirect impacts	Own Workforce
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 provided
GRI 205: Anti-corruption	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	Business Conduct
GRI 206: Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Business Conduct

GRI Standard	Disclosure	Reference Document or Section within this document
GRI 207: Tax 2019	207-1 Approach to tax	Not provided
	207-2 Tax governance, control, and risk management	Not provided
	207-3 Stakeholder engagement and management of concerns related to tax	Not provided
	207-4 Country-by-country reporting	Not provided
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	Resource Use and Circular Economy
GRI 302: Energy 2016	3-3 Management of material topics	Resource Use and Circular Economy
	302-1 Energy consumption within the organization	Climate Change
	302-2 Energy consumption outside the organization	Not provided
	302-3 Energy Intensity	Climate Change
	302-4 Reduction of energy consumption	Not provided
	302-5 Reductions in energy requirements of products and services	Climate Change
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	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	Water and marine Resources
	303-5 Water consumption	Water and marine Resources

GRI Standard	Disclosure	Reference Document or Section within this document
GRI 304: Biodiversity 2016	3-3 Management of material topics	Biodiversity
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas, and areas of high biodiversity value outside protected areas	Biodiversity
	304-2 Significant impacts of activities, products, and services on biodiversity	Not provided
	304-3 Habitats protected or restored	Biodiversity
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not provided
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	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

GRI Standard	Disclosure	Reference Document or Section within this document
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
	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	3-3 Management of material topics	Own Workforce
	402-1 Minimum notice periods regarding operational changes	Not provided
GRI 403: Occupational health and safety	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	Own Workforce
	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 Standard	Disclosure	Reference Document or Section within this document
GRI 404: Training and education	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	3-3 Management of material topics	Own Workforce
	405-1 Diversity of governance bodies and employees	2024 Annual Report - Corporate governance
	405-2 Ratio of basic salary and remuneration of women to men	Own Workforce
GRI 406: Non-discrimination	3-3 Management of material topics	Own Workforce, Workers in the Value Chain
	406-1 Incidents of discrimination and corrective actions taken	Own Workforce
GRI 407: Freedom of association and collective bargaining	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	Own Workforce
GRI 408: Child labor	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	Own Workforce, Workers in the Value Chain
GRI 409: Forced or compulsory labor	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	Own Workforce, Workers in the Value Chain
GRI 410: Security practices compulsory labor	3-3 Management of material topics	Not provided
	410-1 Security personnel trained in human rights policies or procedures	Not provided

GRI Standard	Disclosure	Reference Document or Section within this document
GRI 411: Rights of indigenous peoples	3-3 Management of material topics	Affected Communities
	411-1 Incidents of violations involving rights of indigenous peoples	Affected Communities
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	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
	414-2 Negative social impacts in the supply chain and actions taken	Workers in the Value Chain
GRI 415: Public policy	3-3 Management of material topics	Business Conduct
	415-1 Political contributions	Business Conduct
GRI 416: Customer health and safety	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	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	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 - Human Rights 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 - Employees involvement, social dialogue and collective bargaining as key success factors
	4. Businesses should uphold the elimination of all forms of forced compulsory labor;	Own Workforce - Human Rights
	5. Businesses should uphold the effective abolition of child labor	Own Workforce - Human Rights
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation	Own Workforce - Equal Treatment and Opportunities
3. The environment	7. Businesses should support a precautionary approach to environmental challenges	Climate Change Pollution Water 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

Terms, Abbreviations and Definitions

Term	Abbreviation or definition
AGM	Annual General Meeting
AIAG	Automotive Industry Action Group
BCP	Business Continuity policy
BEV	Battery Electric Vehicles
BIO	Biodiversity and ecosystems
BPO	Business Practices Office
CAFE	Corporate Average Fuel Economy
CAHRAs	Conflict-Affected and High-Risk Areas
Capex	Capital expenditure
CCA	Climate Change Adaptation
CDP	Carbon Disclosure Project
CDR	Carbon Dioxide Removal
CE	Circular Economy
CFC-11	Trichlorofluoromethane
CH_4	Methane
CHRTO	Chief of Human Resources and Transformation Officer
CMM	Climate Change Mitigation
CO_2	Carbon dioxide
COSO	Committee of Sponsoring Organizations of the Treadway Commission
CO_2-eq	Carbon dioxide equivalent (CO_2-eq) is a metric that compares the impact of different greenhouse gases (GHGs) on global warming. It's calculated by multiplying the mass of a gas by its global warming potential (GWP). Stellantis calculates its carbon footprint in accordance with the GHG Protocol and ISO 14064 standards, covering the entire life cycle 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 GHG. These emissions are expressed in CO_2 equivalent (CO_2-eq) to provide a standardized and accurate representation of our total greenhouse gas impact
CO_2-eq/vehicle	Carbon dioxide equivalent divided for the number of vehicles sold
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
DMA	Double Materiality Assessment
DNSH	Do No Significant Harm
DPCSR	Data Protection as a Corporate Social Responsibility
DPO	Data Protection Officer
E&C	Ethics and Compliance
EAP	Employee Assistance Programs
ECC	Ethics and Compliance Committees
ECD	Environmental Central Departments
EDM	Electric Drive Modules
EEP	Environmental and Energy policy
ELV	End of Life Vehicle
EPA	Environmental Protection Agency
ERM	Enterprise Risk Management
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
ETS	Emission Trading Schemes
EU	European Union
EV	Electric Vehicles
FCEV	Fuel Cell Electric Vehicle
FFV	Flex-fuel vehicles
FOTA	Firmware Over The Air
FPIC	Free, Prior, and Informed Consent
GADSL	Global Automotive Declarable Substance List
GCMS	Global Care Management System
GDPR	General Data Protection Regulation
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GRPG	Global Responsible Purchasing Guidelines
GWP	Global Warming Potential

Term	Abbreviation or definition
HVB	High Voltage Batteries
HVO	Hydrotreated Vegetable Oil
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
IROs	Impacts, Risks and Opportunities
ISO	International Organization for Standardization
JV	Joint Ventures
LCA	Life Cycle Analysis
LCV	Light Commercial Vehicles
LED	Light Emitting Diodes
LEV	Low Emission Vehicles include battery electric ("BEV"), plug-in hybrid ("PHEV"), range-extender electric vehicle ("REEV"), and fuel cell electric ("FCEV") vehicles
LTIR	Lost-Time Injury Frequency Rate
M&A	Merger and Acquisition
MHEV	Mild Hybrid Electric Vehicles
N_2O	Nitrous Oxide

Term	Abbreviation or definition
NCAP	New Car Assessment Program
NGO	Non-Governmental Organization
NHTSA	U.S. National Highway Traffic Safety Administration
NMOG	Non-Methane Organic Gases
NO_x	Nitrogen Oxides
OECD	Organisation for Economic Co-operation and Development
OEM	Original Equipment Manufacturer
Opex	Operating expenditure
PDCA	Plan-Do-Check-Act
PHEV	Plug-in Hybrid Electric Vehicle
PPA	Power Purchase Agreements
PPC	Pollution Prevention and Control
pSIF	Potential Serious Injuries and Fatalities
R&D	Research and Development
RMI	Responsible Minerals Initiative
RMP	Risk Management Policy
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

Term	Abbreviation or definition
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
SIF	Serious Injuries and Fatalities
SMEs	Small and Medium Enterprises
SoC	Substances of Concern
SPW	Stellantis Production Way
SO_2	Sulfur Dioxide
SVHC	Substances of Very High Concern
TMS	Transport Management System
UAE	United Arab Emirates
UAW	United Auto Workers
UN SDGs	United Nations Sustainable Development Goals
VOC	Volatile Organic Compounds
WHC	Wildlife Habitat Council
WHS	Wellbeing, Health and Safety
WRI	World Resource Institute
WTR	Water and Marine Resources
ZEV	Zero Emission Vehicles include BEV and FCEV

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