

Below is the Stellantis' press release announcing the average 2020 Profit Sharing payment of \$8,010 that will be paid on March 15, 2021 to eligible UAW FCA members. The actual per hour multiplier that was used to calculate the individual payment is \$3.96 per eligible compensated hour. This calculation is based on the new Profit Sharing language that was negotiated during the 2019 UAW FCA Bargaining which realizes a 12% increase over the previous language.



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### **Stellantis Announces 2020 Profit Sharing Payment for UAW-Represented Employees**

March 3, 2021, Auburn Hills, Mich. - As a result of FCA's financial performance in 2020, Stellantis announced today that the eligible profit sharing amount of \$8,010 will be paid to UAW-represented employees on March 15, 2021. Actual payments will be based on individual compensated hours. Approximately 43,000 employees are eligible to receive the payment.

With this payment, U.S. hourly employees have received on average more than \$44,700 in profit sharing since 2009.

The 2020 profit sharing payment was calculated on the terms negotiated as part of the 2019 UAW-FCA Collective Bargaining Agreement, based on the year-end Adjusted EBIT margin of the North American region reported in the FCA legacy operations financial results.

#### **Stellantis**

Stellantis (NYSE: STLA) is one of the world's leading automakers and a mobility provider, guided by a clear vision to offer freedom of movement with distinctive, affordable and reliable mobility solutions. In addition to the Group's rich heritage and broad geographic presence, its greatest strengths lie in its sustainable performance, depth of experience and the wide-ranging talents of employees working around the globe. Stellantis will leverage its broad and iconic brand portfolio, which was founded by visionaries who infused the brands with passion and a competitive spirit that speaks to employees and customers alike. Stellantis aspires to become the greatest, not the biggest, while creating added value for all stakeholders, as well as the communities in which it operates.

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