



Stellantis 2022 (2023 Payout) Preliminary Profit-Sharing Calculation - Full Calculation



Step 1: Calculate Eligible Profit Share Amount

Stellantis NA Adjusted Operating Income (AOI) Margin = **16.4%** as publicly reported by Stellantis

16.4% x 100 x \$900 = \$14,760 Eligible Profit Share Amount

Step 2: Create Payout Fund

| Employees with 1,850 or more Compensated Hrs | Employees with less than 1,850 Compensated Hrs |
|--|---|
| 27,269 Employees X 14,760 Eligible Profit-Sharing Amount = 402.5 million | 13,391 Employees X 14,760 Eligible Profit-Sharing Amount X Avg Comp hours of 13,391 Employees of 1,336.71 ÷ 1,850 = 142.8 million |
| 402.5 million + 142.8 million = Payout Fund of 545.3 million | |

Step 3: Establish Payout Per Compensated Hour

| | | | | |
|-------------------------------------|---|---|---|--|
| Payout Fund of 545.3 million | ÷ | Total Compensated Hours of 81.27 million | = | Payout Per Compensated Hour of \$6.71 |
|-------------------------------------|---|---|---|--|

Step 4: Calculate Individual Payouts (Un-capped Compensated Hours x \$6.71)

| Individual Payout Calculation Examples | | | | | |
|--|-------------------|----------|------------------------------------|----------|-----------------|
| | Compensated Hours | | Profit Share Per Compensated Hours | | PAYOUT |
| Employee #1 | 3,500 | x | \$6.71 | = | \$23,485 |
| Employee #2 | 2,500 | x | \$6.71 | = | \$16,775 |
| Employee #3 | 2,080 | x | \$6.71 | = | \$13,957 |
| Employee #4 | 1,850 | x | \$6.71 | = | \$12,414 |
| Employee #5 | 1,500 | x | \$6.71 | = | \$10,065 |
| Employee #6 | 500 | x | \$6.71 | = | \$3,355 |