



STELLANTIS

2021

VIGILANCE PLAN

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Information included in this Vigilance Plan statement are extracted from the 2021 CSR Report, audited by an independent third party, Grant Thornton, whose assurance opinion is available in section 8.4 of the report at this [link](#).

OBJECT OF THE VIGILANCE PLAN

Pursuant to French Act No. 2017-399 of 27 March 2017 on the duty of vigilance, the vigilance plan set out in this section includes reasonable measures of vigilance designed to identify risks and prevent serious breaches of human rights and fundamental freedoms, and to ensure the health and safety of persons and of the environment, arising from:

- the activities of subcontractors or suppliers (supply chain),
- the operation of the Company and its subsidiaries,
- the use of products and services marketed by the Company.

METHODOLOGY

While building its materiality matrix, the Company identified 6 macro-risks, divided into 22 CSR issues. The Company relied on an external third party to ensure fair and rigorous rating of each of the 22 CSR issues according to a uniform methodology.

Analysis of CSR risks were carried out with a double materiality approach: both potential impacts of the Company's activity on the stakeholders (including the environment) and impacts of external environmental and social factors on the Company's activity were considered and assessed.

The findings were submitted to Company's stakeholders' appraisal through interviews of a representative sample of our customers, employees, investors, suppliers and communities, identified based on their credibility and relevance toward our activities. Stellantis materiality matrix has been approved by the Board of Directors, prior to the public release of the Annual Report. The materiality matrix is also detailed in this CSR Report.

12 out of the 22 CSR issues were selected to be included in the vigilance plan, according to the following rule.

A CSR issue is included in the vigilance plan if:

- it has an impact on human rights and fundamental freedoms **HR** and/or on the health and safety of persons **H&S** and/or on the environment **ENV**, in compliance with the French law on the Duty of vigilance; and
- it is classified as "Strategic CSR issue" or "Significant CSR issue" in Stellantis' materiality matrix.

The 12 CSR issues selected to be included in the vigilance plan are split within the 3 perimeters of activities:

SUPPLY CHAIN	OPERATION OF THE COMPANY	USE OF PRODUCTS AND SERVICES
<ul style="list-style-type: none"> ■ ENV CSR issue #3: Carbon footprint of supply chain: Purchasing and Logistics > ■ HR ENV H&S CSR Issue #20: Responsible purchasing practices to support the company's development in host territories > ■ HR H&S CSR issue #21: Human rights in the supply chain CSR > 	<ul style="list-style-type: none"> ■ HR CSR Issue #4: Management of company transformation and social dialogue > ■ HR CSR Issue #6: Diversity and equal opportunity > ■ H&S CSR Issue #7: Health and safety at workplace > ■ ENV CSR Issue #2: Industrial and sites carbon footprint > ■ ENV H&S CSR Issue #17: Control of industrial discharges and nuisances > 	<ul style="list-style-type: none"> ■ ENV CSR Issue #1: Vehicle CO₂ emissions > ■ H&S CSR Issue #10: Vehicle safety > ■ ENV H&S CSR Issue #14: Wise use of material > ■ ENV H&S CSR issue #15: Vehicle impact on air quality >

To ensure transparency, Stellantis presents for each of these CSR issues the successive measures of its vigilance plan¹:

Measure No. 1: Risk mapping designed to identify, analyze and classify risks

Measure No. 2: Procedures for regular assessment of the situation in connection with risk mapping

Measure No. 3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)

Measure No. 4: A mechanism for alerting and for gathering reports on the existence or materialization of risks

Measure No. 5: A system for monitoring measures implemented and for assessing their effectiveness

Information included in this section refers to the 2021 Financial Year.

Additional information on matters included in this Vigilance Plan is publicly available in the various sections of the 2021 CSR Report.

THE ACTIVITIES OF SUBCONTRACTORS OR SUPPLIERS (SUPPLY CHAIN)

Stellantis has a direct contractual relationship with more than 2,000 tier-1 suppliers in direct material, with a supply base in 60 countries and worldwide purchase value of more than €82 Billion (see CSR Report 7.1.3).

CSR ISSUE #3: Carbon footprint of supply chain: Purchasing and Logistics

Measures	Process, main actions and results
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<ul style="list-style-type: none"> ▪ Stellantis uses risk analysis (mapping) to identify and prioritize actual or potential CSR incidents in the supply chain such as environmental topics. ▪ We have opted to identify CSR risk by commodity for both direct and indirect material purchases. The methodology used is based on and incorporates third-party assessment ratings, such as EcoVadis Rating Framework: <ul style="list-style-type: none"> • supplier CSR performance assessments entered in the EcoVadis database. ▪ more than 88,500 suppliers have been assessed on their CSR performance in the EcoVadis database, an increase of approximately 13,500 suppliers vs 2020. <ul style="list-style-type: none"> ▫ in 2021, the average environmental score in EcoVadis of Stellantis suppliers was 53.4, outperforming all suppliers assessed by EcoVadis, which had an average score of 43.8. In 2021, 2,561 supplier groups were assessed, corresponding to more than 80% of the Annual Purchased Value. • collection of additional information from sources including unions, NGOs, media or data-collection specialists available for review.
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> ▪ Stellantis is utilizing the CDP Supply Chain module as CDP is the most recognized global carbon accounting initiative and has the biggest network and impact. CDP is an organization which supports companies to disclose environmental impacts. It aims to make environmental reporting and risk management a business norm, and drive disclosure, insight and action towards a sustainable economy. This initiative promotes awareness among suppliers of their impact on the climate, particularly regarding greenhouse gas emissions and provides detailed information on the suppliers' level of emissions as well as reduction targets and commitments. This program allows to understand deeply several aspects including the management, the targets and the results of individual CO₂ emissions of all major CO₂ emitting suppliers of Stellantis. • Stellantis is collecting a status report from its major suppliers on their current and future CO₂ emissions and implementing a reduction plan by inviting them annually to participate in the Stellantis CDP Supply Chain program. <ul style="list-style-type: none"> ▫ 265 suppliers have been invited to participate to the CDP Supply Chain module in 2021, with a response rate of 84% and an average score C ▪ Stellantis' climate change objectives are translated into contractual commitments according to the CO₂ emissions generated and the type of materials used.

¹ Art L225 - 102 - 4 - 1 of the French Commercial Code requires a Vigilance Plan comprises these 5 measures



Measures	Process, main actions and results
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<ul style="list-style-type: none"> ▪ Selection of suppliers according to environmental criteria such as: <ul style="list-style-type: none"> • the ISO 14001 certification, or the capacity of suppliers to develop products which incorporate green or recycled materials. <ul style="list-style-type: none"> ▫ In 2021, 62% of direct material suppliers have ISO 14001 certifications available. • The compliance with the Paris Agreement to define and track alignment with a clear roadmap of how to attain carbon neutrality target. <ul style="list-style-type: none"> ▫ By 2025, Stellantis aims to have 80% of its Annual Purchased Value (APV) coming from suppliers with CO₂ reduction trajectories compliant with the Paris Agreement. The share is then expected to increase to 95% by 2030 and to contribute to the carbon net zero with single-digit % of compensation objectives in 2038. ▫ as of 2021, more than 55% of our most important suppliers (based on APV) commit to a CO₂ reduction trajectory which complies with the Paris Agreement. • In case of insufficient performance or nonconformities, suppliers are requested to report on their actions in Corrective Action Plans, that get shared with Stellantis and monitored. • A specific policy is defined to reduce GHG emissions from logistics and identify areas of improvement and actions needed. • In order to secure the supply of critical materials needed to produce LEVs, it is necessary to have supporting contracts and relationships with our supply chain to procure the needed raw materials which will also reinforce the strategy for emissions reduction. <ul style="list-style-type: none"> ▫ Stellantis, as of 2021, is engaged in joint innovation projects with 29 suppliers to identify and implement technologies that reduce CO₂ emissions of the vehicles as well as in the production of parts
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<p>Refer to the paragraph “Reporting concerns - Integrity Helpline” within CSR Report section 8.3.4.</p>
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> ▪ Stellantis’ climate change objectives are translated into contractual commitments via specifications and purchasing policies according to two different criteria: the CO₂ emissions generated and the type of materials used. Regarding CO₂ emissions linked to the Company’s purchases from suppliers, the Purchasing and Supply Chain Division challenges its suppliers to establish and work according to an emission reduction plan at least compliant with the Paris Agreement and to be aligned with Stellantis climate ambitions. <ul style="list-style-type: none"> • In 2021, 49% of the Company’s suppliers set up a reporting process for energy consumption or greenhouse gas emissions. Stellantis is placing particular emphasis on CO₂ emissions linked to some specific commodities covering around 80% of the CO₂ emission footprint of the supply chain. ▪ Furthermore, suppliers also have a key role to play in our commitments on reducing hazardous substances in two main areas: first, the elimination of four heavy metals (lead, mercury, cadmium and hexavalent chromium), and second, compliance with REACH regulations based on the recommendations issued by ACEA, of which Stellantis is a member. ▪ Stellantis also created a specific environmental network in the Logistics Department to focus on the reduction of the logistics carbon impact and waste reduction roadmap

CSR ISSUE #20: Responsible purchasing practices to support the company’s development in host territories

Measures	Process, main actions and results
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<p>Stellantis uses risk analysis (mapping) to identify and prioritize actual or potential CSR incidents in the supply chain such as environmental, social and ethical topics. Where risk is identified, Stellantis has a prevention system to implement and monitor specific action plans with involved suppliers to prevent or mitigate any impact on the supply chain.</p> <p>The Company identified the following potential risks in the supply chain among others:</p> <ul style="list-style-type: none"> ▪ complexity of extended supply chains: we might face concerns regarding human rights violations, market tensions, geopolitical disruptions, natural disasters and availability of natural resources, among others. ▪ environmental impacts from operations and natural disasters within the supply chain: starting from raw materials through to the production of goods and services, environmental impacts need to be appropriately addressed with robust standard operating procedures. <p>We have opted to identify CSR risk by commodity for both direct and indirect material purchases. The methodology used is based on and incorporates third-party assessment ratings, such as EcoVadis Rating Framework:</p> <ul style="list-style-type: none"> ▪ CSR risk profiles on internal commodities were developed. ▪ CSR risk profiles by country based on the EcoVadis list that includes 207 categories for 175 countries were developed. ▪ supplier CSR performance assessments were entered in the EcoVadis database.
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<p>Stellantis implements an approach based on continuous risk assessment with the objective of reducing exposure to risk:</p> <ul style="list-style-type: none"> ▪ To support the supplier assessment process on CSR criteria and make it more robust, Stellantis has embarked on an assessment of its Tier 1 supply base using criteria related to the environment, workforce, ethics and subcontracting chain supplier. It has outsourced this assessment to an independent external company, EcoVadis. The first step was to identify supplier risks more precisely. Stellantis informed its suppliers that this evaluation was a prerequisite for the placement of future business, and to remain on the supplier panel. Stellantis requires its existing suppliers to be reassessed each year to continuously improve their CSR performance. <ul style="list-style-type: none"> • more than 88,500 suppliers assessed in 2021, an increase of approximately 13,500 suppliers since 2020. ▪ The selection of suppliers is based on their adherence to social, ethical and environmental principles while maintaining high standards of quality and taking care of the communities where we do business. <ul style="list-style-type: none"> • ISO 14001 certification of suppliers is conducted via a Sustainability Assessment Questionnaire review <ul style="list-style-type: none"> ▫ In 2021, 62% of direct material suppliers have ISO 14001 certifications available. ▪ Audit activities are conducted to confirm compliance and discover areas for development and improved performance via an action plan. ▪ To make sure that our principles are duly met, we conduct targeted audits where risks are identified. ▪ These audits are conducted for suppliers identified as risky according to three CSR criteria: countries (non-signatory country or country with questionable governance), products (inherently risky, such as promotional items) or processes (manufacturing processes involving hazardous substances). ▪ The external auditor creates an audit report for each audit. The report describes non-compliances and grades them according to four classifications: critical, core, minor and observations only, each requiring corrective action plans. ▪ An audit checklist is used covering CSR policy, working conditions, workplace health and safety, environment, and supplier CSR management system. <ul style="list-style-type: none"> • 35 audits performed by SGS for Tier 1 supplier social and environmental audits in 2021.





Measures	Process, main actions and results
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<ul style="list-style-type: none"> ▪ Stellantis follows the due diligence approach advocated by the Organization for Economic Co-operation and Development (OECD). The Company has set up its Responsible Purchasing Guidelines in compliance with International Labor Organization (ILO) rules. In this guideline, the Company encourages its suppliers to be vigilant for CSR risks within their supply chain. ▪ Stellantis has a direct contractual relationship with more than 2,000 tier-1 suppliers in direct material. It requires all of them to meet the CSR commitments set out in its Responsible Purchasing Guidelines. ▪ Supplier briefings are held each month to provide suppliers with CSR updates, communicate the Company's CSR expectations and inform them of legal and regulatory developments in CSR matters. ▪ Stellantis has introduced a comprehensive toolkit to measure the social and environmental performance of its suppliers and to identify any shortcomings or risks. The suppliers questioned or audited systematically receive an analysis of their performance. A corrective action plan is automatically required for suppliers that do not receive a score that meets the standards set by Stellantis. ▪ Suppliers that do not improve or collaborate with Stellantis might ultimately be excluded from the Stellantis's supplier panel. ▪ CSR performances are measured by EcoVadis, an independent rating agency that specializes in responsible purchasing, Stellantis business clients can therefore demonstrate their own commitment to responsible purchasing. <ul style="list-style-type: none"> • Targets on % Annual Purchase Value (APV) purchased from Tier 1 suppliers evaluated on CSR are: <ul style="list-style-type: none"> ◻ 2025: 90% of APV of direct material (parts) ◻ 2030: 95% of APV of direct material (parts) and 75% of APV of indirect material ◻ 2050: Maintain 95% of APV for direct material and reach 90% APV for indirect material • 2021 results are: <ul style="list-style-type: none"> ◻ 2,561 Tier 1 suppliers groups were assessed by EcoVadis and NQC, which accounts for more than 83% of the value of direct purchases ◻ 71% Overall Supplier Sustainability score is classified as Good (ratings higher than 45 Points); ▪ The supplier training curriculum covers subjects related to purchasing, quality, supply chain management, manufacturing, finance and engineering. There are dedicated classes on sustainability-related topics. The Company's ambition is to train 90% of the suppliers in CSR risks and the Stellantis requirements by 2025. <ul style="list-style-type: none"> • In 2021 buyer training included 4 training events • More than 80% of suppliers trained on Stellantis CSR risks and requirements.
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<ul style="list-style-type: none"> ▪ Stellantis reinforces that employees, suppliers, dealers, consumers and other stakeholder can and should report any concerns of alleged situations, events, or actions that may have been inconsistent with the Stellantis Code of Conduct ▪ Stellantis receives input from NGOs and actively collaborates with them on a partnership level. <ul style="list-style-type: none"> • For example, we collaborate with selected NGOs on mica and leather programs. Additionally, a partnership with RCS Global, a responsible sourcing advisory and audit firm was established. ▪ The Company also collect additional information from sources including unions, NGOs, media or data-collection specialists available for review. ▪ In addition of the elements mentioned just before, also refer to the paragraph "Reporting concerns - Integrity Helpline" within CSR Report section 8.3.4.



Measures	Process, main actions and results
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> ▪ Governance is in place with monthly Purchasing and Supply Chain Leadership Team Meetings, hosted by the Chief Global Purchasing and Supply Chain Officer to monitor supplier CSR performance during sourcing. ▪ To support the direction of the GPSC, the Global Purchasing and Supply Chain EVP is a direct report to the CEO, and a member of the Top Executive Team, and as such, a member of the Company’s strategy council. ▪ The monitoring of CSR issues related to supply chain management is of high importance to Stellantis. We are vigilant with the implementation of measures within our sphere of influence. All these goals, practices and responsibilities are globally common in all our locations and countries we operate in and for all suppliers within our worldwide network that we deal with. ▪ Whenever a supplier is identified as noncompliant with the requirements of the Responsible Purchasing Guidelines, the Company requires the supplier to launch corrective action plans. ▪ If no satisfactory solution can be found to a critical or core noncompliance, a disengagement plan may be put in place. <ul style="list-style-type: none"> • 18% of the total assessed suppliers, consisting of 464 suppliers, have a corrective action plan; • 93% of the total on-site audited suppliers, consisting of 70 suppliers, are working on corrective action plans as a result of their audits.

CSR ISSUE #21: Human rights in the supply chain



Measures	Process, main actions and results
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<p>Mapping of material risks for both current and forecasts, is performed according to specific criteria for each raw material. Some of the criteria include:</p> <ul style="list-style-type: none"> ▪ significant contribution to develop existing technologies. ▪ scarcity and geographic location. ▪ social and environmental impacts including recyclability and extraction or production conditions. ▪ geopolitical or logistic accessibility. ▪ cost and share of Stellantis needs compared to global market demand and market players. <p>Stellantis uses risk analysis (mapping) to identify and prioritize actual or potential human rights incidents in the supply chain.</p> <ul style="list-style-type: none"> ▪ We have opted to identify human rights risk by commodity for both direct and indirect material purchases. The methodology used is based on and incorporates third-party assessment ratings, such as EcoVadis Rating Framework: <ul style="list-style-type: none"> • human rights risk profiles on internal commodities were developed. • human rights risk profiles by country based on the EcoVadis list that includes 206 categories for 144 countries were developed. • supplier human rights performance assessments were entered in the EcoVadis database. ▪ Stellantis is an early supporter of Vine - RCS Global online due diligence management platform for supply chain traceability - which allows the Company to identify, review and analyze human rights risks and respond rapidly to critical risks where they are identified. ▪ Stellantis is working to increase transparency of relationships throughout the extended supply network by partnering with service providers for supply chain mapping <ul style="list-style-type: none"> • In 2021, Stellantis extended its partnership with the responsible sourcing advisory, traceability technology and audit firm RCS Global, for a multi-material supply chain program covering battery materials including cobalt, lithium, graphite, and nickel.



Measures	Process, main actions and results
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> ▪ To help companies address these challenges, the Responsible Minerals Initiative (RMI) has developed the Risk Readiness Assessment, which addresses environmental, social and governance risks present in the global supply chain. This tool can help improve supply chain transparency and mapping to mitigate undesirable practices as they relate to Conflict Minerals, cobalt and other raw materials. ▪ To support the supplier assessment process on human rights criteria and make it more robust, Stellantis has embarked on an assessment of its Tier 1 supply base using criteria related to workforce and subcontracting chain. It has outsourced this assessment to an independent external company, EcoVadis. <ul style="list-style-type: none"> • With an average overall Human Rights section score of 53.2, suppliers working with Stellantis outperformed all suppliers assessed by EcoVadis, who have an average score of 46.6. • Based on EcoVadis assessment, there are 333 suppliers for which corrective action plans have been developed for Human Rights issues, which is 13% of the total assessed or audited suppliers. ▪ In addition to the human rights assessment, on-site audits are performed on suppliers at risk by certified auditors from distinguished external assessment bodies. <ul style="list-style-type: none"> • In 2021 we have partnered with SGS for these audit activities. Guidance is provided via program documentation that includes the supplier kick-off notification, audit checklist and closure debrief. • In 2021, with RCS Global, we apply due diligence on human rights with our critical suppliers regarding cobalt and lithium supply chains by conducting external on-site audits. <ul style="list-style-type: none"> ▫ 75 external social and environmental on-site audits conducted and 40 audits by RCS Global for the battery supply chain from Tier 1 to mine sites. ▪ Stellantis suppliers are required to complete our customer specific requirements which includes adherence to our Responsible Purchasing Guidelines, Corporate Social Responsibility recommendations and required actions.
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<ul style="list-style-type: none"> ▪ 2,561 supplier groups are covered by a CSR assessment performed by an external third-party including human rights criteria. Part of the expectation is that the management of the extended supply chain has appropriate measures to identify, mitigate and monitor potential human rights issues. Stellantis conducts an annual mapping for the source of essential materials for electric vehicle battery manufacturing. ▪ The reports of audit conducted by RCS describe non compliances on human rights and grades them according to four classifications: critical, core, minor and observations only, each requiring corrective action plans. <ul style="list-style-type: none"> • After the audit of suppliers, the corrective action plans are monitored to ensure that the identified concerns are resolved. Additional follow-up visits may be required to confirm evidence onsite. • In 2021 Critical Supplier Audits, 47 observations and non compliances related to human rights¹ out of which 0 critical non compliances. ▪ Supplier briefings are held each month to provide suppliers with human rights updates, communicate the Company's human rights expectations and inform them of legal and regulatory developments in human rights matters. Risk prevention on human rights takes place in the day-to-day relationship between buyers and suppliers. ▪ Stellantis has been a supporter of the 2021 release of the Global Workplace Standard for Mica Processors, used predominantly in surface coatings. This Standard addressed social obligations covering a range of labor practices such as age of employment, fair working hours, minimum wages and overtime, grievance mechanisms, freedom of association and diversity provisions, including women's rights and under-represented communities. ▪ To require, monitor and control the total respect for Human Rights along the entire global supply chain process, Stellantis commitment and results are: <ul style="list-style-type: none"> • Targets on average Human Rights scores of Stellantis Tier-1 suppliers are: <ul style="list-style-type: none"> ▫ in 2025: increase of +2.5% vs score as of 01/01/21; in 2030: Increase of +5% vs score as of 01/01/21; in 2050: in top level performance category. • In 2021, the increase in performance is of 2.7%. ▪ Stellantis is a member of Drive Sustainability. This association provides greater engagement with other OEMs, as well as access to additional tools and resources. In 2021 we worked to revise the Guiding Principles which outline expectations for suppliers on key responsibility issues including human rights and working conditions. ▪ Training for buyers and suppliers on human rights. <ul style="list-style-type: none"> • The supplier training curriculum covers sustainability-related topics such as responsible working conditions and conflict minerals. • Stellantis pays particular attention to supplier training and provides them with tools that enable them to rapidly identify and react to risk situations. Suppliers have access to e-learning on human rights principles to evaluate and improve their performance and how to build robust internal processes supporting human rights. <ul style="list-style-type: none"> ▫ In 2021, buyer training included two training events covering human rights topics.

¹ Uphold freedom of association and the effective recognition of the right to collective bargaining; Elimination of any forms of forced or compulsory labor; Zero-tolerance of child labor; Elimination of discrimination in terms of employment and occupation; Anti-corruption measures and the prevention of conflicts of interest; Labor organization and disciplinary practice




Measures	Process, main actions and results
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<ul style="list-style-type: none"> Stellantis receives input from NGOs and actively collaborates with them on a partnership level. For example, we collaborate with a selected NGO on human rights issues related to mica supply. In addition of the elements mentioned just before, also refer to the paragraph "Reporting concerns - Integrity Helpline" within CSR Report section 8.3.4.
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> Our Conflict Minerals program is managed by regional and subsidiary conflict minerals team members. The Stellantis conflict mineral supplier submission status is tracked and communicated by the purchasing organization to ensure that any needed escalation efforts are deployed quickly. The purchasing commodity directors are involved in escalation activities with the supply base, as needed, to reinforce the importance of providing due diligence evidence to support Stellantis' legal requirements. The Conflict Minerals Reporting Template (CMRT) that is provided by the RMI is requested from the in-scope suppliers using the 3TG metals (tungsten, tantalum, tin and gold). If there are 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. <ul style="list-style-type: none"> 92% in-scope suppliers for parts containing tin, tantalum, tungsten and gold have submitted the required CMRT The conflict minerals program management team is responsible for generating the annual in-scope supplier list that identifies which suppliers are required to provide the Conflict Minerals Reporting Template (CMRT). <ul style="list-style-type: none"> The list of parts for products containing tin, tantalum, tungsten and gold is provided from regional technical contacts upon request. Once the Conflict Minerals data collection process begins, the designated members are required to track supplier submissions and provide updates so that progress reports can be presented to the purchasing management team. If a supplier is unresponsive, they will be placed into the escalation process which includes notifying the buyer and their management as appropriate.

- The operation of the Company

THE OPERATION OF THE COMPANY


Stellantis has 281,595 employees worldwide, operations in 37 countries and a commercial presence in 130 markets.

CSR ISSUE #4: Management of Company transformation and social dialogue


Measures	Process, main actions and results 
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<p>The automotive industry is transitioning at high speed under the pressure of the energy transition, digital innovations and changes in societal expectations. It is also creating a strong demand for attention and protection by employees and stakeholders .</p> <p>This transformation has direct consequences on Stellantis business model and human capital and has led the company to identify and analyze the following types of risks:</p> <ul style="list-style-type: none"> ▪ Labor related risks: changes in applicable regulations and industry organization reinforce the need to adapt the company’s ways of working and organization with its stakeholders. ▪ Operational risks could occur in case of lack of specialized skills on areas of expertise on most material matters which influence company’s ability to prepare for the upcoming challenges. ▪ Reputational risks in the event of strikes, social movements, legal actions, employee dissatisfaction, etc.
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<p>Stellantis transformation</p> <ul style="list-style-type: none"> ▪ Stellantis talent development practices have been focused on: <ul style="list-style-type: none"> • Leveraging cultural diversity to make intercultural a competitive advantage, • Management training, to prepare managers for the new challenges of the Company, • Strengthening the identification and development of talent, through the implementation of a digital strategy and the exploitation of data. <ul style="list-style-type: none"> ▪ A digital barometer delivered by Stellantis Global Learning team evaluates the level of knowledge in the Company: employees can afterwards access content to learn, according to their results and opportunities for development. ▪ Stellantis has designed and implemented a strategy based on Job Families, which gathers common skills and jobs pursuing the same business purpose. This allows a robust governance and deliverables based on Strategic skills management, Job mapping/catalog, Identification/assessment and reskilling/upskilling of employees for new technical skills. ▪ Stellantis Learning Team is benchmarking and designing a new set of KPIs for a more comprehensive view of the impact of learning to be deployed along 2022. <p>Stellantis social dialogue</p> <ul style="list-style-type: none"> ▪ First Stellantis Global Employee Survey will take place in 2022. It will help understand employee perceptions and feedback on engagement, motivation and inclusive culture, and take appropriate actions to address any areas of concern.



Measures	Process, main actions and results
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<p>Stellantis transformation</p> <ul style="list-style-type: none"> ▪ Stellantis has adopted a global operating model, with responsibilities at local and corporate level. ▪ Succession planning activities ensure availability of appropriate talent to fill critical or strategic managerial roles, by (i) forecasting future growth of employees and identifying the most talented employees within the Company, (ii) searching for diverse profiles and experiences, (iii) assigning young talent to key positions, (iv) supporting new businesses, (v) protecting knowledge and know-how, (vi) promoting and developing local skills objectifying and rewarding performance. ▪ Collaboration with academic and scientific research institutions contribute to the development of next generation skills and the empowerment of talented people who will lead the automotive industry in the next decades. ▪ Programs based on the rotation of talent from one team to another allowing the acquisition of a wide experience are offered for several key functions in the Company, including engineering, manufacturing, finance, purchasing and commercial groups. Over 500 employees have participated in one of the projects based or rotational development programs, in 2021. ▪ Stellantis Learning Team keeps up expanding its digital training catalog through two Learning Management Systems: 58% of training hours were attended via digital learning. ▪ Stellantis intends to create a software and data academy to retrain more than 1,000 internal engineers in multiple roles and develop its software community. The Company has a plan to hire top software and AI talent from technology and other industries globally. <p>Stellantis social dialogue</p> <ul style="list-style-type: none"> ▪ Co-construction with the social partners is promoted by Stellantis to build a responsible relationship based on trust and transparency and to support the Company's transformation. <ul style="list-style-type: none"> • We target 90% of countries covered by collective agreements in 2024 and 95% in 2030. In 2021, we reached 86%. • Our electrification process relies on a strong inclusive strategy, among others battery repair and reuse. It will create workforce opportunities for our five gigafactories managed through dedicated Joint Ventures, 21 e-repair centers, and our battery expertise center in Germany. ▪ To be prepared for impacts of the intensification of electrification on the labor relationship and workforce, Stellantis: <ul style="list-style-type: none"> • relies on dialogue with employees and employee representative institutions to communicate, support and anticipate the transformation. • creates conditions for employees to develop competencies. In 2021: <ul style="list-style-type: none"> ▫ 36,320 employees were trained on electrification-related topics within several professions and 81,606 hours of training delivered. ▫ An engineering program was designed and delivered by the technical training teams, focused on 3 themes (connectivity, electrification and automation of vehicles), all carried out with internal specialist trainers, mostly identified within the Product Development Technical Careers Community. • anticipates the needs of skills to fulfil the operational objectives ▪ Freedom of Association is respected, protects and promotes the fundamental labor rights of employees namely, and the right to collective bargaining. <ul style="list-style-type: none"> • 91.5% of employees are represented by trade unions or employee representatives • 467 collective agreements were signed worldwide and 241,125 employees accounting for 87% of the workforce are covered by collective agreement (3.1.4) • No major strikes took place within Stellantis in 2021
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<ul style="list-style-type: none"> ▪ All employee representatives can exercise vigilance and can report non-compliance, and their opinion is regularly solicited on the application of the agreement's commitments. ▪ Each month, representatives from about 30 countries participate to a poll and share about working rhythm and atmosphere, manufacturing and sales activities, Unions activities and local policies. ▪ In addition of the elements mentioned just before, refer to the paragraph "Reporting concerns - Integrity Helpline" within CSR Report section 8.3.4.

Measures	Process, main actions and results 
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> ▪ The Stellantis Social Relation strategy is global and approved by the Top Executive team. The Executive Vice-President for Human Resources and Transformation is a member of the Strategic Committee and the owner of the strategic ESG issue/challenge “Management of company transformations and social dialogue”. He is responsible for the oversight of the Freedom of Association and the right to collective bargaining. <p>Stellantis transformation</p> <ul style="list-style-type: none"> ▪ The Leadership Academy, part of Learning and Diversity team delivers special programs for managers, to mobilize them and to tackle the business and the transformation of the Company. ▪ Our Business Factory gives employees a chance to dare by experimenting with new businesses that are often different from their area of expertise. ▪ To ensure availability of skills and competencies: the Top Executive Team reviews and approves the top layers of the organization, working on building, refining and improving the structure of the teams. <p>Stellantis social dialogue</p> <ul style="list-style-type: none"> ▪ Dialogue social and co-construction with employees' representatives contributes to reassure on Stellantis ability to manage the Company's transformation and facilitate relationships with unions and public authorities. ▪ A dedicated department to the workforce and labor relations has been created at corporate level to lead and coordinate the Employment and Social relations strategy for Stellantis, while a similar organization structure has been implemented at regional level, to increase coordination and efficiency.

CSR ISSUE #6: Diversity and equal opportunity

Measures	Process, main actions and results 
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<ul style="list-style-type: none"> ▪ If we take no action relating to Diversity and Inclusion (D&I), or if our actions do not align with our commitments, then we are subject to, amongst others, the following risks: <ul style="list-style-type: none"> • Inability to attract talent leading to lack of diverse representation, hindering innovation and our ability to meet our customers' needs; • Potential of non-compliance with local regulations and employee claims on the grounds of discrimination or harassment; • Difficulties when trying to build a global multi-cultural organization; • Difficulties when trying to integrate new generations; • Reduced levels of employee motivation, with a potential impact on productivity.
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> ▪ Our first Stellantis Global Employee Survey will take place in early 2022. This will allow us to understand employee perceptions and feedback on engagement, well-being, motivation, and inclusive culture, and adopt appropriate actions to address any areas of concern.




Measures


Process, main actions and results

3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)

- Our Diversity and Inclusion strategy is founded on clear principles, which ensure that basic human rights and dignity remain paramount, regardless of the country or region in which we operate:
 - Respect for human values;
 - Respect for local traditions and and culture of the countries in which we operate;
 - Finding common ground.
- These principles are reinforced through commitments outlined in collective agreements, established in collaboration with our social partners.
- Our Code of Conduct affirms our commitment to maintain a fair and inclusive workplace, free of discrimination or harassment. It also states our commitment to compliance with all applicable local laws, with some commitments going beyond legislative requirements.
- Stellantis has signed up to the UN Women’s Empowerment Principles. With this commitment, the Company shares its intention to adopt business practices that support gender equality and empower women within the Stellantis organization, globally and across the automotive industry. These include, among others, processes to ensure equity and fairness in the determination of compensation levels, annual salary reviews and promotions. In view of its traditionally male sector of activity, the Company considers the gender balance of its core businesses and key positions as a fundamental objective.
 - We target a workforce gender balance (% women in leadership position, N1-N2-N3) of 27% in 2025, 35% in 2030 and 40% in 2040. In 2021, we reached 24%.
 - Comparison of average wages for men and women in 2021: 94%.
- A proportion of the Company’s Learning and Development budget is dedicated to learning interventions related to Diversity and Inclusion. We provide employee trainings such as Unconscious Bias, Preventing Discrimination and Harassment. Work is ongoing on the creation of a bespoke Stellantis Diversity and Inclusion education and awareness program.
- Through a comprehensive Intercultural Learning and Awareness Program, we ensure that employees are equipped with the knowledge and skills to work with colleagues in a multicultural working environment. We have created an internal information hub dedicated to Intercultural Awareness.
- Through Mentoring and Reverse Mentoring programs we ensure knowledge and experience are shared between generations within the workplace. In addition, the Company has programs in place to attract the next generation of talent. In 2021, the Company welcomed 4,462 work-study program participants and 4,013 interns.
- Stellantis supported the establishment of a wide range of Employee Resource Groups (ERG) that undertake mentoring and networking events and community outreach initiatives. The ‘Women’s Alliance’ of former FCA and ‘Women Engaged in PSA’ are working to create the ‘Women of Stellantis’ group, that focuses on promoting gender equality within the workplace. The following BRG are also active: Asians Connected Together (ACT), the DIVERSE-abilities Network (DaN), the Indigenous Cultural Opportunity Network (ICON), Latins in Connection (LinC), Middle Eastern Employees Together (MEET), the Prism LGBTQ+ Alliance, the Stellantis African Ancestry Network Diaspora (STAAND), the Stellantis Veterans Group, Women in Manufacturing (WiM), and the Working Parents Network (WPN).
- In the United States, Stellantis has developed several programs and policies specifically supporting ethnically underrepresented populations. In 2021, two leadership development programs, focused on Black and Multicultural talent, were launched to prepare emerging diverse talent for leadership opportunities. Additionally, diversity targets were established and tracked for senior leadership, as well as top management
- Stellantis policy regarding social and occupational inclusion of people with disabilities is enacted worldwide through various collective agreements with the goal of keeping workers with disabilities employed, carrying out preventive actions and promoting their integration into the workplace. In 2021, in North America, Stellantis earned 90%, a top score on the annual Disability Equality Index (DEI), a comprehensive benchmarking tool that helps companies build focused and measurable strategies that support disability inclusion and equality in the workplace.


Measures	Process, main actions and results 
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<ul style="list-style-type: none"> Employees who have experienced or witnessed acts of workplace harassment, discrimination or bullying are encouraged to report this through a number of reporting channels, including their direct supervisor/Line Manager, the Human Resources function, the Compliance or Legal Departments, and a dedicated Whistleblower Line (refer to the paragraph “Reporting concerns - Integrity Helpline” within CSR Report section 8.3.4). In 2021, a total of 891 cases of workplace harassment, discrimination or violence were processed.
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> The Global Diversity Council is chaired by the Chief Executive Officer (CEO) and composed of the Stellantis Top Executive Team, some of whom also have the responsibility of Chairs of the Regional Diversity Councils for their region. The Council has the responsibility for setting the Company’s Diversity and Inclusion strategy in alignment with the overall business strategy and objectives. It provides governance and oversight on the delivery of the key Diversity and Inclusion actions and the effectiveness of the Diversity and Inclusion function. In early 2021, a new dedicated Global Diversity and Inclusion office was established, with responsibility for defining and implementing the Company’s Diversity and Inclusion strategy on a global level and coordinating the extension of the global strategy into our regions and countries of operation. Diversity and Inclusion is integrated with Learning and Development within the Human Resources function. Within our regions, the Chief Operating Officer chairs the Regional Diversity Council. Each Regional Council is responsible for establishing the Regional Diversity and Inclusion strategy and associated action plans. The Regional strategies are aligned with our global commitments and are defined in line with the local context.

CSR ISSUE #7: Health, safety and well-being in the workplace


Measures	Process, main actions and results 
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<ul style="list-style-type: none"> The Stellantis Production Way Health and Safety applies risk identification and assessment, both on a routine and non-routine basis, with the purpose of singling out major risk areas and implementing preventive action plans. Risk areas include physical, ergonomic, chemical and psychosocial risks. The Hierarchy of Controls methodology is then used to determine the proper countermeasures. We attend to employee safety and well-being by applying a methodical approach that involves stakeholders, employees, employee representatives, the medical community and management.
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> Our Well-being Health and Safety (WHS) management system, known as the Global Care Management System (GCMS), is compliant with the occupational health and safety recommendations of the International Labor organization (ILO-OSH 2001) and performs its obligations in all countries. Encompassing ISO 45001 requirements, the GCMS is a means to assess, monitor, and manage risks systematically. A team of 488 physicians and 527 nurses focus on prevention, occupational follow-up, emergency care and health promotion. Local workers at all Stellantis sites have access to medical resources. Prevention covers the activities dedicated to occupational risks and exposure assessment related to any health consequence from work activities. Occupational follow up includes monitoring, examinations to check for exposure consequence, assess fitness to work and any potential limitations. It includes individual follow up by physicians, trained nurses, physiotherapist, and/or psychologist to take into account early symptoms. Ergonomic evaluation and rating tools for our repetitive workstations is required in Stellantis plants, to measure the risk level for each workstation and to detect factors with the greatest risk of causing musculoskeletal disorders. At the heart of the COVID-19 crisis, at the beginning of 2021, Stellantis Health services implemented a survey on mental health, stress, well-being and motivation in 19 countries in Europe. Action plans are implemented under the responsibility of the country management. In the COVID-19 crisis, audit has been implemented at many stages, from the readiness of the facilities to safely welcome employees to the sustained implementation of prevention measures. The COVID-19 audit program provided the impetus to fix issues discovered related to the prevention protocol implementation. Employee representatives were involved in this process. In 2021, a total of 553 COVID-19 related audits have been implemented worldwide.



Measures	Process, main actions and results
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<ul style="list-style-type: none"> ▪ The Company allocates resources (e.g. standards, safe equipment and workstations, people, employee assistance programs) for an overall health approach ▪ Stellantis is committed to implement the best occupational health and safety standards and practices. This commitment is demonstrated in the Well-being, Health and Safety policy, as well as in several national Company agreements with employees' representatives. 30 health and safety agreements were signed in 2021. ▪ There are mandatory training and certification requirements targeted to operations and facilities. We provide health and safety protocols and recommendations regardless of where the workplace is located, on-site, home or remote working locations. Based on accident analysis and risk assessment, specific training programs are developed and deployed at all sites. In 2021, 363,410 hours of training were dedicated to safety and, in addition, 259,517 hours of training in the COVID-19 health protocol were delivered before returning to work. <p>Health</p> <ul style="list-style-type: none"> ▪ To handle COVID-19 crisis, we built common health protocols and unique protection measures. Acceptance of the COVID-19 protocols by our employees has been a key lever of the prevention measures effectiveness. Changes to measures were explained through discussions with managers, unions, health and safety professionals. Stellantis supported local vaccination policy and enabled employees to be vaccinated, through government vaccination programs, or, when possible, through internal vaccination centers. More than 24,728 employees were vaccinated internally. ▪ Daily activities progressively took their place again in the schedule of the health teams, such as MSD (musculoskeletal disorders) prevention. ▪ The Company has developed a program to prevent psychosocial risks which it is systematically deploying, including in the regions where societal concerns are yet to be raised in this field. Health teams were committed to promote and support these programs, especially for those who had to work remotely on a permanent and mandatory basis. ▪ Chemical risk management involved a network of specialists and stakeholders to take prevention measures and reduce the risks to the lowest level, including a structured substitution policy. ▪ 80 Stellantis ergonomists works to design a user interface adapted to physical capabilities, to prevent the deterioration of working conditions and its consequences on individuals, e.g. health, particularly musculoskeletal diseases. <p>Safety</p> <ul style="list-style-type: none"> ▪ A program of serious injury and fatality elimination is strategically overseen at a global level and promoted by the development of common global standards for high-risk activities and the implementation of Global "Call-to-Actions", charging all sites with the implementation of common action plans to eliminate and control such high-risk hazards. ▪ We target to achieve every year a Lost-time injury frequency rate <1. In 2021, we reach 1. <p>Well-being</p> <ul style="list-style-type: none"> ▪ Remote working is encouraged where applicable to improve quality of life and work-life balance. The New Era of Agility (NEA) program allows employees in 23 countries to remote work up to 70%. The NEA provides guidelines to be respected that put a framework in place to define the differences between work and personal time
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<ul style="list-style-type: none"> ▪ All employee representatives can exercise vigilance and can report non-compliance, and their opinion is regularly solicited on the application of the agreement's commitments. ▪ Each month, representatives from about 30 countries participate to a poll and share about working rhythm and atmosphere, manufacturing and sales activities, Unions activities and local policies. ▪ In addition of the elements mentioned just before, refer to the paragraph "Reporting concerns - Integrity Helpline" within CSR Report section 8.3.4.

Measures	Process, main actions and results 
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> ▪ The governance process is overseen by the Strategy Council. In monthly Business Reviews at the Strategy Council level the results related to Health and Safety are presented and discussed with the analysis of the impact on operations. Stellantis targets to create a Well-being and Health committee, with EVP sponsors, to share at the Top Management level the stakes and results, to define the priorities and follow-up the actions. The Corporate Well-being Health and Safety (WHS) organization ensures proper coordination of WHS activities, processes and targets throughout the regional Stellantis Organizations. In each region a Well-being, Health and Safety leader is appointed and is in charge of contributing to the global policy, implementing the actions, supporting the operations in the region and providing the regional top management with results and analysis. ▪ Because the Health and Safety domain is part of the Stellantis Production Way management system, key indicators of the manufacturing operations include the Health and Safety related indicators, among which Total Recordable Injury Rate, Lost Time Injury Rate and absenteeism rate. The proactive approach to Health and Safety will be tracked via the “Care Index” measuring the level of maturity of Health and Safety System Implementation in our sites. ▪ In most host countries, joint management-worker organizations are in charge of monitoring the application of employee health and safety practices. 95% of Company employees are represented by 306 joint management-worker health and safety committees. ▪ To handle COVID-19 crisis, weekly COVID-19 Committees bring together Stellantis physicians and nurses and Corporate and regional health leaders to monitor the situation and take common decisions. At the operations level, daily crisis cell meetings addressed concerns and issues. Concerns were processed by specific and multidisciplinary working groups that were referred to the COVID-19 committee, allowing reactivity, global vision and efficacy in the decision process.


CSR ISSUE #2: Industrial and sites carbon footprint

Measures	Process, main actions and results 
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<ul style="list-style-type: none"> ▪ As part of its Risk Management System, Stellantis uses its company-wide risk analysis framework to assess, manage and report climate-related physical and transition risks and opportunities. Global carbon footprint' is considered as top risks and presented to the Audit Committee of the Board of Directors. ▪ Main emissions factors are <ul style="list-style-type: none"> • Energy consumption in the manufacturing plants of which foundries and paint shops are main contributors, • The electricity source type consumed by the manufacturing plants. ▪ This involves an energy management approach that notably maps the energy performance of all manufacturing plants and identifies the areas in need of improvement. ▪ Stellantis has completed a thorough review of its energy consumption and energy efficiency across the Company. A consumption control plan was developed to map the performance of the largest plants in order to identify the lines of action necessary for a full overhaul of their energy patterns.




Measures	Process, main actions and results
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> ▪ Company activity emissions (direct and indirect emissions) are derived from a GHG (greenhouse gas) assessments carried out at Stellantis plants, tertiary sites and Company-owned dealership network. <ul style="list-style-type: none"> • They are associated with fuel and electricity consumption in manufacturing plants (assembly plants or components factories) for 1.15%, tertiary sites (0.04%) and dealership networks (0.03%). ▪ Completing an inventory of emitting sources is a key step on the roadmap to achieve carbon Net Zero. <ul style="list-style-type: none"> • In South America, Stellantis aims to measure, manage, reduce and offset the annual GHG emissions produced from the daily activities of regional plants through third-party verified emission inventory. <ul style="list-style-type: none"> ▫ The Stellantis assembly plant in Goiana (Brazil) was South America’s first auto plant to have neutralized its scopes 1 and 2 from their GHG emission inventory certified by a third party. The result achieved in Goiana was extended to the 16 suppliers in its Supplier park. ▪ Stellantis has completed a thorough review of its energy consumption and energy efficiency across the Company. A consumption control plan was developed to map the performance of the largest plants in order to identify the lines of action necessary for a full overhaul of their energy patterns.
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<ul style="list-style-type: none"> ▪ Major strategic projects with significant impact on the CO₂ emissions of the Company are being brought to the Board of Directors for review and decisions. The Board reviews the related financial implications, such as the CAPEX or strategic transformation needed to implement these projects. The Board discusses these projects for approval after being informed about aspects such as CO₂ emission consequences. ▪ All plants have CO₂ reduction targets and are required to present roadmaps to reach net zero emissions and present yearly progress. The decision-making process which allows capital investments in carbon reduction projects takes carbon price into account as well as the alignment with the decarbonization goals. <ul style="list-style-type: none"> • More than €6.3 million is invested in energy savings equals around €1.1 per vehicle produced. • In 2021, the plants implemented energy saving activities, based on the best practices shared between the two former Companies. Each energy reduction project is validated based on its CO₂ impact and return on investment. Once validated and implemented at one of the Company’s sites, initiatives that prove successful are gradually rolled out to all plants. ▪ Stellantis has defined its CO₂ emission reduction roadmap and targets for scopes 1 and 2¹ in accordance with Science Based Target initiative (SBTi) methodology and aligned with 1.5°C scenario. <ul style="list-style-type: none"> • Having 2021 as a baseline, the target is to reduce emissions from Scope 1 and 2 by 50% in 2025, by 75% in 2030 and reaching Carbon Net Zero, with single digit % compensation of residual emissions, by 2038. • Results in 2021 are as follows: <ul style="list-style-type: none"> ▫ Breakdown of energy consumption from operations shows a share of decarbonized electricity of 45%. ▫ The initiatives implemented by Stellantis in 2021 resulted in an emission reduction in scope 1 and scope 2 of 49,924 tons of CO₂-eq equals to 8.8 kg of CO₂-eq/ vehicle produced. ▪ Stellantis is participating to the CO₂ emission allowance scheme . <ul style="list-style-type: none"> • European regulation system: Stellantis is part of the CO₂ allowance trading plan implemented by European Directive No. 2003/87/EC, also called the EU Emission Trading Scheme (ETS) • Canadian regulations system, Federal Output Based Pricing System (OBPS): a carbon levy program that imposes “carbon” costs on all fossil fuel-based energy consumption across Canada.

¹Company activities – Scope 1 and 2 (Direct and indirect emissions) building performance with: fuel and electricity consumption in plants = 0.99%, tertiary sites = 0.03%, dealership networks = 0.02%

Measures	Process, main actions and results 
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<p>Refer to the paragraph “Reporting concerns - Integrity Helpline” within CSR Report section 8.3.4.</p>
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> ▪ Reflecting Stellantis’ commitment to embed CO₂ issues within executive decision-making, the Manufacturing CO₂ Steering Committee has been established in 2021. It provides Executive bodies with a global overview of CO₂ issues within industrial activities. This instance validates the mid- and long-term vision about CO₂ emissions from industrial activities. This committee reviews all initiative related to the plants to ensure that they are following the decarbonization strategy. ▪ The Industrial manufacturing divisions implement Stellantis Environmental and Energy policy to contribute to a decarbonized economy by achieving net zero emissions within its activities worldwide (scopes 1 and 2) by 2038 ▪ Stellantis is defining its joint Energy Management System. This managerial approach begins with an initial stage of staff involvement at all levels including the machine operator level, targeting the reduction of energy losses during non-production periods. The following stage consists of developing solutions to reduce consumption during production periods. As solutions are developed, best practices are shared and rolled out across the plants. <ul style="list-style-type: none"> • At the end of 2021, majority of the Stellantis plants were ISO 50001 certified, representing approximately 77% of the Company’s total energy consumption. ▪ Accredited third parties certify the Company’s Energy Management System. Energy management team: facilities have dedicated Site utility manager and a team in charge of the energy management system. They monitor energy consumption, conduct audits, identify potential savings and, drive energy reduction projects. <ul style="list-style-type: none"> • More than €6.3 million is invested in energy savings equals around €1.1 per vehicle produced. ▪ Real Estate committees integrate the environmental issues of projects into decision-making processes including improvement of energy efficiency in the major renovation projects of our dealership, financial support for energy retrofits of buildings, and the implementation of renewable energy solution. <ul style="list-style-type: none"> • In 2021, the Real Estate Division continued to work on our footprint optimization for all Stellantis activities.

CSR ISSUE #17: Control of industrial discharges and nuisances

Measures	Process, main actions and results 
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<ul style="list-style-type: none"> ▪ Stellantis understands that the automotive production processes use substances and processes that generate air emissions that could potentially affect air quality, natural environments and the quality of life in the surrounding neighborhoods of our plants. Nuisances could also occur in the form of accidental releases of chemicals with potential impact on other environmental media such as soil or water, or on human health. ▪ Some VOCs (Volatile Organic Compound) are harmful to human beings and the environment. ▪ Sulfur dioxide (SO₂) and Nitrogen oxides (NO_x) can form acid rain, which negatively affects ecosystems such as forests and lakes. ▪ Particulate Matter (PM) is solid or liquid particles that is measured in micrometers (1,000 times smaller than millimeter) and suspended into the air. PM can cause harm to human health, and the suspended particles can affect the amount of incoming and reflected radiation in the earth’s atmosphere and therefore influence our climate. ▪ Ozone Depleting Substances (ODS) are a group of chemical substances that can react with ozone and negatively impact the ozone layer of the stratosphere. The ozone layer prevents harmful wavelengths of ultraviolet light to reach the earth’s surface which cause harm to human beings, vegetation and animals.



Measures	Process, main actions and results
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> ▪ We monitor and control air emissions such as Volatile Organic Compounds (VOC), that are derived from solvent use in paint processes, Sulfur Dioxide (SO₂), Nitrogen Oxides (NO_x) and Particulate Matter (PM), that are the result of combustion processes (for example, burning fossil fuels for energy generation or heating purposes) and Ozone Depleting Substances (ODS) that leaked from refrigeration and air conditioning equipment in our plants and offices. ▪ When a new chemical product is introduced at a plant, its assessment includes checking the nature and acceptability of the health and environmental impacts. This assessment either results in a ban of the product or acceptance for use with risk prevention requirements. ▪ Given the long history of some industrial facilities, soil impacts may be present at our sites. Historic contamination may be caused by leakages from underground storage tanks, underground pipes or spills. We conduct site investigations as part of ongoing initiatives, site acquisition or divestment projects, and at the request of regulators. The initial site investigation step usually includes record reviews and interviews to identify potential areas of concern. In the following steps, onsite investigations may include the analysis of soil, surface water or groundwater, or soil gas samples in order to determine the presence and extent of potential contamination. In some cases, this onsite investigation may consist of several phases to delineate the extent of the contamination.
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<ul style="list-style-type: none"> ▪ In 2021, we started developing a corporate Environmental and Energy Policy. Environmental protection and energy performance are important Company objectives therefore input to the policy is required from many divisions. This process is ongoing and is projected to be completed by mid-2022. We identify the role of the environmental specialist as a key function that requires specific competence and training. We are updating standard job descriptions for our environmental experts that outline the technical and social skills required. We are reviewing training programs for all job levels. ▪ Stellantis strives for zero VOC emissions. We monitor the following strategic KPI: Volatile Organic Compounds (VOC) emissions from paint shops normalized (g/m² painted). <ul style="list-style-type: none"> • We target 25 g/m² painted in 2025 and have the ambition of 0 g/m² painted in 2050. In 2021 we emitted 24.95 g/m² painted. ▪ For reducing Volatile Organic Compound (VOC) emissions, we focus our actions on reducing consumption of paints and their solvent content, implementing low-emission technologies and installing air treatment equipment for incinerating VOC. Measures for recycling and reuse of solvents for cleaning purposes are ongoing. Stellantis invests in research and development for new paints and paint technologies. Progress has been made to increase the solid content of the white paint on commercial vehicles, which allows the reduction of the amount of solvent and decreases VOC emissions. Stellantis is dependent on future technologies to accomplish the aspirational goal of zero VOC emissions in painting processes. <ul style="list-style-type: none"> • We work with suppliers to develop and test new painting methods and equipment, such as low overspray technology. ▪ We reduce emissions of Sulfur dioxide (SO₂), Nitrogen oxides (NO_x) and Particulate Matter (PM) through efficiency and modernization of equipment. In 2021, our SO₂ emissions were in total at 110 tons, NO_x emissions were at 1,463 tons and PM at 115 tons. ▪ Stellantis monitors ODS emissions during ODS-containing equipment maintenance or service activities and leak checks. ODS emissions are recorded in the event of an incident of an equipment installation. In 2021, our ODS emissions were in total at 39 kg of CFC-11 equivalent. ▪ To limit the chemical risks, structural measures such as building retention basins or using above ground pipe systems versus underground piping to carry liquids, can limit the impact in case of accidental releases. To minimize chemical risks, supervisors or other functions conduct checks of environmental procedures and installations during site walks and inspections as part of Stellantis Production System or during ISO 14001 audits. In addition, inventories of chemical products in stock enables the facility to limit on-site volumes. Safety data sheets are developed for authorized products and access to the information is provided to employees. ▪ For remediating soil contamination, measures such as monitoring, and containment are implemented. Our environmental experts liaise closely with the involved authorities to comply with local regulations.



Measures	Process, main actions and results
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<p>Refer to the paragraph “Reporting concerns - Integrity Helpline” within CSR Report section 8.3.4.</p>
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> ▪ The EVP Manufacturing validates the CSR vision, ambitions and targets for the issues related to industrial discharges and nuisances and is responsible for their achievement. Performance is reviewed on a regularly basis and appropriate actions decided with regional leadership. The EVP of the Regions together with the Manufacturing officers are responsible to develop their plans and implement actions to meet the targets. On an annual basis, the Plant Managers are preparing site-specific plans including targets, actions and necessary investments to meet our environmental commitments. They are responsible for the environmental performance of their plant. ▪ In our manufacturing facilities, we have dedicated environmental specialists supported by a network of nominated environmental representatives from various business functions. They are responsible to help ensure compliance with applicable regulation, for implementing the environmental policy and this includes managing the Environmental Management System (EMS) in compliance with ISO 14001 standard. An Environmental Management System is in place at 93% of our production facilities. ▪ The Environmental Central Department (ECD) helps facilities with legal compliance and supports the local EMS by developing efficiencies and common standards. The ECD oversees and manages the quality of the EMS through audits and status reviews. ECD conduct strategic cross functional planning for reducing the environmental impact. ECD evaluates and shares best practices with the plants to encourage continuous improvement. ▪ Environmental performance is fully integrated into the Lean Manufacturing System of Stellantis and tracked with the main Manufacturing KPIs by a standardized score card process. Monthly leadership performance status reviews on a local and corporate level helps effectiveness of implemented measures and improves the environmental footprint according to the strategic plan.

THE USE OF PRODUCTS AND SERVICES MARKETED BY THE COMPANY

During 2021, Stellantis totaled 6.5 million combined sales, with more than 10 new models launched while accelerating the low emission vehicles (LEV) commercial momentum. Global LEV sales reached 388,000 units.

CSR ISSUE #1: Vehicle CO₂ emissions

Measures	Process, main actions and results
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<ul style="list-style-type: none"> As part of its Risk Management System, Stellantis uses its company-wide risk analysis framework to assess, manage and report climate-related physical and transition risks. The two climate-related risks, 'natural hazards' and 'global carbon footprint', are considered as top risks and presented to the Audit Committee of the Board of Directors.
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> The assessment of transition climate-related risks is based on a qualitative and quantitative climate-related scenario analysis. The scenarios used by Stellantis notably include potential scenarios for technological development or market conditions. Marketing and products division teams use various climate-related scenarios based on internal assessment, that are benchmarked with business partners and external scenarios developed by climate specialists, to ensure consistency with 1,5°C scenario. The output of those scenarios is the potential market evolution by energy and technologies in coming years and for different geographical zones, considering electricity mix projections in the countries considered. This analysis enables Stellantis to understand the minimum and maximum thresholds of electrified vehicles needed on the market to be aligned with Climate Paris Agreement. The use of climate-related scenarios also helps identifying the share of effort to be made to optimize CO₂ emissions on conventional thermal vehicles to reach Stellantis target relating to the average CO₂ emissions of all vehicles.





Measures	Process, main actions and results
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<ul style="list-style-type: none"> ▪ Major strategic projects with significant impact on the CO₂ emissions of the products are being brought to the Board of Directors for review and decisions. The Board reviews the related financial implications, such as the CAPEX or strategic transformation needed to implement these projects. The Board discusses these projects for approval after being informed about aspects such as CO₂ emission consequences and expected changes in the future mobility market. <ul style="list-style-type: none"> • In 2021, the Company announced its plan to invest more than €30 billion through 2025 in electrification and software. ▪ The Executive Vice President, Planning, holds direct and specific responsibility on corporate CO₂ emission average, and provides orientation for the development of new vehicles and in particular low-carbon vehicles. ▪ CO₂ dedicated targets are annually set at various management levels and according to job perimeters. Corresponding incentive plan are in place to foster the climate performance of the Company and the achievement of the set targets. ▪ Stellantis uses an internal carbon price to measure the cost efficiency of technical levers that reduce vehicle CO₂ emissions. This allows Stellantis to propose an optimized set of CO₂ reduction levers on its vehicles based on a cost-efficiency analysis. ▪ The main levers for the Company to reduce vehicle CO₂ emissions are: <ul style="list-style-type: none"> • An increasingly low carbon offer (BEV and PHEV) relying on an ambitious electrification roadmap, to consolidate Stellantis position in the low-emission vehicle (LEV) segment in its various markets. Placing short-, medium- and long-term quantitative targets on the share of LEVs sales in the total sales mix and on the percentage of nameplates available in a LEV version enables Stellantis to define and track alignment with a clear roadmap of how to attain its fleet CO₂ emissions reduction targets. <ul style="list-style-type: none"> ▫ In 2021, the Company announced its ambition to make the LEV sales mix reach 100% in Europe and 50% in the U.S. in 2030. In 2021, LEV sales represented 12.8% of passenger cars in Europe and 3.4% of passenger cars and light duty trucks in the US. ▫ In 2021, 10 additional LEV models were launched. • A zero-emission fuel cell offer for LCVs, complementary to full battery models, in order to meet customers' expectations. <ul style="list-style-type: none"> ▫ In 2021, 3 FCEV (Fuel Cell Electric Vehicle) models were launched. • A BEV-dedicated platform strategy to be operational from 2023 to Speeding-up the electrification of the car line in all segments. • A vertical integration strategy aiming to control the LEV value chain and its costs, to secure supply and quality. • The deployment of MHEV (Mild Hybrid Electric Vehicle) technologies. • The deployment of technical levers to improve all key aspects of energy consumption: for example, weight, aerodynamics, rolling resistance and electrical consumption. • The deployment of a fast-charging network across Europe, to encourage EV adoption by supporting the EV ecosystem.
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<p>Refer to the paragraph "Reporting concerns - Integrity Helpline" within CSR Report section 8.3.4.</p>



Measures	Process, main actions and results
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> Stellantis has embedded climate issues at various levels of the organization, with responsibility exercised within the Company’s management and executive functions: <ul style="list-style-type: none"> Stellantis’ strategic climate commitments, their implementation and their progress vs target, are presented to the Board of Directors. The Board of Directors has also implemented an ESG Committee, which is responsible for monitoring and evaluating reports on the company’s climate policies and practices, management standards, strategy, performance and governance globally. This ESG Committee is also responsible for reviewing, assessing and making recommendations as to strategic guidelines for climate-related issues. The Top Executive Team monitors progress against climate commitments and objectives and reviews the top risks with a particular focus on climate change, especially vehicle CO₂ emissions, as the most strategic CSR issue for Stellantis. The Strategy Council meets monthly, notably to direct the strategy regarding vehicle CO₂ emissions with the Top Executive Team. Stellantis incorporates CO₂ emissions management from product planning to sales. Dedicated tools have been put in place to provide real-time information on the current status and forecasts of CO₂ emissions for all Stellantis brands, allowing the revision of production program and commercial policy accordingly. Driven by the electrification ramp-up and technical improvements brought to conventional vehicles, the CO₂ emissions of sold vehicles in 2021 have been reduced: <ul style="list-style-type: none"> In European Union, and in United Kingdom, Stellantis has reached its CAFE (Corporate Average Fuel Economy) regulatory targets, both for Passenger cars and for Light Commercial Vehicles, without buying any external credits. In other CO₂ regulated markets, Stellantis is also compliant with local regulatory targets, and aims at ensuring self-compliance without additional credit purchases from 2022 onwards. See CSR Report section 2.5.4.1 for Stellantis’ sales-weighted average fuel emissions and CO₂ emissions data by region.

CSR ISSUE #10: Vehicle safety



Measures	Process, main actions and results
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<ul style="list-style-type: none"> Stellantis understands that safety is one of the most important expectations in society and impacts customer choices. We integrate such expectations in each phase of the design of our vehicles.
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> For every Stellantis vehicle project, safety experts perform technical assessments throughout the project and those results are summarized and communicated to the Product Development Department’s top management for review and approval to continue. Stellantis has a dedicated team to investigate field issues including those with potential safety consequences. Investigations are launched to determine root causes, potential consequences and corresponding safety risks and countermeasures e.g., field actions and product safety recalls. The investigation team coordinates the response to the identified incidents with the engineering teams, manufacturing, suppliers and customer care. The procedures include opportunities for early detection, crisis management and immediate action. The safety expert network can contribute to this process for the root cause analysis and risk assessment. All Stellantis vehicles are rigorously tested and validated internally before being tested by outside stakeholders such as the U.S. government (NHTSA) or the Insurance Institute for Highway Safety (IIHS) or NCAP organizations. In 2021, Stellantis performed more than 400,000 validations, either by physical or virtual validation.




Measures


Process, main actions and results

3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)

- Delivering safe products to our customers is among the essential responsibilities described in our Code of Conduct. We work to achieve compliance with regulatory standards to deliver quality products and services with a high level of safety and reliability.
- Regarding the level of robustness of the global harmonized vehicle safety organization, processes and technical expertise, Stellantis has set the following targets:
 - 2025: Governance, organization and processes defined and set up, external audit every 3 years, performed by an independent assessment body and considering industry standards including ISO26262, ISO21448, ISO21434.
 - 2030: External audit performed each year, considering new technologies embedded in Stellantis products
- Product safety-based training materials are captured in two courses: Introduction to U.S. Motor Vehicle Safety and Safety Defect Determination. Due to legislative and regulatory changes the U.S. Motor Vehicle Safety course has been delayed and will be launched for Stellantis employees in April 2022. These web-based courses are open as a reference to all former FCA global employees but they are a mandatory requirement for specific organizations in North America.
 - For the Safety Defect Determination course, 100% of the required employees completed the training in 2021.
- Our suppliers in North America have access to a web-based training program that helps them understand expectations and supplier-specific requirements of the U.S. Motor Vehicle Safety Act and regulations of the U.S. National Highway Traffic Safety Administration (NHTSA).
- Stellantis offers active (primary) and passive (secondary) 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. Passive, or secondary, safety systems are designed to help mitigate the effects of a crash. These include occupant restraint technology and the use of more advanced materials that enable us to improve crash energy management. In the area of tertiary safety, or post-accident emergency response, Stellantis provides emergency rescue sheets with information to rescue teams or first responders on special design elements and the position of components to be considered when assisting the occupants of vehicles involved in an accident.
 - Stellantis vehicles are equipped with new technology such as:
 - Speed limiting device, developed on 69% of Stellantis models in 2021
 - Rear seats seatbelts with pretensioner and load limiter, developed on 66% of Stellantis models in 2021
 - Automatic Emergency Braking, developed on 63% of Stellantis models in 2021
 - Lane Keeping Assist, developed on 57% of Stellantis models in 2021
 - Owners of Chrysler, Dodge, Jeep, Ram, Fiat and Alfa Romeo vehicles will receive a free over-the-air software update called the Emergency Vehicle Alert System or EVAS, which was introduced at the 2022 CES electronics show in Las Vegas. Stellantis is the first automaker to implement its EVAS to 2018-and-newer Stellantis cars, trucks and SUVs. Initially available only in North America, it could be offered eventually in all 14 Stellantis brands worldwide.
- The Stellantis advanced engineering organizations around the world apply virtual reality methods and innovative technological solutions for virtual and physical tests. The engineers also analyze real world data to develop and assess effective vehicle safety systems, protection for vulnerable road users and integration of active and passive safety systems.
- Stellantis cybersecurity is underway in its preparation to receive certification of compliance for its Cyber Security Management Systems along with type approvals for vehicles sales and registrations as part of UNECE WP.29 R155 incorporated into GSR v2 2019/2144.
- When potential vehicle safety issues arise, we promptly investigate and take corrective action as previously stated (refer to CSR Report section 4.3.6). This includes initiating safety recall campaigns when appropriate. Stellantis aims to improve the overall customer experience during the safety recall process through timely and accurate communication and reduced customer inconvenience.


Measures	Process, main actions and results 
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<ul style="list-style-type: none"> ▪ Vehicle safety is included as part of our culture to increase vehicle quality by empowering employees, contractors, suppliers and dealers to speak up if they have concerns. ▪ Employees are expected to comply with the implemented safety standards, taking appropriate steps to prevent, identify and correct any non-compliance with such standards. Any vehicle safety issue encountered must be immediately reported to supervisors, the Compliance or Legal Departments or through the whistleblower line. ▪ In addition of the elements mentioned just before, also refer to the paragraph "Reporting concerns - Integrity Helpline" within CSR Report section 8.3.4.
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> ▪ Stellantis created a unified Global Safety Forum led by the Global Technical Safety and Regulatory Compliance Manager. This forum will guide the Company on the application of future standards and ratify future processes and procedures concerning vehicle safety and security. We are growing our Transversal Safety Expertise Networks to further develop and improve our safety processes and assess their implementation in our vehicles. At a regional level, decision making processes are in place to address potential vehicle safety issues. ▪ Stellantis monitors the implementation of each safety recall campaign specifically based on progress indicators and the actual repairs made in each campaign. Repeat requests are sent to customers who do not come forward. ▪ In 2021, there were 124 recall campaigns involving 3,003,480 initial recall notices for 6,058,212 Stellantis vehicles worldwide. The operations carried out are free of charge for the customer.

CSR ISSUE #14: Wise use of material


Measures	Process, main actions and results 
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<ul style="list-style-type: none"> ▪ The Global Purchasing and Supply Chain EVP and the Engineering EVP, both direct reports to the CEO, and members of the Top Executive Team and the Strategy Council are responsible for the materials strategy. Mapping of material risks for both current and forecasts, is performed according to specific criteria for each raw material, including: <ul style="list-style-type: none"> ▫ significant contribution to develop existing technologies. ▫ scarcity and geographic location. ▫ social and environmental impacts including recyclability and extraction or production conditions. ▫ geopolitical or logistic accessibility. ▪ Based on this risk mapping, the EVPs validate the R&D roadmap on substitute materials or alternative supplies. ▪ Examples of the last outputs of this material risks mapping: <ul style="list-style-type: none"> • Transition to electrified vehicles is generating need for new raw materials such as lithium, nickel and cobalt. • Demand for the materials needed for nanotechnologies is greater than ever in the context of the increased appetite for connected vehicles. • Metals used to support nanotechnologies experience market tensions and are increasingly harder to mine: the metal content of the ore is decreasing, while mines currently operated show lower concentrations which implies more and more processing.



Measures	Process, main actions and results
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> Stellantis conducts Life Cycle Assessment (LCAs) in line with ISO standards 14040/44 to analyze the multi-criteria environmental footprint of a vehicle, its components and materials design. The entire product life cycle is considered from raw material extraction to manufacture, use and end-of-life. Critical reviews are conducted with external experts (the last one focused on battery electric vehicle DS3 Crossback e-tense). The results of life cycle assessments help to improve the vehicles' environmental record: <ul style="list-style-type: none"> 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 from one phase of the life cycle to another; highlighting core environmental impacts; choosing more environmentally friendly technologies and materials. 100% of new models undergo a Life Cycle Assessment (LCA). The impact of new electrified powertrain is also evaluated. In 2021, LCAs covered 62% of the total fleet sold.
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<p>Scarcity of materials</p> <ul style="list-style-type: none"> Limit and reduce the use of critical materials: for instance, Stellantis works to increase battery energy density which would decrease the quantity of raw materials needed per unit of energy. Develop alternative materials to substitute critical materials: for instance, Stellantis conducts research and development activities for solid-state batteries and chemical compositions for other raw materials that are not considered critical. From 2024, Stellantis plans to base its electrification strategy on two battery technologies, both without cobalt. Use of Green Materials: Stellantis is involved in the integration of recycled and natural materials in the Company's vehicles. Engineering resources are dedicated to increasing their rate in the production of vehicles. Stellantis has set the following targets: launch the first vehicles containing 25% of Green Materials in 2025 / launch the first vehicles containing 40% of Green Materials in 2030. In 2021, more than 15 vehicles embark green materials. <p>Hazardous substances</p> <ul style="list-style-type: none"> Eliminate four heavy metals: lead, mercury, cadmium and hexavalent chromium which are regulated by the European Directive No 2000/53/EC on end-of-life vehicles and its exemptions list mentioned in Annex II; Substitute some substances targeted by regulations such as REACH: the Company has set up an organization and communication system to monitor its partners and suppliers using the REACH automotive industry guidelines. Limit Volatile Organic Compounds (VOCs): Concerning vehicle interior air quality, Stellantis has voluntarily introduced technical solutions to support customer health, safety and comfort in the cabin. These include filters for air flow into the passenger compartment and limits on volatile organic compounds (VOCs) in the materials used. <p>End-of-life processes</p> <ul style="list-style-type: none"> Ensure that vehicles are highly recyclable: All the Company's vehicles in Europe are 95% recoverable and 85% recyclable. In Regions outside Europe, the Company is actively analyzing the regional and local market situation as well as ELV-related legislation. Extend the High Voltage Batteries (HVB) lifespan before recycling: In 2021, 1,723 of the batteries used in Stellantis' vehicles had a life cycle management solution: 17 were repaired, 516 were remanufactured, 895 were used in 2nd life projects such as energy storage, and 295 were recycled. Stellantis set the following targets regarding the availability of solutions to optimize HVB lifespan: at least one solution is implemented for each HVB sold in EU, NA, China in 2025 / at least one solution is implemented for each High Voltage Battery in all countries where EVs are sold in 2030 / all solutions implemented in all countries where EVs are sold in 2050. Offer customers the option of remanufactured and reused parts, which allows cost savings for customers compared to equivalent original new parts while reducing the raw material usage. Offer customers verified pre-owned vehicles: more affordable than brand new models and helping to preserve natural resources needed to build a vehicle.

Measures	Process, main actions and results 
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<p>Refer to the paragraph “Reporting concerns - Integrity Helpline” within CSR Report section 8.3.4.</p>
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<p>Scarcity of materials</p> <ul style="list-style-type: none"> Integrated in the Materials and Sustainability Engineering Department, teams are dedicated to developing and monitoring sustainable eco-design worldwide. In order to conduct these actions, standards and tools are defined and implemented to monitor design criteria applied by engineering teams. In particular, standards are defined to limit and trace the use of hazardous substances or to specify the Green Material content. The automotive standard International Material Data System (IMDS) tool is mainly used to monitor material composition of the parts. <p>Hazardous substances</p> <ul style="list-style-type: none"> To ensure the traceability of regulated substances contained in vehicle parts and materials, Stellantis collects information from suppliers using the automotive standard International Material Data System (IMDS) tool according to the Global Automotive Declarable Substance List (GADSL). <p>End-of-life processes</p> <ul style="list-style-type: none"> Stellantis Circular Economy Business Unit is responsible for defining targets, guidelines and supporting regional team activities within project development through logistics, sales and marketing. It is tasked with coordinating with other departments such as engineering, purchasing and manufacturing to spread the Circular Economy mindset.

CSR ISSUE #15: Vehicle impact on air quality

Measures	Process, main actions and results 
<p>1: Risk mapping designed to identify, analyse and classify risks</p>	<ul style="list-style-type: none"> Global emissions standards continue to become increasingly stringent. Stellantis is aware that there are risks associated with the changing requirements. Product environmental innovations are essential for the achievement of such standards.
<p>2: Procedures for regular assessment of the situation in connection with risk mapping</p>	<ul style="list-style-type: none"> Employees involved in meeting compliance and regulations of emissions are expected to know and respect not only the requirements imposed by applicable laws and regulations, but also the applicable internal rules and processes we use to help achieve such compliance. To support this, employees have access to processes that use and make available information databases, technical and engineering guidelines, networks of meetings and governance, reference documents, and training materials.



Measures	Process, main actions and results
<p>3: Appropriate actions to mitigate the risk of or to prevent serious breaches (and remediation plan when relevant)</p>	<ul style="list-style-type: none"> ▪ Low Emission Vehicles (LEVs) generate significantly lower emissions compared to ICE vehicles. Stellantis targets that more than 70% of its vehicle sales in Europe and more than 40% of vehicle sales in the United States will be low emission vehicles (LEV) by 2030. ▪ To achieve these targets, we increase our portfolio of electrified vehicles. For instance 10 battery electric and plug-in hybrid electric vehicles are expected to be launched by 2022 ▪ In parallel with its electrification strategy, Stellantis develops advanced emission control technologies to minimize environmental impact of internal combustion engines: <ul style="list-style-type: none"> • To minimize particulate matter emissions, both in particle numbers and mass, optimized engine measures and the use of wall flow particulate filters are effective technologies. Particulate filters allow the screening of both fine and ultra-fine particulate matter. Depending on the fuel the result can achieve up to 99.7% by number and up to more than 95% by mass. The particulate filter is an effective mechanical system which is fully operational throughout the phases of engine operation and driving conditions. • We have developed and continue to improve the technology for a high performing filter for spark ignition engines to further reduce ultrafine particles from gasoline engines. The technology development will take into account the new constraints resulting from powertrain electrification. This new filter technology is expected to be launched in 2022. • Also, Nitrogen Oxides (NOx) emissions are minimized adopting different technologies for ICE: Three Way Catalyst and Selective Catalyst Reduction are the main technologies for vehicle applications around the world. ▪ Stellantis continuously makes R&D investments to the improvement of vehicle tailpipe emissions quality and the reduction of greenhouse gas emissions. These investments have led to worldwide development of technical solutions (electrification...) to improve reduction of fossil fuel consumption and pollutant emissions. <ul style="list-style-type: none"> • Share of ZEV¹ in global sales mix in 2021 in EU: 8% of Passenger Cars. On this KPI, the targets are the following: 2025: EU: 34% of Passenger Cars; US: 16% of Passenger Cars + Light Duty Trucks / 2030: EU: 100% of Passenger Cars; US: 50% of Passenger Cars + Light Duty Trucks. • Percentage of nameplates with ZEV¹ offering in 2021 in EU: 15% of Passenger Cars. On this KPI, the targets are the following: 2025: EU: 74% of Passenger Cars; US: 60% of Passenger Cars + Light Duty Trucks / 2030: EU: 100% of Passenger Cars; US: 100% of Passenger Cars + Light Duty Trucks. • In 2021, 73.3% of ICE Passenger Cars were sold with technology for particulate emissions to reach values lower than 1.9 mg per km (or 3 mg per mile) for both spark ignition and compression engines.
<p>4: A mechanism for alerting and for gathering reports on the existence or materialisation of risks</p>	<p>Refer to the paragraph "Reporting concerns - Integrity Helpline" within CSR Report section 8.3.4.</p>
<p>5: A system for monitoring measures implemented and for assessing their effectiveness</p>	<ul style="list-style-type: none"> ▪ Emission compliance governance is used, in the form of engineering working groups associated with management oversight regional committees, to report emission compliance operation and policy decisions to the Global Technical Safety and Regulatory Compliance Manager and other Senior Management in Engineering, Planning, Legal, and related organizations, regarding tailpipe emissions, CO₂ emissions, hybrid and battery-electric vehicles all-electric range, evaporative emissions, and On-Board Diagnostics. ▪ These regional committees, all structured of the same manner, are autonomous and include core and contributing members, which are independent and cross-functional, and which allow them to make objective and well-researched decisions. Decisions are made by considering regulatory, technical and legal expertise. Some of the activities include review of technical policy, regulatory assumptions, design rules, program approvals, guidance on emission compliance questions and guidelines.

¹ZEV = Zero Emission Vehicles (Battery Electric Vehicles)

CODE OF CONDUCT, INTEGRITY HELPLINE AND COMPLIANCE CONTROL: TRANSVERSAL MEANS TO REINFORCE OUR VIGILANCE

The means described below apply transversely to the 12 CSR issues included in this vigilance plan.

Code of Conduct

The Stellantis Code of Conduct was approved by the Board of Directors of Stellantis N.V. in March 2021. It applies to the members of the Stellantis Board of Directors, Stellantis's officers, full-time and part-time employees, temporary and contract workers. Stellantis also expects its stakeholders, including suppliers, dealers, distributors, and joint venture partners, to act with integrity and in accordance with the Code. It is the responsibility of all workforce members to report suspected or potential violations of the Code of Conduct.

The Stellantis Code of Conduct focuses on four main areas:

- the protection of the Stellantis workforce, including a commitment to diversity, fairness, and health and safety, and to the United Nations declaration on human rights and the International Labour Organization's declaration on fundamental principles and rights at work;
- the way that Stellantis conducts business, engaging in sustainable practices that promote vehicle safety, quality, data privacy and environmental protection, and that comply with other applicable laws and regulations, such as anti-bribery, anti-money laundering, insider trading and others;
- the interaction of Stellantis's workforce with external parties, including the avoidance of conflicts of interest and the support of our communities; and
- the protection of Stellantis's assets and information.

The Stellantis Code of Conduct is available under the Governance section on the Company's website.

To reinforce ethics and compliance communications, the Ethics and Compliance

Committee oversees a multi-year training plan. In 2021, the Company produced and released an online training on the Code of Conduct that was shared with the Stellantis Board members. The training is designed to be user-friendly and viewable on mobile devices. Close to the end of 2021, 77,285 people had individually completed the Code of Conduct online training and confirmed their acknowledgment of the Code of Conduct, comprising 88% of targeted employees.

Reporting Concerns - Integrity Helpline

In 2021, Stellantis merged the former PSA and FCA whistle-blower systems into one single, robust system. The new Stellantis whistle-blower channel is designed to ensure that any suspected violations of our Code of Conduct can be reported, received, and resolved properly and efficiently. Our "Always with Integrity" campaign highlights the availability of the reporting system for all types of concerns, including vehicle safety and regulatory concerns. This system is open to workforce members, business partners and other stakeholders and is accessible on Stellantis's website, [Governance section ↘](#).

Through our internal controls and the use of specialized, independent service providers, the Company's whistleblower channel is designed to protect the confidentiality of persons who make a report. Reports may be made anonymously unless local law provides otherwise.

Reports are investigated as appropriate by trained investigators and subject matter experts, and are tracked until their completion. We apply corrective actions to confirmed violations of the Code.

In addition to the whistleblower channel, workforce members have the ability to raise questions about the Code or reports of potential violations to their direct supervisors and the Human Resources, Compliance, and Legal Departments.

At Stellantis, we do not allow any retaliation against any person who makes a report in good faith or who cooperates in an investigation. Interested parties are allowed to report a concern confidentially and anonymously where allowed by law. Any retaliation is subject to disciplinary action.

Controls

The Internal Audit and Compliance Department includes regulatory compliance and the ethics and compliance program within the scope of its annual audit plan. Pursuant to the department's procedures for the selections of topics for internal audits, the department may choose to review adherence to policies dealing with competition, anti-corruption, data privacy, export controls, and other compliance-related topics.

At appropriate times, the Company selects external parties to conduct audits of specific functions. External Audits performed by independent auditors include topics such as Integrity Helpline, emissions-related regulatory compliance, environmental health and safety, and energy management systems. The Integrity Helpline and compliance with emissions regulations as well as applicable agreements with certain governing agencies are audited by those governmental agencies, while environmental health and safety, and energy management systems are audited by an accredited ISO Certification body.

The Company also conducts a Compliance Assessment to ensure that the Ethics and Compliance Program identifies compliance risks, takes proper steps to mitigate such risks, and does so in an efficient manner. This process includes information from various internal sources, but also incorporates benchmarking from organizations devoted to corporate ethics, such as Ethisphere.