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## Stellantis Employees Benefit from Company's 2021 First Full Year Financial Results

- In all countries where Stellantis is present, employees<sup>[1]</sup> benefit from the Company's results in first year
- €1.9 billion redistributed, €770 million more than the cumulative amount redistributed last year by each of the previous legacy companies, representing 70% increase
- Company compensation and benefit policy aims to enhance employee commitment through a "pay for performance" approach in a challenging context (pandemic, semi-conductor shortage, etc.)

February 23, 2022, AMSTERDAM - The creation of Stellantis has brought benefits to the new Company and its employees all over the world. Stellantis' 2021 full year results allow a redistribution to employees as a recognition of their contribution to the Company's achievements.

"Employees are the heart of Stellantis. It is thanks to their continued focus on execution and excellence that we were able to achieve record results in our first year as Stellantis," said Carlos Tavares, Stellantis CEO. "Every Stellantis employee took on an extraordinary task in 2021 of combining two automakers while facing serious external challenges. Our goal is that all employees benefit from the company's profitable growth. We are pleased to reward and thank our team members for their tireless commitment."

[1] STELLANTIS NV Automotive division (without JVs, temporary workers)

### Stellantis

Stellantis N.V. (NYSE: STLA/ Euronext Milan: STLAM/ Euronext Paris: STLAP) is one of the world's leading automakers aiming to provide clean, safe and affordable freedom of mobility to all. It's best known for its unique portfolio of iconic and innovative brands, including Abarth, Alfa Romeo, Chrysler, Citroën, Dodge, DS Automobiles, Fiat, Jeep®, Lancia, Maserati, Opel, Peugeot, Ram, Vauxhall, Free2move and Leasys. Stellantis is executing its Dare Forward 2030, a bold strategic plan that paves the way to achieve the ambitious target of becoming a carbon net zero mobility tech company by 2038, while creating added value for all stakeholders. For more information, visit [www.stellantis.com](http://www.stellantis.com).

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