



STELLANTIS

# 2022 VIGILANCE PLAN

Powered By Our Diversity, We Lead The Way The World Moves

# 2022 VIGILANCE PLAN

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## 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 publication includes reasonable measures of vigilance that seek to identify risks and prevent serious breaches of human rights and fundamental freedoms, and to preserve the health and safety of people and the environment, arising from:

- the activities of subcontractors or suppliers (supply chain),
- the operation of Stellantis (also called “the Company”) and its controlled subsidiaries,
- the use of products and services marketed by the Company.

## METHODOLOGY

While building its materiality matrix, Stellantis 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 2021 Annual Report. The materiality matrix is also detailed in the 2022 CSR Report [f](#).

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. For more information on the materiality matrix you can refer to the section 1.2.2 of the 2022 CSR Report.

🔗 All the identified data in the Vigilance Plan are presented also in the CSR report.

The assurance report of the CSR report covers these indicators (limited assurance or reasonable assurance).

[f](#) For references to the 2022 CSR Report

<https://www.stellantis.com/en/responsibility/csr-disclosures>

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
<b>ENV</b> CSR Issue #3 - Carbon footprint of supply chain: Purchasing and Logistics	<b>HR</b> CSR Issue #4 - Management of company transformation and social dialogue	<b>ENV</b> CSR Issue #1 - Vehicle CO <sub>2</sub> emissions
<b>HR</b> CSR Issue #20 - Responsible purchasing practices to support the Company's development in host territories <b>ENV</b> <b>H&amp;S</b>	<b>HR</b> CSR Issue #6 - Diversity and equal opportunity	<b>H&amp;S</b> CSR Issue #10 - Vehicle safety
<b>HR</b> CSR Issue #21 - Human rights in the supply chain CSR <b>H&amp;S</b>	<b>H&amp;S</b> CSR Issue #7 - Health and safety at workplace	<b>ENV</b> CSR Issue #14 - Wise use of material <b>H&amp;S</b>
	<b>ENV</b> CSR Issue #2 - Industrial and sites carbon footprint	<b>ENV</b> CSR Issue #15 - Vehicle impact on air quality <b>H&amp;S</b>
	<b>ENV</b> CSR Issue #17 - Control of industrial discharges and nuisances <b>H&amp;S</b>	

To ensure transparency, Stellantis presents for each of these CSR issues the successive measures of its vigilance plan<sup>1</sup>:

**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)

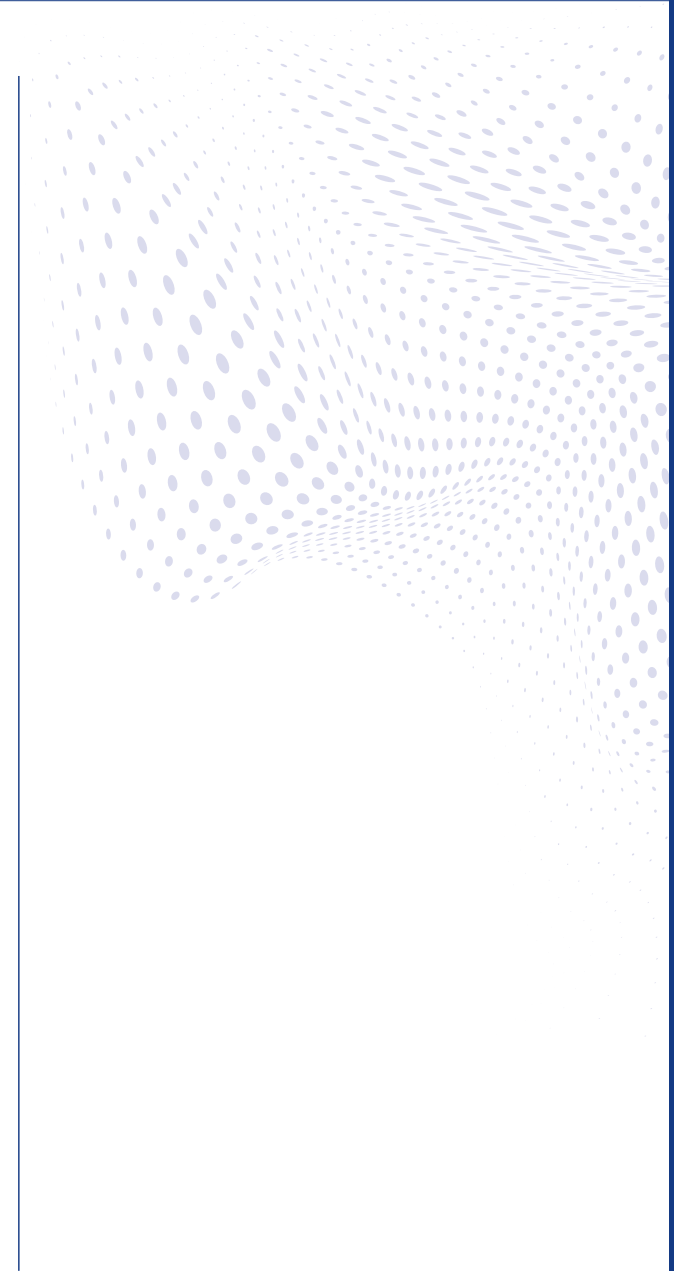
**Measure No. 4:** A mechanism for alerting and for gathering reports on the existence or materialization of risks

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

Information included in this section refers to the 2022 Financial Year.

Additional information on matters included in this Vigilance Plan is publicly available in the various sections of the 2022 CSR Report.

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



# 1 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 more than 60 countries and worldwide purchase value of more than €98 billion >

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

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

- 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 direct material purchases. The methodology used is based on and incorporates third-party assessment ratings, such as EcoVadis Rating Framework:
  - CSR risk profiles on internal commodities were developed
  - CSR risk profiles by country based on the EcoVadis list that includes 200 categories for 175 countries were developed
  - supplier CSR performance assessments were entered in the EcoVadis database (currently more than 100,000 suppliers assessed, an increase of approximately 11,500 suppliers since last year)
  - collection of additional information from sources including unions, NGOs, media or data-collection specialists available for review >

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

- 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 CO<sub>2</sub> emissions of all major CO<sub>2</sub> emitting suppliers of Stellantis >.
  - Stellantis is collecting a status report from its major suppliers on their current and future CO<sub>2</sub> emissions and implementing a reduction plan by inviting them annually to participate in the Stellantis CDP Supply Chain program > In 2022:
    - 250 major suppliers have been invited to participate to the CDP Supply Chain module in 2022 (versus 249 in 2021), with a response rate of 83% and an average score C (versus 84% and an average score C in 2021)

> For more information refer to the 2022 CSR Report section **7.1.3**



**ENV** CSR Issue #3 - Carbon footprint of the supply chain: purchasing and logistics

> For more information refer to the 2022 CSR Report section **7.1.7**

> For more information refer to the 2022 CSR Report section **2.7.2**

> For more information refer to the 2022 CSR Report section **2.7.3.2**

> For more information refer to the 2022 CSR Report section **2.7.1**

- **212 major suppliers** have responded to the CDP Supply Chain module in 2022 (versus 208 in 2021) that represent **97% of Annual Purchased Value invited (APV)** (versus 95% of APV invited)
- Stellantis' climate change objectives are translated into contractual commitments according to the CO<sub>2</sub> emissions generated and the type of materials used >

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

- Selection of suppliers according to environmental criteria such as:
  - the ISO 14001 certification, or the capacity of suppliers to develop products which incorporate green or recycled materials >
    - As of 31 December 2022, 61% of direct material suppliers have ISO 14001 certifications available (versus 62% in 2021) >
  - The compliance with the Paris Agreement to define and track alignment with a clear roadmap of how to attain carbon neutrality target.
    - By 2025, Stellantis aims to have 80% of its Annual Purchased Value (APV) coming from strategic (Level 1 and level 2) suppliers with CO<sub>2</sub> 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.
    - In 2022, more than **65%** of our most important suppliers (based on APV) commit to a CO<sub>2</sub> 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 >
  - Stellantis, as of 2022, is engaged in 21 joint innovation projects with 19 suppliers to identify and implement technologies that reduce CO<sub>2</sub> emissions of the vehicles as well as in the production of parts.

**Measures 4: A mechanism for alerting and for gathering reports on the existence or materialization of risks**

Refer to the paragraph "Reporting concerns - Integrity Helpline" within section >

> For more information refer to the 2022 CSR Report section **2.7.1**

> For more information refer to the 2022 CSR Report section **2.7.1**

> For more information refer to the 2022 CSR Report section **2.7.1**

> For more information refer to the 2022 CSR Report section **2.7.3.2**

> For more information refer to the 2022 CSR Report section **2.7.3.2** and **7.1.7.2**

> For more information refer to the 2022 CSR Report section **2.7.1**

> For more information refer to the 2022 CSR Report section **2.7.3.1**

> For more information refer to the section **1.4** of this report

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

- Stellantis' climate change objectives are translated into contractual commitments via specifications and purchasing policies according to two different criteria: the CO<sub>2</sub> emissions generated and the type of materials used. Regarding CO<sub>2</sub> emissions linked to the Company's purchases from suppliers, the Purchasing & 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. In 2022:
  - 51% of the Company's suppliers set up a reporting process for energy consumption or greenhouse gas emissions (versus 49% in 2021). Stellantis is placing particular emphasis on CO<sub>2</sub> emissions linked to some specific commodities covering around 80% of the CO<sub>2</sub> 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 >.
- In 2022 and in line with Dare Forward strategy, Stellantis has assigned a common target to its Logistics and Purchasing Departments to reduce the carbon footprint of scope 3 upstream activities by -40% for electric vehicles compared to 2021 >.

### CSR issue #20 - Responsible purchasing practices to support the Company's development in host territories

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

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. Due to the layers of the extended supply chain it can be difficult to gain visibility upstream. Stellantis defined and has begun to implement a global process to continuously identify and monitor risks from certain non-Tier 1 critical suppliers when relevant. Its findings are shared across all regions. 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.

The Company identified the following potential risks in the supply chain among others:

- 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 >.

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:

> For more information refer to the 2022 CSR Report section **2.7.1**

> For more information refer to the 2022 CSR Report section **6.1**

> For more information refer to the 2022 CSR Report section **2.7.2**



**HR H&S ENV** CSR Issue #20 - Responsible purchasing practices to support the Company's development in host territories

> For more information refer to the 2022 CSR Report section **7.1.3**

- CSR risk profiles on internal commodities were developed.
- CSR risk profiles by country based on the EcoVadis list that includes 200 categories for 175 countries were developed >.
- supplier CSR performance assessments were entered in the EcoVadis database.
- collection of additional information from sources including unions, NGOs, media or data-collection specialists available for review.

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

Stellantis implements an approach based on continuous risk assessment with the objective of reducing exposure to risk:

- 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.
  - in 2022, more than 100,000 suppliers assessed (versus more than 88,500 in 2021), an increase of approximately 11,500 suppliers (versus 13,500 in 2021).
- 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 >.
  - ISO 14001 certification of suppliers is conducted via a Sustainability Assessment Questionnaire review
    - In 2022, 61% of direct material suppliers have ISO 14001 certifications available (versus 62% in 2021) >.

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 noncompliances 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 >.
  - 75 audits performed by SGS for Tier 1 supplier social and environmental audits in 2022 (versus 35 in 2021) >.

> For more information refer to the 2022 CSR Report section **7.1.7**

> For more information refer to the 2022 CSR Report section **7.1.4**

> For more information refer to the 2022 CSR Report section **2.7.1**

> For more information refer to the 2022 CSR Report section **7.1.1**

> For more information refer to the 2022 CSR Report section **7.1.7**

> For more information refer to the 2022 CSR Report section **7.1.7.3**



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

- Stellantis takes inspiration from the risk-based due diligence approach advocated by the OECD' Guidelines for Multinational Enterprises. The Company is deploying its Responsible Purchasing Guidelines seeking to prevent child labor and forced labor in its supply chain, among other things, in line with the values expressed in International Labour Organization ("ILO") principles. In the Responsible Purchasing Guidelines, Stellantis encourages its suppliers to be vigilant for CSR risks within their supply chain >
- In 2022, 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' 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.
  - Targets on % Annual Purchase Value (APV) purchased from Tier 1 suppliers evaluated on CSR are:
    - 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 >
  - In 2022, results are:
    - 2,974 Tier 1 suppliers groups were assessed by EcoVadis (versus 2,561 in 2021), which accounts for more than **87% of the value of direct purchases** (versus 83% in 2021) >
    - **73% overall Supplier Sustainability score is classified as Good** (ratings higher than 45 Points) (versus 71% in 2021) >
- 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 >

> For more information refer to the 2022 CSR Report section **7.1.5**

> For more information refer to the 2022 CSR Report section **7.1.3**

> For more information refer to the 2022 CSR Report section **7.1.7**

> For more information refer to the 2022 CSR Report section **7.1.7.2**

> For more information refer to the 2022 CSR Report section **7.1.2**

> For more information refer to the 2022 CSR Report section **7.1.7.3** and **7.1.2**

> For more information refer to the 2022 CSR Report section **7.1.7.3** and **7.1.2**

> For more information refer to the 2022 CSR Report section **7.1.7.1**

- almost 700 (versus 220 in 2021) employees were trained in three Events (versus 4 in 2021) worldwide on the Stellantis CSR approach and ways to perform CSR actions.
- More than 85% of suppliers trained on Stellantis CSR risks and requirements (versus more than 80% in 2021).

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

- 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.
  - 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 >
- In addition of the elements mentioned just before, also refer to the paragraph “Reporting concerns - Integrity Helpline” >

> For more information refer to the 2022 CSR Report section **7.1.5**

> For more information refer to the 2022 CSR Report section **7.1.7.2**

> For more information refer to the section **4** of this report

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

- Governance is in place with monthly Purchasing and Supply Chain Leadership Team Meetings, hosted by the Chief Global Purchasing & Supply Chain Officer to monitor supplier CSR performance during sourcing >. To support the direction of the Global Purchasing and Supply Chain organization (GPSC), the GPSC EVP is a direct report to the CEO, and a member of the Top Executive Team, and as such, a member of Stellantis’s strategy council >
- The monitoring of CSR issues related to supply chain management is of high importance to Stellantis. Responsibility for managing the supply chain does not end at the Tier 1 level. Our processes and controls are designed to meet the legislative requirements of France’s Duty of Vigilance, EU Conflict Minerals regulation, the U.S. Dodd Frank Act, and the Modern Slavery Act and to extend these principles to the extended supply network including the sub-tier suppliers. We are vigilant with the implementation of measures within our sphere of influence. We seek to apply all these goals, practices and responsibilities globally, in standard fashion, in all our locations and countries we operate, and with our direct suppliers >.
- Whenever a supplier is identified as noncompliant with the requirements of the Responsible Purchasing Guidelines, Stellantis 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.
  - 16% of the total assessed suppliers (versus 18% in 2021), consisting of 468 suppliers (versus 464 in 2021) have a corrective action plan >;
  - 105 external social and environmental on-site audits were conducted, this marks an increase of 40% over 2021 with 75 conducted audits. 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

> For more information refer to the 2022 CSR Report section **7.1.4**

> For more information refer to the 2022 CSR Report section **7.1.4**

> For more information refer to the 2022 CSR Report section **7.1.1**

> For more information refer to the 2022 CSR Report section **7.1.7.3**

- 30 audits (versus 40 in 2021) were conducted by RCS Global for the battery supply chain from Tier 1 to mine sites, whereof 28 suppliers received their individual corrective action plan
- 75 SGS social and environmental audits for Tier 1 supplier (versus 35 audits in 2021) were performed, whereof 71 suppliers are working on corrective action plans.

## CSR issue #21 - Human rights in the supply chain

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

Mapping of material risks for both current and forecasts, is performed according to specific criteria for each raw material. Some of the criteria include:

- 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 >

Stellantis uses risk analysis (mapping) to identify and prioritize actual or potential human rights incidents in the supply chain.

- 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:
  - human rights risk profiles on internal commodities were developed.
  - human rights risk profiles by country based on the EcoVadis list that includes 200 categories for 175 countries were developed.
  - supplier human rights performance assessments were entered in the EcoVadis database.
- Stellantis is working to increase transparency of relationships throughout the extended supply network by partnering with service providers for supply chain mapping. In 2022, Stellantis further 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 >
- Within the RCS partnership, Stellantis is an early user 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 >



**HR H&S** CSR Issue #21 - Human rights in the supply chain

> For more information refer to the 2022 CSR Report section **6.1.4**

> For more information refer to the 2022 CSR Report section **7.2.7**

> For more information refer to the 2022 CSR Report section **7.2.7**

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

- 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 >. In 2022:
  - With an average overall Human Rights section score of **54.1** (versus 53.2 in 2021), suppliers working with Stellantis outperformed all suppliers assessed by EcoVadis, who have an average score of 47.6 (versus 46.6. in 2021) >
  - Based on EcoVadis assessment, there were **359 suppliers** (versus 333 in 2021) for which corrective action plans have been developed for human rights issues, which is 12% (versus 13% in 2021) 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 >. In 2022:
  - we continued partnering with SGS for these audit activities. Guidance is provided via program documentation that includes the supplier kick-off notification, audit checklist and closure debrief >
  - with RCS Global, we continued to apply due diligence on human rights with our critical suppliers regarding cobalt and lithium supply chains by conducting external on-site audits >.
    - 105 external social and environmental on-site audits have been conducted (versus 75 in 2021) and 30 audits by RCS Global for the battery supply chain from Tier 1 to mine sites (versus 40 in 2021) >
- 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.

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

- In 2022, 2,974 supplier groups were covered by a CSR assessment performed by an external third-party including human rights criteria, compared with 2,561 in 2021. 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 Global describe non compliance on human rights and grades them according to four classifications: critical, core, minor and observations only, each requiring corrective action plans.

> For more information refer to the 2022 CSR Report section **7.2.7**

> For more information refer to the 2022 CSR Report section **7.1.7.1**

> For more information refer to the 2022 CSR Report section **7.2.7**

> For more information refer to the 2022 CSR Report section **7.2.7**

> For more information refer to the 2022 CSR Report section **7.1.7**

> For more information refer to the 2022 CSR Report section **7.2.5**

> For more information refer to the 2022 CSR Report section **7.2.3**

> For more information refer to the 2022 CSR Report section **7.1.7.3**

> For more information refer to the 2022 CSR Report section **7.2.3**

- 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 2022, regarding Critical Supplier Audits, 147 observations & non compliance were related to human rights<sup>2</sup> (versus 72 in 2021) out of which 5 critical non compliance (versus 2 in 2021) >.
- 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 global supply chain process, Stellantis commitment and results are:
  - Targets on average Human Rights scores of Stellantis Tier-1 suppliers are:
    - in 2025: increase of +2.5% versus score as of 01/01/21; in 2030: Increase of +5% versus score as of 01/01/21; in 2050: in top level performance category
  - In 2022, the increase in performance is of 4.4% (versus 2.7% in 2021) >.
- Stellantis is a member of Drive Sustainability. This association provides greater engagement with other OEMs, as well as access to additional tools and resources.
- Stellantis works to apply due diligence to ensure that its social demands are met by its suppliers. We apply risk-based due diligence measures that seek to identify risks and prevent serious infringements of human rights and fundamental freedoms in our supply chain of subcontractors or suppliers with whom there is an established business relationship. We seek to incorporate our expectations into our relationship with our suppliers, deriving inspiration from OECD Due Diligence Guidance. The measures put in place by the GPSC aim to ensure that suppliers fulfill social and environmental commitments >.
- Training for buyers and suppliers on human rights
  - The supplier training curriculum covers sustainability-related topics such as responsible working conditions and conflict minerals >.

> For more information refer to the 2022 CSR Report section **7.2.5**

> For more information refer to the 2022 CSR Report section **7.2.8**

> For more information refer to the 2022 CSR Report section **7.2.7**

> For more information refer to the 2022 CSR Report section **7.2.2**

> For more information refer to the 2022 CSR Report section **7.2.7**

> For more information refer to the 2022 CSR Report section **7.1.7.1**

<sup>2</sup> 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

- 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 >.
- In 2022, three training events where more than 700 purchasing professionals attended, where held >.

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

- 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” >.

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

- 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 >.
  - In 2022, 90% in-scope suppliers for parts containing tin, tantalum, tungsten and gold have submitted the required CMRT (versus 92% in 2021).
- 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).
  - 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 >.

> For more information refer to the 2022 CSR Report section **7.1.7.1**

> For more information refer to the 2022 CSR Report section **7.1.7.1**

> For more information refer to the 2022 CSR Report section **7.1.7.2**

> For more information refer to the section **1.4** of this report

> For more information refer to the 2022 CSR Report section **7.2.4**

> For more information refer to the 2022 CSR Report section **7.2.7**

> For more information refer to the 2022 CSR Report section **7.2.6**

## 2 THE OPERATION OF THE COMPANY

Stellantis has 263,932 employees worldwide, operations in 36 countries.

### CSR Issue #4 - Management of Company transformation and social dialogue

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

The automotive industry is transitioning at high speed under the pressure of the energy transition, raw material scarcity, high inflation and digital innovations >

This transformation has direct consequences on Stellantis business model and human capital and has led Stellantis to identify and analyze the following types of risks:

- **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 and talents, lack of attractiveness, and lack of support from social partners.
- **Reputational risks** in the event of strikes, social movements, legal actions, employee dissatisfaction, etc.
- **Economic risks:** high inflation

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

##### Stellantis transformation

- Stellantis talent development practices have been focused on:
  - A network of expertise contributing to the Company's technological roadmap is in place, whose mission is to identify the skills required according to the technical needs within the Company. This approach can be defined as "Talent to value" >
  - A new learning platform for employee self-development, to develop and anticipate the future strategic skills needed to grow our business >
  - Succession plans for critical and strategic roles are based on meritocracy, performance, technical and leadership assessments and take into consideration the aspirations of employees >
- At the heart of the global HR policy to manage skills, we set up a worldwide and cross organization governance of 15 Stellantis global job families >. This program supports employees who are changing professions or job family in cases of transformation or when linked to technological developments >. Our objective is to build the roadmap of technical strategic skills for current employability and future transformation >.
- Stellantis Learning Team benchmarked and designed a new set of KPIs for a more comprehensive view of the impact of learning to be deployed along 2022 >.



### HR CSR Issue #4 - Management of Company transformation and social dialogue

> For more information refer to the 2022 CSR Report section **3.1.3**

> For more information refer to the 2022 CSR Report section **3.2.5**

> For more information refer to the 2022 CSR Report section **3.2.3**

> For more information refer to the 2022 CSR Report section **3.2.4**

> For more information refer to the 2022 CSR Report section **3.2.5**

> For more information refer to the 2022 CSR Report section **3.2.7**

> For more information refer to the 2022 CSR Report section **3.1.7**

> For more information refer to the 2022 CSR Report section **3.2.7**

### Stellantis social dialogue

- First Stellantis Global Employee Survey took place in 2022 and helped understanding employee perceptions and feedback on engagement, motivation and inclusive culture.
- Regular meetings are organized with local unions and/or employee representatives where the Human Resources and Transformation (HRT) team timely address any issues and issues raised by either side >.

> For more information refer to the 2022 CSR Report section **3.1.7**

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

#### Stellantis transformation

- Stellantis Learning Hub: the new Stellantis organization dedicated to learning through a network of academies, learning communities and teams: > Stellantis has adopted a global operating model, with responsibilities at local and corporate level >.
- BOOST program: in 2022, Stellantis launched a new program called BOOST: Building On Our Singular Talents. The BOOST program is intended to create a level of clarity and transparency to all employees on expectations and empower them to continue to grow and develop in their careers >.
- The employee Talent Journey is how we work together to drive the performance of the organization through development and growth >.
- In 2022 Talent Acquisition policy and tools ensure that our processes are bias-free and attract diverse candidates from all over the world >.
- To aid in the growth and development of our employees, we have developed a 360 assessment tool. Centered around the Stellantis Leadership Values, this online tool enables employees to get anonymous feedback from their managers, peers, and direct reports/downstream customers, allowing them to get a holistic view of how they perform and deliver in their role. Based on the feedback they receive, they can then use that information to inform their development plan and future growth >.
- A Data and Software Academy was launched in 2022 with following main missions: (i) to upskill and reskill over 1,000 Stellantis employees per year in software professions and reconvert internal existing talents into skills critical for the Company in the future >. and (ii) to embody the tech positioning Stellantis is taking. It is also an opportunity to test a use of a metaverse world to be able to be more comfortable with this technology and extend it to other fields later >.

> For more information refer to the 2022 CSR Report section **3.2.6**

> For more information refer to the 2022 CSR Report section **3.1.4**

> For more information refer to the 2022 CSR Report section **3.2.7**

> For more information refer to the 2022 CSR Report section **3.2.7**

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> For more information refer to the 2022 CSR Report section **3.2.7**

> For more information refer to the 2022 CSR Report section **3.2.7**



## Stellantis social dialogue

- 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 >.
  - We target 90% of countries covered by collective agreements in 2024 and 95% in 2030. In 2022, we reached 88% (versus 86% in 2021) >.
  - 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:
    - relies on dialogue with employees and employee representative institutions to communicate, support and anticipate the transformation
    - creates conditions for employees to develop competencies. In 2022:
      - more than 56,700 employees were trained on the global e-Mobility and electrification fundamentals, through e-learning modules. In addition, 14,500 employees have been trained on electrification-related topics within several professions, with 94,000 hours delivered >.
      - In the field of Engineering, customized training paths combining e-learning, internal classes and also partnerships with universities are in place to feed the needs around e-Powertrain, and to facilitate the conversion from Internal Combustion Engines (ICE) engineering curriculum. 511 employees joined the e-Powertrain division, 75% through internal upskill and reskill programs, and 25% from external hiring
    - 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.
    - 90% of employees are represented by trade unions or employee representatives (versus 91,5% in 2021) >.
    - 582 collective agreements were signed worldwide > and 233,015 employees accounting for 89% of the workforce are covered by collective agreement (versus 87% in 2021) >.
    - One major strike took place within Stellantis in 2022 >.

> For more information refer to the 2022 CSR Report section **3.1.1**

> For more information refer to the 2022 CSR Report section **3.1.2**

> For more information refer to the 2022 CSR Report section **3.1.3**

> For more information refer to the 2022 CSR Report section **3.2.7**

> For more information refer to the 2022 CSR Report section **3.1.7**

> For more information refer to the 2022 CSR Report section **3.1.4**

> For more information refer to the 2022 CSR Report section **3.1.7**

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

- The Stellantis Integrity Helpline is a Whistleblowing system which ensures that any violation of Stellantis compliance rules can be reported and received securely and confidentially and processed and managed properly. This system is open to employees, suppliers and other stakeholders 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” >.
- With its first global employee survey launched in September 2022, Stellantis gives all employees the opportunity to express their opinion on topics such as the Company strategy, wellbeing at work, motivation, working conditions, employer attractiveness, diversity and inclusion. The survey included open-ended comment boxes that allow employees to provide additional information. A participation rate of 50% (128,521 in 41 countries) was reached in 2022, with a rate of 36% for blue collars and a rate at 76% for white collars. More than 5,200 managers got data dashboards for their own team to impulse discussions within their team and define next steps in a collaborative mode >.

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

- 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. To get a global social overview, social climate monitoring was implemented in each region or country with the objective to provide insight, create common understanding, allow forecasting on a corporate level and define further action plans, as needed. Each month, HR representatives from about 30 countries participate in a poll and share information about working rhythms and atmosphere, manufacturing, engineering, sales, and union activities and local policies. These criteria enable sharing the state of the social climate from within the workforce to allow for actionable planning and preparedness >.

**Stellantis transformation**

- Digital Transformation path aimed at building the digital culture in Stellantis. Within three years we expect to reach all white collar workers. As of December 2022, 37,584 employees received the digital literacy self-evaluation and 26,963 reached the foundational level >.
- Star\*Up, launched globally in 2021, is a program aimed at encouraging and transforming our employee’s ideas and promoting an intrapreneurship spirit within Stellantis. Employees were invited to submit their ideas and each region selected the top ideas to enter a three-month incubation phase. Each idea is accompanied by an internal coach and

> For more information refer to the 2022 CSR Report section **3.1.7**

> For more information refer to the 2022 CSR Report section **3.1.4**

> For more information refer to the section **4** of this report

> For more information refer to the 2022 CSR Report section **3.1.7**

> For more information refer to the 2022 CSR Report section **3.1.4**

> For more information refer to the 2022 CSR Report section **3.2.7**

the Incubees have access to a Platform with an introduction to innovation methods such as Design Thinking and Lean Startup, essential to achieve success of the project. At the end of the incubation, winners of the regional finals enter a 9-to-12 month experimentation towards first customers and first revenues in the Business Factory. In 2022 performance is: 990 ideas submitted, 139 pitches, 59 incubations.

- The Top Executive Team activities have been leading in 2022 to the confirmation or creation of over 411 leadership teams, the appointment of over 3,586 leaders in Stellantis (with **27% of positions held by women, within the top three layers of Stellantis**) >.

**Stellantis social dialogue**

- At the beginning of each year, managers and employees, white collar workers, identify objectives and related targets for the year. In the second step, Managers and Employees discuss employee's aspirations and the local leadership behaviors in line with the Stellantis Leadership model >.
- Throughout the year employees work to reach the targets with managers supporting and providing feedback where needed >.

**CSR Issue #6 - Diversity, Inclusion and equal opportunity**

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

- 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:
  - Inability to attract and retain diverse talent impacting our ability to innovate and adapt to our global customer needs and expectations.
  - Potential of noncompliance with local regulations and cost of managing individual employee claims on the grounds of discrimination or harassment.
  - Difficulties when trying to build a global multicultural organization
  - Difficulties when trying to integrate new generations >.

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

In 2022 we worked to align our Human Resources processes with the Diversity and Inclusion vision, strategy and leadership commitment.

The strategy shares our Diversity and Inclusion aspirations in relation to our customers, our employees, our future talent, our leadership and the communities where we are located, whilst setting out the **key areas of our approach**:

- **Commitment:** building a diverse and inclusive workspace that aims for stronger employee engagement, leading to greater business sustainability.

> For more information refer to the 2022 CSR Report section **3.2.4**

> For more information refer to the 2022 CSR Report section **3.2.7**

> For more information refer to the 2022 CSR Report section **3.2.7**



**HR CSR Issue #6 - Diversity, Inclusion and equal opportunity**

> For more information refer to the 2022 CSR Report section **3.3.3**

- **Learning and awareness:** ensuring all employees have equal access to training and development opportunities, and a specific learning and awareness program to raise awareness on key Diversity and Inclusion topics.
- **Employee Voice:** the importance of employee voice and creating channels for them to be heard.
- **Employer brand:** ensuring we reach a diverse audience with our employment opportunities and ensure that our selection processes are free of bias >.

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

- These include, among others, processes to ensure equity and fairness in the determination of compensation levels (blue collars average wages for women is 0.94% of average wages for men and 0,91% for white collars), annual salary reviews and promotions; provision of flexible working opportunities to support work-life balance arrangements; and events to foster interest in technical careers among women >.
- Programs were developed for leaders, including Masterclasses which provided a high impact, interactive sessions, that introduced to our leaders a variety of topics to further develop their awareness on inclusive leadership and build the interpersonal skills needed to thrive in a global, hybrid workplace. 8 Masterclasses were launched globally and 3 focused on Diversity and Inclusion (1521 managers attended):
  - The inclusive leader
  - Creating Psychological safety
  - Why inclusion is the skill above all else.
- Diverse programs have been launched during 2022 for leaders to support them in managing international teams. With **162 nationalities** (versus 170 nationalities in 2021) and the possibility to work remotely, some managers face the challenge of managing diverse teams. Stellantis employees can access the internal information hub dedicated to Intercultural Awareness and the 'Country Navigator' tool, which provides employees with the knowledge, skills and confidence to effectively communicate and collaborate with global colleagues, enabling a truly borderless workplace. Dedicated programs support the development of cultural intelligence.
- In 2022 women represented **27%** (versus 24% in 2021) of leadership positions (L1-L2-L3) and 30,2% of hiring with all employee categories combined. Initiatives are managed by "Women of Stellantis" group that focuses on promoting gender equality within the workplace. They are active in 25 countries, and thus contribute significantly to the Company's cultural transformation >.
- The Stellantis Code of Conduct sets out the principles and requirements that employees are expected to respect in relation to Diversity and Inclusion, when interacting with colleagues, customers, suppliers, visitors and other business partners (62,814 employees trained) >.

> For more information refer to the 2022 CSR Report section **3.3.5**

> For more information refer to the 2022 CSR Report section **3.3.7**

> For more information refer to the 2022 CSR Report section **3.3.7**

> For more information refer to the 2022 CSR Report section **3.3.5**

- Leading Global Teams, a leadership program focusing on the development of global leaders was developed to inspire global leaders and develop their inclusive leadership skills. This program that was launched at the end of 2022 with 60 global leaders and will continue in 2023 >.
- Stellantis seeks to strengthen the place of more experienced employees and considers them an advantage for the Company’s success. Through mentoring programs, the Company encourages knowledge transfer, and considers this exchange and the coexistence of generations as an asset for social cohesion and business performance >. In 2022, the Company welcomed 4,378 apprentices and 2,110 interns >.
- Prism LGBTQ+ Alliance, established 2003, as an example welcomes employees and allies to participate in Pride Month in June, National Coming Out Day in October, and is a key partner to Stellantis brands. Prism promotes inclusion for everyone and recorded multiple “Let’s Get Real” panel discussions about various topics including how to support LGBTQ+ children, transgender issues, the proper use of pronouns and the importance of Allies. The group counts more than 200 members and two Executives sponsors.
- Stellantis has developed several programs and policies specifically supporting ethnically underrepresented populations. In 2022, the Black Leaders Advancement Collective (BLAC) program was launched, involving 15 employees with the objective to prepare emerging diverse talent for leadership opportunities.

Launched in 2021, the Black Supplier Development Program continued also this year, in collaboration with the National Business League (NBL), to develop Black suppliers for future contracting and procurement opportunities in the pursuit of greater racial equity in the marketplace. The Stellantis-NBL National Black Supplier Development Program will support the development of Black businesses around the country and internationally for future opportunities within the US federal government and public and private sectors.

- 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 2022, in France we engaged a new collaboration with the sheltered sector to develop our partnership and create a video to raise awareness their teams and ours.
  - In the U.S., Autism Management is available for eligible employees and their dependents. It provides support for families who have children with Autism Spectrum Disorders (ASD) including assistance with Applied Behavioral Analysis (ABA) management, integrated services coordination (e.g., physical therapy, occupational therapy and behavioral health) as well as intensive case management for outlier cases >.

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

- The Stellantis Integrity Helpline is a global whistleblowing system which allows to register concerns, discloses conflicts of interest or to request advice about Company policies, anonymously if so desired by the reporter and if permitted by law >.

> For more information refer to the 2022 CSR Report section **3.3.7**

> For more information refer to the 2022 CSR Report section **3.3.7**

> For more information refer to the 2022 CSR Report section **3.1.8**

> For more information refer to the 2022 CSR Report section **3.3.7**

> For more information refer to the 2022 CSR Report section **3.3.7**

> For more information refer to the 2022 CSR Report section **5.1.7**

- Thus, in 2022, 1,862 issues (versus 1,524 in 2021) have been reported via the Stellantis Integrity Helpline. All cases are investigated via the Company's disciplinary and grievance procedure. An investigation is carried out systematically with actions taken based on the conclusions >

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

- 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.
- Diversity and Inclusion office is responsible 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.
- 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, whilst supporting the implementation of local Diversity and Inclusion action plans, ensuring that regional and local actions align with the global strategy >

**CSR Issue #7 - Health, safety and wellbeing in the workplace**

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

- Physical Safety risks: Effective Risk Management and Reduction procedures are in place to identify and correct activities in the workplace that can lead to injury and illness.
- Mental Health risks: Risk Analysis has widened and now includes the protection of the risks to which an employee could be exposed as a result of his/her mission, including expanding protection from psychosocial risks beyond European Operations >
- Regulatory risks: As a global company, Stellantis operates in jurisdictions that regulate health and safety. These regulatory requirements vary across the regions in which Stellantis operates. It is important to know these requirements to avoid noncompliance and the potential for fines or other enforcement actions.

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

- The Stellantis Production Way (SPW), Health and Safety domain is dedicated to improving health and safety in a systematic manner by involving the entire manufacturing organization and encompassing all phases of production. It includes a combination of preventive measures and collaboration of employees.
  - Employees are involved through training that focuses on the importance of safeguarding health and safety; complying with policies and procedures; and promoting appropriate prevention behaviors across all organizational levels and roles.

> For more information refer to the 2022 CSR Report section **3.1.7**

> For more information refer to the 2022 CSR Report section **3.3.4**



**H&S** CSR Issue #7 - Health, safety and wellbeing in the workplace

> For more information refer to the 2022 CSR Report section **3.4.3**

- Operators in facilities are also engaged in initiatives designed to increase safety awareness and participate in a comprehensive system for gathering feedback and suggestions. Through the Work-Related Alert and Safety Conversation tools (how many alerts? how many actions resulted?), useful and implementable ideas are put into practice, shared across multiple facilities, with the project owners recognized for their involvement >.
- Based on the SPW Health and Safety domain, the Global Care Management System (GCMS) is an integrated management system that recognizes not all processes designed for manufacturing work in a non-manufacturing setting. The GCMS concerns every person that works on Stellantis sites, including employees of service provider companies.  
The way this is accomplished is by testing the applicability of each requirement to determine if it does apply, does not apply, or must be adapted to fit the non-manufacturing setting. This ensures that wellbeing, health and safety are considered, planned and implemented everyday at Stellantis operations >.
- 42 European sites have an Occupational Health and Safety Management Systems certified according to ISO 45001:2018 standard) >.
- an internal auditing program has been established. The audit scope includes activities that are most likely to produce Serious Injuries and Fatalities (SIF) and pSIF (potential Serious Injuries and Fatalities) incidents, safety, health, ergonomics and wellbeing. 24 audits of Stellantis sites were completed in 2022 (versus 25 in 2021).
- A team of 600 physicians and 604 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 >.
- The first Global employee survey was launched in September 2022. The results of this survey provided us with the critical data, at the global, local and team level, to drive improvement and strengthen our company >.
- In keeping with safety industry thought leaders, Stellantis has shifted focus to concentrate on the prevention of life altering injuries in its facilities. The identification of the true root cause of these life changing injuries, known as Serious Injuries and Fatalities (SIF), and incidents that could have resulted in a life changing injury but did not, known as potential Serious Injuries and Fatalities (pSIF), is required in each Stellantis location. All manufacturing locations have been trained on how to identify a pSIF incident so that measures could be put in place to prevent future similar incidents >.

> For more information refer to the 2022 CSR Report section **3.4.6**

> For more information refer to the 2022 CSR Report section **3.4.6**

> For more information refer to the 2022 CSR Report section **3.4.6**

> For more information refer to the 2022 CSR Report section **3.4.6**

> For more information refer to the 2022 CSR Report section **3.4.7**

> For more information refer to the 2022 CSR Report section **3.4.3**

> For more information refer to the 2022 CSR Report section **3.4.3**

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

- Preventing fatality, disability, injury and illness by completing risk analysis to identify workplace hazards and potential exposures and implementing containment and countermeasures to permanently reduce the identified risks. An effective management system provides efficient and simple standards for critical hazards and follows up with a global audit process to ensure implementation. This management system puts employees at the center of the solution, not treating them as the problem we need to control, so that each contributes to improving the workplace >.
- 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 Wellbeing, Health and Safety policy, as well as in several national Company agreements with employees' representatives. 22 health and safety agreements were signed in 2022 (versus 30 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 2022, a total of 350,717 hours of training were dedicated to safety (versus 363,410 in 2021) >.

**Health**

- The **Ergonomics** team takes a comprehensive and collaborative approach to identify the Top 10 critical workstations such as impact on safety, quality, etc. and provide different solutions based on the best practices implemented within the Stellantis scope. The focus is on manufacturing Business Units, including General assembly, Painting, Welding, Chassis, Powertrain, and Press shop. The team then uses indicators to monitor compliance with ergonomics criteria in the different milestones of vehicle and powertrain projects >.

The team of 89 Stellantis ergonomists works with the objective of promoting ergonomics to improve employees working conditions and overall efficiency within the Company >.

- **Workplace social services for employees** The main role of social workers is to facilitate job integration by assisting employees dealing with issues in their personal and professional life that are having an impact on their occupation. Social services are a place to discuss issues and be listened to. They also provide specialist advice to managers and help implement the corporate social policy. Stellantis provides a hotline for employees with possible face-to-face follow up Employee Assistance Programs (EAP). Each region has its own programs that are tailored to the specific needs of the region. China and South America launched their EAP in 2022. Workplace social services are provided to all employees through a network of 91 internal and external social workers at office and manufacturing facilities. In North America, Stellantis offers off-site Family, Health and Wellness Centers to provide medical care for our employees and their families as well as on-site Health Coaches.

> For more information refer to the 2022 CSR Report section **3.4.3**

> For more information refer to the 2022 CSR Report section **3.4.1**

> For more information refer to the 2022 CSR Report section **3.4.5**

> For more information refer to the 2022 CSR Report section **3.4.1**

> For more information refer to the 2022 CSR Report section **3.4.7**

> For more information refer to the 2022 CSR Report section **3.4.7**

> For more information refer to the 2022 CSR Report section **3.4.6**



- **On Mental Health**, actions to be extended are: training and masterclasses, EAP programs, available specialized support, dedicated surveys, and mental health first aiders. In one third of the Company, we have the experience of monitoring various mental health indicators including the number of calls to EAP programs for psychological reasons, absenteeism related to mental health issues, stress, wellbeing and motivation. Implementation of this monitoring for nearly all employees is planned for 2023. This supports our efforts to support employee health, as well as the positive outcomes for teams and the organization. It enables health services to follow trends, provide feedback to management and results can be considered in order to act >.

**Safety**

- 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 2022, we reach **1.25** (versus 1 in 2021) >.

**Wellbeing**

- In July 2022 Stellantis launched a new program dedicated to the wellbeing of all its employees: My Wellbeing. Through this program, that supports the Care pillar in the Dare Forward 2030 strategic plan, Stellantis has an ambitious vision of its employees' wellbeing, which complements its health and safety fundamentals, occupational health, safety, ergonomics and contributes to making Stellantis a great company to work for.
- Establishing a collaborative work method is incorporated into the social dialogue and applies to workspaces as well as the expansion of remote working. The goal is to offer more flexible work arrangements without damaging collective productivity. The New Era of Agility program is an innovative hybrid concept allowing eligible employees to remote work up to 70% >.

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

- 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" >.

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

- The governance process is overseen by the Strategy Council. In monthly Business Reviews the results related to Health and Safety are presented and discussed with the analysis of the impact on operations. Stellantis targets to create a Wellbeing 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 Wellbeing Health and Safety (WHS) organization ensures proper coordination of

> For more information refer to the 2022 CSR Report section **3.4.7**

> For more information refer to the 2022 CSR Report section **3.4.7**

> For more information refer to the 2022 CSR Report section **3.4.2**

> For more information refer to the 2022 CSR Report section **3.4.7**

> For more information refer to the 2022 CSR Report section **3.1.4**

> For more information refer to the section **1.4** of this report

WHS activities, processes and targets throughout the regional Stellantis Organizations. In each region a Wellbeing, 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. 92% (versus 95% in 2021) of Company employees are represented by 266 (versus 306 in 2021) joint management-worker health and safety committees >
- The main role of social workers is to facilitate job integration by assisting employees dealing with issues in their personal and professional life that are having an impact on their occupation. Social services are a place to discuss issues and be listened to. They also provide specialist advice to managers and help implement the corporate social policy. Stellantis provides a hotline for employees with possible face-to-face follow up Employee Assistance Programs (EAP). Each region has its own programs that are tailored to the specific needs of the region, with China launching their EAP in 2022. Workplace social services are provided to all employees through a network of 91 internal and external social workers at office and manufacturing facilities. In North America Stellantis offers off-site Family, Health and Wellness Centers to provide medical care for our employees and their families as well as on-site Health Coaches >

## CSR Issue #2 - Industrial and sites carbon footprint

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

- 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<sup>1</sup> is considered as a top risks and presented to the Audit Committee of the Board of Directors >
- Main emissions factors are
  - 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 >

> For more information refer to the 2022 CSR Report section **3.4.4**

> For more information refer to the 2022 CSR Report section **3.4.4**

> For more information refer to the 2022 CSR Report section **3.4.4**

> For more information refer to the 2022 CSR Report section **3.4.7**



### ENV CSR Issue #2 - Industrial and sites carbon footprint

> For more information refer to the 2022 CSR Report section **2.3.1.1**

> For more information refer to the 2022 CSR Report section **2.6.1**

> For more information refer to the 2022 CSR Report section **2.6.1**

> For more information refer to the 2022 CSR Report section **2.6.3**

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

- 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 >.
  - In 2022, they are associated with energy consumption in manufacturing plants (assembly plants or components factories) for 0.70% (versus 1.15% in 2021), 0.04% tertiary sites (as in 2021) and 0.02% dealership networks and warehouses (versus 0.03% in 2021).
- Completing an inventory of emitting sources is a key step on the roadmap to achieve carbon net zero.
  - In South America, Stellantis works to measure, manage and reduce the annual GHG emissions produced from the daily activities of the plants through a third-party verified emission inventory >.
- 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 >.

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

- Major strategic projects with significant impact on the CO<sub>2</sub> 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 CO<sub>2</sub> emission consequences >.
- All plants have CO<sub>2</sub> 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 >. In 2022:
  - More than €28 million is invested in energy savings (versus €6.3 million in 2021) equals around €4.9 per vehicle produced (versus €1.1 in 2021) >.
  - the plants continued to implement energy saving activities, based on the best practices shared between the two former Companies. Each energy reduction project is validated based on its CO<sub>2</sub> 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 CO<sub>2</sub> emission reduction roadmap and targets for scopes 1 and 2<sup>3</sup> in accordance with Science Based Target initiative (SBTi) methodology and aligned with 1.5°C scenario >.

<sup>3</sup> Company 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%. For more information refer to the 2022 CSR Rport section 2.4.2.

> For more information refer to the 2022 CSR Report section **2.3**

> For more information refer to the 2022 CSR Report section **2.6.3**

> For more information refer to the 2022 CSR Report section **2.6.3**

> For more information refer to the 2022 CSR Report section **2.4.1**

> For more information refer to the 2022 CSR Report section **2.3.3**

> For more information refer to the 2022 CSR Report section **2.6.2**

> For more information refer to the 2022 CSR Report section **2.6.3**

> For more information refer to the 2022 CSR Report section **2.6.3.1**

- 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 2022 are as follows:
  - Breakdown of energy consumption from operations shows a share of decarbonized electricity of **55%** (versus 45% in 2021) >.
  - The initiatives implemented by Stellantis resulted in an emission reduction in scope 1 and scope 2 for more than **123,000 tons of CO<sub>2</sub>** (versus 49,924 in 2021) equals to **21.4 kg of CO<sub>2</sub>-eq/vehicle produced** (versus 8.8kg in 2021) >.
- Stellantis is participating to the CO<sub>2</sub> emission allowance scheme >.
  - European regulation system: Stellantis is part of the CO<sub>2</sub> 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.

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

Refer to the paragraph “Reporting concerns - Integrity Helpline” >.

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

- Reflecting Stellantis’ commitment to embed CO<sub>2</sub> issues within executive decision-making, the Manufacturing CO<sub>2</sub> Steering Committee has been established in 2021. It provides notably Executive bodies with a global overview of CO<sub>2</sub> issues within industrial activities. This instance validates the mid- and long-term vision about CO<sub>2</sub> emissions from industrial activities. This committee reviews all initiatives related to the plants to ensure that they are following the decarbonization strategy >.
- The Industrial manufacturing divisions are focusing on Stellantis Environmental and Energy policy to contribute to a decarbonized economy by achieving net zero emissions within its activities worldwide (scopes 1&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 >.
  - At the end of 2022, majority of the Stellantis plants were ISO 50001 certified, representing approximately 74% of the Company’s total energy consumption (versus 77% in 2021).
- Accredited third parties certify the Company’s Energy Management System >.
- Energy management team: facilities have dedicated Site utility managers and a team in charge of the energy management system. They monitor energy consumption, conduct audits, identify potential savings and, drive energy reduction projects >.

> For more information refer to the 2022 CSR Report section **2.6.3.1**

> For more information refer to the 2022 CSR Report section **2.6.4.2**

> For more information refer to the 2022 CSR Report section **2.6.3.4.3**

> For more information refer to the 2022 CSR Report section **2.6.2**

> For more information refer to the section **4** of this report

> For more information refer to the 2022 CSR Report section **2.4.2**

> For more information refer to the 2022 CSR Report section **2.6.1**

> For more information refer to the 2022 CSR Report section **2.6.1**

> For more information refer to the 2022 CSR Report section **2.6.1**

> For more information refer to the 2022 CSR Report section **2.6.2**

- in 2022, more than €28 million was invested in energy savings that equals (versus €6.3 million in 2021) around €4.9 per vehicle produced (versus €1.1 in 2021) >.
- 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 >..
- In 2022, the Real Estate Division continued to work on our footprint optimization for all Stellantis activities

### CSR Issue #17 - Control of industrial discharges and nuisances

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

- 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 (SO<sub>2</sub>) and Nitrogen oxides (NO<sub>x</sub>) 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 have the ability to 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 >.

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

- We monitor and control air emissions such as Volatile Organic Compounds (VOC), that are derived from solvent use in paint processes, Sulfur Dioxide (SO<sub>2</sub>), Nitrogen Oxides (NO<sub>x</sub>) 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 >.

> For more information refer to the 2022 CSR Report section **2.6.3.4.3**

> For more information refer to the 2022 CSR Report section **2.6.3.4.3**



#### H&S ENV CSR Issue #17 -Control of industrial discharges and nuisances

> For more information refer to the 2022 CSR Report section **6.5.1**

> For more information refer to the 2022 CSR Report section **6.5.4.1**

> For more information refer to the 2022 CSR Report section **6.5.4.1**

> For more information refer to the 2022 CSR Report section **6.5.4.1**

> For more information refer to the 2022 CSR Report section **6.5.4.1**

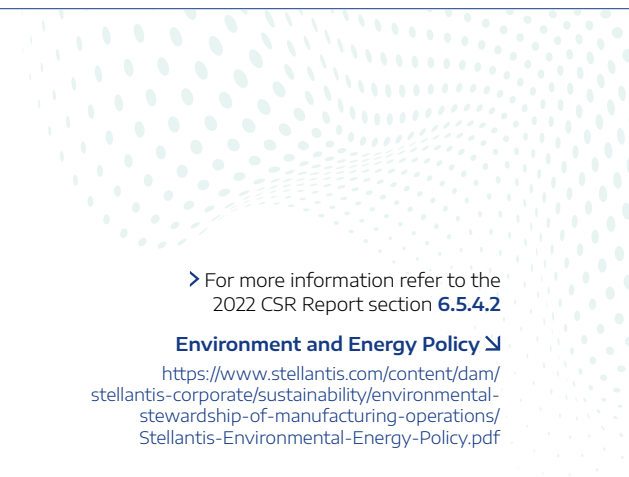
> For more information refer to the 2022 CSR Report section **6.5.1**

> For more information refer to the 2022 CSR Report section **6.5.4.2**

- 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 >.

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

- In December 2022 we published the Stellantis corporate Environment and Energy Policy which was developed with input from cross functional divisions reflecting contributions of the various functions to the Stellantis environmental performance. This policy describes how we protect the environment, provides guidance for our operations and employees and includes commitments required by ISO standards for environmental and energy management systems >.
- We defined the role of the environmental specialist as a key function that requires specific competence and training. The role is standardized globally by job description outlining the technical and social skills required. As part of the Stellantis Production Way there are skill evaluations and standardized trainings conducted for team leaders, supervisors and experts. We are reviewing training programs to expand to management level offerings >.
- Stellantis strives for zero VOC emissions. > We monitor the following strategic KPI: Volatile Organic Compounds (VOC) emissions from paint shops normalized (g/m<sup>2</sup> painted).
  - We target 25 g/m<sup>2</sup> painted in 2025 and have the ambition of 0 g/m<sup>2</sup> painted in 2050. In 2022 we emitted **24.25 g/m<sup>2</sup> 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 >.
  - We work with suppliers to develop and test new painting methods and equipment, such as low overspray technology >.
- We reduce emissions of Sulfur dioxide (SO<sub>2</sub>), Nitrogen oxides (NO<sub>x</sub>) and Particulate Matter (PM) through efficiency and modernization of equipment. In 2022, our SO<sub>2</sub> emissions were in total at **218 tons** , NO<sub>x</sub> emissions were at **1,346 tons** and PM at **98 tons** >.
- Stellantis monitors Oxide Dispersion Strengthened (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 2022, our ODS emissions were in total at **52 kg of CFC -11 equivalent** (versus 39 kg in 2021) >.



> For more information refer to the 2022 CSR Report section **6.5.4.2**

**Environment and Energy Policy**

<https://www.stellantis.com/content/dam/stellantis-corporate/sustainability/environmental-stewardship-of-manufacturing-operations/Stellantis-Environmental-Energy-Policy.pdf>

> For more information refer to the 2022 CSR Report section **6.3.2.1**

> For more information refer to the 2022 CSR Report section **6.3.3.2**

> For more information refer to the 2022 CSR Report section **6.5.1**

> For more information refer to the 2022 CSR Report section **6.5.2**

> For more information refer to the 2022 CSR Report section **6.5.4.1**

> For more information refer to the 2022 CSR Report section **6.5.3.1**

> For more information refer to the 2022 CSR Report section **6.5.3.2**

> For more information refer to the 2022 CSR Report section **6.5.4.1**

> For more information refer to the 2022 CSR Report section **6.5.4.1**

- 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 >

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

Refer to the paragraph “Reporting concerns - Integrity Helpline” >

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

- 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 on a monthly 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 the key operational functions including but not limited to press shop, body shop, paint shop, general assembly and facility management. Most of the plants also include environmental service providers such as the waste manager in the supporting network. They environmental representatives 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 92% of our production facilities (versus 93% in 2021, refer to 8.1 Reporting scope) >
- 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 and manages the target setting process. 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 scorecard 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 >

> For more information refer to the 2022 CSR Report section **6.5.4.2**

> For more information refer to the 2022 CSR Report section **6.5.4.2**

> For more information refer to the section **4** of this report

> For more information refer to the 2022 CSR Report section **6.3.1**

> For more information refer to the 2022 CSR Report section **6.3.2.2**

> For more information refer to the 2022 CSR Report section **6.3.1**

> For more information refer to the 2022 CSR Report section **6.3.1**

## 3 THE USE OF PRODUCTS AND SERVICES MARKETED BY THE COMPANY

During 2022, Stellantis totaled **5.8 million combined sales** (versus 6.5 million in 2021), with 8 new models launched. Global LEV (BEV+PHEV+electricity mobility devices) sales reached **512,219 units** (versus 393,720 in 2021).

### CSR issue #1 - Vehicle CO<sub>2</sub> emissions

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

- 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 >

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

- 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 CO<sub>2</sub> emissions on conventional thermal vehicles to reach Stellantis target relating to the average CO<sub>2</sub> emissions of all vehicles >

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

- Major strategic projects with significant impact on the CO<sub>2</sub> 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 CO<sub>2</sub> emission consequences and expected changes in the future mobility market >
  - Stellantis plans to invest more than €30 billion through 2025 in electrification and software >

> For more information refer to the 2022 CSR Report section **2.5.4**



### ENV CSR Issue #1 - Vehicle CO<sub>2</sub> emissions

> For more information refer to the 2022 CSR Report section **2.3.1.1**

> For more information refer to the 2022 CSR Report section **2.3.1.1**

> For more information refer to the 2022 CSR Report section **2.3.2**

> For more information refer to the 2022 CSR Report section **2.3.2**

> For more information refer to the 2022 CSR Report section **2.4.1**

> For more information refer to the 2022 CSR Report section **2.5.2.2**



- The Executive Vice President, Planning, holds direct and specific responsibility on corporate CO<sub>2</sub> emission average, and provides orientation for the development of new vehicles and in particular low-carbon vehicles >.
- CO<sub>2</sub> dedicated targets are annually set at various management levels and according to job perimeters. Corresponding incentive plans are in place to foster the climate performance of the Company and the achievement of the set targets >.
- Regarding “carbon pricing”, Stellantis acknowledges - and has started to integrate into its various decision processes - the principle of regulatory pricing of GHG emissions, such as EU Emissions Trading System (ETS). The principle is already implemented for technical levers that reduce vehicle CO<sub>2</sub> tailpipe emissions, allowing Stellantis to propose an optimized set of CO<sub>2</sub> reduction levers on its vehicles based on a cost-efficiency analysis >.
- The main levers for Stellantis to reduce vehicle CO<sub>2</sub> emissions are:
  - 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 CO<sub>2</sub> emissions reduction targets >.
    - In 2021, the Company announced its ambition to make the LEV sales mix reach 100% in Europe Passenger Cars fleet and 50% in the U.S. Passenger Cars plus Light-Duty Trucks in 2030 >. In 2022, LEV sales represented **18.3%** of passenger cars in Europe (versus 12.8% in 2021) and **4.9%** of passenger cars and light duty trucks in the U.S. (versus 3.4% in 2021) >.
    - In 2022, eight additional LEV models were launched (versus 10 in 2021) >.
  - A zero-emission fuel cell offer for LCVs, complementary to full battery models, in order to meet customer expectations >.
  - A BEV-by -design-platform strategy to be operational from 2024 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 use of Mild Hybrid Electric Vehicle (MHEV) 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 >.

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

Refer to the paragraph “Reporting concerns - Integrity Helpline” >.

> For more information refer to the 2022 CSR Report section **2.4.2**

> For more information refer to the 2022 CSR Report section **2.4.3**

> For more information refer to the 2022 CSR Report section **2.3.3** and **2.5.1**

> For more information refer to the 2022 CSR Report section **2.5.3.2**

> For more information refer to the 2022 CSR Report section **2.5.3.2**

> For more information refer to the 2022 CSR Report section **2.5.3.2**

> For more information refer to the 2022 CSR Report section **2.5.3.2**

> For more information refer to the 2022 CSR Report section **2.5.2**

> For more information refer to the 2022 CSR Report section **2.5.3.2.1**

> For more information refer to the 2022 CSR Report section **2.5.3.2.2**

> For more information refer to the 2022 CSR Report section **2.5.3.3**

> For more information refer to the 2022 CSR Report section **2.5.3.4**

> For more information refer to the 2022 CSR Report section **2.5.3.2.3**

> For more information refer to the section **4** of this report

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

- Stellantis has embedded climate issues at various levels of the organization, with responsibility exercised within the Company’s management and executive functions >:
  - Stellantis’ strategic climate commitments, their implementation and their progress versus 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 CO<sub>2</sub> emissions, as the most strategic CSR issue for Stellantis. The Strategy Council meets monthly, notably to direct the strategy regarding vehicle CO<sub>2</sub> emissions with the Top Executive Team >.
- Stellantis incorporates CO<sub>2</sub> 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 CO<sub>2</sub> 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 CO<sub>2</sub> emissions of sold vehicles in 2021 have been reduced:
  - 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.
  - Stellantis is also planning for compliance with local regulations in all other CO<sub>2</sub> regulated markets, potentially leveraging opportunities to carry forward and carry back credits where applicable through local regulation with the aim of ensuring self compliance of Stellantis without additional credit purchases from other manufacturers<sup>4</sup>.
  - For Stellantis’ sales-weighted average fuel emissions and CO<sub>2</sub> emissions data by region >.

**CSR Issue #10 - Vehicle safety**

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

- 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 and work to anticipate enhanced safety expectations related to connected and autonomous vehicles. In collaboration with our suppliers and partners, we research and develop technology and innovations while analyzing internal test results with a target of continuously improving design >.

<sup>4</sup>Outside of Stellantis brands and Stellantis JV’s

> For more information refer to the 2022 CSR Report section **2.4**

> For more information refer to the 2022 CSR Report section **2.4.1**

> For more information refer to the 2022 CSR Report section **2.4.2**

> For more information refer to the 2022 CSR Report section **2.5.2.1**

> For more information refer to the 2022 CSR Report section **2.5.4.1**



**H&S** CSR Issue #10 - Vehicle safety

> For more information refer to the 2022 CSR Report section **4.3.1**

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

- Stellantis created a unified Global Safety Forum led by the Global Technical Safety & Regulatory Compliance Manager. This forum guides 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 >.
- 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 >.
- 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 2022, Stellantis performed about 680,000 validations, either by physical or virtual validation (versus 400,000 in 2021) >.

**Measure No. 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 for all road participants, including professional drivers >.
- 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 has been 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 >.

- Training sessions on harmonized Stellantis safety processes have begun in 2022.
  - 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

> For more information refer to the 2022 CSR Report section **4.3.4**

> For more information refer to the 2022 CSR Report section **4.3.6**

> For more information refer to the 2022 CSR Report section **4.3.7**

> For more information refer to the 2022 CSR Report section **4.3.5**

> For more information refer to the 2022 CSR Report section **4.3.2**

> For more information refer to the 2022 CSR Report section **4.3.7**

> For more information refer to the 2022 CSR Report section **4.3.7**

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 >

- In 2022, Stellantis vehicles are equipped with technology such as >
  - Speed limiting device, developed on 75% of Stellantis models in 2022 (versus 69% in 2021)
  - Rear seats seatbelts with pretensioner and load limiter, developed on 69% Stellantis models (versus 66% in 2021)
  - Automatic Emergency Braking, developed on 68% of Stellantis models (versus 63% in 2021)
  - Lane Keeping Assist, developed on 75% of Stellantis models (versus 69% 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 >
- In 2022, in compliance with UNECE regulation (RU155) incorporated into GSR v2 2019/2144, Stellantis has received certifications on its Cyber Security Management System (CSMS), covering methodologies and processes needed to address cybersecurity in its products and services.
- The objective for 2023 is to get the approval of 6 electronic architectures for Vehicle Type Approval, in accordance with UNECE (R155) >
- When potential vehicle safety issues arise, we promptly investigate and take corrective action as previously stated >. 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 >.

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

- 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 Integrity Helpline >.
- In addition of the elements mentioned just before, also refer to the paragraph “Reporting concerns - Integrity Helpline” >.

> For more information refer to the 2022 CSR Report section **4.3.7**

> For more information refer to the 2022 CSR Report section **4.3.7**

> For more information refer to the 2022 CSR Report section **4.3.7**

> For more information refer to the 2022 CSR Report section **4.3.6**

> For more information refer to the 2022 CSR Report section **4.3.6**

> For more information refer to the 2022 CSR Report section **4.3.6**

> For more information refer to the 2022 CSR Report section **4.3.7**

> For more information refer to the 2022 CSR Report section **4.3.3**

> For more information refer to the 2022 CSR Report section **4.3.5**

> For more information refer to the section **4** of this report

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

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. Securing customer data and our vehicles from cybersecurity threats is also a priority for Stellantis.

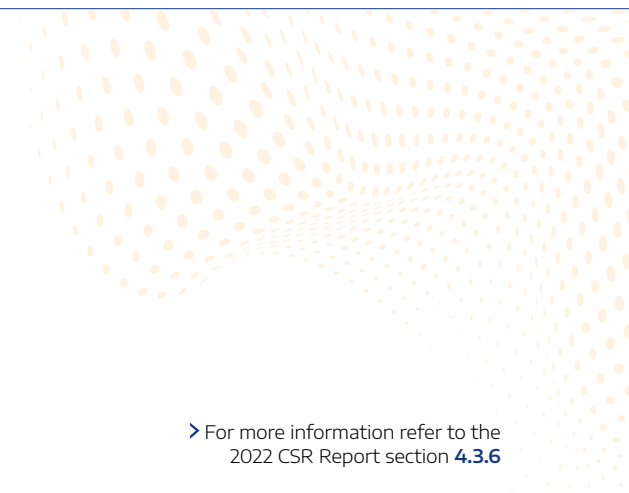
In addition, dedicated regional decision-making bodies called Vehicle Regulations Committees (VRC) meet regularly to systematically analyze the potentially safety-relevant anomalies detected in production or in the field. The VRC determine the proper course of action, e.g. safety recalls, under the chairmanship of the Technical Safety and Regulatory Compliance Officer, who is in the Planning organization but operates as an independent authority on safety >.

- 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 2022, there were **139 recall campaigns** (versus 124 in 2021) involving **14,708,345 initial recall** notices concerning vehicles produced over several years worldwide (versus 3,003,480 in 2021). The operations carried out are free of charge for the customer >.

**CSR Issue #14 - Wise use of material**

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

- 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:
  - 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:
  - Stellantis is a member of the Responsible Minerals Initiative (RMI) to build capacity in the extended supply chain down through the mine level. Stellantis is conducting a due diligence program on some raw materials, with a priority on Cobalt and Lithium, in partnership with RCS Global.



> For more information refer to the 2022 CSR Report section **4.3.6**

> For more information refer to the 2022 CSR Report section **4.3.7**

> For more information refer to the 2022 CSR Report section **4.3.7**



**H&S ENV** CSR Issue #14 - Wise use of material

> For more information refer to the 2022 CSR Report section **6.1.4**

- Stellantis partners with the European Raw Materials Alliance (ERMA) in a working group oriented on rare earths for e-machine used for permanent magnets >
- to secure lithium availability, Stellantis signed a binding agreement with Vulcan Energy to supply battery grade lithium hydroxide in Europe for use in electrified vehicles. The initial five-year term binding offtake agreement signed in November 2021 has been further expanded in June 2022 to a ten-year duration.

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

- 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. The impact of new electrified powertrain is also evaluated. 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 >
  - 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.
- In 2022, LCAs covered **69%** (versus 62% in 2021) of the total fleet sold >

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

**Scarcity of materials**

- **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 >

> For more information refer to the 2022 CSR Report section **6.1.3**

> For more information refer to the 2022 CSR Report section **6.1.7.1**

> For more information refer to the 2022 CSR Report section **6.1.7.1**

> For more information refer to the 2022 CSR Report section **6.1.7.1**

> For more information refer to the 2022 CSR Report section **6.1.3**

> For more information refer to the 2022 CSR Report section **6.1.3**

> For more information refer to the 2022 CSR Report section **6.1.5**

> For more information refer to the 2022 CSR Report section **6.1.2**

**Hazardous substances**

- **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 >

**End-of-life processes**

- **Ensure that vehicles are highly recyclable:** All the Company’s vehicles in Europe are 95% recoverable and 85% recyclable.
- **End-of-life vehicles management:** the two former companies (FCA and PSA) have built take-back networks in EU member states where they were operating. The systems vary in different countries between implementation and maintenance by the manufacturers themselves, assigning a service provider on their behalf or participating in a collective take-back process, where required by law. In Regions outside Europe, the Company is actively analyzing the regional and local market situation as well as ELV-related legislation >

**Circular economy**

In order to further master the wise use of materials in the vehicle life cycle and reduce the environmental impact in terms of carbon footprint, Stellantis has created a Business Unit dedicated to circular economy. Throughout the full vehicle life cycle, we have developed a comprehensive 360-degree business based on the 4R Strategy: reman, repair, reuse and recycle in order to extend products (vehicles and High-Voltage Batteries (HVB)) lifespan and reduce waste by returning into the material loop >. We are developing ways to increase the use of renewable and recycled materials for new vehicles and to extend the aftersales offer of reused, repaired and remanufactured parts with new product lines and in new regions. We are committed to processing end-of-life products and vehicles in a responsible manner including batteries from electrified vehicles >.

To promote the 4R strategy and embrace all the Company’s initiatives in terms of circular economy through one recognizable identity, Stellantis launched the new label “SUSTAINera”: it represents the dedicated circular economy product lines and services as part of the full parts and services offer and promises sustainable, transparent and affordable products and services to our customers for all brands of vehicles without compromising quality while preserving the environment through decreased waste and less use of our planet’s resources. SUSTAINera is an opportunity to reduce the carbon footprint and raw material consumption (Life Cycle Assessment analysis performed according to a methodology approved by an external independent company, Sphera, shows on average up to 80% of raw material savings and up to

> For more information refer to the 2022 CSR Report section **6.1.5**

> For more information refer to the 2022 CSR Report section **6.1.5**

> For more information refer to the 2022 CSR Report section **6.1.7.3**

> For more information refer to the 2022 CSR Report section **6.1.7.4**

> For more information refer to the 2022 CSR Report section **6.1.4**

> For more information refer to the 2022 CSR Report section **6.1.1**

50% of non-emitted CO<sub>2</sub> for remanufactured and repaired parts corresponding to the best- seller of similar products in Europe when compared to new parts) driving Circular Economy Business Unit to play a key role in the carbon net zero achievement by 2038 >

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

Refer to the paragraph “Reporting concerns - Integrity Helpline” >

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

**Scarcity of materials**

- Integrated in the Materials & 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 >

**Hazardous substances**

- 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) >

**Circular economy**

- 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 for the coordination with engineering, quality, purchasing, manufacturing, after-sales, suppliers and other providers to spread the circular economy mindset >

**CSR issue #15 - Vehicle impact on air quality**

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

- 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.

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

- 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.

> For more information refer to the 2022 CSR Report section **6.1.4**

> For more information refer to the section **4** of this report

> For more information refer to the 2022 CSR Report section **6.1.6**

> For more information refer to the 2022 CSR Report section **6.1.7.3**

> For more information refer to the 2022 CSR Report section **6.1.4**





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

- Low Emission Vehicles (LEVs) generate significantly lower emissions compared to ICE vehicles. Stellantis targets that 100% of its Passenger Cars sold in Europe and 50% of its Passenger Cars and Light Duty Trucks sold in the U.S. will be Battery Electric Vehicles (BEV) by 2030 >
- To achieve these targets, we increase our portfolio of electrified vehicles. For instance, eight battery electric and plug-in hybrid electric vehicles were launched in 2022 (versus 10 in 2021) and 14 are expected to be launched in 2023 >
- In parallel with its electrification strategy, Stellantis develops advanced emission control technologies to minimize environmental impact of internal combustion engines >
  - 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 was launched in mid 2022.
  - Also, Nitrogen Oxides (NO<sub>x</sub>) 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, etc.) to improve reduction of fossil fuel consumption and pollutant emissions >
  - Share of ZEV<sup>5</sup> in global sales mix in 2022 in EU: **11.2% of Passenger Cars** (versus 8% in 2021). On this KPI, the targets are the following: 2025: EU: 34% of Passenger Cars; U.S.: 14% of Passenger Cars plus Light Duty Trucks / 2030: EU: 100% of Passenger Cars; U.S.: 100% of Passenger Cars + Light Duty Trucks >
  - Percentage of nameplates with ZEV<sup>4</sup> offering in 2022 in EU: **14% of Passenger Cars** (versus 15% in 2021). On this KPI, the targets are the following: 2025: EU: 74% of Passenger Cars; U.S.: 60% of Passenger Cars + Light Duty Trucks / 2030: EU: 100% of Passenger Cars; U.S.: 100% of Passenger Cars + Light Duty Trucks >
  - In 2022, 74.5% of ICE Passenger Cars were sold with technology for particulate emissions (versus 73.3% in 2021) to reach values lower than 1.9 mg per km (or 3 mg per mile) for both spark ignition and compression engines >

<sup>5</sup> ZEV = Zero Emission Vehicles (Battery Electric Vehicles)

> For more information refer to the 2022 CSR Report section **6.2.3.2**

> For more information refer to the 2022 CSR Report section **6.2.3.2**

> For more information refer to the 2022 CSR Report section **6.2.7.1**

> For more information refer to the 2022 CSR Report section **6.2.6**

> For more information refer to the 2022 CSR Report section **6.2.2**

> For more information refer to the 2022 CSR Report section **6.2.2**

> For more information refer to the 2022 CSR Report section **6.2.7.1**

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

Refer to the paragraph “Reporting concerns - Integrity Helpline” >.

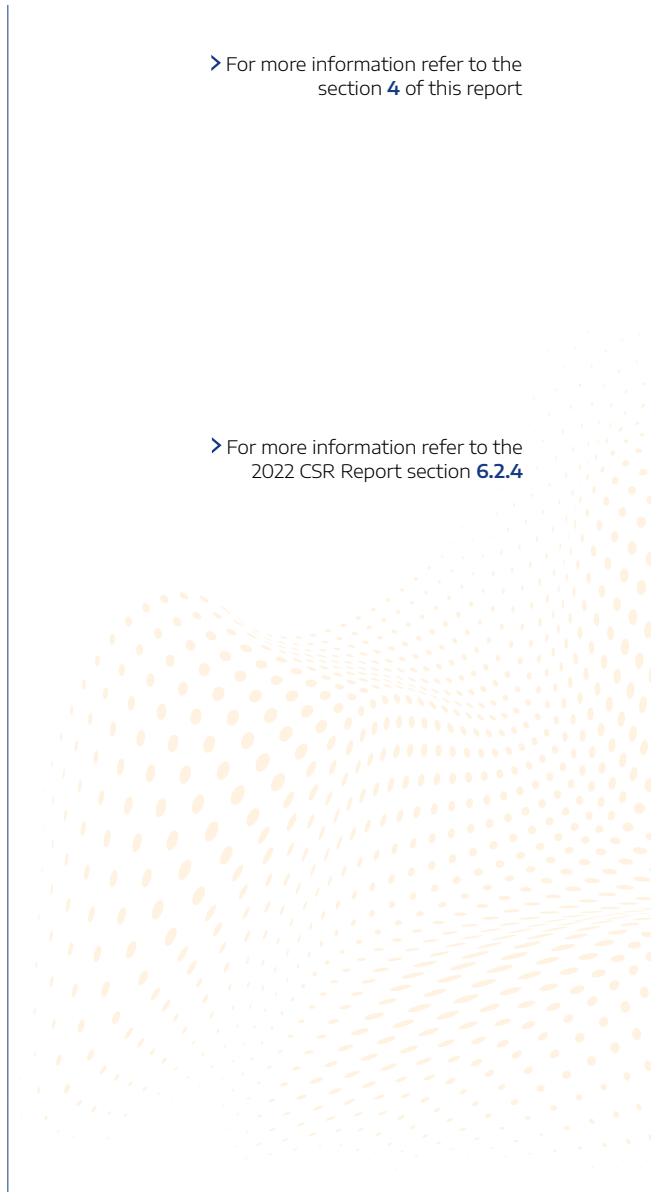
**Measure No. 5: A system for monitoring measures implemented and for assessing their effectiveness**

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 & Regulatory Compliance Manager and other Senior Management in Engineering, Planning, Legal, and related organizations, regarding tailpipe emissions, CO<sub>2</sub> 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 >.

> For more information refer to the section **4** of this report

> For more information refer to the 2022 CSR Report section **6.2.4**



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

The culture of integrity that begins with our governance bodies is based on values that are expressed at all levels and functions in key charter documents and appropriate policies >

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' 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.

Our approach relies on developing a culture of transparency and integrity throughout the Company through the effective deployment of balanced governance, a compliance program that is subject to appropriate outside benchmarking, and effective mechanisms that allow our workforce to alert us of any non-compliance concerns >

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' workforce with external parties, including the avoidance of conflicts of interest and the support of our communities; and
- the protection of Stellantis' assets and information.

The Stellantis Code of Conduct is available under the Governance section on the Company's website > Stellantis policies provide further details and guidance regarding the principles established in the Code of Conduct. These include policies on Anti-corruption, Export Controls, Conflicts of Interest, and others. The policies are tailored to the business of the Company, and emphasize integrity, transparency, compliance with applicable legal or regulatory frameworks, and establish a foundation for sustainability.

> For more information refer to the 2022 CSR Report section **5.1.5**

> For more information refer to the 2022 CSR Report section **5.1.1**

**Read more >**

<https://www.stellantis.com/en/company/governance/code-of-conduct>

The Policies are supplemented by Procedures that give detailed guidance on the implementation of the policies. By the end of 2022, approximately 30 compliance- related Policies and Procedures have been published to supplement the Code, Compliance Policies and Procedures are subject to the review and approval of the Ethics and Compliance Committee [↘](#).

To reinforce ethics and compliance communications, the Ethics and Compliance Committee oversees a multi-year training plan.

In 2022, the Company set out to build an ethical culture for the new Stellantis, emphasizing messages from the CEO and senior leaders about the Code of Conduct and Integrity Helpline [>](#). The training is designed to be user-friendly and viewable on mobile devices.

In 2022, Stellantis continued the anti-corruption training started in 2021: By December 2022, 77,353 people had been trained, comprising 90 percent of the active white collar employees at the end of the year [>](#).

The Company also launched an anti-corruption e-learning training in late 2021 and at the end of September 2022, 29,437 employees had completed the course.

In 2022, Stellantis proposed corporate trainings to managers to prevent Fraud and classrooms (The Ethical Leadership Engagement Program) to create an ethical and transparent environment. These classrooms were launched in Q3 is targeted to middle managers of which 8,308 were trained in 2022 [>](#).

**Reporting Concerns - Integrity Helpline**

After Stellantis merged the former PSA and FCA whistle-blower systems, the current Stellantis' Whistleblowing System, known as the Integrity Helpline, is a global tool to register concerns, disclose conflicts of interest or to request advice about Company policies, anonymously if so desired by the reporter and if permitted by law.

The Stellantis Integrity Helpline is available 24/7 by phone or web and 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 continues to be provided by a specialized independent service provider and used for reporting investigations by trained and skilled resources.

It is open to workforce members, business partners and other stakeholders and is accessible on Stellantis' website under [↘](#).

This system is open to employees, employee representatives, suppliers and other stakeholders [>](#). Reports may be made anonymously unless local law provides otherwise. The confidentiality of the individual(s) involved in a case is paramount, and no external party is involved unless absolutely necessary to resolve a case and then only with appropriate confidentiality safeguards. Reports are investigated via the Company's disciplinary and grievance procedure. The investigations are conducted with neutrality and respect in order to check and verify the facts. They are carried out systematically with actions taken based on the conclusions and are tracked until their completion. We apply corrective actions to confirmed

**Read more** [↘](#)

<https://www.stellantis.com/en/company/governance/corporate-regulations>

[>](#) For more information refer to the 2022 CSR Report section **5.1.1**

[>](#) For more information refer to the 2022 CSR Report section **5.1.7**

[>](#) For more information refer to the 2022 CSR Report section **5.1.7**

**Read more** [↘](#)

<https://secure.ethicspoint.eu/domain/media/en/gui/102375/index.html>

[>](#) For more information refer to the 2022 CSR Report sections **3.1.7** and **7.1.5**

violations of the Code. All cases are investigated via the Company's Integrity Helpline - Whistleblowing Policy. In 2022, 1,862 issues (versus 1,524 in 2021) were reported via the Stellantis Integrity Helpline >.

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.

In 2022 as in 2021, in addition to the Integrity Helpline, workforce members have had the ability to raise questions about the Code or report of potential violations to their direct supervisors and the Human Resources, Compliance, and Legal Department >.

**Controls >**

Internal Audit and Compliance Department includes regulatory compliance and the Ethics and Compliance Program within the scope of its annual audit plan. Pursuant to Audit & Compliance's risk assessment methodology, certain compliance related topics such as adherence to policies dealing with competition, anti-corruption, data privacy , export controls etc. may be selected for audit.

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.

As mentioned in section 5.1.3 >, 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 >.

> For more information refer to the 2022 CSR Report section **3.1.7**

> For more information refer to the 2022 CSR Report section **5.1.7**

> For more information refer to the 2022 CSR Report section **5.1.7**

> For more information refer to the 2022 CSR Report section **5.1.3**

**Read more >**

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## 5 SAFE HARBOR STATEMENT

This document contains forward-looking statements. In particular, statements regarding future financial performance and the Company's expectations as to the achievement of certain targeted metrics, including revenues, industrial free cash flows, vehicle shipments, capital investments, research and development costs and other expenses at any future date or for any future period are forward-looking statements. These statements may include terms such as "may", "will", "expect", "could", "should", "intend", "estimate", "anticipate", "believe", "remain", "on track", "design", "target", "objective", "goal", "forecast", "projection", "outlook", "prospects", "plan", or similar terms. Forward-looking statements are not guarantees of future performance. Rather, they are based on the Company's current state of knowledge, future expectations and projections about future events and are by their nature, subject to inherent risks and uncertainties. They relate to events and depend on circumstances that may or may not occur or exist in the future and, as such, undue reliance should not be placed on them.

Actual results may differ materially from those expressed in forward-looking statements as a result of a variety of factors, including: the Company's ability to launch new products successfully and to maintain vehicle shipment volumes; changes in the global financial markets, general economic environment and changes in demand for automotive products, which is subject to cyclical; the Company's ability to realize the anticipated benefits of the merger; the Company's ability to offer innovative, attractive products and to develop, manufacture and sell vehicles with advanced features including enhanced electrification, connectivity and autonomous-driving characteristics; the continued impact of unfilled semiconductor orders; the continued impact of the COVID-19 pandemic; the Company's ability to successfully manage the industry-wide transition from internal combustion engines to full electrification; the Company's ability to produce or procure electric batteries with competitive performance, cost and at required volumes; a significant malfunction, disruption or security breach compromising information technology systems or the electronic control systems contained in the Company's vehicles; exchange rate fluctuations, interest rate changes, credit risk and other market risks; increases in costs, disruptions of supply or shortages of raw materials, parts, components and systems used in the Company's vehicles; changes in local economic and political conditions; changes in trade policy, the imposition of global and regional tariffs or tariffs targeted to the automotive industry, the enactment of tax reforms or other changes in tax laws and regulations; the level of government economic incentives available to support the adoption of battery electric vehicles; various types of claims, lawsuits, governmental investigations and other contingencies, including product liability and warranty claims and environmental claims, investigations and lawsuits; material operating expenditures in relation to compliance with environmental, health and safety regulations; the level of competition in the automotive industry, which may increase due to consolidation and new entrants; the Company's ability to attract and retain experienced management and employees; exposure to shortfalls in the funding of the Company's defined benefit pension plans; the Company's ability to provide or arrange for access to adequate financing for dealers and retail customers and associated risks related to the establishment and operations of financial services companies; the Company's ability to access funding to execute its business plan; the Company's ability to realize anticipated benefits from joint venture arrangements; disruptions arising from political, social and economic instability; risks associated with the Company's relationships with employees, dealers and suppliers; the Company's ability to maintain effective internal controls over financial reporting; developments in labor and industrial relations and developments in applicable labor laws; earthquakes or other disasters; and other risks and uncertainties.

Any forward-looking statements contained in this document speak only as of the date of this document and the Company disclaims any obligation to update or revise publicly forward-looking statements. Further information concerning the Company and its businesses, including factors that could materially affect the Company's financial results, is included in the Company's reports and filings with the U.S. Securities and Exchange Commission and AFM.

