

## Stellantis Stakeholder Engagement Policy

This policy as referred to in best practice provision 1.1.5 of the Dutch Corporate Governance Code of 20 December 2022. Stellantis N.V. has adopted this Policy on December 18, 2023.

### Purpose

Stellantis believes that long-term success is achieved by linking economic growth with respect, financial performance with social responsibility, and industrial development with environmental stewardship. This Stakeholder Engagement Policy outlines Stellantis' commitment to create and share value by engaging in long term relationships with its Stakeholders (defined below) through dialogue in a transparent, meaningful, and ethical manner on the sustainability aspects of the Company's strategy.

### Scope

This Stakeholder Engagement Policy applies to all Stellantis employees and contractors, and it encompasses interactions with customers, suppliers, investors, employees and unions, government agencies, local communities, advocacy groups and other entities and persons that engage with Stellantis regarding the sustainability aspects of its strategy (collectively, the "Stakeholders").

### Governance

It is the responsibility of the Stellantis corporate communication & CSR officer to implement this, Policy. Understanding that different Stakeholders may involve specialized topics and may require different approaches, the Stellantis corporate communication & CSR officer may call upon one or several other organizations within Stellantis to effectively implement the Policy.

The Stellantis corporate communication & CSR officer shall regularly update the ESG (Environmental, Social, and Governance) committee of the Board of Directors or any appropriate committees of the Board on relevant Stakeholder dialogues and issues that arise in the implementation of this Policy.

## Stakeholder Engagement Actions

The Stellantis corporate communication & CSR officer shall be responsible for Stakeholder Engagement Actions that contemplate:

- Appropriate messaging, communication and/or training initiatives to raise awareness of this Policy and to enable our Stakeholders to engage with the company on Stakeholder issues in an effective and efficient manner.
- Regular reviews and updates to reflect changing Stakeholder needs and expectations, changes in the regulatory environment, the results of prior Stakeholder initiatives, and similar factors, in a spirit of continuous improvement.
- Appropriate internal communications with the Stellantis workforce and external communications to Stakeholders through appropriate channels and empowered people.
- Appropriate and effective implementation of this Policy, through methodologies and initiatives that are periodically reviewed for effectiveness in a spirit of continuous improvement.

## Principles

Stellantis is committed to the following principles in its Stakeholder engagement efforts:

- **Transparency:** Stellantis will provide Stakeholders with accurate and timely information regarding our activities, policies, and performance, subject to applicable confidentiality and privacy requirements.
- **Inclusivity:** Stellantis strives to embrace diversity in the range of Stakeholders it engages with, to ensure that a wide variety of interests are duly represented, heard, and respected.
- **Responsiveness:** Stellantis will listen to Stakeholder concerns and expectations respectfully and professionally and commits to carefully evaluating such concerns and expectations for possible future actions.
- **Accountability:** Stellantis will make its best efforts to deliver on commitments we make to Stakeholders.
- **Handling of Information:** Stellantis will adhere to responsible practices relating to the management of information we receive from, and provide, to Stakeholders, including the observance of applicable confidentiality and privacy requirements.

Stellantis reserves the right, however, to decline its participation in dialogues which, in its opinion, are unreasonable, disrespectful, or made in bad faith.

## Stakeholder Identification

Stellantis recognizes that its activities have an impact on many internal and external Stakeholders, and seeks to identify, review, and prioritize a wide variety of Stakeholder groups that are significant to our business environment. Table 1, attached to this Policy, reflects the current priority list of Stakeholder Groups and issues being considered. This list is subject to change as determined by the Stellantis corporate communication & CSR officer in the implementation of this Policy.

## Stakeholder Engagement Process

The Stellantis corporate communication & CSR officer will, in the deployment of this Policy, implement an engagement process that includes the following steps:

1. **Prioritization:** Stakeholders will be prioritized based on a strategic significance analysis that considers the nature of the interests represented by the Stakeholder, the impact of our activities on the Stakeholder and other similarly situated parties, the impact to Company's reputation and other factors. This analysis will notably be guided by the Stellantis CSR materiality matrix update process, which involves consulting with external Stakeholders to identify the most relevant planet and people related matters.
2. **Feedback and Action:** the Stellantis corporate communication & CSR officer will analyze Stakeholder feedback, share findings internally, and take reasonable and appropriate action to address concerns and improve. We will communicate the results of our actions to affected Stakeholders as appropriate and in line with protections for confidentiality and privacy.
3. **Continuous Dialogue:** Stellantis encourages Stakeholder dialogue in all its business activities via appropriate channels. The Integrity Helpline (available at LINK) is always available for Stakeholder input. Beyond that, all Stellantis organizations that interact with Stakeholders have the responsibility to apply the principles set forth in this Policy, and to update the Stellantis corporate communication & CSR officer in relation to such interaction, to ensure a holistic and coordinated approach to our engagement with Stakeholders.
4. **Continuous Improvement:** the Stellantis corporate communication & CSR officer will periodically evaluate the effectiveness of the Stakeholder engagement process and implement such improvements as are necessary or desirable to maximize the creation and sharing of value in our long-term relationships with our Stakeholders.

An example of one of Stellantis' Stakeholder Engagement initiatives is the creation of the Freedom of Mobility Forum, which became operational in 2023, is an international gathering of problem-solvers from industry, academia, government, and civil society committed to fact-based discussions that challenge the status quo, expand perspectives, and identify how best to enable safe, affordable and sustainable freedom of mobility for a society facing the implications of global warming.

**Table : Stakeholder Groups and Topics**

STAKEHOLDER GROUPS	STAKEHOLDER CATEGORIES	MEANS OF DIALOGUE	MAIN TOPICS	
Clients	Private customers, consumer groups and other road users organizations	<ul style="list-style-type: none"> <li>Brand websites</li> <li>Dealership networks</li> <li>Customer Relations teams</li> <li>Consultation with consumer panels</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction surveys and market research</li> <li>Company's social media</li> </ul>	<ul style="list-style-type: none"> <li>Quality of products and service</li> <li>Environmental performance of vehicles</li> <li>Road safety</li> <li>Sustainable mobility</li> </ul>
	BtoB clients including dealership network	<ul style="list-style-type: none"> <li>Fleet sale team: direct engagement and participation in tenders</li> <li>Training on sales and marketing</li> <li>Analysis of periodic customer satisfaction surveys</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of financial performance and forecasts</li> <li>Analysis of all types of risks (including ethical) before contracts are signed</li> </ul>	<ul style="list-style-type: none"> <li>Financial and strategic performance</li> <li>Quality of products, service and customer satisfaction</li> <li>Environmental performance of vehicles and manufacturing facilities</li> <li>Sustainable mobility</li> </ul>
Employees	Employees	<ul style="list-style-type: none"> <li>Internal communication (town halls, newsletters, employee portal, events, awareness campaigns, etc.)</li> <li>Direct dialogue with management</li> </ul>	<ul style="list-style-type: none"> <li>Suggestion collection processes</li> <li>Periodic satisfaction surveys</li> <li>Training</li> </ul>	<ul style="list-style-type: none"> <li>Strategy, specifically decarbonization, economic and commercial results</li> <li>Market conditions</li> <li>Workforce related topics such as diversity, learning, health and safety, etc.</li> <li>Company transformation, impact on skills, new ways of working</li> <li>Career path</li> </ul>
	Employee and labor union representatives	<ul style="list-style-type: none"> <li>The Global Works Council</li> <li>The Joint Union-Management Strategy Committee</li> </ul>	<ul style="list-style-type: none"> <li>Collective bargaining agreements and employee relations agreements with labor unions</li> </ul>	<ul style="list-style-type: none"> <li>Strategy, notably decarbonization, economic and commercial results</li> <li>Market contexts</li> <li>Workforce related topics such as diversity, learning, health and safety</li> <li>Company transformation, impact on skills, new ways of working</li> </ul>
Financial Community	Shareholders and other investors	<ul style="list-style-type: none"> <li>Letter to shareholders</li> <li>CSR Report and Annual Report</li> <li>Corporate website</li> </ul>	<ul style="list-style-type: none"> <li>Annual and quarterly financial results</li> <li>Shareholders' Annual General Meeting</li> <li>Investor meetings (including online events on strategy)</li> </ul>	<ul style="list-style-type: none"> <li>Financial and CSR performance</li> <li>Strategy, results and forecasts</li> </ul>
	Financial and SRI analysts	<ul style="list-style-type: none"> <li>CSR Report and Annual Report</li> <li>Corporate website</li> <li>Annual and quarterly financial results</li> </ul>	<ul style="list-style-type: none"> <li>Conferences presenting the company's strategy (roadshows)</li> <li>Responses to questionnaires and requests</li> <li>Discussion sessions</li> </ul>	<ul style="list-style-type: none"> <li>Financial and CSR performance</li> <li>Strategy, results and forecasts</li> </ul>

STAKEHOLDER GROUPS	STAKEHOLDER CATEGORIES	MEANS OF DIALOGUE	MAIN TOPICS	
Partners	Suppliers, partners in cooperation and innovation projects and joint ventures, industry associations	<ul style="list-style-type: none"> <li>Monthly meetings</li> <li>Innovation days</li> <li>Supplier awards</li> <li>Suppliers' convention</li> <li>Products/projects meetings</li> <li>Presence of the Company's delegates in regional automotive industry bodies and trade associations</li> </ul>	<ul style="list-style-type: none"> <li>Supplier relations teams</li> <li>CSR self-assessment questionnaires</li> <li>Responsible Purchasing Guideline</li> <li>Analysis of all types of risks (including ethical) before a contract is signed</li> <li>Sustainability clauses in contracts</li> <li>Joint development programs</li> </ul>	<ul style="list-style-type: none"> <li>Company's projects for products and industrial initiatives</li> <li>Innovation strategy and plan</li> <li>Financial and CSR performance in the supply chain, and other measures to support the company's strategy</li> </ul>
Civil Society	Associations and NGOs	<ul style="list-style-type: none"> <li>CSR Report and Annual Report</li> <li>The Company's social media</li> <li>Meetings</li> </ul>	<ul style="list-style-type: none"> <li>Responses to ad hoc requests</li> <li>Charitable giving</li> <li>Freedom of Mobility Forum</li> </ul>	<ul style="list-style-type: none"> <li>Road safety</li> <li>Human rights in the supply chain</li> <li>Environmental impact of activities across value chain</li> <li>Education and inclusion</li> <li>Freedom of mobility in a decarbonized world</li> </ul>
	Representatives of host communities, including local administrations	<ul style="list-style-type: none"> <li>Events (open days and facilities visits)</li> <li>Meetings and discussions</li> <li>Freedom of Mobility Forum</li> </ul>		<ul style="list-style-type: none"> <li>Economic and social development in host communities</li> <li>Environmental impacts near Stellantis facilities</li> <li>Freedom of Mobility Forum</li> </ul>
	Research and teaching partners; including universities and schools	<ul style="list-style-type: none"> <li>Intern and apprenticeship programs</li> <li>Laboratory space for doctoral/thesis students</li> <li>Open Labs</li> <li>Chairs at universities, engineering schools and business schools in host countries</li> </ul>	<ul style="list-style-type: none"> <li>Awareness campaigns, sites visits and educational events held by the company's facilities with local schools</li> <li>Freedom of Mobility Forum</li> </ul>	<ul style="list-style-type: none"> <li>Innovations on sustainable mobility and related topics (e.g., materials)</li> <li>Freedom of Mobility Forum</li> </ul>
	Public institutions, including Governments, public agencies and regulatory bodies	<ul style="list-style-type: none"> <li>Direct dialogue through ad hoc meetings and institutional channels</li> <li>Participation in working groups and collaborative projects</li> </ul>	<ul style="list-style-type: none"> <li>Freedom of mobility Forum</li> </ul>	<ul style="list-style-type: none"> <li>Financial and CSR performance</li> <li>Strategy, results and forecasts</li> <li>Product launches</li> <li>Investments in plants and technological development</li> <li>Social impacts of the transformation of the automotive sector</li> <li>Freedom of mobility Forum</li> </ul>
	Journalists and Media	<ul style="list-style-type: none"> <li>Direct dialogue</li> <li>Press releases</li> <li>Presentations and press conferences</li> </ul>	<ul style="list-style-type: none"> <li>Auto Shows</li> <li>Corporate and brand websites and social media</li> <li>Freedom of Mobility Forum</li> </ul>	<ul style="list-style-type: none"> <li>Financial and CSR performance</li> <li>Strategy, results and forecasts</li> <li>Product launches</li> <li>Investments in plants and technological development</li> <li>Social impacts of the transformation of the automotive sector</li> <li>Freedom of Mobility Forum</li> </ul>
Environment Groups	Associations and NGOs	<ul style="list-style-type: none"> <li>CSR Report and Annual Report</li> <li>Social media</li> <li>Meetings</li> </ul>	<ul style="list-style-type: none"> <li>Responses to ad hoc requests</li> <li>Joint development programs and protocols</li> <li>Freedom of Mobility Forum</li> </ul>	<ul style="list-style-type: none"> <li>Climate strategy</li> <li>Real-driving emissions</li> <li>Circular economy</li> <li>Environmental impacts of activities</li> <li>Freedom of Mobility Forum</li> </ul>

Table of acronyms:

- BtoB: business to business
- CSR: Corporate Social Responsibility
- SRI: sustainable and responsible investment
- NGO: non-governmental organization