

Memorandum of Understanding
Drive with Pride: Stellantis Vehicle Lease Program for Represented Employees

In the US, Stellantis builds products that invoke passion within our customers due to our innovative designs, cutting edge technology, and the quality built into every one of our vehicles. Stellantis employees are the heartbeat of every Ram and Jeep that comes off the assembly line and serve as the best ambassadors of our brands. It is for this reason that both the Union and the Company believe it is important to create an opportunity for more of our employees to drive our products with pride.

The Union has repeatedly raised concerns that ownership or lease of our vehicles has become out of reach for many employees. In recognition of this, the Company has proposed the inclusion of UAW- represented FCA US LLC employees in a vehicle evaluation lease program. This Company program would allow qualifying UAW-represented employees the ability to get behind the wheel of our products, thereby enhancing their ability to inform and educate prospective customers in their communities.

With a target phased launch of April 1, 2024, this program will permit eligible employees to lease a new Stellantis vehicle under the terms and conditions of the program at a competitive rate and payment terms, with insurance and maintenance included for the duration of the lease. Eligible employees will be permitted to lease one (1) vehicle per employee from a selected array of vehicles. Employees will utilize the online ordering system to select their vehicle as described in the program terms and conditions.

Participant Eligibility Requirements at the Time of Lease:

- Must be a UAW-represented FCA US LLC employee with a minimum of one (1) year of continuous service.
- Must satisfactorily complete the Company Vehicle Program background requirements, which include but are not limited to, verification of the employee's Motor Vehicle Record (MRV) obtained through the Secretary of State Office and must meet all other Program eligibility requirements.
- Must agree to and abide by the vehicle leasing terms, conditions, requirements, and payment schedule as designated by the Company.
- Must have accumulated a minimum of 1850 compensated hours, as defined in Exhibit F, Part B, Article II, Section 2.03(a) in the Exhibits to the PM&P and the OCE Agreements, in the previous twelve (12) months. Hours associated with time on layoff will be calculated at a rate of forty (40) hours per week and included as a component of compensated hours for the purpose of establishing the minimum threshold of 1850 hours.

Details regarding the terms and conditions of the Stellantis Vehicle Lease program are subject change for a number of reasons, including but not limited: court orders or changes in regulation by a government entity; changes in retail pricing, market demand, the cost structure for a model; supply chain interruption; and changes made by the external finance company. To this end, the Company reserves the right, in its sole discretion, to amend, suspend, discontinue, or terminate the Stellantis Vehicle Lease Program for Represented Employees at any time during the term of the 2023- 2028 collective bargaining agreement or during any hiatus period between expiration of that agreement and the effective date of a successor agreement, provided that such changes are made equally for all non-represented employees who are eligible to participate in the Vehicle Lease Program, and will have no obligation to bargain concerning

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PART OF OVERALL TENTATIVE AGREEMENT ON CBA, SUBJECT TO RATIFICATION

its decision to do so. The Union shall be advised in advance of any such action and the Company will bargain with the UAW of the effects of such a decision on represented employees. It is further agreed the implementation of this Program shall not constitute a precedent for future negotiations on this subject.

By agreeing to this Memorandum of Understanding - Stellantis Vehicle Lease Program for Represented Employees, the UAW accepts the terms and conditions outlined above in their entirety. The UAW may opt out of the program with ninety (90) days' notice to the Company.

For the UAW:

For the Company:

Shawn P. Fain
(Signature)

Chris Fields
(Signature)

Shawn P. Fain
(Name)

Chris Fields
(Name)

11-7-2023
(Date)

11-6-2023
(Date)