

UAW Profit Sharing History

| Plan Year* | Avg. BU** Payment | Percentage Factor |
|------------|-------------------|---------------------|
| 1986 | \$500 | Flat \$500 |
| 1987 | \$500 | Flat \$500 |
| 1988 | \$720 | 2.30% |
| 1989 | \$0 | 0.00% |
| 1990 | \$0 | 0.00% |
| 1991 | \$0 | 0.00% |
| 1992 | \$429 | 1.10% |
| 1993 | \$4,300 | 10.50% |
| 1994 | \$8,000 | 17.90% |
| 1995 | \$3,200 | 7.00% |
| 1996 | \$7,900 | 17.30% |
| 1997 | \$4,600 | 10.20% |
| 1998 | \$7,400 | 14.90% |
| 1999 | \$8,100 | 15.90% |
| 2000 | \$375 | 0.70% |
| 2001 | \$0 | 0.00% |
| 2002 | \$460 | 0.80% |
| 2003 | \$0 | 0.00% |
| 2004 | \$1,500 | 2.50% |
| 2005 | \$650 | 1.10% |
| 2006 | \$0 | 0.00% |
| 2007 | \$0 | 0.00% |
| 2008 | \$0 | 0.00% |
| 2009 | \$0 | 0.00% |
| 2010 | \$0 | 0.00% |
| 2011 | \$1,500 | |
| 2012 | \$2,250 | |
| 2013 | \$2,500 | |
| 2014 | \$2,750 | |
| 2015 | \$4,000 | |
| 2016 | \$5,000 | |
| 2017 | \$5,500 | |
| 2018 | \$6,000 | |
| 2019 | \$7,280 | |
| 2020 | \$8,010 | |
| 2021 | \$14,670 | |
| 2022 | \$14,760 | |
| | 1986-2022 | 36 2009-2022 |
| | years | years |
| | | 12 |

Total Payments \$122,854 \$74,220

*Amounts for each plan year are paid in the first quarter of the following year.

**Payment amounts represent both hourly and salaried bargaining unit employees.

Notes:

- 1) In 1985 negotiations, Chrysler and the UAW agreed to \$500 payments for the 1986 and 1987 plan years and to negotiate a profit sharing agreement for the 1988 plan year.
- 2) In 2010, there was no profit sharing payment; however, Chrysler paid a \$750 discretionary bonus to its employees.
- 3) In 2011, Chrysler and the UAW agreed to pay profit sharing based on all North American profits, which was 85% of worldwide profits.
- 4) In 2015, FCA US and the UAW agreed to pay profit sharing based on the adjusted EBIT margin performance of the North American region reported in the FCA N.V. financial results and on individual compensated hours.
- 5) With the 2019 payment, the Company began reporting the eligible profit sharing amount employees could receive.

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