

Stellantis Announces 2023 Profit Sharing for UAW-Represented Employees

February 15, 2024, Auburn Hills, Mich. - As a result of the company's 2023 North American financial performance, Stellantis announced today the eligible profit sharing amount of \$13,860 for its UAW-represented workforce.

Actual payments will be based on individual compensated hours and payable on Feb. 29, 2024. Approximately 38,000 employees are eligible to receive the payment.

"This profit sharing payment recognizes the efforts of our UAW-represented workforce who helped deliver the strong financial results Stellantis released today," said Carlos Zarlenga, COO, Stellantis North America. "As one of the highest payments in the company's history, it clearly demonstrates that we value our employees' contributions and are committed to rewarding them when their performance supports the company's success."

With this payment, eligible profit sharing for U.S. bargaining unit employees has exceeded \$51,300 under the terms of the 2019 labor agreement.

The 2023 profit sharing payment was calculated on the terms negotiated as part of the 2019 UAW-FCA Collective Bargaining Agreement, based on the year-end Adjusted EBIT margin of the North American region reported in the Stellantis N.V. year-end financial results.

Stellantis North America

Stellantis (NYSE: STLA) is one of the world's leading automakers, aiming to provide clean, safe and affordable freedom of mobility for all. In North America, it's best known for producing and selling vehicles in a portfolio of iconic, innovative and award-winning brands, including Jeep®, Chrysler, Dodge//SRT, Ram, Alfa Romeo and Fiat. Stellantis is executing its [Dare Forward 2030](#), a bold strategic plan that paves the way to achieve the ambitious target of becoming a carbon net zero mobility tech company by 2038, while creating added value for all stakeholders.

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