

STELLANTIS

# Shaping the Future of Mobility

MOVE BEYOND  
TOMORROW



14 ICONIC BRANDS  
UNITED BY PURPOSE



PEOPLE. TECHNOLOGY.  
PERFORMANCE.



LEADING THE WAY TO  
A SUSTAINABLE FUTURE



# INTRODUCTION

Stellantis is one of the world's largest automotive manufacturers and mobility providers, formed through the merger of Fiat Chrysler Automobiles and Groupe PSA. The company was established with the vision of creating a global leader in sustainable mobility by combining decades of automotive excellence, technological innovation, and manufacturing expertise. With a presence in more than 130 countries and industrial operations in over 30 nations, the company serves millions of customers worldwide through a broad portfolio of vehicles, mobility services, and advanced transportation technologies. The company is committed to delivering safe, clean, affordable, and connected mobility solutions that meet the changing needs of modern consumers.

The company operates through a powerful portfolio of 14 iconic automotive brands, including Jeep, Ram, Dodge, Chrysler, Fiat, Peugeot, Citroën, Opel, Vauxhall, Alfa Romeo, Maserati, Lancia, DS Automobiles, and Abarth. Each brand carries its own heritage, identity, and market positioning, allowing the company to serve a wide range of customers from mainstream consumers to luxury and performance enthusiasts. In addition to vehicle manufacturing and sales, the company is actively investing in electric vehicle technology, software development, autonomous driving systems, and smart mobility services to strengthen its role in the future of transportation. The company also focuses heavily on research, engineering, and innovation to improve efficiency, sustainability, and customer experience across all business segments.



Guided by its purpose of providing “Freedom of Mobility,” the company places strong emphasis on sustainability, operational excellence, and technological advancement. The company aims to achieve carbon net-zero emissions by 2038 while creating long-term value for customers, employees, business partners, and shareholders. Supported by a diverse workforce of approximately 260,000 employees, the company promotes a culture of collaboration, inclusion, and continuous improvement across its global operations. Through strategic investments, strong brand recognition, and a commitment to innovation, the company continues to position itself as a major force shaping the future of the global automotive and mobility industry.

# INTRODUCTION

Across every region we serve, our work is guided by the principles that define who we are and how we show up for customers, communities, and one another:

## **GROUNDING IN SHARED VALUES**

The company operates with a strong foundation of shared values that guide its culture, business practices, and relationships across the globe. Integrity, collaboration, accountability, diversity, and innovation remain central to the company's decision-making process and long-term vision. These values help create a workplace environment where employees are encouraged to contribute ideas, work together, and support sustainable growth while maintaining the highest ethical standards.

## **POWERED BY ICONIC BRANDS**

The company's success is driven by a diverse portfolio of globally recognized automotive brands, each with its own rich heritage, identity, and loyal customer base. Brands such as Jeep, Fiat, Peugeot, Chrysler, Dodge, Maserati, Ram, and Alfa Romeo allow the company to serve a wide range of markets, from everyday mobility to luxury and performance vehicles. By combining the strengths of these iconic brands with advanced engineering and innovation, the company continues to strengthen its leadership in the global automotive industry.

## **RELENTLESSLY CUSTOMER-FIRST**

The company places customers at the center of everything it does, focusing on delivering quality, reliability, safety, and innovation across all products and services. The company continuously works to understand changing customer expectations and develop mobility solutions that improve convenience, driving experience, and sustainability. Through advanced technologies, connected services, and customer-focused innovation, the company aims to build lasting relationships and deliver greater value to drivers worldwide.

## **GLOBAL IN REACH, LOCAL IN PRIDE**

With operations in more than 130 countries and manufacturing facilities across multiple regions, the company combines global capabilities with strong local connections. The company values regional expertise and adapts its products, services, and strategies to meet the unique needs of local markets and communities. At the same time, the company actively contributes to economic growth, employment opportunities, and community development in the regions where it operates.

## **UNITED BY A BOLD AMBITION: SHAPING THE FUTURE OF MOBILITY**

The company is committed to leading the transformation of the automotive industry through innovation, sustainability, and advanced mobility solutions. The company is investing heavily in electric vehicles, smart technologies, software development, and clean energy initiatives to create safer and more sustainable transportation systems. Guided by a long-term vision, the company aims to provide freedom of mobility while reducing environmental impact and shaping the future of global transportation.

STELLANTIS

# FASTLANE 2030

DRIVE | INNOVATE | LEAD

OUR STRATEGY.  
OUR FUTURE.  
MOVING PEOPLE **FORWARD.**



**ANTONIO FILOSA**  
CHIEF EXECUTIVE OFFICER

1

### Sharper portfolio management

Simplified portfolio  
4 Global Brands  
5 Regional Brands  
Pro One

2

### Capital allocation & new technologies

€60B+ investments  
60+ new launches  
Global Tech  
EV competitiveness  
Focus on NA

3

### Strong partnerships

Leapmotor  
Dongfeng  
Tata  
JLR  
Tech. partnerships

4

### Optimized footprint

EE: ~80%<sup>1</sup> by 2030  
NA: ~80%<sup>1</sup> by 2030  
USA: Increase production  
MEA: full capacity

5

### Disciplined execution

€6B+ cost optimization  
Quality: Top quartile  
Faster development cycle  
SFS: €1.5B AOI by 2030

6

### Empowered regions

Every region with tailored plan and execution ownership



FaSTLANE 2030 is the result of months of disciplined work across the Company and is designed to drive long-term profitable growth. With the customer at the center of everything we do, the plan will deliver our purpose – **to move people with brands and products they love and trust** – powered by our unique combination of strengths. ”



We have great people, global scale, unmatched brands, deep regional roots and strong dealer partnerships. Combined with innovation, execution and win-win partnerships, those strengths position us to deliver on our FaSTLANE 2030 ambitions. ”

ONE COMPANY. 14 ICONIC BRANDS. **ENDLESS POSSIBILITIES.**



# FASTLANE 2030 AT A GLANCE

## 1: STREAMLINING A WORLD-CLASS BRAND PORTFOLIO

The company has restructured the management of its brand portfolio and product strategy to improve capital efficiency, reduce overlapping investments, and strengthen long-term profitability. As part of this transformation, the company plans to introduce more than 60 new vehicle launches and 50 major refreshes by 2030 across battery-electric, plug-in hybrid, hybrid and internal-combustion powertrains, creating a broader and more competitive global lineup.

The company has identified Jeep®, Ram, Peugeot and FIAT as its four highest-potential global brands, positioning them at the forefront of future product launches and shared global platforms. Approximately 70% of brand and product investment under the FaSTLANe 2030 strategy will be directed toward these brands and Pro One, Stellantis' commercial vehicles business unit, reinforcing the company's focus on scale, profitability and global growth.

LAUNCHING 60+ PRODUCTS



**60+**  
new  
launches<sup>1</sup>

**29** BEV | **15** PHEV/REEV | **24** HEV | **39** ICE/MHEV

FASTLANE 2030

At the same time, regional brands including Chrysler, Dodge, Citroën, Opel and Alfa Romeo will continue focusing on their strongest markets while benefiting from shared technologies and stronger differentiation. DS and Lancia will operate as specialty brands under Citroën and FIAT respectively, while Maserati's future will be further elevated as a pure luxury brand with two new E-segment vehicles planned and a more detailed roadmap expected in December 2026.

**“Every brand in Stellantis will play a clear role in delivering our FaSTLANe 2030 commitments.”**

# FASTLANE 2030 AT A GLANCE

## 2: ADVANCING GLOBAL PLATFORMS & TECHNOLOGY

The company plans to invest more than €24 billion — approximately 40% of its total R&D and capital expenditures through 2030 — into global platforms, advanced powertrains and next-generation technologies. These investments are aimed at improving efficiency, strengthening competitiveness and simplifying vehicle architectures across the company's global operations. By 2030, the company expects nearly 50% of its annual global volumes to be built on three shared global platforms, including the new STLA One architecture.

The company also plans to expand its multi-energy strategy by introducing new hybrid and battery-electric vehicles alongside highly efficient internal combustion engines. This approach is designed to give customers greater freedom of choice while supporting regional market needs and evolving regulations. By 2030, nearly half of the company's global annual volumes are expected to feature flexible multi-regional powertrain solutions integrated across the portfolio.

### POWER OF GLOBAL SCALE



FASTLANE 2030

The company's technology strategy focuses on delivering practical innovations that improve everyday life for customers. Artificial intelligence will be embedded across the company's technology ecosystem, supporting key platforms including STLA Brain, its scalable software and compute architecture; STLA SmartCockpit, designed to transform in-vehicle interaction; and STLA AutoDrive, its autonomous driving system. All three technologies are expected to launch in 2027, with 35% of global annual volumes projected to feature at least one of these systems by 2030, increasing to more than 70% by 2035.

# FASTLANE 2030 AT A GLANCE

## 3: PARTNERSHIPS THAT COMPLEMENT CORE STRENGTHS

The company is leveraging its unique combination of iconic brands, global scale and strong local presence to build strategic partnerships that accelerate innovation, improve competitiveness and create long-term value. By collaborating with leading automotive and technology companies, the company aims to expand market access, improve manufacturing efficiency and strengthen its position across key global regions.

One of the company's most significant partnerships is with Leapmotor International, which is 51% owned by the company. Together, the companies are expanding their global commercial collaboration through shared purchasing, supplier optimization and industrial cooperation, including plans to share production capacity at facilities in Spain. The company is also strengthening its long-standing relationship with Dongfeng through expanded cooperation in vehicle production, engineering, sourcing and manufacturing across China and Europe. These collaborations are expected to improve cost competitiveness and increase manufacturing efficiency across multiple regions.

### POWER OF PARTNERSHIPS



- Co-develop and co-fund
- Gain access to additional geographies
- Broaden technology optionality
- Increase our manufacturing capacity utilization
- Improve sourcing competitiveness

FASTLANE 2030

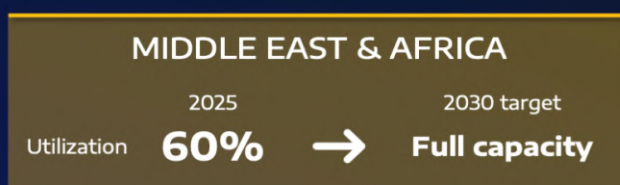
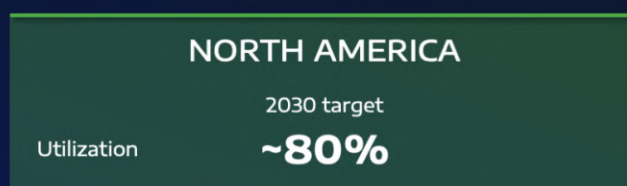
In addition, the company continues to broaden its global partnerships through collaborations with Tata and Jaguar Land Rover, while also advancing next-generation technologies through alliances with Applied Intuition, Qualcomm, Wayve, NVIDIA, Uber, Mistral AI and CATL. These partnerships support the company's development in areas such as artificial intelligence, autonomous driving, software, battery technology and advanced vehicle systems, helping accelerate innovation across the Stellantis portfolio.

# FASTLANE 2030 AT A GLANCE

## 4: OPTIMIZED MANUFACTURING FOOTPRINTS

Under the FaSTLane 2030 strategy, the company is targeting a significant step-up in global manufacturing efficiency by reshaping its industrial footprint around higher production volumes, stronger product momentum, and more localized decision-making across regions. The initiative is designed to improve capacity utilization by aligning supply more closely with market demand, reducing structural inefficiencies, and optimizing the use of existing plants rather than relying on expansion alone. This includes repurposing underutilized facilities, introducing new model allocations, deepening supplier and joint-venture partnerships, and increasing flexibility across production lines to support faster shifts in product mix. Alongside these operational changes, the strategy also emphasizes long-term sustainability of manufacturing sites and the preservation of skilled industrial employment, ensuring that transformation efforts remain balanced with workforce and community considerations.

WE OPTIMIZE OUR INDUSTRIAL FOOTPRINT



Increasing volumes | Sharing capacity | Repurposing plants

FASTLANE 2030

In Europe, the company expects to achieve one of the most substantial structural adjustments, including a reduction of more than 800,000 units of excess capacity through targeted plant repurposing and strategic collaborations, particularly across France and Spain, while progressively increasing regional utilization from about 60% to nearly 80% by 2030. In the United States, the focus is on scaling up demand-driven production, improving plant specialization, and better aligning vehicle allocation with market needs, which is expected to lift utilization levels to around 80% as volumes stabilize and new product cycles mature. In the Middle East and Africa, the strategy leans heavily on localization, with increased in-region sourcing, assembly, and product adaptation enabling more efficient use of manufacturing assets, ultimately targeting close to full capacity utilization by the end of the decade as regional demand and production integration continue to strengthen.

# FASTLANE 2030 AT A GLANCE

## 5: EXCELLENCE IN EXECUTION

FaSTLane 2030 is built around a disciplined and relentless focus on execution excellence, with the overarching goal of strengthening the company's performance across speed, quality, and efficiency in every region where it operates. The strategy reflects a shift toward a more agile and highly responsive industrial model, where decision-making cycles are shortened, operational bottlenecks are reduced, and processes are continuously optimized across the entire value chain. From early-stage product planning to manufacturing and market delivery, the emphasis is on creating a more integrated and efficient system capable of responding quickly to changing customer needs and competitive pressures. This execution-led transformation is also intended to reinforce long-term resilience, ensuring that operational improvements translate into sustained financial performance and stronger customer satisfaction globally.

A major pillar of FaSTLane 2030 is the acceleration of product development timelines, with the Company targeting a significant reduction in vehicle time-to-market to approximately 24 months, compared with development cycles of up to 40 months expected by 2026. This improvement is not only about speed but also about enhancing coordination between design, engineering, and manufacturing functions to ensure that faster cycles do not compromise innovation or product integrity. In parallel, quality remains a central priority, with the strategy building on the measurable improvements achieved in the year prior to its launch and setting an ambition to reach top-quartile quality performance across all regions throughout the plan period. This reflects a long-term commitment to improving product reliability, reducing defects, and elevating customer experience to match or exceed industry-leading standards in every major market.

On the cost and technology front, FaSTLane 2030 is strongly supported by the multi-year Value Creation Program (VCP), which is expected to deliver approximately €6 billion in annual cost reductions by 2028, compared with a 2025 baseline. These savings are intended to enhance competitiveness while simultaneously creating space for reinvestment in innovation, electrification, and brand development, as well as unlocking additional revenue growth opportunities across commercial operations. A critical enabler of this transformation is the deployment of artificial intelligence, with more than 120 AI-based applications already integrated across the business today, spanning manufacturing optimization, supply chain management, product development, and customer engagement. Together, these digital capabilities are expected to significantly enhance decision-making speed, improve operational precision, and support a more intelligent, data-driven organization capable of executing FaSTLane 2030 objectives at scale.

**“The success of FaSTLane 2030 is built upon the great talent and strong commitment of our Stellantis team. We will execute as one team, hands-on, to deliver incremental, profitable growth for the benefit of all our stakeholders.”**

# FASTLANE 2030 AT A GLANCE

## 6: EMPOWERING REGIONS AND LOCAL TEAMS

Automotive remains a fundamentally regional business, and the company is strengthening its local focus to better meet customer needs across each market. In the year prior to FaSTLane 2030, decision-making was already shifted closer to regions, improving collaboration with customers, dealers, suppliers, unions, and local communities. Under the plan, each region will continue to leverage global scale while developing strategies tailored to local demand, preferences, and market conditions, ensuring faster responses and more effective execution.

In North America, the company targets 25% revenue growth and an AOI margin of 8–10%, driven by 11 all-new vehicles, a 35% volume increase, and a stronger affordable lineup, with major investment—around 60% of €36 billion—allocated to the region. In Enlarged Europe, the focus is on 15% revenue growth and 3–5% margin, supported by new E-Car offerings, C-segment expansion, and improved efficiency through the STLA One platform, along with higher utilization and plant restructuring.

### POWER OF REGIONAL ROOTS



2025 – 2030 Net revenues growth targets in %

#x - Market share 2025 position within the region

FASTLANE 2030

In South America, the company targets 10% revenue growth and 8–10% margins through pickup expansion and stronger regional leadership, while the Middle East and Africa aim for 40% growth and 10–12% margins driven by localization and partnerships. Asia Pacific is expected to deliver 4–6% margins, using an asset-light model and serving as an export hub supporting other regions.

# FaSTLANe 2030 FINANCIAL FRAMEWORK

## CUSTOMER EXPERIENCE POWERED BY STELLANTIS FINANCIAL SERVICES

Stellantis Financial Services (SFS) is a strategic growth engine for the Company, with an increasingly significant contribution to profitability and cash flow. The U.S. operation has already expanded rapidly and will continue to be the main growth area. Stellantis expects additional global growth opportunities, including in insurance and other value-added customer services.

SFS entities already manage more than €85 billion of net receivables<sup>(1)</sup>, including five established captive financial institutions and six established joint ventures across key markets worldwide. The business has upside growth potential, targeting a contribution of more than €1.5 billion of AOI in 2030, with a mid-term return on equity in line with industry benchmarks.

(1) Includes non-consumer financing, consumer financing and lease financing managed by consolidated entities and non-consolidated financial service joint ventures.



### FASTLANE 2030 FINANCIAL TARGETS

Under FaSTLANe 2030, Stellantis has established clear financial objectives to drive long-term profitable growth, accelerate structural value creation, maintain financial flexibility, and generate sustainable shareholder returns:

METRIC	2025 Actual	2026 Guidance	2028 Target	2030 Target
 Net Revenues	€154B	Mid-Single-Digit Increase	€175B	€190B
 Adjusted Operating Income Margin	(0.5)%	Low-Single-Digit Margin	5%	7%
 Industrial Free Cash Flow	€(4.5)B	Improved YoY; Positive in 2027	€3B	€6B



DISCIPLINED  
CAPITAL ALLOCATION



GROWING CONTRIBUTION  
FROM FINANCIAL SERVICES



FOCUS ON  
THE CUSTOMER



LONG-TERM  
VALUE CREATION

# We move people with brands and products they love and trust

Our culture is built on a shared purpose,  
strong values and behaviors that drive  
us forward—together.



## VISION

Creating innovative,  
exciting and accessible  
mobility for today and  
beyond



## MISSION

To serve our customers  
better than anyone and  
exceed their expectations

## VALUES



### Customer First

We put the customer at the  
center of everything we do



### One team, Hands-on

We are passionate about  
working together and  
we are hands-on



### Global strength, Local pride

We are a global company  
with strong regional roots

## BEHAVIORS



### Agility

We anticipate, learn  
and adapt, fast



### Accountability

We execute with  
transparency and  
ownership



### Ambition

We drive change with  
courage and energy

ONE PURPOSE. SHARED CULTURE. ENDLESS POSSIBILITIES.

# THE STELLANTIS CODE OF CONDUCT

The Code of Conduct reflects the company's strong commitment to building a workplace founded on trust, respect, inclusion, and integrity. It is designed to create an environment where employees feel safe to speak up, are treated fairly, and are empowered to perform at their highest potential. The Code provides clear and practical guidance on how to make the right decisions, particularly in complex or challenging situations, ensuring that actions and behaviors consistently align with the company's ethical standards and long-term values. This helps reinforce a unified culture across all levels of the organization.

It emphasizes the importance of doing the right thing by complying fully with all applicable laws, regulations, and internal policies while also safeguarding the interests of the company, its customers, business partners, and the communities where it operates. Integrity is positioned as a core pillar of the company's culture, acting as a key driver of competitiveness, sustainable growth, and long-term trust. This commitment extends across the entire value chain, ensuring that ethical behavior is not limited to internal operations but is embedded in every aspect of business activity and external engagement. It also strengthens accountability and responsible decision-making across global operations.



The Code of Conduct was formally approved by the Stellantis N.V. Board of Directors in March 2021 and subsequently updated in February 2024 to reflect evolving expectations and global standards. It applies to the Board of Directors, all employees—including full-time, part-time, temporary, and contract workers—as well as senior leadership across the organization. In addition, the company extends its expectations of integrity and ethical conduct to external stakeholders, including suppliers, dealers, distributors, and joint venture partners, requiring them to act in accordance with the Code in all business relationships. This ensures consistent ethical alignment across the company's global ecosystem.

# STELLANTIS

MOBILITY FOR ALL

## OUR BRANDS



ABARTH



CITROËN



DS AUTOMOBILES



FIAT



Jeep



Maserati



OPEL



RAM



VAUXHALL



LEASYS



FREE2  
MOVE



ONE GROUP. 16 ICONIC BRANDS.  
INFINITE POSSIBILITIES.

# INNOVATION

At the company, technology is guided by a clear and deliberate purpose: to improve everyday life in ways that are practical, meaningful, and seamlessly integrated into the driving experience. The company believes that innovation should not exist for its own sake, but must be intuitive, human-centered, and designed around real customer needs. This means developing technologies that feel natural to use, reduce complexity rather than add to it, and enhance the overall experience of mobility rather than overwhelm it. From the earliest stages of design, the focus remains on ensuring that every technological advancement contributes directly to comfort, safety, convenience, and overall quality of life.

A central pillar of this approach is the creation of personalized and connected experiences that adapt continuously to the driver and passengers. The company is investing in advanced infotainment systems, intelligent user interfaces, and next-generation driver assistance features that work together to deliver a more responsive and engaging journey. These technologies are designed to entertain, assist, and support users in real time, whether through navigation optimization, predictive maintenance alerts, voice-enabled controls, or adaptive safety systems. Over time, the vehicle becomes more aware of user behavior and preferences, allowing it to deliver increasingly relevant suggestions and functions that make each journey smoother, safer, and more enjoyable.



At the heart of this vision is deep personalization, where technology is tailored to individual needs so that each vehicle feels like a natural extension of its driver. Rather than offering a one-size-fits-all experience, the company focuses on creating adaptable systems that respond to different lifestyles, driving habits, and comfort preferences. This ensures that vehicles are not only efficient and technologically advanced but also emotionally connected to their users. Most importantly, all innovation is purposeful and context-driven, delivering exactly what is needed at the right moment—whether it is enhancing safety, simplifying control, or improving efficiency—so that technology consistently adds real, tangible value to everyday mobility.

# INNOVATION

## OUR VEHICLE PLATFORMS

The company's vehicle platforms are built on modular and highly flexible architectures that are designed to support a broad spectrum of vehicle types and requirements across global markets. This modular approach allows the company to develop multiple models from a shared technological foundation, improving efficiency in engineering, manufacturing, and scalability. By standardizing core components while maintaining flexibility in design, the company can streamline production processes, reduce complexity, and accelerate the rollout of new vehicles across different regions and segments.

These platforms are engineered to accommodate a wide range of powertrains, including internal combustion engines (ICE), hybrid systems, and fully electric vehicles, enabling a smooth transition toward electrification without disrupting existing product portfolios. This multi-energy capability ensures that the company can respond effectively to varying market demands, regulatory environments, and infrastructure readiness across regions. As a result, the company is able to offer diverse mobility solutions globally while maintaining cost competitiveness, technological consistency, and the flexibility needed to adapt to the evolving automotive landscape.



## INTELLIGENT VEHICLES AND SOFTWARE

The company's vehicles integrate advanced software and AI-driven systems designed to deliver highly personalized, connected, and intelligent mobility experiences. These technologies work together to create a seamless digital ecosystem inside the vehicle, enabling real-time data processing, adaptive interfaces, and continuous system improvements that enhance the overall driving experience. This ensures that every interaction inside the vehicle becomes more intuitive, responsive, and tailored to individual user needs.

By leveraging AI and connectivity, these systems support autonomous-ready capabilities while improving safety, efficiency, and convenience for drivers and passengers. Features such as predictive assistance, intelligent infotainment, and adaptive vehicle functions ensure that the vehicle responds dynamically to user behavior and road conditions, making each journey safer, smoother, and more efficient. This continuous learning capability allows the vehicle to evolve over time, delivering increasing value throughout its lifecycle.

# INNOVATION

## ALL ON THE ROAD

The company is bringing AI to the road through enhanced driver assistance systems, real-time data processing, and adaptive vehicle technologies that continuously learn and evolve to improve the driving experience. These systems are designed to interpret large volumes of driving and environmental data in real time, enabling vehicles to respond more intelligently to changing road conditions, driver inputs, and safety requirements. This ensures faster, more accurate decision-making that enhances overall driving confidence.

By integrating AI across its vehicle ecosystem, the company aims to make mobility safer, more efficient, and more intuitive for users. Over time, these technologies improve through continuous learning, allowing the vehicle to refine assistance features, optimize performance, and deliver a more personalized and responsive driving experience. This ongoing evolution helps create a smarter and more connected mobility experience for every journey.



## HYBRID, ELECTRIC AND BEYOND

The company offers a diverse range of hybrid, electric, and next-generation propulsion systems that combine performance, sustainability, and innovation to meet the evolving needs of drivers. These powertrain technologies are designed to provide flexible mobility solutions across different regions, ensuring compatibility with varying infrastructure, regulations, and customer preferences. This enables the company to deliver the right technology mix for both current and future mobility demands.

By integrating advanced engineering with electrification strategies, the company aims to deliver efficient and high-performing vehicles without compromising driving experience. This multi-energy approach supports the transition toward lower-emission mobility while maintaining reliability, power, and versatility across its global vehicle lineup. It also reinforces the company's commitment to balancing sustainability goals with real-world usability and performance expectations.

# SUSTAINABILITY

## CARBON NET ZERO: AN AMBITIOUS DECARBONIZATION STRATEGY

As the automotive industry accelerates its transformation to address climate and ecological challenges, the company has defined a clear pathway to reduce its environmental impact and achieve carbon neutrality. The company's strategy focuses on systematically lowering emissions across its operations and products while supporting the broader global transition toward sustainable mobility. This approach is guided by an ambitious roadmap that spans manufacturing, supply chain, and vehicle lifecycle emissions, ensuring that sustainability is embedded in every stage of the business. The company also emphasizes that achieving these goals requires close collaboration and alignment with all stakeholders, including employees, suppliers, and partners, to collectively support the shift toward a low-carbon future.

## A HOLISTIC APPROACH TO CLIMATE CHANGE



# SUSTAINABILITY

## A THREEFOLD STRATEGY TO REDUCE OUR CARBON FOOTPRINT

The company follows a comprehensive threefold strategy to reduce its carbon footprint by addressing all sources of greenhouse gas emissions across vehicles, supply chain operations, and industrial and tertiary sites. The company's carbon net zero approach covers Scope 1, Scope 2, and Scope 3 emissions, ensuring a full value chain perspective that goes beyond direct operational impacts. Within this framework, the company has identified nine critical activities that guide its decarbonization journey, combining advanced technologies, operational improvements, and strategic initiatives to minimize emissions and reduce reliance on offsetting.



## VEHICLES

The vehicle pillar represents a central element of the company's carbon reduction strategy, focusing on an aggressive electrification roadmap supported by continuous technological innovation. The company is investing in cutting-edge propulsion systems, including battery electric and hybrid technologies, alongside the development of an integrated battery ecosystem that supports performance, efficiency, and scalability. Innovative mobility solutions are also being introduced to enhance sustainability while meeting diverse customer needs across global markets. In addition, the company is working to improve the energy efficiency and lifecycle emissions of its vehicles, ensuring that environmental performance is considered from design and production through to usage. This transformation is aimed at accelerating the shift toward low-emission mobility while maintaining affordability, accessibility, and driving performance.

## SUPPLY CHAIN AND INDUSTRIAL SITES

The supply chain pillar focuses on reducing upstream emissions through strong collaboration with suppliers and improved logistics efficiency across global operations. The company actively engages its supplier network to promote sustainable sourcing practices, reduce material-related emissions, and encourage the adoption of greener production methods. Optimized logistics systems are also being implemented to lower transportation-related emissions and improve overall supply chain efficiency. In parallel, the industrial and sites pillar emphasizes responsible energy management across manufacturing facilities, offices, and other operational sites. This includes increasing the use of renewable energy, improving energy efficiency, and adopting advanced real estate management strategies to reduce environmental impact. Together, these initiatives create a coordinated system that supports long-term emissions reduction across the entire industrial ecosystem.

# SUSTAINABILITY

## DIVERSITY AND INCLUSION

Our commitment to Diversity and Inclusion is in our DNA, where the Stellantis community represents 165 nationalities across six regions of the world, contributing their unique perspectives and experience. Our employees are committed to creating a fair, respectful and inclusive work environment. We promote equal employment opportunities, where everyone is valued for their contributions to the company.

It is essential to the performance and sustainability of our business as we combine advanced technology and streamlined connectivity to build diverse teams with differences in knowledge, skills, backgrounds, perspectives and experience. Diverse teams allow us to be more agile and deliver quick solutions to the ever-evolving technology and mobility needs of our customers.



## VISION

At the company, meritocracy is a core value and a guiding principle that enables us to build innovative teams who develop products that excite our customers. We continuously reinforce the principle that diverse teams, who are provided with equal opportunities and respectful workplaces, are key to the strength of our business by influencing the development of new ideas and solutions that will shape the future. We promote an environment where all employees are afforded an equal opportunity to succeed. Respecting and following the laws and regulations of all countries where we do business and our continued commitment to our core values enables the company to create a workplace where all our employees can contribute to the company's success.

## SUPPLY CHAIN AND INDUSTRIAL SITES

Our approach is built on three key principles: empowering diversity through meritocracy, respecting local traditions, and creating global alignment while recognizing regional differences. The company promotes an inclusive workplace by providing equal opportunities for growth, training, and career development, while supporting diversity and gender equality through global initiatives and employee engagement programs. At the same time, the company adapts its efforts to regional needs through local programs, community initiatives, and Business Resource Groups across different markets. By combining global standards with local understanding, the company fosters innovation, inclusion, and collaboration while building a stronger workplace and supporting long-term business success.