

STELLANTIS

RETIREE LEASE PROGRAM TERMS AND CONDITIONS

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BASIC PROVISIONS

Length of Term:

The lease term for this program is 12 months (based on in-service date). The penalty for termination prior to the end of the lease is a minimum suspension from participation in the Program of one year and pension/EFT deductions may continue for the duration of the agreed upon lease period. If a retiree participant orders a vehicle against his/her second or third lease eligibility and terminates the first or second lease vehicle (i.e., circumventing system), he/she will lose eligibility under this program.

Eligibility:

All eligible retirees of Stellantis may participate in the Retiree Lease Program subject to any determination of the Ethics & Compliance Committee of Stellantis that an individual retiree is not eligible for the Program as a result of such individual's misconduct or violation of Company ethics policy or other standard. Subject to the foregoing, Company Vehicle Operations retains discretion to determine whether retirees are eligible for the Program. Individuals employed by subsidiaries of Stellantis are not eligible for this Program. Further, former contractors, service agreement workers, leased employees, employees hired on or after January 1, 2004, etc. are not eligible for this Program.

Number of Vehicles Allowed / Length of Term:

Retiree participants may lease up to three (3) vehicles during a lease period (must have at least one additional approved driver for second vehicle or at least two

additional approved drivers for third vehicle). Stellantis will identify which vehicles are available under this Program each model year. If a retiree participant orders a vehicle against his/her second or third lease eligibility and terminates the first or second lease vehicle (i.e., circumventing system), he/she will lose eligibility under this Program.

Authorized Use:

All eligible family members except the retiree are considered ‘dependent’ drivers. Dependents must be added and verified in Benefit Connect prior to retirement - after retirement date, must prove relationship existed prior to retirement and be verified in Benefit Connect to be eligible.

Eligible family member/dependent drivers include the retiree participant’s

- Spouse or domestic partner who is a member of the retiree participant's household
- Dependent children must be:
 - By birth, legal adoption, or legal guardianship of the retiree participant, retiree participant’s spouse or retiree participant’s domestic partner until the end of the calendar year in which they turn 26.
 - Children may not be added as a new participant after they turn 26.
- Fiancés/fiancées, girlfriends/boyfriends, parents, household employees, in-laws, and any other family members, etc. are not eligible family members.
- Retiree participants must list all eligible drivers on the Online Ordering System and motor vehicle records (MVRs) must be obtained for each eligible driver annually through the automated MVR process.

GENERAL REQUIREMENTS AND INSTRUCTIONS

Driver Requirements:

Any driver of a company-owned vehicle is required to have a valid, unrestricted driver’s license or learner’s permit. While possession of a valid driver’s license is a minimum requirement, Company Vehicle Operations reserves to its sole discretion the final determination of whether a particular driving record presents an unacceptable risk that disqualifies a driver from eligibility for participation in its Programs.

- The Company requires an annual motor vehicle record (MVR) review for all eligible company vehicle drivers, including dependent drivers. Before retiree participants can obtain a vehicle, current MVRs must be reviewed and approved for all drivers. This process is automated through our vendor, CEI and is a mandatory requirement. The MVR results will be reviewed by Company Vehicle Operations. As the retiree participant, you will be charged for the cost of the MVR review for yourself and your dependent drivers. The cost is the same as your local Secretary of State or DMV. The fee will be pension/EFT deducted within two pay periods. **Note:** MVRs obtained directly from Secretary of State/DMV will no longer be accepted. We also do NOT accept third party (i.e., on-line service, insurance companies, etc.) or non-certified driver histories.
- Fully licensed dependent(s), between the ages of 16-19 are required to participate in the Road Ready Teen Program by reading and signing the Road Ready Parent/Teen Contract before they can be added as an eligible driver in the program. Dependents with a drivers' or learner's permit are not required to participate in the Road Ready Teen Program until they receive a valid driver license. When driving with a drivers' permit, it is a Company Vehicle Operations requirement to drive with at least one (1) parent or legal guardian at all times.

Reporting Requirements:

Retiree participants are required to notify Company Vehicle Operations if their vehicle is approaching 30,000 miles so that a replacement vehicle can be ordered.

Retiree participants are required to report to Company Vehicle Operations within 72 hours (or if not possible, as soon thereafter as possible) and also send a written explanation, if any of the following driving related issues occur:

- The driver's license of the retiree participant or any of the retiree participant's dependent drivers becomes restricted or suspended
- Drug or alcohol related incidents, involving the retiree participant or any other eligible dependent driver, including MIPs (Minor in Possession), that may limit, restrict, jeopardize, or otherwise effect an eligible driver's ability to safely or legally operate a motor vehicle.
- Accidents involving the retiree participant or any other eligible driver resulting in serious bodily injury or death. Any incident involving a third party or property damage, even if there are no injuries or damage to the company owned vehicle.

- Any drug or alcohol related driving event, involving the retiree participant or any other eligible driver, whether or not the Company Vehicle was involved, including but not limited to, citations, accidents, arrests for felony offenses, and convictions for misdemeanors or felonies.
- Conviction of the retiree participant or any other eligible driver under a criminal statute, code, ordinance or law involving the use of a motor vehicle.
- Any change that affects eligibility of any eligible driver, including but not limited to the retiree participant, spouse, domestic partner and/or a dependent child, must be reported to Company Vehicle Operations within 30 days of the change. (e.g. divorce, marriage, child receives first drivers' license etc.).

Loss of Program Eligibility:

Company Vehicle Operations has sole, exclusive and final authority to investigate program violations or abuse and restrict or permanently revoke program eligibility. An individual who otherwise might qualify to participate in the Retiree Lease Program may lose his/her eligibility for one or more of the following non-exclusive list of reasons:

- Failure to abide by the terms and conditions of the Program.
- Failure to follow instructions from Company Vehicle Operations.
- Failure of the retiree participant or any other eligible driver to obey state or federal driving laws.
- Any drug or alcohol related incident, involving the retiree participant or any other eligible driver, including MIPs (Minor in Possession), that may limit, restrict, jeopardize, or otherwise effect an eligible driver's ability to safely or legally operate a motor vehicle.
- Any drug or alcohol related driving event, involving the retiree participant or any other eligible driver, whether or not the Company Vehicle was involved, including but not limited to, citations, accidents, arrests for felony offenses and convictions for misdemeanors or felonies.
- Conviction of the retiree participant or any other eligible driver under a criminal statute, code, ordinance or law involving the use of a motor vehicle.
- License restriction of the retiree participant or any other eligible driver based on any drug or alcohol related driving event.

- Driving while license is restricted or suspended (related to driving history for the retiree participant or any other eligible driver).
- Excessive driving infractions for the retiree participant or any other eligible driver.
- Failure to pay fines, tickets or toll charges.
- Failure to timely report a drug or alcohol related incident involving the retiree participant or any other eligible driver, including MIPs (Minor in Possession), that would limit, restrict, jeopardize, or otherwise effect an eligible driver's ability to safely or legally operate a motor vehicle to Company Vehicle Operations (within 72 hours or as soon as possible).
- Failure to timely report accidents involving the retiree participant or any other eligible driver resulting in serious bodily injury or death to Company Vehicle Operations (within 72 hours or as soon as possible).
- Failure to cooperate fully in the Company's investigation into accidents, lawsuits, and damage to company-owned vehicles, which includes timely responding to representatives from Gallagher Bassett Services, Inc. (within 48 hours or as soon as possible).
- Providing inaccurate, false or incomplete information when reporting a damage claim, reporting an accident or in response to a Company Vehicle Operations inquiry.
- Failure to report a retiree participant's or any other eligible driver's restricted or suspended license to Company Vehicle Operations.
- Refusal of Sobriety or Breathalyzer test (by the retiree participant or any other eligible driver).
- Driving while distracted, including but not necessarily limited to texting while driving.
- Failure to take delivery of an ordered vehicle.
- Excessive vehicle damage claims and/or excessive accident history for the retiree participant or any other eligible driver.
- Off-road vehicle use (e.g. off-road trails, four-wheeling, racing, etc.).

- Abuse or neglect of company-owned vehicles, including failure to perform required maintenance and/or repair vehicle.
- Providing vehicles to ineligible person(s), including but not limited to, any person without a valid, unrestricted (relating to driving history) drivers' license.

Permittee Use:

Retiree participants are encouraged to promote Stellantis products by using the vehicles for demonstration rides and loaning them to prospective customers (permittee) for a period not to exceed seven consecutive days within a one-year period.

- It is the responsibility of the retiree participant to confirm the permittee has a valid, unrestricted driver's license.
- If a retiree participant provides a lease vehicle to an ineligible person(s) such as fiancé/fiancée, girlfriend/boyfriend, parents, household employees, in-laws, etc. for more than 7 days, he/she will lose eligibility to participate in the Company Vehicle Program.
- Retiree participants are required to maintain a personal record of permittee usage to help reduce corporate liability.

Ownership:

The agreement between Stellantis and the retiree participant will be one of lease only, with Stellantis or its assignee maintaining the title to the vehicle.

Illegal and/or Unauthorized Use:

The retiree participant, his/her spouse, domestic partner, dependent children and/or permittees have no right to use the company-owned vehicle except as provided in these guidelines.

- The retiree participant may not sub-lease, rent, sell, assign, mortgage, or otherwise transfer or to attempt a transfer to any person any interest in the vehicle. No liens may be recorded on company owned vehicles.
- The vehicle shall not be used for off-roading, racing or to display any advertisement or for any personal businesses such as lawn services,

towing/hauling, etc. The vehicle may also not be used for any non-Stellantis business purpose or as transportation for any businesses such as sales (real estate, pharmaceutical etc.), or any delivery service such as pizza delivery, Amazon, Uber Eats, Door Dash etc. The vehicle shall also not be used in a rideshare platform (e.g. Uber, Lyft, etc.) or any car sharing platform (e.g. Turo, Getaround, etc.).

- It is permissible to use the vehicle for volunteer/non-profit use, provided that the vehicle is driven by someone who is authorized to drive the vehicle under the Lease Program.
- The vehicle shall not be used in an illegal manner or for any illegal purpose.
- The vehicle shall not be used for the transportation of persons or property for hire other than “car pool” arrangements in which the compensation received approximates the cost of the vehicle’s operation.
- The vehicle shall not be moved or operated in any location outside the United States or Canada without the prior written consent of the Secretary of the Company Vehicle Operations Committee.

Government agencies, including but not limited to, the United States Customs Service, have policies of seizing and detaining motor vehicles used by persons in connection with suspected criminal activity including the transportation of drugs or alcohol. All costs, expenses, fines and penalties that may be assessed by a government agency associated with any such seizure and/or detention of a leased company vehicle will be the sole responsibility of the retiree participant. The retiree participant will defend, indemnify and hold Stellantis harmless from and against any claims, demands, liability, losses, costs, expenses, damages, penalties and fees related to or connected with the seizure and detention of company-owned vehicles and the recovery of such vehicle from government seizure and/or detention.

Vehicle Negligence/Modifications:

Retiree participants may be responsible for up to 100% of repairs if they are due to negligence or if they are due to modifications were not approved by Company Vehicle Operations. **Examples of negligence include, but are not limited to**, interior or exterior damage that is caused by the Retiree participant or any driver or occupant of the vehicle, such as spills, upholstery tears or burns, wrong fuel used in the vehicle,

damage from ice scraping, pet damage, cracked or damaged radio screens, damage caused by loading, unloading or transporting cargo, improperly secured tonneau covers etc.

In addition, repairs performed by an independent facility are not authorized and are not reimbursable. Any damage costs resulting from an unauthorized repair at an independent facility are the responsibility of the retiree participant.

Company Vehicle Operations has sole, exclusive, and final authority to determine responsibility for cost of repairs for negligence and/or unauthorized modifications.

Safe Driving:

Participants should avoid any activity that would distract the driver and possibly result in him/her having an accident (e.g. cell phone use, texting, reading, eating, etc.). Stellantis strongly encourages participants to use "hands-free" alternatives when talking on cell phones while driving (e.g. Mopar Uconnect systems, Bluetooth headsets, etc.) and requires participants to follow all federal, state and local laws that govern distracted driving, including laws that prohibit or limit the use of hand-held communication devices.

Safety Belts and Child Seat Usage:

Every operator and passenger(s) in company-owned vehicles **MUST** use safety belts when the vehicle is in use. The total number of occupants in any vehicle may not exceed the number of seating locations equipped with seat belts. Further, all children 12 years of age or younger shall be placed in a rear seat, where available, and shall always be buckled up in the appropriate restraint or child seat for their height and weight.

LEASE PAYMENTS

Lease and insurance payments will commence on the day the retiree participant takes delivery of the vehicle. The charges will be prorated during the first and last months of the lease. A Lease Vehicle Receipt & Disclosure Form (LVR) activates and/or deactivates the monthly lease vehicle and insurance deduction. The monthly deduction

is based on a thirty-day month and is taken from an available pension check or checking account (EFT). Retiree participants will electronically sign a Pension Deduction / Lease Agreement Form as part of the online vehicle ordering process permitting Stellantis to deduct from the retiree participant's pension/EFT the amount of the monthly lease and insurance charges and any other charges for damage or missing equipment assessed under the terms of the Program.

Any LVR processed after the pension cut-off date will not be reflected in the monthly deduction until the following month. If a lease and insurance payment is not taken from a pension check/EFT, it will be deducted from the following month's pension check/EFT in addition to the regular monthly payments. If an additional deduction is not possible, the retiree participant is responsible for paying any invoice that is issued. Payment is due immediately upon receipt of the invoice.

Whenever deductions cannot be made from the pension check/EFT, the retiree participant must provide their financial institution's account information to Company Vehicle Operations so that lease vehicle and insurance payments may be taken from a designated electronic funds transfer (EFT) account. The deduction taken from your bank account is for the usage of the vehicle in the prior month.

Monthly lease and insurance charges will continue for vehicles being repaired regardless of the duration of repairs. Monthly lease and insurance charges will continue for stolen or totaled vehicles until the file is closed allowing the vehicles to be removed from service and/or a replacement vehicle (if possible) has been delivered. The charges will be prorated once the vehicle has been removed from service.

If a retiree participant defaults on the monthly lease payment for three consecutive months, a payment plan must be arranged with Company Vehicle Operations or the retiree participant may lose their eligibility to continue in the Program.

If there are any outstanding charges that are not able to be collected, all outstanding amounts will be sent to an outside collections agency for recovery and reported to the credit bureau.

Example Calculations of Lease Payment Adjustments:

Example I

Vehicle exchange occurring on May 5 (before cut-off date):

- Turn-in vehicle lease and insurance rate is \$300
- Replacement vehicle lease and insurance rate is \$325

Turn-in vehicle usage was for 5 days in May.

$\$300 / 30 \text{ days} = \$10 \text{ per day} \times 5 \text{ days} = \$50 \text{ cost to lessee}$

Replacement vehicle usage was 25 days in May.

$\$325 / 30 \text{ days} = \$10.83 \text{ per day} \times 25 \text{ days} = \$270.83 \text{ cost to lessee}$

Lease and insurance deduction for May 31 pension check/EFT is $\$50 + \$270.83 = \$320.83$.

Example II

Vehicle exchange occurring May 22 (after cut-off date):

- Monthly lease and insurance rate of vehicle turned in is \$270
- Monthly lease and insurance rate of replacement vehicle is \$330

Because paperwork was received after the pension cut-off date, the May lease and insurance deduction is \$270.

In June, the deduction will take into account the transaction as follows:

Vehicle turned in will be adjusted for eight days in May.

$\$270/30 \text{ days} = \$9/\text{day} \times 8 \text{ days' usage} = \$72 \text{ credit to the lessee}$

Replacement lease and insurance charge is calculated for part of May and all of June, as follows:

Replacement vehicle usage was 8 days in May (May 22 - May 30).

$\$330 / 30 \text{ days} = \$11 \text{ per day} \times 8 \text{ days} = \$88 \text{ cost to lessee}$

Replacement vehicle usage was 30 days in June= \$330 *cost to lessee*

Lease and insurance deduction for June 30th pension check/EFT is as follows: Total deduction for June = \$88 + \$330 = \$418

Total credit for May in June = \$72

VEHICLE TURN-IN AND DELIVERY INSTRUCTIONS

Turn-In / Delivery Policy:

The lease term for this program is 12 months (based on in-service date). The penalty for termination prior to the end of the lease, is a minimum suspension of Program eligibility for one year and pension/EFT deductions may continue for the duration of the agreed upon lease period.

Retiree participant has only one lease vehicle: If the lease vehicle is turned in prior to the end of the lease, eligibility is suspended for the first, second and third lease vehicles for one year.

Retiree participant has two or three lease vehicles: If one vehicle is turned in prior to the end of the lease, that lease will be subject to the above penalty for one year. The remaining lease vehicles remain unaffected.

If a retiree participant orders a vehicle against his/her second or third lease eligibility and terminates the first or second lease vehicle (i.e. circumventing system), he/she will lose eligibility under this program.

Vehicle Delivery:

All drivers taking delivery of a company-owned vehicle must present their current valid, unrestricted driver's license at the time of vehicle delivery.

Note: drivers may not have a paper license.

All vehicles are to be inspected at the time of delivery by the participant. If the vehicle does not meet the original ordering specifications, please request the delivering facility

to note the discrepancies (missing equipment) on the Lease Vehicle Receipt (LVR). You must notify Company Vehicle Operations within two weeks of taking delivery to correct the problem.

If the vehicle incurred transit damage, the repairs will be made prior to delivery. However, vehicles may be delivered with minor manufacturing defects as long as safety or drivability is not a factor. The driver must accept the vehicle as delivered.

If the vehicle has minor interior or exterior defects, contact your Vehicle Coordinator immediately after taking delivery of the vehicle.

Deliveries/Turn-In Within Southeast Michigan:

- The Southeastern Michigan area includes the following counties: Genesee, Lapeer, Livingston, Oakland, Macomb, Wayne and Washtenaw.
- Vehicles may be delivered and turned in through the Lapeer Road Marshaling Center or a dealership of the retiree participant's choice. Retiree participants will be contacted when vehicles are available for pick up.

Deliveries/Turn-In Outside of Southeast Michigan:

- Delivery and turn-in occurs at a Stellantis Franchised Dealership.

All vehicles are licensed, titled and renewed (tabs) through the Lapeer Road Marshaling Center who will work directly with the dealership. The dealership will complete an Electronic Lease Vehicle Receipt and Disclosure Form (LVR). Obtain a copy of the completed LVR from the dealer and fax a copy to Lapeer Road Marshaling Center at (248) 754-1010.

Vehicle Turn-In Condition:

All vehicles are to be inspected at the time of turn-in by the receiving facility. After the inspection, it is mandatory that the LVR is completed accurately acknowledging any damages and must include signature, date and vehicle mileage. A delay in providing this document will cause a delay in the retiree participants' monthly lease rate adjustment.

Any damage exceeding the standards of the Company Vehicle Wear Square are required to have an accident claim filed and a repair estimate obtained from a franchised dealer. The Wear Square is a tool to measure any damage to the vehicle as well as tire tread depth in order to determine if repairs or tire replacement are necessary. Damage with a repair cost of \$1,000 or more must be repaired prior to turn-in. Wear Squares will be provided by the Lapeer Road Marshaling Center at delivery or can be requested by contacting Company Vehicle Operations.

The overall condition of the vehicle at the time of turn-in must exhibit the following conditions:

- ✓ Vehicle must have a clean interior and exterior which includes vacuuming and must be free of any stickers or decals, loose debris, pet hair, food crumbs/spills etc.
 - Any interior damage exceeding the standards of the Company Vehicle Wear Square will be charged according to the fee schedule published on the Company Vehicle Operations website.
 - Vehicles with extreme odor (including smoke) will be charged for cleaning.
- ✓ Vehicle must have a minimum of ¼ tank of gas.
- ✓ In most cases, vehicle must be restored to its original condition if it was altered in any way from installations of non-factory installed accessories. See Vehicle Modifications page on the Company Vehicle Operations website for complete policy and exceptions.
- ✓ Any vehicle with more than one top (i.e. has dual top option such as Gladiator or Wrangler) must be turned in with the hard top installed and the soft top stored appropriately inside the vehicle.
- ✓ Any vehicle with damage to a tonneau cover, soft top etc. will be charged the full cost for the replacement.
- ✓ Disconnect technology – i.e. mobile devices / Uconnect accounts etc.
- ✓ Vehicle must have the Owners Information Kit containing the vehicle literature (owner's manual) that was originally provided with the vehicle and also the following:
 - A copy of the vehicle registration.
 - Two complete sets of keys.
 - Remote locking devices (if so equipped).
 - All other original vehicle equipment (e.g., jack, lug wrench, spare tire and wheel, etc.) must be returned with the vehicle.
- ✓ Vehicle oil changes must be up-to-date.

- ✓ All tires on the vehicle must meet the minimum requirement of 4/32" tire tread depth.
- ✓ Any damaged or defective tire(s) must be replaced prior to the vehicle turn in date.
 - Replacement tires must match the original equipment or manufacturers' suggested replacement.
- ✓ Any replacement wheels are required to match the original equipment.
- ✓ Windshields must be replaced if the following defects are present:
 - Multiple chips.
 - Multiple bullseyes.
 - Cracking.
 - Single chip exceeding the Company Vehicle Wear Square or any chip with evidence of cracking.

Note: Windshield repairs are not permitted or authorized at any time. Also be reminded that if the driver's visibility is impacted, regardless of the severity of the windshield damage, the windshield must be replaced.
- ✓ All damage over \$1,000 must be repaired. Must provide copy of any repair estimate for body damage (exceeding the Wear Square but under \$1,000 that is not repaired).
- ✓ All open recalls/campaigns must be completed. Please check <http://recalls.mopar.com/> for open recalls/campaigns prior to turn-in.

The retiree participant may incur a fee associated with cleaning, equipment replacement and/or vehicle repair for vehicles that do not meet these requirements. Fee schedule is published on the Company Vehicle Operations website.

SALE OF COMPANY OWNED VEHICLES

Used Vehicle Sale Policy:

Retiree Lease vehicles qualify to be sold under the following conditions:

Normal replacement interval (regardless of mileage):

Within Southeastern Michigan

- For questions regarding the purchase of your vehicle, please contact the Sales Coordinator at the Lapeer Road Marshaling Center by email at vehicleservices@stellantis.com or by phone at 833-550-5783.
- The purchaser must select and contact a dealership to complete the transaction. The retiree participant must inform the Lapeer Road Marshaling Center at the time of turn-in that he/she has a purchaser and complete a Purchase Agreement/Program Provisions Form. The dealership will bring a check for the full amount when picking up the vehicle from the Lapeer Road Marshaling Center. The purchaser will pay the dealer for the vehicle upon delivery.

Outside southeastern Michigan

- For questions regarding the purchase of your vehicle, please contact the Sales Coordinator at the Lapeer Road Marshaling Center by email at vehicleservices@stellantis.com or by phone at 833-550-5783.
- The retiree participant must inform a Stellantis dealership that he/she has a buyer for his/her corporate vehicle. The entire turn-in and purchase process must be performed by the dealership online to www.chryslerdirect.com. When the transaction is complete, the dealership will provide you with a Lease Vehicle Receipt (LVR). The price given does not include taxes and licensing and titling fees.
- A completed copy of the LVR must be mailed or faxed to:

Stellantis
4300 South Lapeer Road
Orion Township, MI 48359
Fax number: 248 754-1010

Prior to normal replacement interval - in addition to the requirements above, if the vehicle has a minimum of 8,000 miles, the vehicle may be sold as follows:

Within Southeastern Michigan

- For questions regarding the purchase of your vehicle, please contact the Sales Coordinator at the Lapeer Road Marshaling Center by email at vehicleservices@stellantis.com or by phone at 833-550-5783.

- If you are purchasing your vehicle and plan to order a replacement, you will complete the complete the Replacement/Transfer Request form found under the Bulletins and Forms tab. The retiree participant may reorder a vehicle whenever ordering is open.
- If you are not planning to order a replacement vehicle, you will complete the Termination form found under the Bulletins and Forms tab.
- If the turned-in Lease vehicle is not sold within 3 business days, the retiree participant must recover it and return the interim vehicle to the Lapeer Road Marshaling Center.

Outside Southeastern Michigan

- For questions regarding the purchase of your vehicle, please contact the Sales Coordinator at the Lapeer Road Marshaling Center by email at vehicleservices@stellantis.com or by phone at 833-550-5783.
- If you are not planning to order a replacement vehicle, you will complete the Termination form found under the Bulletins and Forms tab.
- If the company is in build-out status, no vehicles can be sold or ordered. If the company is not in build-out status the retiree participant will be allowed to order a replacement vehicle whenever ordering is open.

Sale Price:

Financial arrangements for the sale of a vehicle are between the purchaser and the dealer or other financial institutions. A Retiree lease vehicle may be purchased at the Employee Price.

ALTERNATE TRANSPORTATION

When a company-owned vehicle will be out of service for three or more days for reasons other than scheduled maintenance or minor warranty items, participants may obtain a loaner or rental vehicle.

The participant must continue to drive their company-owned vehicle if it is drivable. Do not leave the vehicle at the dealership until parts are available and/or repairs begin. The monthly vehicle lease payment will continue while the lease vehicle is out of service.

The retiree participant will be charged (or not reimbursed) a rate of \$35 per day for the use of the loaner/rental vehicle if the minimum three days out-of-service requirement is not met. The retiree participant will also be charged for each additional day that the loaner/rental vehicle is kept after the repairs are completed.

Participants in Southeastern Michigan – Loaner Vehicles:

Participants in Southeastern Michigan may obtain a vehicle from Lapeer Road Marshaling Center (LRMC) if available. Advance reservations are recommended. At the time of loaner pick up, participants must provide the following information:

- For damage repairs, the claim number
- For warranty repairs, a copy of the dealer work order indicating the problem and an estimate of the days required for repair
- For stolen vehicles, the police department name, city and the report number. If after two weeks the stolen vehicle has not been recovered, the retiree participant must complete and sign a Replacement/Transfer Request Form. This will allow the retiree participant to obtain an interim vehicle from Lapeer Road Marshaling Center. The stolen VIN will be deactivated when the interim is delivered.

Participants must provide the original work order at the time the loaner vehicle is turned-in to the LRMC. The work order must include:

- Date the vehicle went in for repair
- Date the vehicle was repaired and available to be picked up

Participants Outside of Southeastern Michigan – Rental Vehicles:

Participants outside of the Southeastern Michigan area are permitted to rent a vehicle when their company-owned vehicle is out of service and submit a claim for reimbursement. All rentals must be booked using the designated travel agency by calling 669-272-1325 to ensure the Corporate Discount Number is applied (including insurance coverage).

The rate of reimbursement for rental vehicles is \$35 per day for a maximum of \$350 per occurrence. If the repairs are anticipated to exceed 10 days or the maximum rental amount, contact the dealer to determine the reason. You must also contact Company Vehicle Operations for assistance in expediting repairs or if an extension on your rental will be needed.

USE OF A COMPANY-OWNED VEHICLE OUTSIDE THE U.S. OR CANADA

The Company-owned vehicle may not be moved outside of the United States or Canada without the prior written consent of the Secretary of the Company Vehicle Operations Committee.

Stellantis's liability insurance coverage does not extend outside the United States or Canada. If Stellantis consents to the use of the vehicle outside the U.S. or Canada, the retiree participant is responsible for arranging for appropriate liability insurance coverage for the protection of Stellantis, the retiree participant, driver and/or passengers.

VEHICLE OPERATION AND LOCATION DATA

I understand and acknowledge that the vehicle ("Vehicle") I am provided pursuant to the Stellantis Company Vehicle Program is equipped with the Uconnect® platform and associated sensors, devices, equipment, telematics and connected services, and other features (the "Connected Services") and may also include other telediagnostic and telematics equipment (together with the Connected Services, referred to as the "Vehicle Services"). **I further acknowledge and expressly agree that Stellantis may access, receive, collect, use and disclose information from and about this Vehicle and Vehicle Services, which may include driving data, geolocation data, crash notifications and crash data, performance and diagnostic data, and other personal information, as set forth in the Company Vehicle Program Privacy Notice.**

EMERGENCY ROADSIDE SERVICE

Company Vehicle Roadside Assistance Program benefits are provided by Cross Country Automotive Services and include:

- **Automatic Enrollment.** No membership card or number is required.
- **24 Hour Toll Free Stellantis Company Vehicle Assistance Line.** 1-866-864-7684. This line will be answered by trained roadside assistance agents familiar with benefits.
- **Towing Coverage and Dispatch.** The vehicle will be towed to the nearest Stellantis dealer at no cost. Please note that with Fiat vehicles, given the limited number of dealerships, if a long distance tow is required, CCAS will work with the driver to provide the most practical arrangement.
- **Battery Jump.** Service will be covered up to \$100 per event.
- **Emergency fuel delivery.** Fuel will be provided (2 gallons typically) to drive the vehicle to a nearby gas station. Service delivery will be covered up to \$100 per event.
- **Emergency lock out assistance.** CCAS will dispatch a qualified locksmith service to open the vehicle and retrieve keys. If keys are lost, and no other practical means of replacement is available (such as dealer Programmed key and combined key and fob units), CCAS will arrange to transport the vehicle to the nearest dealer for a replacement. This service will be covered up to \$100 per incident. The cost of the key is not covered.
- **Flat Tire Assistance.** CCAS will dispatch a provider to change the tire with a good spare. In the event there is not a good spare, or if the inflator kit on non-spare equipped vehicle does not correct the deflated tire, CCAS will transport the vehicle to the nearest dealer or tire store. This service will be covered up to \$100 per event.
- **Travel Interruption Expense Assistance.** In the event a warranty related mechanical disablement occurs that requires overnight repairs, or an accident that renders the vehicle inoperable while traveling more than 150 miles from home, the retiree participant will be reimbursed up to \$1,000.00 for food, lodging or alternate transportation that is necessary as a result of the

disablement. To file a claim for travel interruption reimbursement, please send your name, address, copies of expense receipts and repair order or accident report, and Vehicle Identification Number to:

Stellantis Company Vehicle Roadside Assistance

Program P.O. Box 9145

Medford, MA 02155

INVESTIGATIONS AND LEGAL PROCEEDINGS

All participants and permittees of company-owned vehicles are required to cooperate fully in the Company's investigation into accidents, lawsuits and damage to company-owned vehicles which includes timely responding to representatives from Gallagher Bassett Services, Inc. (within 48 hours or as soon as possible). In the event that a company-owned vehicle is stolen, vandalized, or otherwise sustains damage, including damage arising out of alleged criminal or civil wrongdoing, the retiree participant and permittee of the vehicle must cooperate with government authorities and Stellantis by signing and filing criminal complaints, participating as witnesses, and taking such other reasonable and necessary action as may be requested.

A participant is not authorized to settle a claim involving a Stellantis owned vehicle.

Service of Process:

Participants served with papers in a lawsuit arising from the use or operation of a Company-owned vehicle must follow the procedures listed below:

- Notify Gallagher Bassett Services, Inc. immediately by calling (248) 475-0215
- Mail or fax all papers served to Gallagher Bassett Services, Inc. within 24 hours after receiving them. The following information should accompany the papers:
 - Date, hour and place of service
 - The manner of service (i.e. personally or by mail); if by mail, include the envelope in which the papers were served
 - All correspondence should be forwarded to:

Gallagher Bassett Services, Inc.

P.O. Box 2934

Clinton, IA 52733-2934

(248) 475-0215

Third Party Contacts:

Any claims or contacts received by telephone or mail from a third party (individual, attorney or insurance company), must be referred or sent immediately to Gallagher Bassett Services, Inc. for handling and reply.

AMENDMENT AND TERMINATION

Stellantis reserves the right, in its sole discretion, to amend the Program at any time and from time to time, without the consent of any person.

Stellantis reserves the right, in its discretion, to suspend, discontinue, or terminate the Program, in whole or in part, at any time and from time to time.

COMPANY DISCRETION

The Program is administered by Stellantis or its designated representative. Stellantis is responsible for formulating and carrying out all rules and regulations necessary to administer the Program and has the sole discretionary authority to make factual determinations and decisions regarding eligibility of retirees and participants in the Program, as well as the discretionary authority to determine all questions, including factual determinations, as to the participation of any individual under the Program. Any decision made by Stellantis or its designated representative is final and binding on all persons and not subject to appeal.