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BASIC PROVISIONS

	Product Evaluation (PE) Program	Vehicle Lease (EL) Program
Length of Term	One model year. Stellantis may request or require that the Employee participant replace the Product Evaluation vehicle more frequently.	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 payroll deductions may continue for the duration of the agreed upon lease period. If an Employee 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
Eligibility	<ul style="list-style-type: none"> Executive roll employees, Senior Managers and above A newly promoted or eligible employee who has a lease vehicle must have it converted to a PE vehicle effective the date of the promotion. If an employee is demoted below senior manager status or terminated, he/she will be immediately ineligible for this program. 	<ul style="list-style-type: none"> Active Professional-Administrative, Management and Executive employees.
Number of Vehicles Allowed	<p>1 PE vehicle</p> <p>Note re: Employee Lease (EL) vehicles - Employee participants with a PE vehicle in service must have at least one additional approved driver if they wish to activate an Employee Lease vehicle, at least two additional approved drivers for a second lease vehicle and at least three additional approved drivers for a third lease vehicle.</p>	<p>Up to 3 EL vehicles</p> <p>Employee Participant must have at least one additional approved driver to activate a second lease vehicle and at least two additional approved drivers for a third lease vehicle.</p> <p>Employee Participants with a PE or Field vehicle in service must have at least one additional approved driver if they wish to activate an Employee Lease vehicle, at least two additional approved drivers for a second lease vehicle and at least three additional approved drivers for a third lease vehicle.</p>

<p>Authorized Use</p>	<ul style="list-style-type: none"> The PE Employee participant is expected to provide his/her PE Program vehicle for business use as a pool vehicle for employees. Use of PE Program vehicles by the Employee participant's spouse, Employee participant's domestic partner or dependent children is prohibited under program rules and tax laws governing this Program. A family member who continues to meet program eligibility requirements and is currently participating in Company Vehicle Operations (i.e. through use of a leased vehicle), may use the PE vehicle on a limited basis, as long as the company executive employee remains the primary driver of the PE vehicle. Eligible dependent children under 21 are prohibited from driving the PE vehicle outside the state of residence of the parent executive employee. 	<p>All eligible family members except the employee are considered 'dependent drivers'. Eligible family member/dependent drivers include the Employee participant's</p> <ul style="list-style-type: none"> Spouse or domestic partner who is a member of the Employee participant's household. Dependent children <u>must be</u>: <ul style="list-style-type: none"> by birth, legal adoption, or legal guardianship of the Employee participant, Employee participant's spouse or Employee 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. Employee Participants must list all eligible drivers on the Company Vehicle Ordering System and verify they are listed on the electronic Lease Agreement and Payroll Deduction Form (PDF) each time a vehicle is ordered. A current motor vehicle record (MVR) must be obtained annually via the automated MVR process for each individual.
<p>Expenses</p>	<ul style="list-style-type: none"> PE Participants must submit all expenses associated with the operation of the PE vehicle (e.g. fuel, car washes etc.) on a business expense report. PE participants located at a facility with on-site fuel availability are required to fuel their vehicles on site only. For PE participants located in facilities or offices without fuel availability, fuel purchases will only be reimbursed for work-related commuting and business travel. Fuel purchases related to personal use of PE vehicles (e.g. vacation travel) are not reimbursable. 	

GENERAL REQUIREMENTS AND INSTRUCTIONS

Driver Requirements:

Any driver of a company-owned vehicle is required to have: 1) a valid driver's license that has been unrestricted (including pending matters resulting in restrictions) for two consecutive years before entering the program, or 2) a 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 Employee 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 Employee 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 payroll 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:

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

Employee 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 Employee participant or any of the Employee participant's dependent drivers becomes restricted or suspended.
- Drug or alcohol related incidents, involving the Employee 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.
- Accidents involving the 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 Employee 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 Employee 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 Employee participant, a 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 driver's 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 Product Evaluation Program or Vehicle 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 the Company Vehicle Program.
- Failure of the Employee participant or any other eligible driver to obey state or federal driving laws.
- Any drug or alcohol related incident, involving the Employee 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 Employee 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 Employee 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 Employee 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 Employee participant or any other eligible driver).
- Excessive driving infractions for the Employee 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 Employee 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 Employee 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 Program inquiry.
- Failure to report the Employee participant's or any other eligible driver's restricted or suspended license to Company Vehicle Operations.
- Refusal of Sobriety or Breathalyzer test (by the Employee participant or any other eligible driver).
- Driving while distracted, including but not necessarily limited to texting while driving (by the Employee participant or any other eligible driver).
- Failure to take delivery of an ordered vehicle.
- Excessive vehicle damage claims and/or excessive accident history for the Employee 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.

- Failure to provide the vehicle for testing upon request.
- Failure to submit and/or participate in the vehicle evaluation reporting process.
- Employee status is changed to Long Term Disability.
- Separation from the company.

Company Business:

Unless a pool or other appropriate company-owned vehicle is available, the Employee participant is expected to use his/her lease or PE vehicle for business travel.

Permittee Use:

Employee 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 Employee participant to confirm the Permittee has a valid, unrestricted driver's license.
- If the Employee 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 Operations.
- Employee participants are required to maintain a personal record of Permittee usage to help reduce corporate liability.

Ownership:

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

Illegal and/or Unauthorized Use:

The Employee 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 Employee 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 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 Employee participant. The Employee 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:

Employee **participants may be responsible for up to 100% of repairs** if they are due to negligence or if they are due to modifications that 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 employee 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 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 Employee 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 and insurance vehicle deduction. The monthly deduction is based on a thirty-day month, and is taken from an available payroll check or checking account. Employee participants will electronically sign a PE/Lease Agreement and Payroll Deduction Authorization Form permitting Stellantis to deduct from the Employee participant's salary 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 payroll 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

payroll check, it will be deducted from the following month's payroll check in addition to the regular monthly payments. If an additional deduction is not possible, the Employee 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 payroll check, the Employee 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 pro-rated once the vehicle has been removed from service.

If the Employee participant defaults on the monthly lease payment for three consecutive months, a payment plan must be arranged with Company Vehicle Operations or the Employee 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 paycheck 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 payroll 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 paycheck 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 payroll deductions may continue for the duration of the agreed upon lease period.

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

Employee 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 the Employee 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 Employee 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 and report any vehicle defects via the PE/ Lease Survey System.

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 employee participant's choice. Employee 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 dealer 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 Employee 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 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 Employee 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

PE and/or 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 Employee 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 Employee 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 Interim/Replacement Request form found under the Bulletins and Forms tab. The Employee 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 PE/Lease vehicle is not sold within 3 business days, the Employee 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 Employee participant will be allowed to order a replacement vehicle whenever ordering is open.

Employee participants no longer eligible to participate in the program due to separation from the corporation (resignation, termination, layoff etc.) may purchase the vehicle(s) in their custody at the time of turn-in at the employee price.

Sale Price:

Financial arrangements for the sale of a vehicle are between the purchaser and the dealer or other financial institutions. A PE and/or EL lease vehicle may be purchased under one of the following pricing categories:

- **Employee Purchase Price:** Purchaser must be the employee, employees' spouse, domestic partner, employee's parents, sons and daughters (including in-laws and stepchildren), brothers and sisters (including in-laws, half and step brothers and sisters) grandchildren and grandparents.
- **Certain Designated Individual (CDI):** All other individuals not listed above.

For questions regarding the purchase of a used vehicles for sale, please email the Sales Coordinator at vehicleservices@stellantis.com or call (833) 550-5783.

VEHICLE EVALUATION, TESTING AND REPORTING

Vehicle Testing:

The purpose of Stellantis' Vehicle Lease Program and Product Evaluation Program is to support product quality initiatives, both initial and long term, through testing, evaluation and feedback. Accordingly, Employee participants agree to make vehicles available for testing, maintenance, repairs or other requirements as determined by the Company. If

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the vehicle is required for evaluation, Employee participants will make the vehicle available within two working days of notification, and alternative transportation will be provided.

Vehicle Reporting:

Employee participants are required to complete and submit a Monthly Vehicle Evaluation Report, and failure to do so may result in loss of program eligibility. The reporting system is web based and is accessible *via* the Company Vehicle Operations website on The Hub. You may be contacted to provide additional information or to arrange a physical inspection of your vehicle. Please do not wait for an engineer to contact you prior to repairing the vehicle. Continue to have scheduled maintenance and repairs performed.

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

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.**

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, Employee participants are encouraged to use department pool vehicles for alternate transportation. If a pool vehicle is not available, a loaner or rental vehicle may be obtained.

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 Employee 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 Employee 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 required. 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 Employee participant must complete and sign a Replacement/Transfer Request Form. This will allow the Employee 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 Committee.

Stellantis' 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 Employee participant is responsible for arranging for appropriate liability insurance coverage for the protection of Stellantis, the Employee participant, driver and/or passengers.

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 Employee 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 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.

DEATH BENEFIT

In the event of the death of an employee, dependent participation terminates. The surviving spouse or domestic partner will be given title to his/her choice of one of the lease/PE vehicle(s) in his/her custody at the time of the Employee's death. Continuing in the Company Vehicle Program is NOT an option. This offer is not extended to children of the deceased employee. Any additional lease/PE vehicles are to be immediately returned to the Company.

If a lease vehicle is declared a total loss, the surviving spouse or domestic partner may order and receive title to a similar vehicle in his/her custody. If an identical vehicle is not available, the Company may substitute a comparable vehicle in accordance with its sole discretion.

The surviving spouse or domestic partner will be responsible for all costs associated with transferring title to a vehicle following the death of the Employee participant, including, but not limited to, costs for re-registration, title transfer, insurance and applicable taxes (including income taxes on the value of the vehicle). The Company will issue a 1099 Form (Federal Tax form) the following January indicating the value of the transferred vehicle. This value represents miscellaneous income to the surviving spouse or domestic partner. Maintenance, Repair and Insurance coverage is terminated by the Company when the surviving spouse or domestic partner receives the vehicle title.

RETIREMENT

Upon retirement from Stellantis, Employee participants will have the option to participate in the Retiree Lease Program, which allows eligible retirees to lease two vehicles (must have at least one additional approved driver for second vehicle). If the Employee participant is currently leasing one or two vehicles at the time of retirement, the Employee participant may continue leasing one or both vehicles. The terms and conditions of the Retiree Lease Program will be made available to eligible individuals upon retirement. Eligibility to participate in the Retiree Lease Program is subject to the terms and conditions thereof, as they may be amended from time to time. **Note: employees hired on or after January 1, 2004 are not eligible to participate in the Retiree Lease Program.**

AMENDMENT AND TERMINATION

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

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

COMPANY DISCRETION

The Company Vehicle 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 Company Vehicle Program and has the sole discretionary authority to make factual determinations and decisions regarding eligibility of retirees and participants in the Company Vehicle Program, as well as discretionary authority to determine all questions, including factual determinations, as to the participation of any individual under the Company Vehicle Program. Any decision made by Stellantis or its designated representatives final and binding on all persons and not subject to appeal.