

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2024</div> <div>This Form is Open to Public Inspection</div>
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: <div><div><input type="checkbox"/> a multiemployer plan</div><div><input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div><input checked="" type="checkbox"/> a single-employer plan</div><div><input type="checkbox"/> a DFE (specify) _____</div></div>
B	This return/report is: <div><div><input type="checkbox"/> the first return/report</div><div><input type="checkbox"/> the final return/report</div><div><input type="checkbox"/> an amended return/report</div><div><input type="checkbox"/> a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here.▶ <input checked="" type="checkbox"/>
D	Check box if filing under: <div><div><input checked="" type="checkbox"/> Form 5558</div><div><input type="checkbox"/> automatic extension</div><div><input type="checkbox"/> the DFVC program</div><div><input type="checkbox"/> special extension (enter description)</div></div>
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.▶ <input type="checkbox"/>

Part II	Basic Plan Information—enter all requested information
1a	Name of plan FCA US LLC UAW PENSION AGREEMENT
1b	Three-digit plan number (PN) ▶ 005
1c	Effective date of plan 08/01/1950
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) FCA US LLC 1000 CHRYSLER DRIVE CIMS 4785-08-64 AUBURN HILLS, MI 48326-2766
2b	Employer Identification Number (EIN) 27-0187394
2c	Plan Sponsor's telephone number 248-576-5741
2d	Business code (see instructions) 336100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/09/2025	STEVEN LANE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 101506
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> <div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 12752 6a(2) 10504 6b 53500 6c 13738 6d 77742 6e 20966 6f 98708 6g(1) 6g(2) 6h 1
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 1B 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan FCA US LLC UAW PENSION AGREEMENT	B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF FCA US LLC	D Employer Identification Number (EIN) 27-0187394
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	11155705594	
b	Actuarial value	2b	11911144663	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	75039	8964636466	8964636466
b	For terminated vested participants	15807	755182329	755182329
c	For active participants	12752	2131534332	2552761750
d	Total	103598	11851353127	12272580545
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). <input type="checkbox"/>			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.07 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	72323319	
b	Expected plan-related expenses	6b	49280528	
c	Target normal cost	6c	121603847	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>JAMES C. FRIES</div> <div>Type or print name of actuary</div> <div>MERCER</div> <div>Firm name</div> <div>ONE TOWN SQUARE, SUITE 1100 SOUTHFIELD, MI 48076</div> <div>Address of the firm</div>	<div>09/09/2025</div> <div>Date</div> <div>23-06416</div> <div>Most recent enrollment number</div> <div>248-945-5523</div> <div>Telephone number (including area code)</div>
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	351458843	606075408
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	6320019	130396087
9 Amount remaining (line 7 minus line 8)	345138824	475679321
10 Interest on line 9 using prior year's actual return of <u>8.81</u> %	29522509	40671424
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		810129330
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.20</u> %		35346129
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		11487895
c Total available at beginning of current plan year to add to prefunding balance		856963354
d Portion of (c) to be added to prefunding balance		856963354
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	374661333	1373314099

Part III Funding Percentages

14 Funding target attainment percentage	14	82.81 %
15 Adjusted funding target attainment percentage	15	82.81 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	86.88 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %
			<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b 4
22 Weighted average retirement age			22 63
23 Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input checked="" type="checkbox"/> Substitute			

Part VI	Miscellaneous Items
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24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
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28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	121603847	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	2109411314	240047765	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	361651612	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	361651612	0	361651612
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input checked="" type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021
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<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<div>A</div> <div>Name of plan</div> <div>FCA US LLC UAW PENSION AGREEMENT</div>	<div>B</div> <div>Three-digit plan number (PN)</div> <div>▶</div> <div>005</div>
<div>C</div> <div>Plan sponsor's name as shown on line 2a of Form 5500</div> <div>FCA US LLC</div>	<div>D</div> <div>Employer Identification Number (EIN)</div> <div>27-0187394</div>

Part I

Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....

Yes

☒

No
- b

If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b)

Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

TOWERS WATSON DELAWARE INC.

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50	NONE	4246965	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

MERCER

ONE TOWNE SQUARE, SUITE 1100
SOUTHFIELD, MI 48076

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	1285514	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

STATE STREET RETIREMENT SERVICES

04-6748526

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	NONE	826978	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FCA US LLC

27-0187394

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14 49 50	PLAN SPONSOR	585589	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

NORTON ROSE FULBRIGHT US LLC

74-1201087

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	223392	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

WEST PUBLISHING CORPORATION

41-1426973

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	NONE	79521	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

BAKER TILLY US, LLP

30-1413443

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	55650	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

OGLETREE DEAKINS NASH SMOAK & STEWA

57-1044820

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	19090	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

US EVALUATION SERVICES LLC

26-1278155

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	NONE	5550	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

<div>SCHEDULE H</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Financial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan FCA US LLC UAW PENSION AGREEMENT		B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 FCA US LLC		D Employer Identification Number (EIN) 27-0187394

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	11155705594	10255300049
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	11155705594	10255300049
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k		
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	11155705594	10255300049

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		167201916
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		167201916

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1018188740	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1018188740
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	4246965	
(4) IQPA audit fees	2i(4)	55650	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)	826978	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	242482	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	44046646	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		49418721
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1067607461

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-900405545
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **BAKER TILLY US, LLP**

(2) EIN: **30-1413443**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		<input checked="" type="checkbox"/>	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		<input checked="" type="checkbox"/>	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		<input checked="" type="checkbox"/>	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>		40000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		<input checked="" type="checkbox"/>	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		<input checked="" type="checkbox"/>	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		<input checked="" type="checkbox"/>	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?		<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		<input checked="" type="checkbox"/>	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		<input checked="" type="checkbox"/>	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 556752.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan FCA US LLC UAW PENSION AGREEMENT		B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 FCA US LLC		D Employer Identification Number (EIN) 27-0187394
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6748526		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3 0
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> Both <input checked="" type="checkbox"/> No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? <input type="checkbox"/> Yes <input type="checkbox"/> No		
11 a Does the ESOP hold any preferred stock? <input type="checkbox"/> Yes <input type="checkbox"/> No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) <input type="checkbox"/> Yes <input type="checkbox"/> No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? <input type="checkbox"/> Yes <input type="checkbox"/> No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: 77.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 7.0 %

High-Yield Debt: 15.0 % Real Assets: 1.0 % Cash or Cash Equivalents: 0.0 % Other: 0.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☒ 10-15 years ☐ 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number_____.

FCA US LLC

Union-Negotiated Defined Benefit Plans

As of and for the Year Ended December 31, 2024

FCA US LLC
Union-Negotiated Defined Benefit Plans

Financial Statements

December 31, 2024 and 2023
As of and for the Year Ended December 31, 2024

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Independent Auditors' Report

To the Participants and Plan Administrator of
FCA US LLC – UAW Pension Agreement

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of FCA US LLC – UAW Pension Agreement (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits and of accumulated plan benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits and of changes in accumulated plan benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year following the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings and certain internal control-related matters that we identified during the audit.

Baker Tilly US, LLP

Chicago, Illinois
October 15, 2025

FCA US LLC

Union-Negotiated Defined Benefit Plans

Statements of Net Assets Available for Benefits

	December 31, 2024
	FCA US LLC - UAW Pension Agreement
Assets	
Plan interest in the FCA US LLC Master Retirement Trust (<i>Note 4</i>)	\$ 10,255,300,049

	December 31, 2023
	FCA US LLC - UAW Pension Agreement
Assets	
Plan interest in the FCA US LLC Master Retirement Trust (<i>Note 4</i>)	\$ 11,555,705,594

See accompanying notes.

FCA US LLC

Union-Negotiated Defined Benefit Plans

Statements of Changes in Net Assets Available for Benefits

	December 31, 2024
	FCA US LLC - UAW Pension Agreement
Additions	
Plan interest in the FCA US LLC Master Retirement Trust investment gain - Net of investment expenses <i>(Note 4)</i>	\$ 167,201,916
Employer contributions	—
Total additions	167,201,916
Deductions	
Benefits paid directly to participants or beneficiaries	1,018,188,740
Administrative expenses	49,418,721
Total deductions	1,067,607,461
Net decrease before other changes	(900,405,545)
Transfers in (out) <i>(Note 8)</i>	—
Net decrease	(900,405,545)
Net assets available for benefits	
Beginning of year	11,155,705,594
End of year	\$ 10,255,300,049

See accompanying notes.

FCA US LLC

Union-Negotiated Defined Benefit Plans

Statements of Accumulated Plan Benefits (rounded)

	December 31, 2024
	FCA US LLC - UAW Pension Agreement
Actuarial present value of accumulated plan benefits	
Vested benefits:	
Participants currently receiving benefit payments	\$ 8,077,179,613
Other vested participants	2,949,960,324
Total vested benefits	11,027,139,937
Nonvested benefits	501,647,001
Total actuarial present value of accumulated plan benefits	\$ 11,528,786,938

	December 31, 2023
	FCA US LLC - UAW Pension Agreement
Actuarial present value of accumulated plan benefits	
Vested benefits:	
Participants currently receiving benefit payments	\$ 8,311,074,214
Other vested participants	3,129,722,443
Total vested benefits	11,440,796,657
Nonvested benefits	664,501,237
Total actuarial present value of accumulated plan benefits	\$ 12,105,297,894

See accompanying notes.

FCA US LLC

Union-Negotiated Defined Benefit Plans

Statements of Changes in Accumulated Plan Benefits (rounded)

	December 31, 2024
	FCA US LLC - UAW Pension Agreement
Actuarial present value of accumulated plan benefits - beginning of year	\$ 12,105,297,894
Increase (decrease) during the year attributed to:	
Benefits paid directly to participants or beneficiaries	(1,018,188,740)
Benefits accumulated	73,397,266
Increase for interest due to decrease in discount period	625,629,122
Discount rate change	(266,330,627)
Change in other actuarial assumptions	
Change in mortality assumptions	(1,795,317)
Other actuarial assumption changes	114,093,267
Demographic (gain)/loss	(103,315,927)
Net decrease in accumulated plan benefits	(576,510,956)
Actuarial present value of accumulated plan benefits - end of year	<u><u>\$ 11,528,786,938</u></u>

See accompanying notes.

Notes to Financial Statements

FCA US LLC
Union-Negotiated Defined Benefit Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 1. Plan Description

The following description of the FCA US LLC - UAW Pension Agreement (the Plan) provides only general information. Participants should refer to the Plan's legal documents for a more complete description of the Plan's provisions.

General

The Plan is a defined benefit pension plan that was established effective on a certain date in 1950. The Plan Sponsor is FCA US LLC (FCA, the Company, the Plan Administrator, or the Plan Sponsor). The Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The current UAW Plan covers hourly non-skilled employees hired before October 29, 2007, hourly skilled employees hired before October 12, 2011, and salaried employees hired before April 15, 2010, that are covered under a national bargaining agreement between FCA and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). Benefit accruals continue for eligible participants under the Plan.

An agreement was reached between the UAW and the Company and was ratified November 20, 2023 (2023 UAW Agreement). The 2023 UAW Agreement includes the following provisions: annual lump sum payments for current retirees, pension rate increases for retirees with benefit commencement dates on or after October 1, 2023, and the merger of the Jeep Plan and AMC Plan into the UAW Plan, effective December 31, 2023.

The purpose of the merger was to consolidate plan administration and financing. The merger was not intended to, and did not, impact the level of benefits that were provided under the AMC Plan, Jeep Plan and the UAW Plan immediately before the merger. Following the merger, each participant in the AMC Plan, Jeep Plan and or UAW Plan on the merger date shall continue to have his or her benefits and rights determined under the terms of the AMC Plan, Jeep Plan and or UAW Plan as in effect immediately before the merger, which terms were incorporated into and became part of the UAW Plan for purposes of defining former AMC Plan, Jeep Plan and or UAW Plan participants' benefit entitlements.

The Jeep Plan covers hourly non-skilled employees hired before October 29, 2007, hourly skilled employees hired before October 12, 2011, and salaried employees hired before April 15, 2010, that are represented by Local No. 12 of the UAW.

The AMC Plan covers hourly employees represented by the UAW Local 75 at Milwaukee, WI and Local 72 at Kenosha, WI. The Plan was closed to new entrants and credited service for purposes of benefit accrual was frozen effective March 19, 1989.

FCA US LLC
Union-Negotiated Defined Benefit Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 1. Plan Description (continued)

The AMC Plan and Jeep Plan were amended and effective January 4, 2021, to provide credited service for vacation time earned by and paid to hourly employees.

The UAW Plan and Jeep Plan were amended January 4, 2021, for required minimum distributions under the Plans as permitted by the Setting Every Community Up for Retirement Enhancement (SECURE) Act of 2019 effective January 1, 2020, and the AMC Plan was amended December 10, 2020, for required minimum distributions under the Plans as permitted by the SECURE Act of 2019 effective January 1, 2020. Additionally, the Plans were amended effective with the 2023 UAW Agreement, for required minimum distributions under the Plans as permitted by the SECURE 2.0 Act of 2022 (SECURE 2.0 Act).

The Jeep Plan was amended January 4, 2021, and AMC Plan was amended on January 6, 2021, to be consistent with the amended provisions of the UAW Plan effective December 16, 2019.

Effective December 18, 2023, the Jeep Plan and AMC Plan were amended to be consistent with the amended provisions of the UAW Plan entered into on November 20, 2023.

Vesting

Full vesting occurs following the fifth year of credited service as defined in the plan documents.

Funding

Employer contributions are determined by an independent actuary, Mercer (US), Inc. FCA contributes such amounts as are necessary to provide assets sufficient to meet the benefits to be paid to participants and satisfy the ERISA minimum funding requirements. The Plan has met the ERISA minimum funding requirements for 2024 and 2023. The contributions are funded on or before the required dates as set forth by ERISA. The Company at its option can contribute more than the minimum required.

FCA US LLC
Union-Negotiated Defined Benefit Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 1. Plan Description (continued)

Plan Termination

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan's provisions in effect at any time during the five years preceding Plan's termination.
2. Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations.
3. All other vested benefits (that is, vested benefits not insured by the PBGC).
4. All nonvested benefits.

Benefits to be provided via contracts under which FCA is obligated to pay the benefits would be excluded for allocation purposes.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal retirement age benefits, early retirement benefits, and certain disability and survivor pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan Sponsor and the level of benefits guaranteed by the PBGC.

Although it has not expressed an intention to do so, FCA reserves the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in the plan documents, the collective bargaining agreements, and ERISA. Upon termination, the net assets of the Plan will be allocated for payment to the participants in an order of priority as prescribed by ERISA and its related regulations and the plan documents.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated plan benefits and may also depend on the financial condition of FCA and the level of benefits guaranteed by the PBGC as well as the priority of those benefits. Some benefits may be fully or partially provided for by the then-existing net assets of the Plan and the PBGC guarantee, while other benefits may not be provided for at all.

FCA US LLC
Union-Negotiated Defined Benefit Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 1. Plan Description (continued)

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in Plan interest in the FCA US LLC Master Retirement Trust investment gain - net of investment expenses line presented in the accompanying statements of changes in net assets available for benefits.

Retirement Age

Normal retirement age is the later of age 65 and 1 year of credited service. Early retirement is permitted at 30 years of credited service, or at least age 55 with 85 age-service points, or age 60 and 10 years of credited service. Special early retirement is permitted at age 55 and 10 years of credited service, or age 50 and 10 years of credited service (if laid off as a result of a plant closing). In addition, participants must meet one of the Special Early Standards, which include plant shutdown, permanent layoff, or inability to perform their work.

Benefits

Participants who are vested and whose benefits commence at or after normal, early or special early retirement age are entitled to receive a monthly pension payment equal to the amount that is assigned to the applicable benefit class code for each year of credited service, as of their retirement date reduced for early commencement, as defined in the plan document.

The Plan's participants accrue an annual retirement credit for each year (or portion thereof) of participation in the plan. The basic pension benefit is equal to the basic pension rate in effect multiplied by the participant's years of credited service. The basic pension rate is based on the participant's assigned benefit class code.

In addition to normal retirement benefits and early retirement benefits, there are supplemental retirement benefits, disability benefits, supplemental disability benefits and death benefits, whose amounts and eligibility requirements are further described in the plan document.

Non-Contributory Benefits

Retirement eligible participants are eligible for a monthly pension benefit payable for their lifetime in an amount equal to the basic benefit rate times credited service, reduced for early commencement, as defined in the plan document. The basic pension rate is based on the participant's benefit class code.

Eligibility for an early retirement supplement, interim supplement or temporary benefit is determined based on credited service and retirement type (e.g., permanent and total disability, special early, etc.). Supplements and the temporary benefit are payable until the participant's age 62 and 1 month.

FCA US LLC
Union-Negotiated Defined Benefit Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 1. Plan Description (continued)

Deferred vested participants are eligible for a monthly benefit payable for their lifetime in an amount equal to the basic benefit rate times credited service, reduced for early commencement, as defined in the plan document. The basic pension rate is based on the participant's benefit class code. Deferred vested participants are not eligible for supplements or the temporary benefit.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes at the date of the financial statements. Actual results could differ from those estimates. Significant estimates include actuarial assumptions used to determine the present value of accumulated plan benefits, such as discount rates, life expectancy, and retirement ages.

Investment Valuation and Income Recognition

The Plan invests in the FCA US LLC Master Retirement Trust (Master Trust) which was established for the investment of assets of the Plan and other FCA sponsored defined benefit retirement plans.

The Master Trust investments are reported at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). See *Note 5, Fair Value Measurements*, for further discussion and disclosures related to fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Investment income consists of interest and dividend income as well as the realized gains or losses on investments sold during the year and the unrealized appreciation (depreciation) on investments held at the end of the year.

Interest income is recorded on an accrual basis. Dividend income is recorded on the ex-dividend date. Refer to *Note 4, Interest in FCA US LLC Master Retirement Trust*, for additional information related to the Master Trust.

Each participating retirement plan has an undivided interest in the Master Trust. The fair value of the Plan's interest in the Master Trust represents each plan's allocated portion. Each plan's allocated portion of the Master Trust is equal to the beginning of the year value of the Plan's interest in the Master Trust plus actual plan contributions and allocated investment income, less actual plan distributions and allocated administrative expenses. Investment income is allocated proportionately on a monthly basis based on the Plan's interest in the Master Trust.

FCA US LLC
Union-Negotiated Defined Benefit Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 2. Summary of Significant Accounting Policies (continued)

Benefit Payments

Benefits are recorded when paid.

Risks and Uncertainties

The Master Trust invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market volatility, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that those changes could materially affect the amounts reported in the financial statements.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

Recent Accounting Pronouncements

No recent accounting pronouncements.

Note 3. Accumulated Plan Benefits

Accumulated plan benefits represent the actuarial present value of estimated future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to services rendered by the employees to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits payable under all circumstances (retirement, death, disability, and termination of employment) are included, to the extent they are deemed attributable to employee services rendered to the valuation date.

The Plan's actuary estimated the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

FCA US LLC
Union-Negotiated Defined Benefit Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 3. Accumulated Plan Benefits (continued)

Actuarial assumptions used in the determination of accumulated plan benefits at December 31, 2024, and 2023 include the following:

Discount Rate

The rates used at December 31, 2024, and 2023 were 5.7% and 5.43%, respectively.

Actuarial Method

Projected unit credit cost method.

Mortality

At December 31, 2024, the FCA Bargaining Unit Plan Specific mortality tables were used for males and females with a base year of 2018 assuming generational improvements using Scale MSS-2024.

At December 31, 2023, the FCA Bargaining Unit Plan Specific mortality tables were used for males and females with a base year of 2018 assuming generational improvements using Scale MSS-2023.

Turnover

Based on a range of probabilities that an employee will terminate employment, from 9.5% for males and females at age 20 to 0.3% for males and females at age 65 at December 31, 2024, and 2023.

Assumed Retirement Age

Based on a range of probabilities of an employee's retiring within one year, from 0% prior to age 47 to 100% at age 75 and over with separate rates based on service at December 31, 2024, and 2023.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present values of accumulated plan benefits of the terminated plan.

Note 4. Interest in FCA US LLC Master Retirement Trust

Certain information related to investments of the Plan and the Master Trust disclosed in the accompanying financial statements including investments held at December 31, 2024, and 2023, and net appreciation (depreciation) in fair value of investments, interest and dividends for the year ended December 31, 2024, was obtained or derived from information provided to the Plan Administrator and certified as complete and accurate by State Street Bank and Trust Company, (the Trustee).

FCA US LLC
Union-Negotiated Defined Benefit Plan
Notes to Financial Statements
December 31, 2024 and 2023

The Plan Administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA as of December 31, 2024, and 2023, and for the years then ended. Accordingly, State Street and Trust Company, a qualified institution, has certified that the following investment information included in the accompanying financial statements is complete and accurate:

- Plan interest in the FCA US LLC Master Retirement Trust as shown in the accompanying statements of net assets available for benefits as of December 31, 2024, and 2023.
- Plan interest in the FCA US LLC Master Retirement Trust investment gain, as shown in the accompanying statements of changes in net assets available for benefits for the year then ended December 31, 2024.
- Investment information as shown in Note 4 - Interest in FCA US LLC Master Retirement Trust as of and for the years ended December 31, 2024, and 2023.

At the request of the Plan Administrator, the Plan's independent accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and ERISA-required supplemental schedules.

At December 31, 2024, and 2023, the Plan's respective interests in the Master Trust were as follows:

Plan	2024	2023
UAW Plan	70.1%	70.2%

The Plan Sponsor's investment committee is the investment fiduciary and has primary responsibility for the investment of the Master Trust as delegated by the Board of Directors of the Plan Sponsor. The investment committee has the responsibility of reviewing and approving the investment policies related to the plan assets in the Master Trust; evaluating the performance of the investments in accordance with the investment policy; reviewing the investment objectives, risk characteristics, expense and historical performance; and selecting, removing and evaluating the investment managers. The investment committee meets at least quarterly to review the performance of the investment managers and advisors.

The investment strategies and objectives for pension assets reflect a balance of liability-hedging and return-seeking considerations. The investment objectives are to minimize the volatility of the value of the pension assets relative to the pension liabilities and to ensure pension assets are sufficient to pay plan obligations.

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The objective of minimizing the volatility of assets relative to liabilities is addressed primarily through asset diversification, partial asset-liability matching and hedging. Assets are broadly diversified across many asset classes to achieve risk-adjusted returns that, in total, lower asset volatility relative to the liabilities. In order to minimize pension asset volatility relative to the pension liabilities, a portion of the pension plan assets are allocated to fixed-income investments. Through its investment activities, the Master Trust is subject to certain credit risks, which the investment committee controls through adherence to investment and diversification standards. In management's opinion, no concentration of credit risk exists for the Master Trust.

During the year ended December 31, 2024, the Master Trust net investment income was comprised of the following:

Investment gain (loss):	2024
Net realized and unrealized gain	\$ 181,028,043
Interest	182,392,519
Dividends	24,317,860
Total investment gain	387,738,422
Investment expenses	(146,036,613)
Net investment gain	<u>\$ 241,701,809</u>

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Note 4. Interest in FCA US LLC Master Retirement Trust (continued)

The following table presents the investments and other assets and liabilities of the Plan's interest in the Master Trust as of December 31, 2024, and 2023.

	2024	2023
	UAW Pension Plan	UAW Pension Plan
Cash & cash equivalents	\$ 512,900,974	\$ 1,273,516,858
Common and preferred stock	656,406,088	706,876,203
Mutual funds	84,002,864	80,492,481
Government securities	1,358,939,340	1,323,870,003
Corporate bonds	2,757,793,302	2,709,364,388
Mortgage backed securities	268,811,140	40,907,007
Other	234,152,241	24,570,193
Total investments, at fair value	5,873,005,948	6,159,597,133
Investments measured at NAV:		
Commingled funds	324,303,413	513,847,208
Private equity funds	1,986,716,563	2,141,336,991
Real estate funds	759,022,778	826,184,172
Hedge funds	1,470,604,831	1,572,816,351
Total investments measured at NAV	4,540,647,585	5,054,184,722
Subtotal	10,413,653,533	11,213,781,855
Receivables	1,109,682,512	1,583,370,504
Payables	(1,268,035,996)	(1,641,446,765)
Total	\$10,255,300,049	\$ 11,155,705,594

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Note 5. Fair Value Measurements

The fair value framework provides for a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The fair value hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). In some cases, the Net Asset Value (NAV) is used as a practical expedient for valuing an investment, in which case that investment is not categorized within the three levels of the fair value hierarchy. All investments for which fair value is measured using the NAV practical expedient are disclosed separately. The categories of the fair value hierarchy are described below:

- Level 1 - Unadjusted quoted prices in active markets that are accessible to the reporting entity at the measurement date for identical assets and liabilities.
- Level 2 - Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability. Level 2 inputs include the following:
 - Quoted prices for similar assets and liabilities in active markets
 - Quoted prices for identical or similar assets or liabilities in markets that are not active
 - Observable inputs other than quoted prices that are used in the valuation of the asset or liabilities (e.g., interest rate and yield curve quotes at commonly quoted intervals)
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means
- Level 3 - Unobservable inputs for the asset or liability (i.e., supported by little or no market activity). Level 3 inputs include management's own assumption about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).
- Not leveled - Unobservable inputs for the asset or liability (i.e., supported by little or no market activity). Inputs include management's own assumption about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk). NAV is used as a practical expedient to value the investment.

The level in the fair value hierarchy within which the fair value measurement is classified is determined based on the lowest level input that is significant to the fair value measure in its entirety.

The use of different market assumptions and/or different valuation techniques may have a material effect on the fair value amounts. Accordingly, the fair values presented herein may not be indicative of the amounts that could be realized in a current market exchange.

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Note 5. Fair Value Measurements (continued)

The following table presents detail of the Master Trust net assets including assets and liabilities measured at fair value on a recurring basis as of December 31, 2024:

	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Balance at December 31
Cash equivalents	\$ 731,670,433	\$ —	\$ —	\$ 731,670,433
Common and preferred stock	934,529,487	—	1,855,803	936,385,290
Mutual funds	119,832,902	—	—	119,832,902
Government securities	1,699,659,088	238,913,437	—	1,938,572,525
Corporate bonds	—	3,930,615,531	—	3,930,615,531
Mortgage-backed securities	—	383,468,102	—	383,468,102
Other ⁽¹⁾	24,358,351	309,667,671	3,307,123	337,333,145
Total investments	<u>\$ 3,510,050,261</u>	<u>\$ 4,862,664,741</u>	<u>\$ 5,162,926</u>	<u>\$ 8,377,877,928</u>
Investments measured at NAV:				
Commingled funds				462,629,690
Private equity funds				2,834,117,778
Real estate funds				1,082,771,438
Hedge funds				2,097,867,091
Total investments measured at NAV				<u>6,477,385,997</u>
Subtotal				<u>14,855,263,925</u>
Receivables				1,582,999,304
Payables				(1,808,895,858)
Total				<u>\$ 14,629,367,371</u>

⁽¹⁾ Includes gross derivative assets of \$42,555,460, gross derivative liabilities of \$87,972,358, and other investments of \$382,750,043.

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Note 5. Fair Value Measurements (continued)

The following table presents detail of the Master Trust net assets including assets and liabilities measured at fair value on a recurring basis as of December 31, 2023:

	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Balance at December 31
Cash equivalents	\$ 1,811,928,102	\$ 2,200,000	\$ —	\$ 1,814,128,102
Common and preferred stock	1,005,205,686	—	1,740,471	1,006,946,157
Mutual funds	244,856,954	—	—	244,856,954
Government securities	1,451,119,571	434,735,136	—	1,885,854,707
Corporate bonds	—	3,865,334,785	—	3,865,334,785
Mortgage-backed securities	—	58,272,090	—	58,272,090
Other ⁽¹⁾	4,368,917	30,631,357	3,312,442	38,312,716
Total investments	<u>\$ 4,517,479,230</u>	<u>\$ 4,391,173,368</u>	<u>\$ 5,052,913</u>	<u>\$ 8,913,705,511</u>
Investments measured at NAV:				
Commingled funds				731,976,080
Private equity funds				3,050,337,593
Real estate funds				1,176,900,530
Hedge funds				2,240,479,134
Total investments measured at NAV				<u>7,199,693,337</u>
Subtotal				<u>16,113,398,848</u>
Receivables				2,257,333,542
Payables				(2,339,600,093)
Total				<u><u>\$ 16,031,132,297</u></u>

⁽¹⁾ Includes gross derivative assets of \$167,744,560, gross derivative liabilities of \$132,744,285, and other investments of \$3,312,442.

Note 5. Fair Value Measurements (continued)

Following is a description of the valuation techniques and inputs used for each general type of investment measured at fair value.

Valuation Techniques Used in the Fair Value Measurement of Financial Assets Carried at Fair Value

Cash and cash equivalents categorized as Level 1 are invested in short-term, high-quality government treasury securities whose fair value was based on unadjusted quoted prices in active markets for identical bonds. Short-term investments in Level 2 primarily represent repurchase agreements that are market priced by the fund manager using quoted prices for similar agreements in active markets.

Common and preferred stock securities valued using unadjusted quoted market prices are categorized as Level 1. Certain preferred stock securities whose value is based upon observable market prices for similar securities are categorized as Level 2. Certain international and domestic common stock where there are unobservable inputs are categorized as Level 3.

Mutual funds are categorized as Level 1 and valued using quoted market prices.

Government securities, corporate bonds and mortgage-backed securities are comprised primarily of long-duration U.S. Treasury and global government bonds, as well as U.S., developed international and emerging market companies' debt securities diversified by sector, geography and through a wide range of market capitalizations. Pricing for investments categorized as Level 1 was obtained from unadjusted quoted prices in actively traded markets. Level 2 investment pricing is based on unadjusted quotations from brokers or pricing services engaged by the Trustee that utilize prices for similar assets and matrix pricing models.

Certain commingled funds are invested broadly in U.S., developed international and emerging market securities and are not publicly traded. Accordingly, those commingled funds are valued at their NAV based on the fair value of the underlying net assets as determined by the fund managers. These investments consist of common/collective trusts and 103-12 investment entities. Certain of the 103-12 investments are limited partnership funds. Limited partnerships have original terms averaging 10 to 12 years and cannot be redeemed within the fund. Although it is not probable that any of such investments will be sold, it is possible to sell the limited partnership units in the secondary market. The fund managers provide the NAV which is used as the practical expedient to value the fund.

Private equity investments include limited partnerships that invest primarily in operating companies that are not publicly traded on a stock exchange. Private equity investment strategies include leveraged buyouts, venture capital, mezzanine and distressed investments. The Plan Sponsor engages a pricing service whose valuation process consists of obtaining a quarterly NAV from the fund manager. These investments are valued at NAV based on the fair value of the underlying assets as determined by the fund managers.

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Note 5. Fair Value Measurements (continued)

Real estate investments include those in limited partnerships, Real Estate Investment Trusts (REITs), and real estate funds that invest in various commercial and residential real estate projects both domestically and internationally. Limited partnerships have an average life of 10 to 12 years and cannot be redeemed within the fund, but in some cases can be sold on the secondary market. Although it is not probable that any of such investments will be sold, it is possible to sell the limited partnership units in the secondary market. REITs can be redeemed daily with one day's notice. The fund managers provide the NAV which is used to value the funds. Hedge fund investments include those seeking to maximize absolute returns using a broad range of strategies to enhance returns and provide additional diversification. The fund managers provide the NAV.

**Fair Value Measurements of the Investment in Certain
Entities that Calculate Net Asset Value per Share**

	Fair Value at December 31		Unfunded Commitments at December 31		Redemption	
	2024	2023	2024	2023	Frequency	Notice Period
Commingled funds	\$ 462,629,690	\$ 731,976,080	\$ —	\$ 2,230,527	daily	one to thirty-day notice
Other investments:						
Private equity funds	2,834,117,778	3,050,337,593	1,150,946,408	1,185,565,656	n/a	n/a
Real estate funds	1,082,771,438	1,176,900,530	210,876,225	226,774,904	quarterly	varies
Hedge funds	2,097,867,091	2,240,479,134	—	17,813,950	monthly to annually	up to 90 days prior
Total	<u>\$ 6,477,385,997</u>	<u>\$ 7,199,693,337</u>	<u>\$ 1,361,822,633</u>	<u>\$ 1,432,385,037</u>		

The Plan's and Master Trust's net assets also include other assets and liabilities not measured at fair value on a recurring basis, including employer contributions receivable, accrued income receivable, payables, unsettled trades, and other liabilities. The fair value of these assets and liabilities is equal to the carrying amounts in the accompanying financial statements due to the short maturity of such instruments.

On an annual basis, the Plan Sponsor evaluates the inputs, assumptions and valuation methodologies of the respective fund managers and the pricing services to ensure that the NAVs are representative of fair value. Additionally, the audited financial statements of the funds are reviewed at the time they are issued.

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Note 5. Fair Value Measurements (continued)

The following table sets forth a summary of the changes in the fair value of the Master Trust's Level 3 investment assets for the year ended December 31, 2024.

	Balance at January 1, 2024	Net Unrealized Gains/(Losses)	Net Realized (Losses)	Net Purchases, Issuances and Settlements	Balance at December 31, 2024
Common and preferred stock	\$ 1,740,471	\$ 115,332	\$ 2,134	\$ (2,134)	\$ 1,855,803
Other	3,312,442	80,023	—	(85,342)	3,307,123
Total	<u>\$ 5,052,913</u>	<u>\$ 195,355</u>	<u>\$ 2,134</u>	<u>\$ (87,476)</u>	<u>\$ 5,162,926</u>

Note 6. Derivative Financial Instruments

The Master Trust investment managers use derivative financial instruments to mitigate the risk of changes in interest rates and foreign currencies impacting the fair values of certain investments held by the Master Trust. Derivative financial instruments may also be used in place of physical securities when it is more cost effective and/or efficient to do so. FCA provides the Master Trust investment managers with guidelines pertaining to derivative use. The Master Trust investment managers must follow the approved strategies for their portfolios when using derivative financial instruments and invest in asset classes that are consistent with the guidelines. As such, FCA does not believe that the use of derivative financial instruments significantly increases the risk of the Master Trust investments.

The Master Trust invests in the following types of derivative instruments:

Foreign Exchange Forward Contracts

The Master Trust investment managers use such contracts to control foreign currency exposure associated with certain investments denominated in foreign currencies, with maturities generally within six months.

Futures and Options Contracts

The Master Trust investment managers enter into such contracts to manage market risk, with maturities generally within six months.

Swap Contracts

The Master Trust investment managers use interest rate swaps to both mitigate risk from changes in interest rates and in place of physical securities when it is more cost effective and/or efficient, with maturities greater than one year. The Master Trust investment managers also enter into credit default swaps to manage market exposure or to reduce exposure to defaults of corporate and sovereign issuers.

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Note 6. Derivative Financial Instruments (continued)

Management has elected to present derivative information on a gross basis when subject to a master netting arrangement. The fair values of the Master Trust derivative financial instruments at December 31, 2024, and 2023, on a gross basis are as follows:

	Asset Derivatives		Liability Derivatives	
	2024	2023	2024	2023
Futures, options, and swaps	\$ 6,958,878	\$ 162,025,401	\$ (86,305,339)	\$ (106,424,698)
Foreign exchange forwards	35,596,582	5,719,158	(1,667,019)	(26,319,587)
Total	\$ 42,555,460	\$ 167,744,559	\$ (87,972,358)	\$ (132,744,285)

The following presents the net realized and unrealized gains/(losses) of derivatives for the year ended December 31, 2024:

	2024
Futures, options, and swaps	\$ (168,689,354)
Foreign exchange forwards	37,171,378
Total	\$ (131,517,976)

In connection with certain derivative instrument agreements, the Master Trust receives both cash and noncash collateral as security to mitigate the risk of counterparties not meeting obligations under the terms of the agreements. Cash collateral received, which approximated \$7.2 million and \$155.0 million at December 31, 2024, and 2023, respectively, is invested in a segregated account managed by the Trustee, which consists of high-quality, short-term fixed-income investments.

The Master Trust also pledges both cash and non-cash collateral to counterparties as security to mitigate the risk of the Master Trust not meeting obligations under the terms of the derivative agreements. The net assets of the Master Trust reflect, as an asset, cash collateral pledged by the Master Trust to counterparties. Cash collateral pledged approximated \$28.4 million and \$27.6 million at December 31, 2024, and 2023, respectively.

The notional amount represents the contract amount, not the amount at risk. The approximate notional amount of the Master Trust derivative instruments at December 31, 2024, and 2023, is as follows:

	2024	2023
Futures, options, and swaps	\$ 1,118,487,361	\$ 1,810,369,374
Foreign exchange	614,423,329	899,880,811
Total	\$ 1,732,910,690	\$ 2,710,250,185

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Note 7. Tax Status

The Plan has received determination letters from the Internal Revenue Service (IRS), stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (Code) and therefore, the related Master Trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan has been amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status.

Accounting principles generally accepted in the United States require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions. There are no audits for any tax periods in progress.

Note 8. Transfers of Plan Assets

During the normal course of business, employees transfer between divisions and subsidiaries of FCA. As a result, employees may become eligible under different FCA defined benefit pension plans.

Note 9. Party-In-Interest and Related Party Transactions

Some of the Master Trust investments in short-term investments are managed by State Street Global Advisors, an affiliate of the Trustee. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA. These investments earn interest at the market rates applicable for these types of investments. The interest is credited by the Trustee to the Master Trust.

The Plan paid certain expenses related to plan operations and investment activity to various service providers and the Plan Sponsor. These transactions are party-in-interest transactions under ERISA.

Note 10. Subsequent Events

Management evaluated subsequent events for the Plan through October 15, 2025, the date the financial statements were available to be issued.

No subsequent events were noted.

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions****FCA US LLC – UAW Pension Agreement (Legacy UAW)**

Effective date and plan year	Original plan: August 1, 1950 Restated plan: October 22, 2015 Plan year: Calendar year
Status of the plan	The plan is closed to any new hires. The following individuals may become eligible: <ul style="list-style-type: none"> Individuals who become subject to the Engineering, Office & Clerical collective bargaining agreement and were hired or rehired prior to April 15, 2010. Individuals who become subject to the Production, Maintenance and Parts collective bargaining agreement as non-skilled employees and were hired or rehired prior to October 29, 2007. Individuals who become subject to the Production, Maintenance and Parts collective bargaining agreement as skilled trade employees with hire or rehired date prior to October 12, 2011. Does not include individuals who were hired or rehired as non-skilled after October 29, 2007, who are transferred to skilled trades, apprentices, or temporary skilled trades.
Significant events that occurred during the year	The American Motors – Union Retirement Income Plan and Jeep Corporation – UAW Income Retirement Plan were merged into this plan, effective December 31, 2023.
Definitions	
<ul style="list-style-type: none"> Covered employees 	<p>The employees of Stellantis within the collective bargaining unit or units represented by the local unions which are or become parties to the pension agreement, subject to the following hire dates:</p> <ul style="list-style-type: none"> Non-skilled employees of Stellantis and represented by the UAW, hired prior to October 29, 2007. Skilled employees of Stellantis and represented by the UAW hired prior to October 12, 2011. Salaried Bargaining Unit employees hired prior to April 15, 2010.
<ul style="list-style-type: none"> Participation 	An eligible employee begins participating at hire.
<ul style="list-style-type: none"> Vesting Service 	One year of Vesting Service for each calendar year during which the Employee has completed 1,000 hours with the Company.
<ul style="list-style-type: none"> Credited Service 	<p>Any calendar year in which Employee is credited with 1,700 or more hours shall be counted as one year of Credited Service. Proportionate credit to nearest 1/12, where each 142 hours will constitute 1/12 year. Remaining hours, if greater than 71 will also be counted as 1/12.</p> <p>Special rules apply with regards to layoffs and leaves of absence.</p>
Normal retirement	
<ul style="list-style-type: none"> Eligibility 	Later of age 65 and 1 year of Credited Service.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<p>Monthly Basic Benefit based on applicable rate for Benefit Class Code times Credited Service, for retirements on or after October 1, 2010 and before October 1, 2023:</p> <p>A \$53.55</p> <p>B \$53.80</p> <p>C \$54.05</p> <p>D \$54.30</p> <p>Monthly Basic Benefit based on applicable rate for Benefit Class Code times Credited Service, for retirements on or after October 1, 2023:</p> <p>A \$58.55</p> <p>B \$58.80</p> <p>C \$59.05</p> <p>D \$59.30</p>
Special Early retirement	
• Eligibility	<p>Age 55 and 10 years of Credited Service, or age 50 and 10 years of Credited Service (if laid off as a result of a plant closing). In addition, he must meet one of the Special Early Standards (Letter (4), dated October 14, 1996, of the Union Contract), which include plant shutdown, permanent layoff, or inability to perform his work.</p>
• Benefit	<p>The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$51.40 times years of Credited Service (maximum 30 years), for retirements on or after October 1, 2010 and before October 1, 2023</p> <p>The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$56.20 times years of Credited Service (maximum 30 years), for retirements on or after October 1, 2023.</p>
Regular Early retirement	
• Eligibility	<p>30 years of Credited Service, or at least age 55 with 85 age-service points, or age 60 and 10 years of Credited Service.</p>

Schedule SB, Part V — Summary of Plan Provisions

-
- Benefit **BASIC:** Unreduced Basic Benefit if retiring at or after age 62. Reductions prior to age 62:

62	100.0%
61	93.3%
60	86.7%
59	80.8%
58	75.2%
57	69.4%
56	63.5%
55	57.9%
54	53.2%
53	48.9%
52	45.0%
51	41.5%
50	38.3%
49	35.4%
48	32.8%
47	30.4%
46	28.2%
45	26.1%

If retiring with 30 or more years of Credited Service or after meeting 85 points, benefit payable starting at age 62 and one month will be recomputed without the reductions on the Basic Benefit.

30 and out Supplement: Retires with 30 or more years of Credited Service, payable until age 62 and one month.

Monthly benefit amount:

- For retirements on or after October 1, 2010 and before October 1, 2023: \$3,170 minus regular early retirement benefit (before any reduction for J&S form of payment).
 - For retirements on or after October 1, 2023: \$3,465 minus regular early retirement benefit (before any reduction for J&S form of payment).
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Schedule SB, Part V — Summary of Plan Provisions

Interim Supplement: Retires with less than 30 years of Credited Service, payable until age 62 and one month.

Benefit amount based on the applicable rate for age at retirement times Credited Service.

For retirements on or after October 1, 2010 and before October 1, 2023:

55	\$22.60
56	\$26.70
57	\$32.25
58	\$37.80
59	\$42.20
60	\$48.85
61	\$48.85

For retirements on or after October 1, 2023:

55	\$24.70
56	\$29.20
57	\$35.25
58	\$41.30
59	\$46.15
60	\$53.40
61	\$53.40

Retiree lump sum payments

• Eligibility	Employees or surviving spouses of employees who retired with a Normal, Regular Early, Special Early, or Disability Retirement Benefit commencing prior to October 1, 2023, and who are alive and receiving benefits under the plan as of each payment date.
• Benefit	Lump sum amount of \$500 to be paid annually from December 2023 through December 2027.

Deferred vested

• Eligibility	Upon termination after 5 years of Credited Service, or, if earlier, 5 years of Vesting Service, or the latter of age 65 and 5 th anniversary of his hire date.
• Benefit	Benefit equal to Benefit Rate times Credited Service

Benefit payable at age 65. Benefit can commence early:

- As early as age 60, with 1/15 reduction per year prior to 65.
- As early as age 55 with at least 85 age-service points, with reductions:

55	42.5%
56	46.4%
57	50.6%
58	55.4%
59	60.7%
60	66.7%

Disability

• Eligibility	Upon permanent total disability with 10 years of credited service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	<p>For retirements on or after October 1, 2010 and before October 1, 2023: The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$51.40 times years of Credited Service (maximum 30 years). The temporary benefit is not payable if he is receiving Social Security disability benefits. If 30 or more years of Credited Service may also be entitled to an Early Retirement Supplement.</p> <p>For retirements on or after October 1, 2023: The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$56.20 times years of Credited Service (maximum 30 years). The temporary benefit is not payable if he is receiving Social Security disability benefits. If 30 or more years of Credited Service may also be entitled to an Early Retirement Supplement.</p>
Pre-retirement death	
• Eligibility	<p>Widow's/Widower's Pension Benefit: Age 60 and 10 years of Credited Service, age 55 with 85 age-service points, or 30 years of Credited Service. Pre-Retirement Surviving Spouse Option: Not eligible for Early Retirement, but has 5 years of Credited Service.</p>
• Benefit	<p>Widow's/Widower's Pension Benefit: As if the participant had retired on the date of his death and had elected the 65% Spouse's Option.</p> <p>Pre-Retirement Surviving Spouse Option: 50% of the accrued Deferred Pension at Participant's age 65 based on the benefit rate in effect at the date of death. Benefit could be paid at the earliest possible commencement date with vested termination reduction factors.</p>
Unpredictable contingent event benefits	
• Event	Plant closing, discontinuance of operations, or permanent layoff.
• Eligibility	Age 50 with at least 10 years of service.
• Benefit	Special Early Retirement Benefits.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	65% Joint and Surviving Spouse Annuity (with pop-up feature in that the spouse's option can be canceled upon death of the spouse or divorce).
• Optional forms	Contingent Annuitant Option: 50%, 75%, or 100% Joint and Survivor Annuity (any beneficiary)
• Optional form conversion	Actuarial Equivalence: UP94, 6%. Conversion from Life Annuity to automatic form for married participants: factor of 0.95 if the retiree and spouse age does not differ by more than 5 years (+/- 0.005 for each full year that the age difference is greater than/less than 5 years)
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.

Schedule SB, Part V — Summary of Plan Provisions**Benefits included or excluded**

Unless noted below, all benefits provided by the plan, as restated October 22, 2015 and amended through December 18, 2023, are included in this valuation:

- **Plan amendments excluded:** None
- **Late retirement increases:**
 - *Active participants:* Current employees who retire after age 71 are valued with a benefit reflecting an actuarial equivalent (AE) increase from age 71 to assumed benefit commencement age.
 - *Deferred vested participants:* Current deferred vested participants age 65 and above are assumed to receive an AE increase from age 65 to the earlier of benefit commencement age or their integer age (71, 72 or 73) at Required Beginning Date (RBD age). If benefit commencement age is above their RBD age, back payments with interest from RBD age to benefit commencement age are also assumed.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation includes contingent event benefits that occurred before the valuation date, and includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - Plan amendments: See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** This valuation does not value the plan's unpredictable contingent event benefits, which are summarized above, because the likelihood of an event is de minimis.

Plan provision changes since prior valuation

The Required Minimum Distribution age was updated in accordance with SECURE 2.0.

Schedule SB, Part V — Summary of Plan Provisions

Benefit amounts were increased for retirements occurring on or after October 1, 2023.

Effective December 31, 2023, the AMC and Jeep plans were merged into the UAW plan.

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions

FCA US LLC – UAW Pension Agreement (Legacy Jeep)

Effective date and plan year	Original plan: September 18, 1950 Restated plan: January 1, 2014 Plan year: Calendar year
Status of the plan	Closed to new hires
Significant events that occurred during the year	The Jeep plan was merged into the FCA US LLC – UAW Pension Agreement plan, effective December 31, 2023.
Definitions	
<ul style="list-style-type: none">Covered employees	Employee of Stellantis and represented by International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, Local No. 12 (Jeep Unit), who are hourly non-skilled and hired before October 29, 2007, hourly skilled hired prior to October 12, 2011 or are salaried and hired before April 15, 2010.
<ul style="list-style-type: none">Vesting Service	One year of Vesting Service for each calendar year during which the Employee has completed 1000 hours with the Company.
<ul style="list-style-type: none">Credited Service	Any Taxable Year in which Employee is credited with 1,700 or more hours shall be counted as one year of Credited Service. Proportionate credit to nearest 1/12, where each 142 hours will constitute 1/12 year. Remaining hours, if greater than 71 will also be counted as 1/12.
Special rules apply with regards to layoffs and leaves of absence.	
Normal retirement	
<ul style="list-style-type: none">Eligibility	Later of age 65 and 1 year of Credited Service.
<ul style="list-style-type: none">Benefit	Basic Benefit based on applicable rate for Benefit Class Code, times Credited Service for retirements on or after October 1, 2010, and before October 1, 2023: Benefit Class Code: UAW <ul style="list-style-type: none">- A: \$53.55- B: \$53.80- C: \$54.05- D: \$54.30 Basic Benefit based on applicable rate for Benefit Class Code, times Credited Service for retirements on or after October 1, 2023: Benefit Class Code: UAW <ul style="list-style-type: none">- A: \$58.55- B: \$58.80- C: \$59.05- D: \$59.30

Schedule SB, Part V — Summary of Plan Provisions

Special Early retirement

- | | |
|---|---|
| <ul style="list-style-type: none">• Eligibility | Age 55 and 10 years of Credited Service, or age 50 and 10 years of Credited Service (if laid off as a result of a plant closing). Plus, he must meet the conditions for Special Early Retirement (Letter #3 of the Plan Document), which include plant shutdown, permanent layoff, or inability to perform his work. |
| <ul style="list-style-type: none">• Benefit | <p>The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$51.40 times years of Credited Service (maximum 30 years), for retirements on or after October 1, 2010 and before October 1, 2023</p> <p>The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$56.20 times years of Credited Service (maximum 30 years), for retirements on or after October 1, 2023.</p> |
-

Regular Early retirement

- | | |
|---|--|
| <ul style="list-style-type: none">• Eligibility | 30 years of Credited Service, or at least age 55 with 85 age-service points, or age 60 and 10 years of Credited Service. |
|---|--|
-

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Unreduced Basic Benefit if retiring at or after age 62. Reductions prior to age 62:	
	62	100.0%
	61	94.0%
	60	88.0%
	59	82.0%
	58	76.0%
	57	70.0%
	56	63.5%
	55	57.9%
	54	53.2%
	53	48.9%
	52	45.0%
	51	41.5%
	50	38.3%
	49	35.4%
	48	32.8%
	47	30.4%
If retiring with 30 or more years of Credited Service or after meeting 85 points, benefit payable starting at age 62 and one month will be recomputed without the reductions on the Basic Benefit.		
30 and out Supplement: Retires with 30 or more years of Credited Service, payable until age 62 and one month.		
Monthly benefit amount:		
• For retirements on or after October 1, 2010 and before October 1, 2023: \$3,170 minus regular early retirement benefit (before any reduction for J&S form of payment).		
• For retirements on or after October 1, 2023: \$3,465 minus regular early retirement benefit (before any reduction for J&S form of payment).		

Schedule SB, Part V — Summary of Plan Provisions

Interim Supplement: Retires with less than 30 years of Credited Service, payable until age 62 and one month.

Benefit amount based on the applicable rate for age at retirement times Credited Service. For retirements on or after October 1, 2010, and before October 1, 2023:

55	\$22.60
56	\$26.70
57	\$32.25
58	\$37.80
59	\$42.20
60	\$48.85
61	\$48.85

Benefit amount based on the applicable rate for age at retirement times Credited Service. For retirements on or after October 1, 2023:

55	\$24.70
56	\$29.20
57	\$35.25
58	\$41.30
59	\$46.15
60	\$53.40
61	\$53.40

**Special Age 65 Benefit –
Medicare Part B
Reimbursement**

- | | |
|---------------|--|
| • Eligibility | A Retired Employee (i.e. VTs that retire are no longer eligible), spouse (if Retired Employee retired prior to September 4, 1990) or surviving spouse; any of whom is age 65 or older and enrolled in Medicare Part B (or under 65 and enrolled in the voluntary "Medicare" coverage). |
| • Benefit | Amount of monthly benefit is \$76.20 (\$19.60 for spouse). |
-

Retiree lump sum payments

- | | |
|---------------|---|
| • Eligibility | Employees or surviving spouses of employees who retired with a Normal, Regular Early, Special Early, or Disability Retirement Benefit commencing prior to October 1, 2023, and who are alive and receiving benefits under the plan as of each payment date. |
| • Benefit | Lump sum amount of \$500 to be paid annually from December 2023 through December 2027. |
-

Deferred vested

- | | |
|---------------|--|
| • Eligibility | Upon termination after 5 years of Credited Service, or, if earlier, 5 years of Vesting Service, or age 65. |
|---------------|--|
-

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Benefit equal to Benefit Rate times Credited Service.												
	<p>Benefit payable at age 65. Benefit can commence early:</p> <ul style="list-style-type: none"> - As early as age 60, with 1/15 reduction per year prior to 65 - If age plus Credited Service at least 85, benefit can be paid as early as age 55. Reductions: <table> <tr><td>55</td><td>42.5%</td></tr> <tr><td>56</td><td>46.4%</td></tr> <tr><td>57</td><td>50.6%</td></tr> <tr><td>58</td><td>55.4%</td></tr> <tr><td>59</td><td>60.7%</td></tr> <tr><td>60</td><td>66.7%</td></tr> </table>	55	42.5%	56	46.4%	57	50.6%	58	55.4%	59	60.7%	60	66.7%
55	42.5%												
56	46.4%												
57	50.6%												
58	55.4%												
59	60.7%												
60	66.7%												
Disability													
• Eligibility	Upon permanent total disability with 10 years of credited service.												
• Benefit	<p>For retirements on or after October 1, 2010 and before October 1, 2023: The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$51.40 times years of Credited Service (maximum 30 years). The temporary benefit is not payable if he is receiving Social Security disability benefits. If 30 or more years of Credited Service may also be entitled to an Early Retirement Supplement.</p> <p>For retirements on or after October 1, 2023: The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$56.20 times years of Credited Service (maximum 30 years). The temporary benefit is not payable if he is receiving Social Security disability benefits. If 30 or more years of Credited Service may also be entitled to an Early Retirement Supplement.</p>												
Pre-retirement death													
• Eligibility	<p>Retirement eligible employees: Age 60 and 10 years of Credited Service, age 55 with 85 age-service points, or 30 years of Credited Service.</p> <p>Not retirement eligible: Not eligible for Early Retirement, but has 5 years of Credited Service.</p>												
• Benefit	<p>Retirement eligible employees: As if the participant had retired on the date of his death and had elected the 65% Spouse's Option.</p> <p>Not retirement eligible: 50% of the accrued Deferred Pension at Participant's age 65. Benefit could be paid at the earliest possible commencement date with vested termination reduction factors.</p>												
Lump Sum death benefit for those retired prior to 9/4/1990													
• Eligibility	Upon death of an Employee who retired prior to September 4, 1990 and who was entitled to receive a Normal, Regular Early, Special Early or Disability Retirement Benefit.												
• Benefit	Amount of lump sum death benefit is \$4,000 (\$3,500 for such persons whose benefits began between February 1, 1980 and to March 1, 1985, and \$3,000 for those whose benefits began prior to February 1, 1980).												
Unpredictable contingent event benefits													
• Event	Plant closing, discontinuance of operations, or permanent layoff.												

Schedule SB, Part V — Summary of Plan Provisions

• Eligibility	Age 50 with at least 10 years of service.
• Benefit	Special Early Retirement Benefits.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	65% Joint and Surviving Spouse Annuity (with pop-up feature in that the spouse's option can be canceled upon death of the spouse or divorce).
• Optional forms	Contingent Annuitant Option: 50%, 75%, or 100% Joint and Survivor Annuity (any beneficiary)
• Optional form conversion	Actuarial Equivalence: UP94, 6%. Conversion from Life Annuity to automatic form for married participants: factor of 0.95 if the retiree and spouse age does not differ by more than 5 years (+/- 0.005 for each full year that the age difference is greater than/less than 5 years)
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as restated January 1, 2014 and amended through December 19, 2023, are included in this valuation:

- **Plan amendments excluded:** None
- **Late retirement increases:**
 - *Active participants:* Current employees who retire after age 71 are valued with a benefit reflecting an actuarial equivalent (AE) increase from age 71 to assumed benefit commencement age.
 - *Deferred vested participants:* Current deferred vested participants age 65 and above are assumed to receive an AE increase from age 65 to the earlier of benefit commencement age or their integer age (71, 72 or 73) at Required Beginning Date (RBD age). If benefit commencement age is above their RBD age, back payments with interest from RBD age to benefit commencement age are also assumed.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**

Schedule SB, Part V — Summary of Plan Provisions

- *Unpredictable contingent event benefits:* This valuation includes contingent event benefits that occurred before the valuation date, and includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
- Plan amendments: See above.
- *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
- *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** This valuation does not value the plan's unpredictable contingent event benefits, which are summarized above, because the likelihood of an event is de minimis.

Plan provision changes since prior valuation

The Required Minimum Distribution age was updated in accordance with SECURE 2.0.

Benefit amounts were increased for retirements occurring on or after October 1, 2023.

Effective December 31, 2023, the AMC and Jeep plans were merged into the UAW plan.

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions

FCA US LLC – UAW Pension Agreement (Legacy AMC)

Effective date and plan year	Original plan: July 1, 1950 Restated plan: January 1, 2014 Plan year: Calendar year
Status of the plan	Credited Service was frozen effective March 19, 1989.
Significant events that occurred during the year	The AMC plan was merged into the FCA US LLC – UAW Pension Agreement plan, effective December 31, 2023.
Definitions	
<ul style="list-style-type: none">Covered employees	Employee of Stellantis and represented in a bargaining unit to which the Committee extends the benefits of the Plan. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW: <ul style="list-style-type: none">- UAW Local 72 (Kenosha excluding the Nurses Unit)- UAW Local 75 (Milwaukee Manufacturing and the National Parts Distribution Center) International Association of Machinists and Aerospace Workers Lodge 34
<ul style="list-style-type: none">Vesting Service	One year of Vesting Service for each calendar year during which the Employee has completed 870 hours with the Company.
<ul style="list-style-type: none">Credited Service	Any Taxable Year in which Employee is credited with 1,700 or more hours shall be counted as one year of Credited Service. Proportionate credit to nearest 1/10, where total hours credited are less than 1,700. Special rules apply with regards to layoffs and leaves of absence Credited Service was frozen effective March 19, 1989. For purposes of determining vesting and eligibility to retire under the Plan, any future credited service accrued under the FCA US LLC - UAW Pension Plan (or other FCA US LLC pension plan) will be combined.
Normal retirement	
<ul style="list-style-type: none">Eligibility	Later of age 65 and 1 year of Credited Service.
<ul style="list-style-type: none">Benefit	Basic Benefit based on applicable rate for Benefit Class Code, times Credited Service, for benefit commencing on or after October 1, 2010 and before October 1, 2023: Benefit Class Code: UAW <ul style="list-style-type: none">- B: \$53.80 Basic Benefit based on applicable rate for Benefit Class Code, times Credited Service, for benefit commencing on or after October 1, 2023: Benefit Class Code: UAW <ul style="list-style-type: none">- B: \$58.80

Schedule SB, Part V — Summary of Plan Provisions

Special Early retirement	
• Eligibility	Age 55 and 10 years of Credited Service, or age 50 and 10 years of Credited Service (if laid off as a result of a plant closing). Plus, he must meet the conditions for Special Early Retirement (Appendix B of the plan document), which include plant shutdown, permanent layoff, or inability to perform his work.
• Benefit	<p>The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$51.40 for UAW times years of Credited Service (maximum 30 years), for retirements on or after October 1, 2010 and before October 1, 2023.</p> <p>The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$56.20 for UAW times years of Credited Service (maximum 30 years), for retirements on or October 1, 2023.</p>
Regular Early retirement	
• Eligibility	30 years of Credited Service, or at least age 55 with 85 age-service points, or age 60 and 10 years of Credited Service.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	BASIC: Unreduced Basic Benefit if retiring at or after age 62. Reductions prior to age 62:	
	62	100.0%
	61	93.3%
	60	86.7%
	59	80.8%
	58	75.2%
	57	69.4%
	56	63.5%
	55	57.9%
	54	53.2%
	53	48.9%
	52	45.0%
	51	41.5%
	50	38.3%
	49	35.4%
	48	32.8%
	47	30.4%

If retiring with 30 or more years of Credited Service or after meeting 85 points, benefit payable starting at age 62 and one month will be recomputed without the reductions on the Basic Benefit.

30 and out Supplement: Retires with 30 or more years of Credited Service, payable until age 62 and one month.

Monthly benefit amount:

- For retirements on or after October 1, 2010 and before October 1, 2023: \$3,170 for UAW minus regular early retirement benefit (before any reduction for J&S form of payment).
- For retirements on or after October 1, 2023: \$3,465 for UAW minus regular early retirement benefit (before any reduction for J&S form of payment).

Schedule SB, Part V — Summary of Plan Provisions

Interim Supplement: Retires with less than 30 years of Credited Service, payable until age 62 and one month.

Benefit amount based on the applicable rate for age at retirement times Credited Service:

For retirements on or after October 1, 2010 and before October 1, 2023:

Age	UAW
55	\$22.60
56	\$26.70
57	\$32.25
58	\$37.80
59	\$42.20
60 - 61	\$48.85

For retirements on or after October 1, 2023:

Age	UAW
55	\$24.70
56	\$29.20
57	\$35.25
58	\$41.30
59	\$46.15
60 - 61	\$53.40

Retiree lump sum payments

- Eligibility Employees or surviving spouses of employees who retired with a Normal, Regular Early, Special Early, or Disability Retirement Benefit commencing prior to October 1, 2023, and who are alive and receiving benefits under the plan as of each payment date.
- Benefit Lump sum amount of \$500 to be paid annually from December 2023 through December 2027.

Deferred vested

- Eligibility Upon termination after 5 years of Credited Service, or, if earlier, 5 years of Vesting Service, or the latter of age 65 with less than 1 year of Credited Service.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Benefit equal to Benefit Rate times Credited Service
	For terminations after July 1, 1976: Benefit payable at age 65. Benefit can commence as early as age 60 (as early as 55 with at least 85 age-service points), with reductions:
	55 42.5%
	56 46.4%
	57 50.6%
	58 55.4%
	59 60.7%
	60 66.7%
	61 73.3%
	62 80.0%
	63 86.7%
	64 93.3%
	65 100.0%
Disability	
• Eligibility	Upon permanent total disability with 10 years of credited service.
• Benefit	For retirements on or after October 1, 2010 and before October 1, 2023: The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$51.40 for UAW times years of Credited Service (maximum 30 years). The temporary benefit is not payable if he is receiving Social Security disability benefits. If 30 or more years of Credited Service may also be entitled to an Early Retirement Supplement.
	For retirements on or after October 1, 2023: The unreduced Monthly Basic Benefit as described for Normal retirement plus a Monthly Temporary Pension, payable until age 62 and 1 month, equal to \$56.20 for UAW times years of Credited Service (maximum 30 years). The temporary benefit is not payable if he is receiving Social Security disability benefits. If 30 or more years of Credited Service may also be entitled to an Early Retirement Supplement.
Pre-retirement death	
• Eligibility	Retirement eligible employees: Age 60 and 10 years of Credited Service, age 55 with 85 age-service points, or 30 years of Credited Service. Not retirement eligible: Not eligible for Early Retirement, but has 5 years of Credited Service.
• Benefit	Retirement eligible employees: As if the participant had retired on the date of his death and had elected the 65% Spouse's Option. Not retirement eligible: 50% of the accrued Deferred Pension at Participant's age 65. Benefit could be paid at the earliest possible commencement date with vested termination reduction factors.
Unpredictable contingent event benefits	
• Event	Plant closing, discontinuance of operations, or permanent layoff.
• Eligibility	Age 50 with at least 10 years of service.
• Benefit	Special Early Retirement Benefits.

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	65% Joint and Surviving Spouse Annuity (with pop-up feature in that the spouse’s option can be canceled upon death of the spouse or divorce).
• Optional forms	Contingent Annuitant Option: 50%, 75%, or 100% Joint and Survivor Annuity (any beneficiary)
• Optional form conversion	Actuarial Equivalence: UP94, 6%. Conversion from Life Annuity to automatic form for married participants: factor of 0.95 if the retiree and spouse age does not differ by more than 5 years (+/- 0.005 for each full year that the age difference is greater than/less than 5 years)
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.

Schedule SB, Part V — Summary of Plan Provisions**Benefits included or excluded**

Unless noted below, all benefits provided by the plan, as restated January 1, 2015 and amended through December 18, 2023, are included in this valuation:

- **Plan amendments excluded:** None
- **Late retirement increases:**
 - *Active participants:* Current employees who retire after age 71 are valued with a benefit reflecting an actuarial equivalent (AE) increase from age 71 to assumed benefit commencement age.
 - *Deferred vested participants:* Current deferred vested participants age 65 and above are assumed to receive an AE increase from age 65 to the earlier of benefit commencement age or their integer age (71, 72 or 73) at Required Beginning Date (RBD age). If benefit commencement age is above their RBD age, back payments with interest from RBD age to benefit commencement age are also assumed.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* This valuation includes contingent event benefits that occurred before the valuation date, and includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
 - Plan amendments: See above.
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Unpredictable contingent event benefits:** This valuation does not value the plan's unpredictable contingent event benefits, which are summarized above, because the likelihood of an event is de minimis.

Plan provision changes since prior valuation

The Required Minimum Distribution age was updated in accordance with SECURE 2.0.

Schedule SB, Part V — Summary of Plan Provisions

Benefit amounts were increased for retirements occurring on or after October 1, 2023.

Effective December 31, 2023, the AMC and Jeep plans were merged into the UAW plan.

Schedule SB, line 26a — Schedule of Active Participant Data**FCA USC LLC – UAW Pension Agreement (UAW)⁵**

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34				1							1
35–39				8	1	1					10
40–44	5	7	3	24	17	120	18				194
45–49	4	4	9	32	59	525	807	79			1,519
50–54		11	14	49	64	682	2,224	499	10		3,553
55–59		15	12	44	77	636	2,190	536	179	19	3,708
60–64	5	17	18	36	51	451	1,206	357	259	108	2,508
65–69		9	4	5	13	126	356	136	136	148	933
70 & up		4	10	5	2	19	71	32	32	151	326
Total	14	67	70	204	284	2,560	6,872	1,639	616	426	12,752

In each cell, the number is the count of active participants for each age/service combination.

⁵ The counts in this exhibit have been consolidated to remove multiple counting of records who are due benefits from more than one of the legacy UAW, Jeep, and AMC plans.

Schedule SB, line 26a — Schedule of Active Participant Data**FCA US LLC – UAW Pension Agreement (Legacy UAW Participants)**

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34				1							1
35–39				8	1	1					10
40–44	5	7	3	20	14	114	15				178
45–49	4	4	9	30	44	493	796	77			1,457
50–54		9	14	49	46	634	2,179	475	10		3,416
55–59		13	12	42	66	593	2,154	509	120	2	3,511
60–64	2	16	17	36	39	411	1,177	342	186	31	2,257
65–69		8	4	3	12	113	352	135	113	109	849
70 & up		4	10	5	2	18	68	32	25	139	303
Total	11	61	69	194	224	2,377	6,741	1,570	454	281	11,982

In each cell, the number is the count of active participants for each age/service combination.

Schedule SB, line 26a — Schedule of Active Participant Data

FCA US LLC – UAW Pension Agreement (Legacy Jeep Participants)

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34											
35–39											
40–44				4	3	6	3				16
45–49				2	15	32	11	2			62
50–54		2			18	48	45	24			137
55–59		2		2	11	43	36	28	59	16	197
60–64	3		1		12	41	31	18	86	58	250
65–69		1		2	1	15	5	5	23	32	84
70 & up						1	3	2	7	10	23
Total	3	5	1	10	60	186	134	79	175	116	769

In each cell, the number is the count of active participants for each age/service combination.

Schedule SB, line 26a — Schedule of Active Participant Data

FCA US LLC – UAW Pension Agreement (Legacy AMC Participants)

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34											
35–39											
40–44											
45–49											
50–54	1										1
55–59	2	9									11
60–64	1	13	7		3						24
65–69	3	2	2	2	3						12
70 & up					2						2
Total	7	24	9	2	8						50

In each cell, the number is the count of active participants for each age/service combination.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for January 1, 2024 funding valuation**

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	4	
	Stabilized	Nonstabilized
• First 5 years	4.75%	3.62%
• Next 15 years	4.87%	4.46%
• Over 20 years	5.59%	4.52%
Mortality sponsor elections		
• Healthy participants	The Group 1 specific mortality tables for males and females (benefits weighted) with a base year of 2018 assuming generational improvements using IRS-modified Scale MP-2021.	
• Pre-1995 disabilities	Same as healthy	
• Post-1994 disabilities	Same as healthy	
Other economic assumptions		
• Salary increases	N/A	
• Flat-dollar benefit increases	N/A	
• Social Security taxable wage base increases	N/A	
• Inflation	N/A	
• Expected investment return	5.58% for 2021, 6.90% for 2022 and 6.97% for 2023.	
• Expenses	Expenses added to current year normal cost. Based on prior year non-PBGC administrative expenses paid through trust plus expected current year PBGC premium. Assumption for 2024: \$49,280,528	

Rationale for economic assumptions

- Discount rate - Prescribed by the IRS and method is elected by Stellantis.
- Expenses – Based on prior year plan experience and expected current year PBGC premium

Demographic assumptions	
Withdrawal	See table of sample rates.
Disability incidence	45% of the incidence rates in the 1987 Commissioner's Group Disability Table with 12-month elimination for males, 97% for females. See table of sample rates. 90% of participants becoming disabled are assumed to be eligible for Social Security disability benefits.
Retirement age	See table of sample rates
Decrement timing	Middle of year
Benefit commencement age	
— Future vested deferred	65

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

— Current vested deferred	65 (0% of current deferred vested participants who are age 80 or above are assumed to commence benefits under the plans.)	
Spouse assumptions	Male participants	Female participants
— Percentage married	75%	50%
— Spouse age difference	2 years younger	2 years older
Late retirement increases	<p>Current employees who retire after age 71 are valued with a benefit reflecting an actuarial equivalent (AE) increase from age 71 to assumed benefit commencement age.</p> <p>Current deferred vested participants age 65 and above are assumed to receive an AE increase from age 65 to the earlier of benefit commencement age or their integer age (71, 72, or 73) at Required Beginning Date (RBD age). If benefit commencement age is above their RBD age, back payments with interest from RBD age to benefit commencement age are also assumed.</p>	
Actuarial equivalence for late retirement increases	<p>Interest assumed: 6.00%</p> <p>Mortality assumed:</p> <ul style="list-style-type: none"> • UAW (legacy UAW): 1983 GATT mortality table • UAW (legacy JEEP): 50% of the male 1994 Uninsured Pensioner mortality table, and 50% of the female 1994 Uninsured Pensioner mortality table • UAW (legacy AMC): 80% of the male 1983 GAM table set forward four years, 20% of the male 1983 GAM table set back two years 	
Form of payment – Males	Single life	65% J&S
— Active retirements	33%	67%
— Future vested deferred	33%	67%
— Future disabilities ¹	33%	67%
— Future deaths ²	0%	100%
— Current vested deferred ³	33%	67%
Form of payment – Females	Single life	65% J&S
— Active retirements	67%	33%
— Future vested deferred	67%	33%
— Future disabilities ¹	67%	33%
— Future deaths ²	0%	100%
— Current vested deferred ³	67%	33%

¹ If participant is under age 55 at time of disability, Joint and Survivor percentage is 50%.

² If participant is not retirement eligible at time of death, Joint and Survivor percentage is 50%

³ Current vested deferreds can elect the Qualified Joint and Survivor percentage in effect at time of termination.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Unpredictable contingent event assumptions	Is assumed to be de minimis based on guidance from FCA
At-risk assumptions	
• Special retirement rates	Active and deferred inactive participants who are eligible for immediate retirement and withdrawal benefits in the first 11 plan years are assumed to 100% retire in the first year of eligibility following the valuation year.
• Most valuable form of payment	Not applicable (prong 2 test not required)

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Table of Sample Rates****Retirement**

Attained Age	Retirement ⁴		
	Less than 30 years of service	Exactly 30 years of service	More than 30 years of service
Under 47	0.0%	0.0%	0.0%
47	0.0%	10.5%	6.0%
48	0.0%	10.5%	6.0%
49	0.0%	10.5%	6.0%
50	0.0%	10.5%	6.0%
51	0.0%	22.0%	6.0%
52	0.0%	22.0%	6.0%
53	0.0%	22.0%	6.0%
54	0.0%	22.0%	6.0%
55	5.1%	27.0%	6.0%
56	5.1%	27.0%	6.0%
57	5.1%	27.0%	6.0%
58	5.1%	27.0%	6.0%
59	5.1%	27.0%	6.0%
60	5.1%	27.0%	6.0%
61	5.1%	27.0%	6.0%
62	11.7%	25.0%	12.0%
63	11.7%	25.0%	12.0%
64	11.7%	25.0%	12.0%
65	24.2%	25.0%	12.0%
66	24.2%	25.0%	20.0%
67	24.2%	25.0%	20.0%
68	17.4%	25.0%	14.0%
69	17.4%	25.0%	14.0%
70 – 74	17.4%	25.0%	14.0%
75	100.00%	100.00%	100.00%

⁴ 20% of UAW participants eligible to retire are assumed to elect a 2024 retirement incentive program (and the program does not include enhanced plan benefits).

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Withdrawal**

Attained age	Percentage	
	Male	Female
20	9.474%	9.474%
25	6.709%	6.709%
30	3.563%	3.563%
35	1.896%	1.896%
40	0.902%	0.902%
45	0.798%	0.798%
50	0.732%	0.732%
55	0.575%	0.575%
60	0.445%	0.445%
65	0.327%	0.327%

Disability

Attained age	Percentage	
	Male	Female
20	0.02257%	0.07345%
25	0.02489%	0.08624%
30	0.03051%	0.11589%
35	0.04082%	0.18043%
40	0.06103%	0.28024%
45	0.10653%	0.35020%
50	0.20106%	0.53538%
55	0.36728%	0.81183%
60	0.53864%	0.95515%
65 – 75	-	-

Rationale for demographic assumptions

- Withdrawal, disability incidence, retirement age – based on 2021 experience study for experience years 2016-2020.
- Spouse assumptions and form of payment – based on 2021 experience study for experience years 2016-2020.
- Mortality (base) – based on 2021 mortality experience study for experience years 2017-2019 reflecting the 2017 & 2018 annuity purchases.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial methods for funding****Asset methods**

The asset valuation method is an average of the adjusted market value for each year during the last two years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** Only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** There are no insurance contracts for any plan.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installments for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than \$0.

Shortfall bases				
Year established		Outstanding balance	Years remaining	2024 installment
2019	\$	2,173,203,908	10	\$ 266,353,712
2020		(247,370,044)	11	(28,172,147)
2021		(727,633,334)	12	(77,627,802)
2022		(746,407,739)	13	(75,102,353)
2023		848,294,224	14	80,963,651
2024		809,324,299	15	73,632,704
Total	\$	2,109,411,314		\$ 240,047,765

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- Interest discounts were updated from 2023 to 2024 in accordance with PPA.
- The mortality improvement projection scale was updated from MP-2021 to IRS-modified MP-2021.
- 20% of UAW participants eligible to retire are assumed to elect a 2024 retirement incentive program (and the program does not include enhanced benefits).

Schedule SB, line 23 — Information on Use of Substitute Mortality Tables

For all participants, the mortality assumption reflects separate rates for Group 1 (UAW, AMC, Jeep plans) specific mortality tables for males and females (benefits weighted) with a Base Year of 2018 assuming generational improvement using Scale MP-2021. This assumption was approved by IRS on September 20, 2022 for the plan year beginning January 1, 2023. The IRS approval applies for up to five years, through the January 1, 2027 plan year.

The rates were calculated by adjusting the applicable standard mortality tables in section 1.430(h)(3)-1(d) of the Regulations, using the mortality ratio and credibility weighting factor determined individually for male and female participants, as shown in the table below.

	Male Participants	Female Participants
Mortality Ratio	1.433200	1.416300
Credibility Weighting Factor	1.000000	1.000000

Schedule SB, line 7 — Explanation of Discrepancy in the Prior Year Funding Standard Carryover Balance or Prefunding Balance

	Carryover balance		Prefunding balance	
Balance as of January 1, 2023 – UAW	\$	0	\$	130,396,087
Portion applied in prior year		0		(130,396,087)
Interest at prior year investment return of 8.81%		0		0
Amount remaining as of January 1, 2024	\$	0	\$	0
Balance as of January 1, 2023 – AMC	\$	107,804,130	\$	233,631,778
Portion applied in prior year		(936,970)		0
Interest at prior year investment return of 8.54%		9,126,455		19,952,154
Amount remaining as of January 1, 2024	\$	115,993,615	\$	253,583,932
Balance as of January 1, 2023 – JEEP	\$	243,654,713	\$	242,047,543
Portion applied in prior year		(5,383,049)		0
Interest at prior year investment return of 8.56%		20,396,054		20,719,270
Amount remaining as of January 1, 2024	\$	258,667,718	\$	262,766,813
Prior year excess contributions (UAW only)				
Discounted contributions allocated toward minimum required			\$	993,708,552
Minimum funding requirement (after applied credits)				(183,579,222)
Interest-adjusted excess contributions = discounted contributions minus minimum funding requirement (after applied credits)			\$	810,129,330
Interest to end of plan year on excess contributions not attributed to credit balance use at prior year effective interest rate of 5.20%				35,346,129
Interest to end of plan year on excess contributions attributed to credit balance use at prior year investment return of 8.81%				11,487,895
Total available to add to prefunding balance			\$	856,963,354
Portion added to prefunding balance				856,963,354
Reduction in balances due to election or deemed election effective January 1, 2024	\$	0	\$	0
Balance as of January 1, 2024	\$	374,661,333	\$	1,373,314,099

Schedule SB, line 7 — Explanation of Discrepancy in the Prior Year Funding Standard Carryover Balance or Prefunding Balance

Credit balance available to offset minimum	\$	374,661,333	\$	1,373,314,099
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Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 63. Rates are for an active participant whose age and service is representative of the population average.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	5.10%	10,000	510	28,050
56	5.10%	9,490	484	27,103
57	5.10%	9,006	459	26,180
58	5.10%	8,547	436	25,281
59	27.00%	8,111	2,190	129,205
60	6.00%	5,921	355	21,315
61	6.00%	5,566	334	20,370
62	12.00%	5,232	628	38,924
63	12.00%	4,604	552	34,806
64	12.00%	4,051	486	31,115
65	12.00%	3,565	428	27,809
66	20.00%	3,137	627	41,414
67	20.00%	2,510	502	33,633
68	14.00%	2,008	281	19,116
69	14.00%	1,727	242	16,681
70	14.00%	1,485	208	14,554
71	14.00%	1,277	179	12,695
72	14.00%	1,098	154	11,072
73	14.00%	945	132	9,654
74	14.00%	812	114	8,416
75	100.00%	699	699	52,397
Total			10,000	629,790
Average				62.98

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	60,629,361	19,249,139	992,378,272	1,072,256,772
2025	85,999,285	11,139,468	951,765,002	1,048,903,755
2026	106,210,581	13,782,230	911,582,059	1,031,574,870
2027	123,381,436	17,085,260	871,610,471	1,012,077,167
2028	139,590,513	20,980,922	807,260,198	967,831,633
2029	155,220,088	25,848,454	768,920,786	949,989,328
2030	168,315,396	30,523,292	730,106,344	928,945,032
2031	177,325,546	35,300,719	691,027,275	903,653,540
2032	182,693,830	40,176,887	651,604,176	874,474,893
2033	185,892,949	44,581,203	611,881,013	842,355,165
2034	188,462,204	49,250,785	572,205,726	809,918,715
2035	189,715,030	54,797,021	532,685,140	777,197,191
2036	190,243,371	60,364,025	493,628,912	744,236,308
2037	190,453,881	65,171,888	455,115,767	710,741,536
2038	190,452,312	69,078,334	417,501,393	677,032,039
2039	190,565,586	72,331,429	380,857,126	643,754,141
2040	190,143,039	74,704,705	345,395,562	610,243,306
2041	189,157,662	75,962,851	311,344,285	576,464,798
2042	187,455,133	76,294,744	278,884,226	542,634,103
2043	185,028,873	75,791,455	248,184,381	509,004,709
2044	181,839,378	74,829,595	219,386,107	476,055,080
2045	177,950,134	73,337,803	192,596,747	443,884,684
2046	173,356,361	71,271,853	167,890,926	412,519,140
2047	167,912,895	68,894,426	145,308,919	382,116,240
2048	161,813,817	66,327,276	124,856,212	352,997,305
2049	155,100,061	63,628,404	106,504,997	325,233,462
2050	147,841,315	60,778,358	90,196,083	298,815,756
2051	140,116,407	57,810,051	75,841,631	273,768,089
2052	131,947,894	54,723,797	63,327,167	249,998,858
2053	123,503,286	51,527,113	52,518,552	227,548,951
2054	114,838,864	48,244,594	43,269,848	206,353,306
2055	106,056,264	44,897,865	35,427,901	186,382,030
2056	97,246,979	41,512,201	28,837,199	167,596,379
2057	88,510,993	38,115,585	23,345,107	149,971,685
2058	79,926,758	34,737,588	18,805,840	133,470,186
2059	71,573,990	31,408,473	15,082,830	118,065,293
2060	63,525,266	28,158,430	12,050,865	103,734,561
2061	55,849,850	25,016,958	9,597,281	90,464,089
2062	48,607,231	22,012,136	7,622,760	78,242,127
2063	41,849,252	19,169,966	6,041,374	67,060,592
2064	35,619,920	16,513,509	4,780,229	56,913,658
2065	29,951,665	14,062,240	3,778,475	47,792,380
2066	24,863,677	11,831,452	2,985,663	39,680,792
2067	20,363,913	9,831,029	2,360,513	32,555,455
2068	16,446,067	8,064,669	1,869,334	26,380,070
2069	13,090,230	6,529,776	1,484,600	21,104,606
2070	10,264,583	5,217,893	1,184,032	16,666,508
2071	7,926,858	4,115,511	949,558	12,991,927
2072	6,027,386	3,205,027	766,647	9,999,060
2073	4,511,955	2,465,873	623,624	7,601,452

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210 - 0110 1210 - 0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A This return/report is for:	<input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
B This return/report is:	<input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____ <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report <input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here ▶ <input checked="" type="checkbox"/>
D Check box if filing under:	<input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program <input type="checkbox"/> special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here ▶ <input type="checkbox"/>

Part II	Basic Plan Information - enter all requested information
1a Name of plan FCA US LLC UAW PENSION AGREEMENT	1b Three-digit plan number (PN) ▶ 005
	1c Effective date of plan 08/01/1950
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) FCA US LLC 1000 CHRYSLER DRIVE CIMS 4785-08-64 AUBURN HILLS MI 48326-2766	2b Employer Identification Number (EIN) 27-0187394 2c Plan Sponsor's telephone number 248-576-5741 2d Business code (see instructions) 336100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	<i>SA L Lane</i>	<i>10/9/2025</i>	STEVEN LANE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN
	3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN
	4d PN

5 Total number of participants at the beginning of the plan year	5	101,506
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).		
a (1) Total number of active participants at the beginning of the plan year	6a(1)	12,752
a (2) Total number of active participants at the end of the plan year	6a(2)	10,504
b Retired or separated participants receiving benefits	6b	53,500
c Other retired or separated participants entitled to future benefits	6c	13,738
d Subtotal. Add lines 6a(2), 6b, and 6c	6d	77,742
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	20,966
f Total. Add lines 6d and 6e	6f	98,708
g (1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	
(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	1
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1B 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
 (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
 (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
 (4) ☐ **DCG** (Individual Plan Information) - Number Attached _____
 (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
 (2) ☐ **I** (Financial Information - Small Plan)
 (3) ☐ **A** (Insurance Information) - Number Attached _____
 (4) ☒ **C** (Service Provider Information)
 (5) ☒ **D** (DFE/Participating Plan Information)
 (6) ☐ **G** (Financial Transaction Schedules)

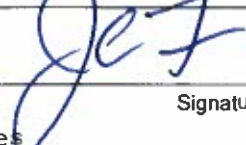
<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2024</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2024 or fiscal plan year beginning	01/01/2024	and ending	12/31/2024
▶ Round off amounts to nearest dollar.			
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.			

A Name of plan FCA US LLC UAW PENSION AGREEMENT	B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF FCA US LLC	D Employer Identification Number (EIN) 27-0187394
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500

Part I Basic Information			
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>			
2 Assets:			
a Market value.....		2a	11,155,705,594
b Actuarial value.....		2b	11,911,144,663
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	75,039	8,964,636,466	8,964,636,466
b For terminated vested participants	15,807	755,182,329	755,182,329
c For active participants.....	12,752	2,131,534,332	2,552,761,750
d Total	103,598	11,851,353,127	12,272,580,545
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
a Funding target disregarding prescribed at-risk assumptions		4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor		4b	
5 Effective interest rate.....	5	5.07%	
6 Target normal cost			
a Present value of current plan year accruals	6a	72,323,319	
b Expected plan-related expenses	6b	49,280,528	
c Target normal cost	6c	121,603,847	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<div>SIGN HERE</div> <div></div> <div>James C. Fries</div> <div>Type or print name of actuary</div>	<div>9-9-2025</div> <div>Date</div> <div>2306416</div> <div>Most recent enrollment number</div> <div>248-945-5523</div> <div>Telephone number (including area code)</div>
MERCER	
Firm name	
One Towne Square, Suite 1100 Southfield MI 48076	
Address of the firm	

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	351,458,843	606,075,408
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	6,320,019	130,396,087
9	Amount remaining (line 7 minus line 8)	345,138,824	475,679,321
10	Interest on line 9 using prior year's actual return of <u>8.81</u> %	29,522,509	40,671,424
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		810,129,330
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.20</u> %		35,346,129
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		11,487,895
	c Total available at beginning of current plan year to add to prefunding balance		856,963,354
	d Portion of (c) to be added to prefunding balance		856,963,354
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	374,661,333	1,373,314,099

Part III Funding Percentages			
14	Funding target attainment percentage	14	82.81 %
15	Adjusted funding target attainment percentage	15	82.81 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	86.88 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c)
				0	

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:			
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a		0
b Contributions made to avoid restrictions adjusted to valuation date	19b		0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c		0
20 Quarterly contributions and liquidity shortfalls:			
a Did the plan have a "funding shortfall" for the prior year? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
c If line 20a is "Yes," see instructions and complete the following table as applicable:			
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 4.75%	2nd segment: 4.87%	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input checked="" type="checkbox"/> Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment...	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	121,603,847	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:			
a Net shortfall amortization installment	Outstanding Balance 2,109,411,314	Installment 240,047,765	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	361,651,612	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	361,651,612	0	361,651,612
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input checked="" type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021
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