

# STELLANTIS N.V.

## Diversity and Inclusion Policy for the composition of the Board of Directors

This policy is the Diversity and Inclusion Policy for the Composition of the Board of Directors (the “**Policy**”) as referred to in best practice provision 2.1.5 of the Dutch Corporate Governance Code of March 2025 (the “**Code**”) consistent with the requirements of article 2:166 of the Dutch Civile Code and in alignment to the Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022. The board of directors (the “**Board of Directors**”) of Stellantis N.V. (the “**Company**”) has adopted this Policy on February 25, 2026. The Policy applies to the composition of the Board of Directors of the Company.

### 1. INTRODUCTION

The Company believes that a diverse composition of the Board of Directors in terms of expertise, experience, competencies, personal qualities, age, sex or gender identity, nationality and cultural or other background is an important means of promoting debate, balanced decision making and independent actions of the Board of Directors. A combination of skills and experience is fundamental to the proper functioning of the Board of Directors. The size, complexity and product offerings of the sectors in which the Company operates, and the geographic spread of its businesses, require that members of the Board of Directors have a broad and diverse mix of skills and backgrounds. Experience gained in an international environment and pertaining to the dynamics of the macro-economy and global of markets and an understanding of industrial and financial sectors are also reflected in the Board of Directors membership.

### 2. POLICY

#### i. Aspects relevant to the Board of Directors

Because of the size, complexity and product offerings, and the geographic spread of the Company’s business, it is important to carefully consider many factors including the mix of skills, experiences and backgrounds of individuals serving on the Board of Directors. There will be an overriding emphasis based on merit when nominating candidates for vacancies of the Board of Directors but within that scope the Company applies the following aspects to the Board of Directors: expertise, experience, competencies, personal qualities, age, sex or gender identity, nationality and cultural or other background. In all cases, nominations and appointments are based on qualifications, experience, performance and the needs of the Board, consistent with applicable non-discrimination laws. The Company considers each of these aspects key drivers to support the above-mentioned goals and to achieve sufficient variety of views and the expertise needed for a proper understanding of current affairs and longer-term risks and opportunities related to the Company's business. The Board of Directors and its ESG Committee consider such factors when evaluating nominees for election or re-election to the Board of Directors and during the annual performance assessment process.

## ii. Targets

Stellantis has determined that the objective of this Policy, with an overriding emphasis based on merit, is that:

- a) the Company aims for at least 40% representation of the underrepresented sex among the non-executive directors and at least 33% representation of the underrepresented sex across all director positions (executive and non-executive), and the Board of Directors will take appropriate and lawful steps to support progress toward these objectives;<sup>1</sup>
- b) the nationality of the members of the Board of Directors shall be reasonably consistent with the geographic spread of Stellantis' business and no nationality should count for more than 60% of the members of the Board of Directors; and
- c) the age of the members of the Board of Directors should be more diverse by having one or more members of the Board of Directors aged under 50 at the day of their nomination.

It being understood that in the selection of a candidate on the basis of the defined criteria, rules and generally accepted principles of non-discrimination (on grounds such as ethnic origin, race, disability or sexual orientation as well as equal opportunities regardless of identity) will be taken into account. This Policy does not require quotas or preferential treatment. Where candidates are equally qualified, the Board of Directors may consider the above objectives in a manner consistent with applicable law.

### **3. IMPLEMENTATION OF THE POLICY**

To ensure its correct implementation the Policy has been embedded in the Company in various ways. The targets mentioned under section 2.ii above will be taken into account in the adoption of a profile for non-executive directors as well as in nominating and recommending directors. Any such consideration will be applied in a manner consistent with the merit-based principles set out in this Policy and applicable non-discrimination laws.

The ESG Committee will be responsible for assisting and advising the Board of Directors with, to the extent relevant for purpose of this Policy: (i) the identification of the criteria, professional and personal qualifications for candidates to serve as Directors; (ii) periodic assessment of the size and composition of the Board of Directors; (iii) proposals for election of Directors. The Company shall annually report in the management report on the implementation of this Policy, the composition of the Board, progress against objectives and, where applicable, explanations for deviations. To the extent required by Dutch law, the Company shall annually report to the Dutch Social and Economic Council (SER) regarding gender objectives and progress.

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<sup>1</sup> The number of director positions necessary to achieve the objective will be determined as specified in the Annex to the Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 (Art. 5.3).

If members of the Board of Directors are put up for election by the general meeting, the profile that will be presented to the general meeting will contain sufficient information for the shareholders to understand the background of the proposed member of the Board of Directors and its alignment with this Policy.

#### **4. REVIEW OF THE POLICY**

The ESG Committee will review this Policy from time to time as deemed necessary but at least once a year and make any recommendation it deems suitable to the Board of Directors for its consideration and approval. The ESG Committee will include an assessment of how the Policy has been implemented in its review.

Stellantis is committed to providing equal, merit-based opportunities for all our workforce, a fundamental strength. We are also committed to maintaining a fair, and inclusive workplace, free from favoritism, violence, harassment, or any kind of discrimination including based on age, race, sex, sexual orientation or religion where everyone is valued for their contributions to the Company. Employment decisions are based on qualifications, performance, and business needs, consistent with applicable non-discrimination laws. Stellantis expresses its enterprise-wide commitment through regional initiatives that, where appropriate, complement the global framework by adapting its principles to local legislative requirements and practices.