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

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
FCA US LLC UAW SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 032

1c Effective date of plan 01/01/1985

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 485-08-64
AUBURN HILLS, MI 48326-2766

2b Employer Identification Number (EIN) 27-0187394

2c Plan Sponsor's telephone number 248-512-2514

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.	09/04/2023	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 [X] 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**	56448
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)**	52211
a(2) Total number of active participants at the end of the plan year	**6a(2)**	49473
b Retired or separated participants receiving benefits	**6b**	2009
c Other retired or separated participants entitled to future benefits	**6c**	3861
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	55343
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	591
f Total. Add lines **6d** and **6e**	**6f**	55934
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	54206
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	380
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:

2G 3H 2T 2R

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)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information)
- **(4)** [ ] **C** (Service Provider Information)
- **(5)** [X] **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 2022 Form M-1 annual report. If the plan was not required to file the 2022 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_____

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
FCA US LLC UAW SAVINGS PLAN

B Three-digit plan number (PN) ▶ 032

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
FCA US LLC

D Employer Identification Number (EIN)
27-0187394

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: FCA US LLC DEFINED CONTRIBUTION PLA

b Name of sponsor of entity listed in (a): FCA US LLC

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)
90-1076853-070	M	4043235050

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)

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)

(Complete as many entries as needed to report all participating plans)

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

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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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
FCA US LLC UAW SAVINGS PLAN

B Three-digit plan number (PN) ▶ 032

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)	2010999	1987258
(2) Participant contributions	1b(2)	2631588	2362747
(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)	68426798	73035733
(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)	4766949659	4043235050
(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)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(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	4840019044	4120620788
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	2023712	2023712
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through1j)	1k	2023712	2023712
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	4837995332	4118597076

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)	119290837	
(B) Participants	2a(1)(B)	220458482	
(C) Others (including rollovers)	2a(1)(C)	3637378	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		343386697
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)	3194346	
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		3194346
(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)		0
(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)		0
(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)		0

		(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)		-717651451
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(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		-371070408
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	337982390	
(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)		337982390
f Corrective distributions (see instructions)	2f		2023712
g Certain deemed distributions of participant loans (see instructions)	2g		7465464
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)	856282	
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		856282
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		348327848
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-719398256
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) [X] 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) [X] DOL Regulation 2520.103-8 **(2)** [X] 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: 39-0859910

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, 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.

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.)	4a		X	

		Yes	No	Amount
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.)	4b		X	
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.)	4c		X	
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.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		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?	4f		X	
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?	4g		X	
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?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
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.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
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.	4n			

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)
FCA US LLC DEFINED CONTRIBUTION PLAN MASTER TRUST	90-1076853	070

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 _____.

Independent Auditor’s Report

To the Participants, Plan Administrator and members of the Employee Benefits Committee of FCA US LLC Salaried Employees' Savings Plan and FCA US LLC UAW Savings Plan

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

We have performed audits of the financial statements of FCA US LLC Salaried Employees' Savings Plan and FCA US LLC UAW Savings Plan (the Plans), employee benefit plans 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 as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2022, 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 Plans’ 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 Plans (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. 2022 and 2021, and for the year ended December 31, 2022, stating that the certified investment information, as described in Note 3 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 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 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 Auditors' Responsibilities for the Audits of the Financial Statements section of our report. We are required to be independent of the Plans 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.

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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 Plans' ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plans, and determining that the Plans' transactions that are presented and disclosed in the financial statements are in conformity with the Plans' 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 Plans' 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 Plans' 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 audits.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) *as of and for the year ended December 31, 2022*, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedules 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).



Chicago, Illinois
August 18, 2023

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

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) ___

B This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ ☐

D Check box if filing under:
- ☒ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
FCA US LLC UAW Savings Plan

1b Three-digit plan number (PN) ▶ 032

1c Effective date of plan 01/01/1985

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 485-08-64
Auburn Hills MI 48326-2766

2b Employer Identification Number (EIN) 27-0187394

2c Plan Sponsor's telephone number (248) 512-2514

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	Steven L. Lane	8/31/2023	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

FCA US LLC Select Defined Contribution Plans -

FCA US LLC UAW Savings Plan

EIN #27-0187394 Plan #032

Schedule H, Line 4i, Form 5500- Schedule of Assets
(Held at End of Year)

Year Ended December 31, 2022

(a)(b) Identity of Issuer, Lessor, Borrower, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(e) Current Value
* Participants loans	Participant notes receivable bearing interest at rates ranging from 4.25% to 10.50%	$ 73,035,733

*Denotes party-in-interest

Confidential & Proprietary Information - Exempt from Public Disclosure by Applicable Law

FCA US LLC

Select Defined Contribution Plans
Financial Statements (and Supplemental Schedules)

As of and for the Year Ended December 31, 2022

Confidential & Proprietary Information - Exempt from Public Disclosure by Applicable Law

FCA US LLC
Select Defined Contribution Plans

Financial Statements and Supplemental Schedules

As of and for the Year Ended December 31, 2022

Contents

Independent Auditor's Report 1

Financial Statements

Statements of Net Assets Available for Benefits 4

Statements of Changes in Net Assets Available for Benefits 5

Notes to Financial Statements 6

ERISA-Required Supplemental Schedules

FCA US LLC Salaried Employees' Savings Plan
Schedule H, Line 4i Form 5500 - Schedule of Assets (Held at End of Year) 23

FCA US LLC UAW Savings Plan
Schedule H, Line 4i Form 5500 - Schedule of Assets (Held at End of Year) 24

Confidential & Proprietary Information - Exempt from Public Disclosure by Applicable Law

Independent Auditor’s Report

To the Participants, Plan Administrator and members of the Employee Benefits Committee of FCA US LLC Salaried Employees' Savings Plan and FCA US LLC UAW Savings Plan

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

We have performed audits of the financial statements of FCA US LLC Salaried Employees' Savings Plan and FCA US LLC UAW Savings Plan (the Plans), employee benefit plans 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 as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2022, 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 Plans’ 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 Plans (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. 2022 and 2021, and for the year ended December 31, 2022, stating that the certified investment information, as described in Note 3 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 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 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 Auditors' Responsibilities for the Audits of the Financial Statements section of our report. We are required to be independent of the Plans 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.

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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 Plans' ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plans, and determining that the Plans' transactions that are presented and disclosed in the financial statements are in conformity with the Plans' 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 Plans' 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 Plans' 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 audits.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) *as of and for the year ended December 31, 2022*, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedules 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).



Chicago, Illinois
August 18, 2023

FCA US LLC
Select Defined Contribution Plans

Statements of Net Assets Available for Benefits

	December 31, 2022			December 31, 2021		
	FCA US LLC Salaried Employees' Savings Plan	**FCA US LLC UAW Savings Plan**	**Total (Memorandum Only)**	**FCA US LLC Salaried Employees' Savings Plan**	**FCA US LLC UAW Savings Plan**	**Total (Memorandum Only)**
Assets						
Plan interest in the FCA US LLC Master Trust (*Note 3*)	$ 4,237,053,626	$ 4,043,235,050	$ 8,280,288,676	$ 5,091,910,786	$ 4,766,949,659	$ 9,858,860,445
Receivables:						
Employer contributions receivable	4,068,566	1,987,258	6,055,824	2,627,403	2,010,999	4,638,402
Employee contributions receivable		2,362,747	2,362,747	—	2,631,588	2,631,588
Participant notes receivable	29,926,889	73,035,733	102,962,622	32,398,181	68,426,798	100,824,979
Total receivables	33,995,455	77,385,738	111,381,193	35,025,584	73,069,385	108,094,969
Total assets	4,271,049,081	4,120,620,788	8,391,669,869	5,126,936,370	4,840,019,044	9,966,955,414
Liabilities						
Excess contributions payable	—	2,023,712	2,023,712	—	2,023,712	2,023,712
Net assets available for benefits	$ 4,271,049,081	$ 4,118,597,076	$ 8,389,646,157	$ 5,126,936,370	$ 4,837,995,332	$ 9,964,931,702

See accompanying notes.

Confidential & Proprietary Information - Exempt from Public Disclosure by Applicable Law

FCA US LLC
Select Defined Contribution Plans

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2022		
	FCA US LLC Salaried Employees' Savings Plan	**FCA US LLC UAW Savings Plan**	**Total (Memorandum Only)**
Additions to net assets			
Contributions:			
Employee	$ 176,477,175	$ 220,458,482	$ 396,935,657
Employer	107,207,469	119,290,837	226,498,306
Rollovers	9,195,763	3,637,378	12,833,141
Total contributions	292,880,407	343,386,697	636,267,104
Net investment income (loss) from Plan interest in the FCA US LLC Master Trust (*Note 3*)	(754,195,550)	(717,651,451)	(1,471,847,001)
Interest income on participant notes receivable	1,491,911	3,194,346	4,686,257
Total additions	(459,823,232)	(371,070,408)	(830,893,640)
Deductions from net assets			
Benefits paid direct to participants or beneficiaries	408,231,216	347,471,566	755,702,782
Administrative expense/other	18,237	856,282	874,519
Total deductions	408,249,453	348,327,848	756,577,301
Conversions-In	12,185,396	—	(12,185,396)
Net decrease	(855,887,289)	(719,398,256)	(1,575,285,545)
Net assets available for benefits			
Beginning of year	5,126,936,370	4,837,995,332	9,964,931,702
End of year	$ 4,271,049,081	$ 4,118,597,076	$ 8,389,646,157

See accompanying notes.

Confidential & Proprietary Information - Exempt from Public Disclosure by Applicable Law

Notes to Financial Statements

Confidential & Proprietary Information - Exempt from Public Disclosure by Applicable Law

Note 1. Plan Description

The following description of the FCA US LLC Salaried Employees' Savings Plan (SESP) and the FCA US LLC UAW Savings Plan (UAWSP), (collectively, the Plans) provides only general information. Participants should refer to the Plans' legal documents for a more complete description of each plan's provisions, copies of which may be obtained from the plan sponsor.

General

The Plans were adopted to encourage eligible employees to save by enabling them to invest in a variety of investments. FCA US LLC (FCA or the Company) is the sponsor of the Plans. The Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Effective December 31, 2015, the FCA US LLC Employee Managed Retirement Plan (EMRP) account balances were transferred to the SESP. The six year vesting schedule will continue to apply to EMRP accounts under the SESP. The EMRP account balances under SESP will not be available for plan loans or in-service withdrawals consistent with EMRP plan provisions.

On December 17, 2019, FCA and Groupe PSA ("PSA") entered into a combination agreement providing for the combination of FCA and PSA through a cross-border merger, with FCA as the surviving legal entity in the merger ("Stellantis"). On January 17, 2021, the combined company was renamed Stellantis, the board of directors was appointed and the Stellantis articles of association became effective. On this date, the Stellantis management and board of directors collectively obtained the power and the ability to control the assets, liabilities and operations of both FCA and PSA. As such, effective January 16, 2021, the SESP was amended to provide credit for prior service with any member of PSA for purposes of vesting under the SESP. Salaried non-represented employees are eligible to participate in the SESP as of their hire date; hourly and salaried represented employees are eligible to participate in the UAWSP as of their date of hire.

Effective January 1, 2021, any eligible employee in the UAWSP who was not actively contributing to the Plan on a pre-tax or Roth 401(k) basis was automatically enrolled in the Plan to contribute 3% of base pay on a pre-tax unless such employee elected otherwise.

Effective for pay periods beginning on or after January 4, 2021, Eligible Compensated Hours used to calculate contributions under the UAWSP, Exhibit G, Supplemental Agreement for Skilled Trade employees subject to an agreed upon Alternative Work Schedule ("AWS"), shall not exceed the maximum number of hours in any one work week pursuant to the agreed upon AWS. In all cases, Eligible Compensated Hours shall not exceed 2,080 in a calendar year.

On August 27, 2021, the SESP and the UAWSP were amended to provide for periodic payments as optional forms of distribution upon retirement or termination of employment.

Effective April 1, 2022, the SESP was amended to provide for (1) the merger of the Maserati North America, Inc. 401(k) Plan (the "MNA 401(k) Plan") and the PSA North America, Inc. 401K Plan (the "PSA 401K Plan") into the SESP, (2) the transfer of all assets from the MNA 401(k) Plan and the PSA

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Note 1. Plan Description (continued)

401K Plan to the SESP, and (3) the allocation of all transferred assets to the respective participants' accounts. All transferred assets were fully vested upon transfer.

Automatic Enrollment

Newly hired eligible employees are automatically enrolled in the SESP to contribute 3% of their eligible compensation on a pre-tax basis, until changed by the participant. Additionally, the pre-tax contributions of an automatically enrolled employee will be automatically increased by 1% per year to a maximum of 10%, unless such employee elects otherwise.

Newly hired eligible employees are automatically enrolled in the UAWSP to contribute 3% of their eligible compensation on a pre-tax basis, until changed by the participant. Pre-tax contributions of an automatically enrolled employee will be automatically increased by 1% per year to a maximum of 10%, unless such employee elects otherwise.

Employee Contributions

Eligible SESP employees may elect to contribute 1% to 50% of base salary or total compensation, as defined in the SESP, on a pre-tax, Roth 401(k), and/or after-tax basis.

Effective January 1, 2020, eligible UAWSP employees may elect to contribute 1% to 100% of total compensation, as defined in the UAWSP, on a pre-tax, Roth 401(k), and/or after-tax basis. In addition, eligible employees of the SESP may contribute up to 100% of any award payment from the Company's performance-based cash bonus plan on a pre-tax or Roth 401(k) basis.

Participant contributions are subject to certain Internal Revenue Service (IRS) limitations, including the maximum annual deferral limits of $20,500 ($27,000 if age 50 and over) and $19,500 ($26,000 if age 50 and over) in 2022 and 2021, respectively.

SESP - Company Contributions

The Company contributes company matching contributions in an amount equal to 50% of a participant's pre-tax/Roth 401(k) contributions and catch-up contributions up to 10% of base salary per pay period subject to IRS limits. The Company matching contributions are immediately 100% vested. The Company also contributes a non-matching automatic company contribution in an amount equal to 3% of the participant's base salary per pay period to eligible employees. This non-matching automatic company contribution is 100% vested upon three years of service.

UAWSP - Company Contributions

A contractual agreement between the Company and the UAW requires FCA to contribute an amount equal to $1.00 per Eligible Compensated Hour into the UAWSP for salaried represented employees hired or rehired on or after April 15, 2010. In addition, the Company is required to contribute 6.4% of Eligible

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Note 1. Plan Description (continued)

Compensation for eligible salaried represented employees to the UAWSP. Eligible Compensation, for purposes of these contributions, is the base salary rate (limited to 40 hours per week and 2,080 hours in a calendar year).

A contractual agreement between the Company and the UAW requires FCA to contribute an amount equal to $1.00 per Eligible Compensated Hour into the UAWSP for hourly employees hired or rehired on or after October 29, 2007. In addition, the Company is required to contribute 6.4% of Eligible Compensation to the UAWSP for eligible hourly represented employees. Eligible Compensation is defined as the base hourly rate times Eligible Compensated Hours; hours are limited to 40 hours in any one work week and 2,080 hours in a calendar year.

A contractual agreement between the Company and the UAW requires FCA to contribute an amount equal to $1.00 per Eligible Compensated Hour into the UAWSP for skilled employees hired or rehired on or after October 12, 2011. In addition, the Company is required to contribute 6.4% of Eligible Compensation to the UAWSP for eligible skilled employees. Eligible Compensation is defined as the base hourly rate times Eligible Compensated Hours; hours are limited to 40 hours in any one work week and 2,080 hours in a calendar year.

A contractual agreement between the Company and the UAW requires FCA to contribute an amount equal to $1.00 per Eligible Compensated Hour into the UAWSP for GEMA (Dundee) employees hired or rehired on or after October 12, 2011. In addition, the Company is required to contribute 6.4% of Eligible Compensation to the UAWSP for GEMA (Dundee) employees. Eligible Compensation is defined as the base hourly rate times Eligible Compensated Hours; hours are limited to 40 hours in any one work week and 2,080 hours in a calendar year.

Participant Accounts

Each participant's account is credited with the participant's contributions, employer contributions, if any, and an allocation of plan earnings and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances as defined by the plan document.

The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. The Plans' investments are participant directed.

Vesting

SESP and UAWSP participants are immediately 100% vested in participant contributions plus actual earnings thereon.

The Company matching contributions in the SESP are immediately 100% vested. The automatic 3% Company contribution is 100% vested upon three years of service.

Confidential & Proprietary Information - Exempt from Public Disclosure by Applicable Law

Note 1. Plan Description (continued)

EMRP account balances that were transferred to the SESP effective December 31, 2015 and vest according to the following schedule:

Years of Service	Percent Vested
Less than 2 years	0
2	20
3	40
4	60
5	80
6	100

The Company contributions in the UAWSP are 100% vested upon three years of service.

Forfeitures

Forfeited amounts under the UAWSP must first be used to reinstate accounts for participants who were previously terminated and rehired. The total amount available throughout the year under the UAWSP is the amount forfeited during the previous calendar year, and excludes amounts forfeited by employees separated from service but who have not yet incurred five (5) consecutive one-year periods of severance from the Company. Secondly, forfeitures are used to reduce Company contributions according to the collectively bargained agreement. For the SESP, forfeitures may be used to reduce Company contributions and may also be used to pay plan expenses. There was $312,942 and $288,355 of forfeitures unused for the UAWSP as of December 31, 2022 and 2021, respectively. There was $165,747 and $455,791 of forfeitures unused for the SESP as of December 31, 2022 and 2021, respectively. Forfeitures used during 2022 to reduce current year contributions with respect to the UAWSP and SESP were approximately $1,725,407 and $2,450,000, respectively. Forfeitures used during 2021 to reduce current year contributions with respect to the UAWSP and SESP were $1,885,000 and $2,600,000, respectively.

Participant Notes Receivable

Participants in the SESP and UAWSP may borrow up to 50% of their account balance. However, certain sub-accounts are excluded from the account balance for this purpose. Company contributions and earnings thereon under UAWSP are excluded; the 3% automatic Company contributions, EMRP and earnings thereon under SESP are excluded. The total note receivable may not exceed $50,000, reduced for certain adjustments as defined by the Plans' legal documents.

The Company's Employee Benefits Committee determines the administrative provisions, allowable repayment term, and rate of interest charged. Loan terms are one to five years unless the loan will be used for buying a primary residence in which case the loan term is up to ten years. Loans are secured by the participants' account balance and participants may have up to six loans outstanding.

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Note 1. Plan Description (continued)

Hardship Withdrawals

Participants may request a distribution of all, or a portion of their employee pre-tax and Roth 401(k) contributions (excluding earnings), to the extent required to relieve a financial hardship, as defined in the Plan document.

Payment of Benefits

Upon termination of service due to death, the participant's vested account balance will be distributed to his or her beneficiary(s). Upon termination of service due to disability or retirement, a participant may elect to receive either a partial distribution, a lump-sum amount equal to the value of the participant's vested account balance, periodic payments (fixed, variable or lifetime) or retain the account balance in the Plan(s) until age 72, at which time distributions will commence according to IRS guidelines. For terminations due to other reasons, the above applies; except that participants may retain their account interest until age 73 only if the account balance exceeds $5,000.

Termination

While it has not expressed any intent to do so, the Company has the right under each Plan to discontinue its contributions at any time and to terminate each Plan subject to the provisions set forth in the plan document, the collective bargaining agreement and ERISA. Upon termination of either Plan, affected participants of the terminated Plan become 100% vested in their account balances.

Administrative Expenses

The Plans' administrative expenses are paid by either the Plan or the Company, as provided by the Plans' provisions. Expenses relating to purchases, sales, or transfers of the Plans' investments are charged to the particular investment fund to which the expenses relate. Expenses that are paid by the Company are excluded from these financial statements.

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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 accompanying financial statements have been prepared in conformity with accounting principles generally accepted in the United States of America, which require management to make estimates that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Memorandum Only Totals

The memorandum only total column in the financial statements represents solely a total of the individual Plans and is provided for informational purposes only.

Investment Valuation and Income Recognition

The Plans' investments are in the FCA US LLC Defined Contribution Plan Master Trust (Master Trust) established for the investment of assets of the Plans and stated at fair value. Refer to *Note 4, Fair Value Measurements*. Purchases and sale of securities are reflected 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 the accrual basis. Dividend income is recorded on the ex-dividend date.

Each participating Plan's interest in the investment funds of the Master Trust is based on account balances of the participants and their elected investment funds. The Master Trust assets are allocated among the participating Plans by assigning to each Plan those transactions (primarily contributions, benefit payments, and plan-specific expenses) that can be specifically identified and by allocating among all plans, in proportion to the fair value of the assets assigned to each plan, income and expenses resulting from the collective investment of the assets of the Master Trust.

The Pension Investment Committee is responsible for determining the Master Trust's valuation policies and the Company is responsible for analyzing information provided by the investment custodians and issuers that is used to determine the fair value of the Plans' investments. The Pension Investment Committee reports to the Board of Directors of the Company.

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Note 2. Summary of Significant Accounting Policies (continued)

Participant Notes Receivable

Participant notes receivable represents participant loans that are recorded at their unpaid principal balance plus any accrued but unpaid interest. Interest income on participant notes receivable is recorded when earned. Participant notes receivable are written-off when deemed uncollectible and reclassified as deemed distributions. The outstanding balances of participant loans under SESP amount to approximately $29,926,889 and $32,398,181 as of December 31, 2022 and 2021. The outstanding balances of participant loans under UAWSP amount to approximately $73,035,734 and $68,426,798 as of December 31, 2022 and 2021.

Benefit Payments

Payments are recorded by the Plans when paid.

Excess Contributions Payable

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding reduction to benefits paid. The UAWSP distributed the excess contributions to the applicable participants on or before March 15, 2023.

Risks and Uncertainties

The Plans invest in various investment securities as directed by participants. Investment securities are exposed to various risks such as interest rate, market, 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 such changes could materially affect participants' account balances and the amounts reported in the financial statements.

Recent Accounting Pronouncements

No recent accounting pronouncements.

Note 3. Investment in Master Trust

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including investments held and notes receivable from participants at December 31, 2022 and 2021, and net appreciation (depreciation) in fair value of investments, interest, dividends, and interest income on notes receivable from participants for the year ended December 31, 2022, was obtained or derived from information provided to the Plan Administrator and certified as complete and accurate by Bank of America N.A, the trustee of the Plans.

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Note 3. Investment in Master Trust (continued)

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, 2022 and 2021, and for the years then ended. Accordingly, Bank of America N.A, a qualified institution, has certified that the following investment information included in the accompanying financial statements and ERISA-required supplemental schedules is complete and accurate:

- Investments and notes receivable from participants, as shown in the accompanying statements of net assets available for benefits as of December 31, 2022 and 2021.

- Investment income and interest from notes receivable from participants, as shown in the accompanying statements of changes in net assets available for benefits for the year ended December 31, 2022.

- Investment information included in Schedule H, Line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2022, as shown on the ERISA-required supplemental schedules.

At the request of the Plan Administrator, the Plans' 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.

Each participating Plan’s interest in the Master Trust is based on account balances of the participants and their elected investment options. The financial statements present a Total (Memorandum Only) column which provides the activity in the master trust, including the net change in master trust assets.

During the year ended December 31, 2022, the Master Trust investment income was comprised of the following:

	2022
Net investment income:	
Net realized and unrealized gain/(loss) on investments	$ (1,481,687,002)
Interest and dividends	9,840,001
Total Master Trust Net investment income	$ (1,471,847,001)

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Note 3. Investment in Master Trust (continued)

The following table presents the investments and other assets and liabilities of the Master Trust as of December 31, 2022 and 2021.

	Master Trust Balance at December 31,	SESP	UAWSP
Cash and cash equivalents	$ 418,536,163	$ 206,110,758	$ 212,425,405
Government securities	262,322,531	123,550,108	138,772,423
Corporate bonds	358,055,567	169,201,337	188,854,230
Common stock	802,067,285	382,782,255	419,285,030
Mutual funds	57,692,752	26,845,764	30,846,988
Self-directed brokerage	1,506,640,508	762,679,914	743,960,594
Other	19,308,370	9,133,590	10,174,780
Common/collective trusts	4,544,169,239	2,426,397,995	2,117,771,244
103-12 investment entities	342,275,873	144,698,741	197,577,132
Total Master Trust Investments at	8,311,068,288	4,251,400,462	4,059,667,826
Plus:			
Due from brokers for securities sold	91,264,518	41,041,646	50,222,872
Other accrued receivables	4,806,654	2,146,395	2,660,259
Less:			
Due to brokers for securities purchased	(126,850,784)	(57,534,877)	(69,315,907)
Total	$ 8,280,288,676	$ 4,237,053,626	$ 4,043,235,050

	Master Trust Balance at December 31,	SESP	UAWSP
Cash and cash equivalents	$ 426,141,464	$ 215,663,013	$ 210,478,451
Government securities	385,845,262	182,440,070	203,405,192
Corporate bonds	291,859,860	139,019,520	152,840,340
Common stock	796,273,424	389,713,911	406,559,513
Mutual funds	91,228,664	43,968,780	47,259,884
Self-directed brokerage	2,038,257,547	1,020,864,698	1,017,392,849
Other	39,453,745	18,898,124	20,555,621
Common/collective trusts	5,442,238,006	2,934,472,683	2,507,765,323
103-12 investment entities	392,335,207	167,481,464	224,853,743
Total Master Trust Investments at	9,903,633,179	5,112,522,263	4,791,110,916
Plus			
Due from brokers for securities sold	134,989,100	61,837,628	73,151,472
Other accrued receivables	1,898,837	863,871	1,034,966
Less:			
Due to brokers for securities purchased	(181,660,671)	(83,312,976)	(98,347,695)
Total	$ 9,858,860,445	$ 5,091,910,786	$ 4,766,949,659

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Note 4. Fair Value Measurements

The fair value framework establishes 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). The three levels 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.

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

Valuation Techniques Used in the Fair Value Measurement of Financial Assets Carried at Fair Value Including Strategies for Investments Valued at Net Asset Value

Mutual funds and equity investments (common stock), including those within participants' self-directed brokerage accounts and certain U.S. government debt securities, are valued based on unadjusted quoted market prices in active markets and are categorized as Level 1. Such government debt securities include all government treasury securities, including Notes, Bills, and Strips.

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Note 4. Fair Value Measurements (continued)

The Master Trust investments also consists of short-term investments, certificates of deposit, commercial paper, fixed-income investments, including corporate and government debt securities, and asset-backed securities. The short-term investments, certificates of deposits, and commercial paper are valued at fair value based on their outstanding balances and are categorized as Level 2. Pricing for corporate and government debt securities and asset-backed securities was obtained from unadjusted quotations from brokers or pricing services used by the Trustee and are categorized as Level 2.

Short-term investments are primarily comprised of investment grade money market instruments and interest-bearing cash. Pricing for these investments was obtained from unadjusted quotations from brokers or pricing services used by the Trustee and they are categorized as Level 2.

Common / collective trusts and 103-12 investment entities are invested in equity investments that include U.S. equity, developed international equity and emerging markets equity investments, as well as fixed income investments that include U.S. and international companies' debt securities, and are not publicly traded and do not have a readily determinable fair value. The common / collective trust funds and 103-12 investment entities are valued at their NAV based on the fair value of the fund's underlying net assets as determined by the fund managers. All funds allow for daily redemption. The Plan is subject to a restriction on the amount that can be redeemed from the direct Real Estate Fund. There are no unfunded commitments. Participants are not subject to redemption restrictions on any funds.

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Note 4. Fair Value Measurements (continued)

The following table presents the assets of the Master Trust measured at fair value on a recurring basis as of December 31, 2022:

	Level 1	Level 2	Balance at December 31, 2022
Cash and cash equivalents	$ —	$ 418,536,163	$ 418,536,163
Government securities	214,095,329	48,227,202	262,322,531
Corporate bonds	—	358,055,567	358,055,567
Common stock	802,067,285	—	802,067,285
Mutual funds	57,692,752	—	57,692,752
Self-directed brokerage	1,171,406,622	335,233,886	1,506,640,508
Other	—	19,308,370	19,308,370
	$ 2,245,261,988	$ 1,179,361,188	$ 3,424,623,176
Investments measured at NAV:			
Common/collective trusts			4,544,169,239
103-12 investment entities			342,275,873
Total investments measured at NAV			4,886,445,112
Other assets (liabilities):			
Receivables			96,071,172
Payables			(126,850,784)
Total investments			$ 8,280,288,676

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Note 4. Fair Value Measurements (continued)

The following table presents the assets of the Master Trust measured at fair value on a recurring basis as of December 31, 2021:

	Level 1	Level 2	Balance at December 31, 2021
Cash and cash equivalents	$ —	$ 426,141,464	$ 426,141,464
Government securities	292,298,113	93,547,149	385,845,262
Corporate debt	—	291,859,860	291,859,860
Common stock	796,273,424	—	796,273,424
Mutual funds	91,228,664	—	91,228,664
Self-directed brokerage	1,712,538,271	325,719,276	2,038,257,547
Other	—	39,453,745	39,453,745
	$ 2,892,338,472	$ 1,176,721,494	$ 4,069,059,966
Investments measured at NAV:			
Common/collective trust			5,442,238,006
103-12 investment entities			392,335,207
Total investments measured at NAV			5,834,573,213
Other assets (liabilities):			
Receivables			136,887,937
Payables			(181,660,671)
Total investments			$ 9,858,860,445

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Note 5. Tax Status

The Plans have each received a determination letter from the IRS indicating that each Plan, as designed, is qualified under Section 401(a) of the Internal Revenue Code (the Code) and therefore the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plans have been amended and restated. Once qualified, the Plans are required to operate in conformity with the Code to maintain their qualified status. The Plans' administrator has indicated that it will take the necessary steps, if any, to bring the Plans' operations into compliance with the Code.

Accounting principles generally accepted in the United States require plan management to evaluate uncertain tax positions taken by the Plans. 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 Plans have recognized no interest or penalties related to uncertain tax positions. The Plans are subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 6. Related-Party and Party-In-Interest Transactions

The Company, the participants and the Trustee, Bank of America, N.A., all have been identified as parties-in-interest. The Plans invest in shares of mutual funds and common collective trusts that are managed by the Trustee. Transactions as such qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules. Participant loans also qualify as party-in-interest transactions, which are exempt from the prohibited transactions rules. Certain administrative expenses of the Plans are paid by the Company and qualify as party-in-interest transactions.

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Note 7. Subsequent Events

Management evaluated subsequent events for the Plans through August 18, 2023, the date the financial statements were available to be issued.

At the March 30, 2023 Employee Benefits Committee ("EBC"), the EBC approved amending the SESP and UAWSP for the change in the Required Beginning Date pursuant to the Consolidated Appropriations Act of 2023, Division T. This changes the Required Minimum Distribution age from 72 to age 73 effective January 1, 2023.

Effective March 31, 2023, the SESP was amended to provide for (1) the merger of assets attributable to employees and former employees of FCA Services U.S.A. LLC ("FCA Services"), from the ADP TotalSource Retirement Savings Plan (the "ADP Plan") into the SESP, (2) the transfer of all assets attributable to employees and former employees of FCA Services to the SESP and (3) the allocation of all transferred assets to the respective participants' accounts. All transferred assets were fully vested upon transfer.

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ERISA-Required Supplemental Schedules

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FCA US LLC Select Defined Contribution Plans -

FCA US LLC Salaried Employees' Savings Plan

EIN #27-0187394 Plan #003

Schedule H, Line 4i, Form 5500- Schedule of Assets
(Held at End of Year)

Year Ended December 31, 2022

(a)(b) Identity of Issuer, Lessor, Borrower, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(e) Current Value
* Participants loans	Participant notes receivable bearing interest at rates ranging from 4.25% to 10.50%	$ 29,926,889

*Denotes party-in-interest

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FCA US LLC Select Defined Contribution Plans -

FCA US LLC UAW Savings Plan

EIN #27-0187394 Plan #032

Schedule H, Line 4i, Form 5500- Schedule of Assets
(Held at End of Year)

Year Ended December 31, 2022

(a)(b) Identity of Issuer, Lessor, Borrower, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(e) Current Value
* Participants loans	Participant notes receivable bearing interest at rates ranging from 4.25% to 10.50%	$ 73,035,733

*Denotes party-in-interest

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