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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide 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. . . . . ▶ [X]

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 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.	10/12/2026	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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	98706
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)**	10504
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	9992
b	Retired or separated participants receiving benefits	**6b**	52007
c	Other retired or separated participants entitled to future benefits	**6c**	12967
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	74966
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	20882
f	Total. Add lines **6d** and **6e**.	**6f**	95848
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)**	
g(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**	8
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 Characteristic Codes in the instructions:

1B 3H

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

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached _____
- **(4)** [X] **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 2025 Form M-1 annual report. If the plan was not required to file the 2025 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 SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	10255300049
b Actuarial value	**2b**	10440496835

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	75204	8913395381	8913395381
b For terminated vested participants	15124	725464469	725464469
c For active participants	10504	1779407347	2075313391
d Total	100832	11418267197	11714173241

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

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**	5.34 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	60415875
b Expected plan-related expenses	**6b**	78282522
c Target normal cost	**6c**	138698397

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.

SIGN HERE

Signature of actuary

09/22/2026
Date

COURTNEY MORRIS, FSA, EA, CERA
Type or print name of actuary

26-08834
Most recent enrollment number

MERCER
Firm name

214-998-8947
Telephone number (including area code)

4400 COMERICA BANK TOWER 1717 MAIN
DALLAS, TX 75201

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

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)	374661333	1373314099
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	361651612	0
9	Amount remaining (line 7 minus line 8)	13009721	1373314099
10	Interest on line 9 using prior year's actual return of 1.57 %	204253	21561031
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
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 5.07 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	13213974	325717000
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	1069158130

Part III Funding Percentages

14	Funding target attainment percentage	14	80.00 %
15	Adjusted funding target attainment percentage	15	80.00 %
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	85.86 %
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? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☐ Prescribed - separate ☒ 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. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ 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. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ 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**	138698397
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	2342834536	278797305
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**	417495702

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement		417495702	417495702

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. ☒ 2019 ☐ 2020 ☐ 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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

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	5665528	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	893199	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	881856	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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)

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	231104	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	103458	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	61911	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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)

OPTAVISE LLC

02-0677999

(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?
16 50	NONE	33519	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FISHER & PHILLIPS LLP

58-0619559

(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	27483	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

STRATEGIC NON-MEDICAL SOLUTIONS LLC

46-5438594

(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	24982	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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	20475	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(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	5400	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

(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?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

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: JAMES C. FRIES
b EIN: 13-2834414
c Position: ACTUARY
d Address: ONE TOWN SQUARE, SUITE 1100
SOUTHFIELD, MI 48076
e Telephone: 248-945-5523

Explanation: CHANGE IN ENROLLED ACTUARY

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:

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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
FCA US LLC UAW PENSION AGREEMENT

B Three-digit plan number (PN) ▶ 005

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 MASTER RETIREMENT TRUST

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)
13-3112458-059	M	10063443574

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, 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

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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)	10255300049	10063443574
(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)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	10255300049	10063443574
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k		
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	10255300049	10063443574

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)		918436506
(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		918436506
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1030087732	
(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)		1030087732
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)	5665528	
(4) IQPA audit fees	2i(4)	20475	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)	893199	
(7) Actuarial fees	2i(7)	231104	
(8) Legal fees	2i(8)	130941	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	73266839	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		80208086
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1110295818
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-191859312
l Transfers of assets:			
(1) To this plan	2l(1)		2837
(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)** [ ] 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.)	**4a**		X	
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		1000000
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**		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 588083.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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).

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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)? ..... ☐ **Yes** ☒ **No** ☐ **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? ..... ☐ **Yes** ☐ **No** ☐ **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? ..... ☐ **Yes** ☐ **No** ☒ **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. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☒ **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? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **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.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

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: 86.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 0.0 %

High-Yield Debt: 13.0 % 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 Plan

As of and for the Year Ended December 31, 2025

FCA US LLC
Union-Negotiated Defined Benefit Plan

Financial Statements

December 31, 2025 and 2024
As of and for the Year Ended December 31, 2025

Contents

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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, 2025 and 2024, 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, 2025, 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, 2025 and 2024, and for the year ended December 31, 2025, 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).

Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. Baker Tilly US, LLP is a licensed CPA firm that provides assurance services to its clients. Baker Tilly Advisory Group, LP and its subsidiary entities provide tax and consulting services to their clients and are not licensed CPA firms.

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.



Chicago, Illinois
October 13, 2026

FCA US LLC

Union-Negotiated Defined Benefit Plan

Statements of Net Assets Available for Benefits

	At December 31,	
	2025	**2024**
Assets		
Plan interest in the FCA US LLC Master Retirement Trust (*Note 4*)	$ 10,063,443,574	$ 10,255,300,049

See accompanying notes.

Confidential & Proprietary Information

FCA US LLC

Union-Negotiated Defined Benefit Plan

Statements of Changes in Net Assets Available for Benefits

	December 31, 2025
Additions	
Plan interest in the FCA US LLC Master Retirement Trust investment gain - Net of investment expenses *(Note 4)*	$ 918,436,506
Total additions	918,436,506
Deductions	
Benefits paid directly to participants or beneficiaries	1,030,087,732
Administrative expenses	80,208,086
Total deductions	1,110,295,818
Net increase (decrease) before other changes	(191,859,312)
Transfers in (out) *(Note 8)*	2,837
Net increase (decrease)	(191,856,475)
Net assets available for benefits	
Beginning of year	10,255,300,049
End of year	$ 10,063,443,574

See accompanying notes.

Confidential & Proprietary Information

FCA US LLC

Union-Negotiated Defined Benefit Plan

Statements of Accumulated Plan Benefits (rounded)

	Years ended December 31,	
	2025	**2024**
Actuarial present value of accumulated plan benefits		
Vested benefits:		
Participants currently receiving benefit payments	$ 8,320,509,480	$ 8,077,179,613
Other vested participants	2,731,196,107	2,949,960,324
Total vested benefits	11,051,705,587	11,027,139,937
Nonvested benefits	321,238,481	501,647,001
Total actuarial present value of accumulated plan benefits	$ 11,372,944,068	$ 11,528,786,938

See accompanying notes.

Confidential & Proprietary Information

FCA US LLC

Union-Negotiated Defined Benefit Plan

Statements of Changes in Accumulated Plan Benefits (rounded)

	December 31, 2025
Actuarial present value of accumulated plan benefits - beginning of year	$ 11,528,786,938
Increase (decrease) during the year attributed to:	
Benefits paid directly to participants or beneficiaries	(1,030,087,732)
Benefits accumulated	60,990,114
Increase for interest due to decrease in discount period	626,072,323
Discount rate change	251,244,853
Change in other actuarial assumptions	
Change in mortality assumptions	(48,046,124)
Demographic (gain)/loss	(16,016,304)
Net decrease in accumulated plan benefits	(155,842,870)
Actuarial present value of accumulated plan benefits - end of year	$ 11,372,944,068

See accompanying notes.

Confidential & Proprietary Information

Notes to Financial Statements

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 Plan is 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 covered 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 covered 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.

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 2025 and 2024. 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.

Confidential & Proprietary Information

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 the 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.

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.

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.

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.

Note 3. Accumulated Plan Benefits (continued)

Actuarial assumptions used in the determination of accumulated plan benefits at December 31, 2025, and 2024 include the following:

Discount Rate

The rates used at December 31, 2025, and 2024 were 5.43% and 5.70%, respectively.

Actuarial Method

Projected unit credit cost method.

Mortality

The FCA Bargaining Unit Plan Specific mortality tables were used for males and females at December 31, 2025 and 2024, with base years of 2023 and 2018, respectively, assuming generational mortality improvements using Scale MSS-2025 and Scale MSS-2024, respectively.

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, 2025, and 2024.

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, 2025, and 2024.

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, 2025, and 2024, and net appreciation (depreciation) in fair value of investments, interest and dividends for the year ended December 31, 2025, 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).

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, 2025, and 2024, 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, 2025, and 2024.

- 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, 2025.

- Investment information as shown in Note 4 - Interest in FCA US LLC Master Retirement Trust as of and for the years ended December 31, 2025, and 2024.

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, 2025, and 2024, the Plan's respective interests in the Master Trust were as follows:

Plan	2025	2024
UAW Plan	69.9%	70.1%

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.

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

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, 2025, the Master Trust net investment income was comprised of the following:

Investment gain (loss):	**2025**
Net realized and unrealized gain	$ 1,145,734,994
Interest	227,352,569
Dividends	8,611,362
Total investment gain	1,381,698,925
Investment expenses	(71,135,287)
Net investment gain	$ 1,310,563,638

Securities Lending

The Master Trust participates in a securities lending arrangement with State Street Bank and Trust company (the bank), pursuant to a Securities Lending Authorization Agreement effective October 2024.

The securities lending arrangement authorizes the bank to lend securities held in the Master Trust to pre-approved borrowers. The bank must obtain cash or acceptable collateral to secure the loans. Acceptable forms of collateral include cash, securities, or letters of credit, as determined in accordance with Bank's securities lending program and applicable ERISA requirements. Collateral levels are monitored to maintain appropriate collateralization of securities on loan.

In the event that the loaned securities are not returned by the borrower, the Bank will, subject to the terms of the agreement, either replace the loaned securities or, if unable to purchase those securities on the market, credit the Master Trust's accounts with cash equal to the fair value of the loaned securities. The Master Trust is indemnified by the Bank against borrower default in accordance with the requirements of ERISA Prohibited Transaction Exemption 2006-2016.

Cash collateral received is invested in accordance with the Master Trust's guidelines, including investment in the State Street Navigator Securities Lending Government Money Market Portfolio. Investment income reported for the Master Trust includes $271,141 earned during 2025 in conjunction with the securities lending program.

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

The Master Trust's securities lending activities are collateralized, and the bank provides full indemnity against borrower default as described above. The terms of the securities lending agreement with the bank require compliance with government rules and regulations related to the lending of securities held by ERISA plans.

The securities lending program involves both market and credit risk. There were no losses during 2025 resulting from a default of the borrowers or the Trustee.

The Master Trust maintains ownership rights to the securities loaned and, accordingly, continues to classify loaned securities as investments. While the amount received as collateral is not recognized in the Master Trust net assets, the Master Trust separately recognizes a lending arrangement asset and a corresponding obligation in the Master Trust net assets presented in the fair value tables in Note 5, Fair Value Measurements. The fair value of the collateral received consists of $46,115,112 of cash and $4,577,862 of securities at December 31, 2025.

Securities loaned at December 31, 2025, and December 31, 2024, consist of the following:

	2025	2024
Corporate debt securities	$ 38,662,158	$ —
Equity securities	10,774,277	—
Total loaned securities	$ 49,436,435	$ —

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, 2025, and 2024.

	2025	2024
Cash & cash equivalents	$ 561,496,645	$ 512,900,974
Common and preferred stock	308,018,706	656,406,088
Mutual funds	6,153,048	84,002,864
Government securities	1,534,505,214	1,358,939,340
Corporate bonds	2,483,513,599	2,757,793,302
Mortgage backed securities	201,513,689	268,811,140
Other	200,783,050	234,152,241
Collateral held under securities		
Lending agreements	49,436,435	—
Total investments, at fair value	5,345,420,386	5,873,005,948
Investments measured at NAV:		
Commingled funds	765,519,927	324,303,413
Private equity funds	1,965,399,880	1,986,716,563
Real estate funds	738,193,178	759,022,778
Hedge funds	1,368,287,067	1,470,604,831
Total investments measured at NAV	4,837,400,052	4,540,647,585
Subtotal	10,182,820,438	10,413,653,533
Receivables	2,038,897,180	1,109,682,512
Obligation under securities lending agreement	(49,436,435)	—
Payables	(2,108,837,609)	(1,268,035,996)
Total	$ 10,063,443,574	$ 10,255,300,049

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.

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, 2025:

	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 and cash equivalents	$ 797,338,064	$ 4,800,000	$ —	$ 802,138,064
Common and preferred stock	437,999,364	—	2,027,359	440,026,723
Mutual funds	8,790,069	—	—	8,790,069
Government securities	1,973,701,348	218,448,958	—	2,192,150,306
Corporate bonds	—	3,553,956,728	—	3,553,956,728
Mortgage-backed securities	—	287,876,698	—	287,876,698
Other [1]	1,716,911	285,116,018	3,441,280	290,274,209
Collateral held under securities				
Lending agreements	—	49,436,435	—	49,436,435
Total investments	$ 3,219,545,756	$ 4,399,634,837	$ 5,468,639	$ 7,624,649,232
Investments measured at NAV:				
Commingled funds				1,093,599,896
Private equity funds				2,807,714,114
Real estate funds				1,054,561,684
Hedge funds				1,954,695,809
Total investments measured at NAV				6,910,571,503
Subtotal				14,535,220,735
Receivables				2,912,710,257
Obligation under securities lending agreement				(49,436,435)
Payables				(3,012,625,156)
Total				$ 14,385,869,401

[1] Includes gross derivative assets of $33,033,399, gross derivative liabilities of $29,770,641, and other investments of $287,011,451.

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	$ 3,510,050,261	$ 4,862,664,741	$ 5,162,926	$ 8,377,877,928
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				6,477,385,997
Subtotal				14,855,263,925
Receivables				1,582,999,304
Payables				(1,808,895,858)
Total				$ 14,629,367,371

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

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 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.

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. 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. 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.

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	
	2025	2024	2025	2024	Frequency	Notice Period
Commingled funds	$ 1,093,599,896	$ 462,629,690	$ —	$ —	daily	one to thirty-day notice
Other investments:						
Private equity funds	2,807,714,114	2,834,117,778	1,648,057,780	1,150,946,408	n/a	n/a
Real estate funds	1,054,561,684	1,082,771,438	285,983,739	210,876,225	varies	varies
Hedge funds	1,954,695,809	2,097,867,091	—	—	monthly to annually	up to 90 days prior
Total	$ 6,910,571,503	$ 6,477,385,997	$ 1,934,041,519	$ 1,361,822,633		

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.

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, 2025.

	Balance at January 1, 2025	Net Unrealized Gains/(Losses)	Net Realized Gains/(Losses)	Net Purchases, Issuances and Settlements	Balance at December 31, 2025
Common and preferred stock	$ 1,855,803	$ 171,556	$ 64,171	$ (64,171)	$ 2,027,359
Other	3,307,123	22,150	—	112,007	3,441,280
Total	$ 5,162,926	$ 193,706	$ 64,171	$ 47,836	$ 5,468,639

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.

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, 2025, and 2024, on a gross basis are as follows:

	Asset Derivatives		Liability Derivatives	
	2025	2024	2025	2024
Futures, options, and swaps	$ 23,502,423	$ 6,958,878	$ (22,291,619)	$ (86,305,339)
Foreign exchange forwards	9,530,976	35,596,582	(7,479,022)	(1,667,019)
Total	$ 33,033,399	$ 42,555,460	$ (29,770,641)	$ (87,972,358)

The following presents the net realized and unrealized gains/(losses) of derivatives for the year ended December 31, 2025:

	2025
Futures, options, and swaps	$ 265,781,667
Foreign exchange forwards	(35,604,091)
Total	$ 230,177,576

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 $8.5 million and $7.2 million at December 31, 2025, and 2024, 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 $21.5 million and $28.4 million at December 31, 2025, and 2024, 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, 2025, and 2024, is as follows:

	2025	2024
Futures, options, and swaps	$ 3,071,483,559	$ 1,118,487,361
Foreign exchange	1,305,935,259	614,423,329
Total	$ 4,377,418,818	$ 1,732,910,690

Note 7. Tax Status

The Plan received a determination letter from the Internal Revenue Service (IRS) dated November 4, 2015, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (IRC) and therefore, the related Master Trust is exempt from taxation. Although the Plan has been amended since receiving the determination letter, Plan management believes that the plan is designed and being operated in compliance with applicable requirements of the IRC.

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 12, 2026, 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: • 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	None
Definitions	
• Covered employees	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: • 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.
• Participation	An eligible employee begins participating at hire.
• Vesting Service	One year of Vesting Service for each calendar year during which the Employee has completed 1,000 hours with the Company.
• Credited Service	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. Special rules apply with regards to layoffs and leaves of absence.
Normal retirement	
• Eligibility	Later of age 65 and 1 year of Credited Service.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	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: A $53.55 B $53.80 C $54.05 D $54.30 Monthly Basic Benefit based on applicable rate for Benefit Class Code times Credited Service, for retirements on or after October 1, 2023: A $58.55 B $58.80 C $59.05 D $59.30
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). 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.
• Benefit	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 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.
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% 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).

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 5th anniversary of his hire date.
• Benefit	Benefit equal to Benefit Rate (not reflecting October 1, 2023 increases) 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.

Schedule SB, Part V — Summary of Plan Provisions

• 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 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 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	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.
• Benefit	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. 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.
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 2025, the limit is $280,000.

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

None.

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	None
Definitions	
• 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.
• Vesting Service	One year of Vesting Service for each calendar year during which the Employee has completed 1000 hours with the Company.
• 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	
• Eligibility	Later of age 65 and 1 year of Credited Service.
• 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 - 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 - A: $58.55 - B: $58.80 - C: $59.05 - D: $59.30

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 (Letter #3 of the Plan Document), which include plant shutdown, permanent layoff, or inability to perform his work.
• Benefit	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 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.
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.
• 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.

Schedule SB, Part V — Summary of Plan Provisions

	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).
	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).

Schedule SB, Part V — Summary of Plan Provisions

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.
• Benefit	Benefit equal to Benefit Rate (not reflecting October 1, 2023 increases) 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 • If age plus Credited Service at least 85, benefit can be paid as early as age 55. 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.
• 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 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 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.

Schedule SB, Part V — Summary of Plan Provisions

• 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.
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.
• 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 2025, the limit is $280,000.

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, 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:**
  - *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

None.

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	None
Definitions	
• 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: • 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
• Vesting Service	One year of Vesting Service for each calendar year during which the Employee has completed 870 hours with the Company.
• 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	
• Eligibility	Later of age 65 and 1 year of Credited Service.
• 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 - 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 - 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	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. 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.
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.
• 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).

Schedule SB, Part V — Summary of Plan Provisions

- 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).

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 (not reflecting October 1, 2023 increases) 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.

Schedule SB, Part V — Summary of Plan Provisions

• 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 2025, the limit is $280,000.

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

None.

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

FCA USC LLC – UAW Pension Agreement (UAW)[4]

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				6	1						7
40–44	4	2	1	17	12	44	16				96
45–49	4	5	8	35	24	251	707	61			1,095
50–54	1	10	12	41	49	310	1,752	781	3		2,959
55–59		13	15	38	59	299	1,717	901	107	19	3,168
60–64	3	17	17	37	49	196	1,062	535	145	127	2,188
65–69		9	4	5	8	46	286	182	74	122	736
70 & up		4	9	5	1	9	45	36	21	125	255
Total	12	60	66	184	203	1,155	5,585	2,496	350	393	10,504

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

[4] 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											
35–39				6	1						7
40–44	4	2	1	14	10	39	15				85
45–49	4	5	8	32	21	221	692	58			1,041
50–54	1	9	12	41	40	269	1,721	749	3		2,845
55–59		11	15	36	50	266	1,685	867	85	5	3,020
60–64	1	15	15	37	43	165	1,038	511	105	46	1,976
65–69		8	4	4	7	39	276	179	70	82	669
70 & up		4	9	5	1	9	43	34	20	114	239
Total	10	54	64	175	173	1,008	5,470	2,398	283	247	9,882

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				3	2	5	1				11
45–49				3	3	30	15	3			54
50–54		1			9	41	31	32			114
55–59		2		2	9	34	32	35	22	12	148
60–64	2	2	1		6	31	25	25	42	77	211
65–69		1		1	1	8	12	4	11	29	67
70 & up							2	3	1	10	16
Total	2	6	1	9	30	149	118	102	76	128	621

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	6									8
60–64		14	2		1						17
65–69	2	2	5	2	3						14
70 & up					1						1
Total	5	22	7	2	5						41

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, 2025 funding valuation

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	4	
	Stabilized	**Nonstabilized**
• First 5 years	5.07%	5.07%
• Next 15 years	5.31%	5.33%
• Over 20 years	5.50%	5.36%
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	6.90% for 2022, 6.97% for 2023 and 7.70% for 2024.	
• 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 plan for 2025: $78,282,522	

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

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

Benefit commencement age		
— Future vested deferred	65	
— 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	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. 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.	
Actuarial equivalence for late retirement increases	Interest assumed: 6.00% Mortality assumed: • 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 rates for year 2025		
	Less than 30 years of service	Exactly 30 years of service	Less than 30 years of service
Under 47	0.0%	0.0%	0.0%
47	0.0%	12.5%	4.7%
48	0.0%	12.5%	4.7%
49	0.0%	12.5%	4.7%
50	0.0%	12.5%	4.7%
51	0.0%	12.5%	4.7%
52	0.0%	12.5%	4.7%
53	0.0%	12.5%	4.7%
54	0.0%	12.5%	4.7%
55	1.4%	11.0%	4.7%
56	1.4%	11.0%	4.7%
57	1.4%	11.0%	4.7%
58	1.4%	11.0%	4.7%
59	1.4%	11.0%	4.7%
60	4.5%	16.5%	4.7%
61	4.5%	16.5%	4.7%
62	5.4%	16.5%	5.2%
63	5.4%	16.5%	5.2%
64	5.4%	16.5%	5.2%
65	7.5%	16.5%	5.2%
66	7.5%	11.0%	9.7%
67	7.5%	11.0%	9.7%
68	7.2%	11.0%	6.6%
69	7.2%	7.4%	6.6%
70 – 74	7.2%	5.1%	6.6%
75	100.00%	100.0%	100.00%

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

Attained Age	Retirement rates for year 2026		
	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%	60.5%	23.0%
48	0.0%	60.5%	23.0%
49	0.0%	60.5%	23.0%
50	0.0%	60.5%	23.0%
51	0.0%	60.5%	23.0%
52	0.0%	60.5%	23.0%
53	0.0%	60.5%	23.0%
54	0.0%	60.5%	23.0%
55	6.8%	11.0%	23.0%
56	6.8%	11.0%	23.0%
57	6.8%	11.0%	23.0%
58	6.8%	11.0%	23.0%
59	6.8%	11.0%	23.0%
60	21.8%	16.5%	23.0%
61	21.8%	16.5%	23.0%
62	26.0%	16.5%	25.0%
63	26.0%	16.5%	25.0%
64	26.0%	16.5%	25.0%
65	36.4%	16.5%	25.0%
66	36.4%	53.3%	46.9%
67	36.4%	53.3%	46.9%
68	34.7%	53.3%	32.0%
69	34.7%	35.9%	32.0%
70 – 74	34.7%	24.6%	32.0%
75	100.0%	100.0%	100.0%

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

Attained Age	Retirement rates for years 2027+		
	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%	24.0%	8.6%
48	0.0%	24.0%	8.6%
49	0.0%	24.0%	8.6%
50	0.0%	24.0%	8.6%
51	0.0%	24.0%	8.6%
52	0.0%	24.0%	8.6%
53	0.0%	24.0%	8.6%
54	0.0%	24.0%	8.6%
55	1.2%	11.0%	8.6%
56	1.2%	11.0%	8.6%
57	1.2%	11.0%	8.6%
58	1.2%	11.0%	8.6%
59	1.2%	11.0%	8.6%
60	7.7%	16.5%	8.6%
61	7.7%	16.5%	8.6%
62	13.1%	16.5%	14.2%
63	13.1%	16.5%	14.2%
64	13.1%	16.5%	14.2%
65	26.8%	16.5%	14.2%
66	26.8%	26.0%	23.6%
67	26.8%	26.0%	23.6%
68	25.5%	26.0%	16.1%
69	25.5%	17.5%	16.1%
70 – 74	25.5%	12.0%	16.1%
75	100.00%	100.0%	100.00%

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 2024 experience study for experience years 2019-2023.
- Spouse assumptions and form of payment – based on 2024 experience study for experience years 2019-2023.
- 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		2025 installment
2019	$	1,971,172,652	9	$	266,353,712
2020		(226,231,919)	10		(28,172,147)
2021		(669,650,024)	11		(77,627,802)
2022		(690,373,874)	12		(75,102,353)
2023		787,769,847	13		80,963,651
2024		754,020,979	14		73,632,704
2025		415,586,875	15		38,749,540
Total	$	2,342,834,536		$	278,797,305

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

- Interest discounts were updated from 2024 to 2025 in accordance with PPA.
- The retirement assumption was updated based on the 2024 experience study.

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 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 65. 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	1.20%	10,000	120	6,600
56	1.20%	9,880	119	6,639
57	1.20%	9,761	117	6,677
58	1.20%	9,644	116	6,712
59	11.00%	9,529	1,048	61,840
60	8.60%	8,480	729	43,759
61	8.60%	7,751	667	40,662
62	14.20%	7,085	1,006	62,372
63	14.20%	6,079	863	54,378
64	14.20%	5,215	741	47,397
65	14.20%	4,475	635	41,302
66	23.60%	3,839	906	59,802
67	23.60%	2,933	692	46,381
68	16.10%	2,241	361	24,535
69	16.10%	1,880	303	20,887
70	16.10%	1,578	254	17,778
71	16.10%	1,324	213	15,129
72	16.10%	1,110	179	12,872
73	16.10%	932	150	10,950
74	16.10%	782	126	9,313
75	100.00%	656	656	49,186
Total			10,000	645,171
Average				64.52

Plan: FCA US LLC UAW Pension Agreement
EIN/PN: 27-0187394/005
Valuation Date: 01/01/2025

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
2025	14,590,210	19,983,177	1,018,339,702	1,052,913,089
2026	67,575,413	11,862,395	975,713,956	1,055,151,764
2027	84,573,426	14,545,812	933,086,461	1,032,205,699
2028	101,587,462	17,962,544	866,530,507	986,080,514
2029	118,198,613	22,151,940	825,835,843	966,186,396
2030	132,966,300	26,555,193	785,241,876	944,763,369
2031	144,755,809	31,471,913	744,194,522	920,422,243
2032	153,064,496	36,434,044	702,709,053	892,207,593
2033	158,379,260	40,981,154	660,869,483	860,229,897
2034	162,229,604	45,800,308	619,336,278	827,366,190
2035	164,239,017	51,384,391	577,927,506	793,550,914
2036	165,306,066	57,101,311	536,982,588	759,389,965
2037	165,594,516	61,996,832	497,051,357	724,642,704
2038	165,243,300	66,024,456	458,258,126	689,525,881
2039	165,126,850	69,359,581	420,509,641	654,996,072
2040	164,448,257	71,877,400	383,851,608	620,177,266
2041	163,423,219	73,244,041	348,527,107	585,194,367
2042	162,017,176	73,726,799	314,710,047	550,454,022
2043	160,114,782	73,364,022	282,571,648	516,050,452
2044	157,561,766	72,533,680	252,256,880	482,352,326
2045	154,416,718	71,191,834	223,878,196	449,486,748
2046	150,638,945	69,271,790	197,516,943	417,427,678
2047	146,168,195	67,054,430	173,221,921	386,444,546
2048	141,123,027	64,644,940	151,009,213	356,777,181
2049	135,560,999	62,108,269	130,863,638	328,532,906
2050	129,552,834	59,423,293	112,740,561	301,716,688
2051	123,159,172	56,616,658	96,568,425	276,344,255
2052	116,388,438	53,694,123	82,250,168	252,332,729
2053	109,357,503	50,656,077	69,669,531	229,683,112
2054	102,100,434	47,523,954	58,698,235	208,322,622
2055	94,695,078	44,316,335	49,199,750	188,211,164
2056	87,211,684	41,055,849	41,033,378	169,300,911
2057	79,728,187	37,768,683	34,058,789	151,555,659
2058	72,313,164	34,483,537	28,139,568	134,936,269
2059	65,039,471	31,230,671	23,145,500	119,415,642
2060	57,973,636	28,041,131	18,954,803	104,969,570
2061	51,184,131	24,945,930	15,455,518	91,585,579
2062	44,730,787	21,975,168	12,546,697	79,252,651
2063	38,668,440	19,157,030	10,138,904	67,964,375
2064	33,044,506	16,516,623	8,154,423	57,715,552
2065	27,896,126	14,075,278	6,526,735	48,498,140
2066	23,248,587	11,849,882	5,199,095	40,297,564
2067	19,115,925	9,851,648	4,123,242	33,090,816
2068	15,498,679	8,085,367	3,257,743	26,841,789
2069	12,384,336	6,549,285	2,566,753	21,500,375
2070	9,748,678	5,235,556	2,019,481	17,003,715
2071	7,557,164	4,131,091	1,589,251	13,277,507
2072	5,767,731	3,218,562	1,253,091	10,239,384
2073	4,333,282	2,477,555	991,487	7,802,325
2074	3,204,477	1,886,020	788,267	5,878,764

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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must provide 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 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	S A Lane 10/12/2026		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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500. **Form 5500 (2025)**
v. 250312

518401 12-22-25

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**	98,706
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)**	10,504
a (2) Total number of active participants at the end of the plan year	**6a(2)**	9,992
b Retired or separated participants receiving benefits	**6b**	52,007
c Other retired or separated participants entitled to future benefits	**6c**	12,967
d Subtotal. Add lines **6a(2), 6b,** and **6c**	**6d**	74,966
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	20,882
f Total. Add lines **6d** and **6e**	**6f**	95,848
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**	8
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 Characteristic Codes in the instructions:
1B 3H

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

9a Plan funding arrangement (check all that apply)	**9b** Plan benefit arrangement (check all that apply)
(1) [ ] Insurance	(1) [ ] Insurance
(2) [ ] Code section 412(e)(3) insurance contracts	(2) [ ] Code section 412(e)(3) insurance contracts
(3) [X] Trust	(3) [X] Trust
(4) [ ] General assets of the sponsor	(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) [X] **R** (Retirement Plan Information)
(2) [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3) [X] **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) [X] **H** (Financial Information)
(2) [ ] **I** (Financial Information - Small Plan)
(3) [ ] **A** (Insurance Information) - Number Attached ____
(4) [X] **C** (Service Provider Information)
(5) [X] **D** (DFE/Participating Plan Information)
(6) [ ] **G** (Financial Transaction Schedules)

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	10,255,300,049
b Actuarial value	**2b**	10,440,496,835

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	75,204	8,913,395,381	8,913,395,381
b For terminated vested participants	15,124	725,464,469	725,464,469
c For active participants	10,504	1,779,407,347	2,075,313,391
d Total	100,832	11,418,267,197	11,714,173,241

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

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**	5.34 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	60,415,875
b Expected plan-related expenses	**6b**	78,282,522
c Target normal cost	**6c**	138,698,397

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.

SIGN HERE

CM
Signature of actuary

9/22/2026
Date

COURTNEY MORRIS, FSA, EA, CERA
Type or print name of actuary

2608834
Most recent enrollment number

MERCER
Firm name

214-998-8947
Telephone number (including area code)

4400 COMERICA BANK TOWER
1717 MAIN STREET
DALLAS TX 75201
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

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)	374,661,333	1,373,314,099
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	361,651,612	0
9	Amount remaining (line 7 minus line 8)	13,009,721	1,373,314,099
10	Interest on line 9 using prior year's actual return of 1.57%	204,253	21,561,031
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	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 5.07%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	13,213,974	325,717,000
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	1,069,158,130

Part III Funding Percentages

14	Funding target attainment percentage	14	80.00%
15	Adjusted funding target attainment percentage	15	80.00%
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	85.86%
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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☐ Prescribed - separate ☒ 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. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ 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. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... ☒ Yes ☐ 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**	138,698,397
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	2,342,834,536	278,797,305
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**	417,495,702

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement		417,495,702	417,495,702

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. ☒ 2019 ☐ 2020 ☐ 2021