

2021 STELLANTIS GROUP IN POLAND





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### GROUP PROFILE

### A LEADER FOR A NEW ERA OF MOBILITY

Stellantis is a leading global mobility player guided by a clear mission: to provide freedom of movement for all through distinctive, appealing, affordable and sustainable mobility solutions.

Our Company's strength lies in the breadth of our iconic brand portfolio, the diversity and passion of our 300,000 people, and our deep roots in the communities in which we operate.

In this new era of mobility, our portfolio of brands is uniquely positioned to offer distinctive and sustainable solutions to meet the evolving needs of customers, as they embrace electrification, connectivity, autonomous driving and shared ownership. Founded by visionaries who infused them with passion and competitive spirit, these brands have been making automotive history for more than a century and continue to speak to customers and inspire our employees today.

We offer a full spectrum of choices from luxury, premium and mainstream passenger vehicles to pickup trucks, SUVs, and light commercial vehicles, as well as dedicated mobility, financial, and parts and service brands.

The driving force behind us is the diverse and talented group of men and women around the world who bring their passion and experience to their work every day. And while we are a truly global organization, we remain deeply rooted in the communities in which we operate and our people live and work.

With industrial operations in nearly 30 countries and a commercial presence in more than 130 markets, Stellantis has the ability to consistently exceed the evolving needs and expectations of customers, while creating superior value for all stakeholders.

## THE GROUP IN NUMBERS

93 Manufacturing plants

300 thousand Employees

**130+**Markets

30+ Number of countries in which the Group has manufacturing operations 5.9 million
Total number
of vehicles delivered
to the network

€ 134.4 billion
Net revenue

€ **7.1** billion Operating profit

Data as at Dec. 31, 2020

Simple totals of FCA and PSA balance sheet results (excluding Faurecia), exclusive of future synergies resulting from the merger

working toward 100% carbon neutrality

# and talented group of **0,000** people

# innovation driven by customer satisfaction

STELĿ

industrial footprint in nearly 30 countries

# rich portfolio of iconic vehicles and mobility brands



present in over 130 markets

well-established

a wide portfolio of **electrified** vehicles

agile and competitive spirit

### Made up of two groups proud of their rich heritage

ADJUSTED
GROSS MARGIN

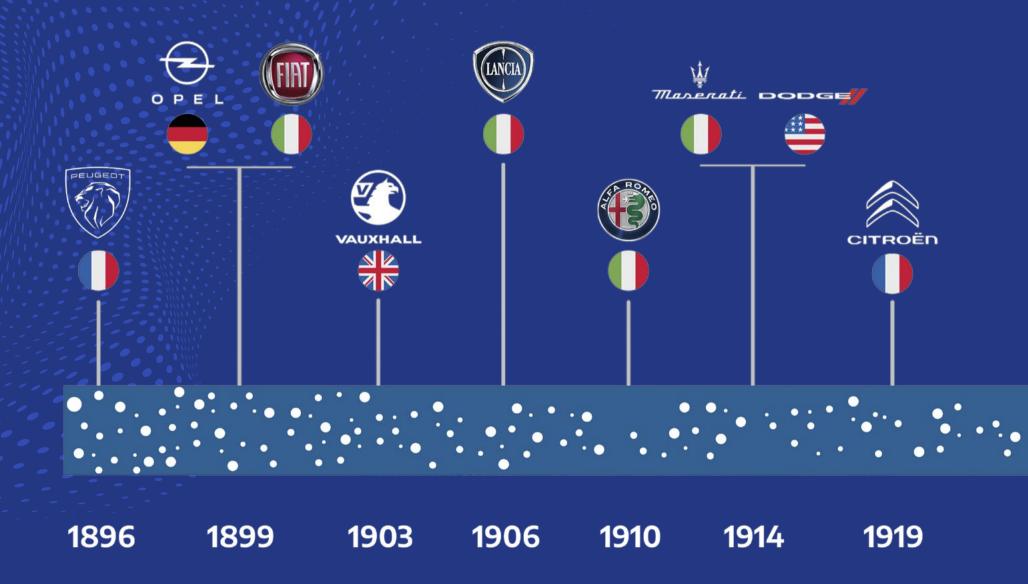


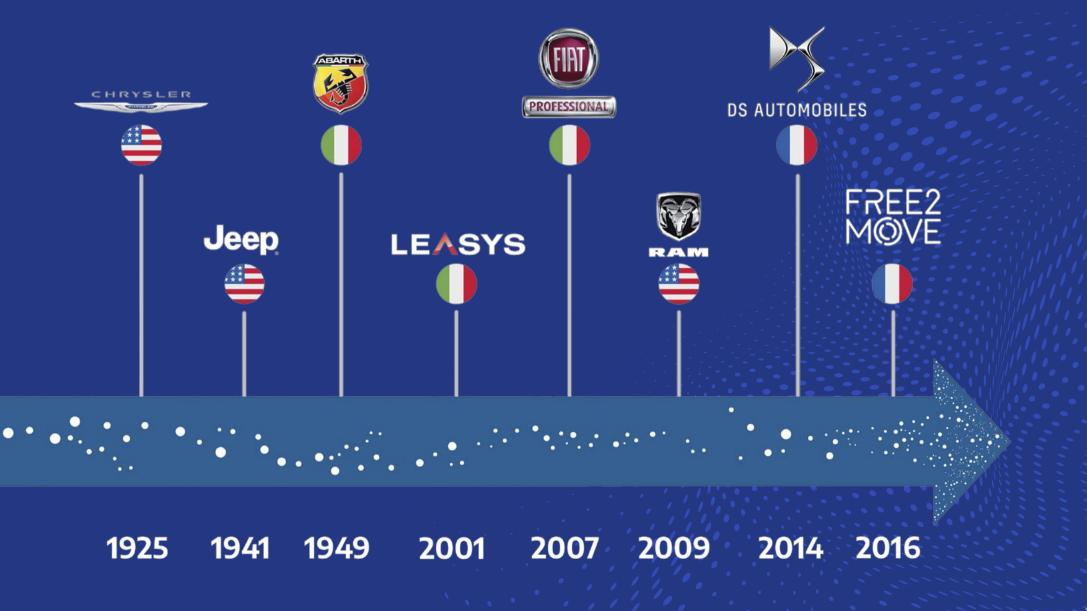
# SALES BY REGION

### Sales by region (2020 data)



### Strong and varied portfolio of iconic brands





NEW ERA OF SUSTAINABLE MOBILITY



We know that long-term success is achieved by linking economic growth with respect, financial performance with social responsibility, and industrial development with environmental stewardship. As a leading company, we take our Corporate Social Responsibility seriously and embed it into business practices. We are committed to shaping a better future through a strong sense of responsibility and leadership in a new era of sustainable mobility.

### Reduced environmental impact and fight against climate change

At Stellantis, we are committed to contributing to a decarbonized economy by engaging our talents and assets on our road to carbon neutrality across our products, plants and other facilities.

### Innovation and sustained mobility

For our customers, we are committed to shaping the mobility of the future based on sustained mobility solutions we can deliver thanks to our ranking high in the sector of advanced and clean technologies and thus support the fight against climate change. Ever since Stellantis was first set up, we have been offering our clients 29 electrified models.

### Respect for human rights and responsible procurement practices

With our suppliers, we work in partnership to implement responsible procurement practices, to ensure sustainable progress throughout the entire supply chain, with specific emphasis on respect for human rights, wise use of natural resources, and reduced environmental impacts, while contributing to the development of local activities in new territories.

### Support for local communities

We support philanthropic programs addressing the challenges they face today and helping them prepare for the future.

### Diversity and inclusion

Diversity and inclusion are an intrinsic part of our Company's fabric. We offer our employees opportunities to improve their work-life balance with the development of remote work, where possible, and in an inclusive work environment, where everyone feels respected and valued. Every day, our people around the world bring their different cultures, unique talents and strengths to their work. We value their leadership and collaborative spirit, as well as their determination to consistently achieve best-in-class performance.

We have adopted the 2030 United Nations Sustainable Development Goals as a framework for our actions in the transition to a more sustainable future.

### BRANDS











Founded in 1925, the Chrysler brand today is primarily focused on the minivan and full-size car segments in North America. Thanks to American ingenuity and a succession of innovative products, the Chrysler brand offers a perfect balance of convenience and style.







Founded in 1914, and for over a century, Dodge has pushed the envelope in making bold and aggressive highperformance vehicles. Its customers may count on getting ideally designed cars plus an option to customize the car style to meet their American dream. The SRT brand is well-known for making typically sports models of the Dodge and thus combining the two into one common brand.













### Jeep





















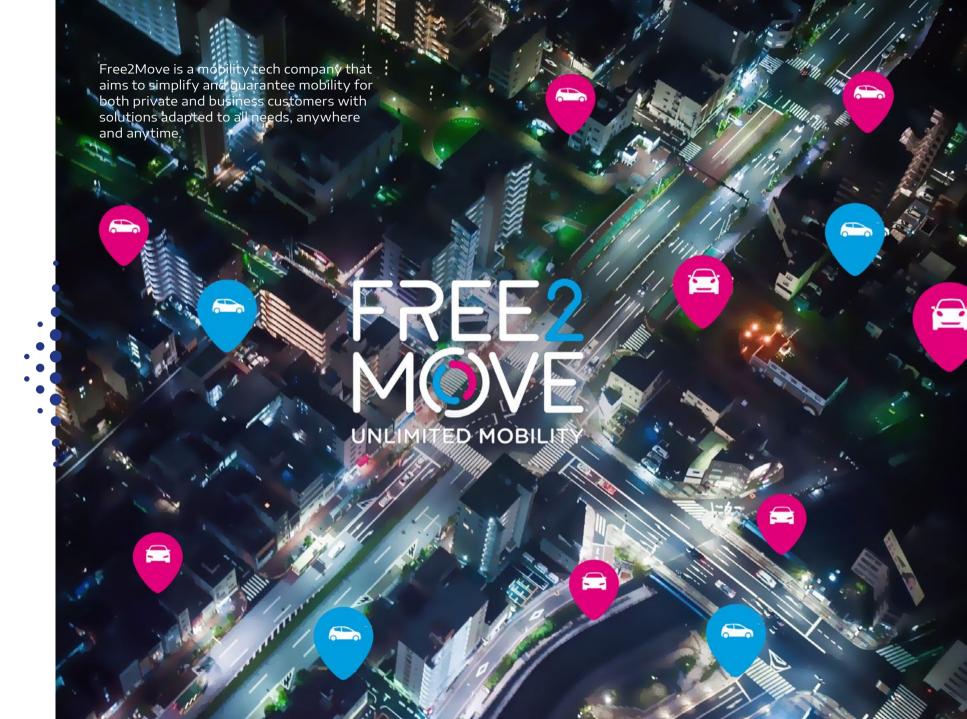














With a fleet of 350,000 vehicles in Europe, Leasys offers integrated mobility solutions to fit all needs, both corporate and private.



**LEASYS.** FOUNDED IN ITALY. NOW AVAILABLE IN POLAND



STELLANTIS GROUP IN POLAND

MAJOR HIGHLIGHTS



8163 Employees

19
Companies

6
Production plants

220.4 thousand Vehicles manufactured

including 98 % for export

525.7 thousand Engines manufactured

70 thousand Cars sold in the Polish market

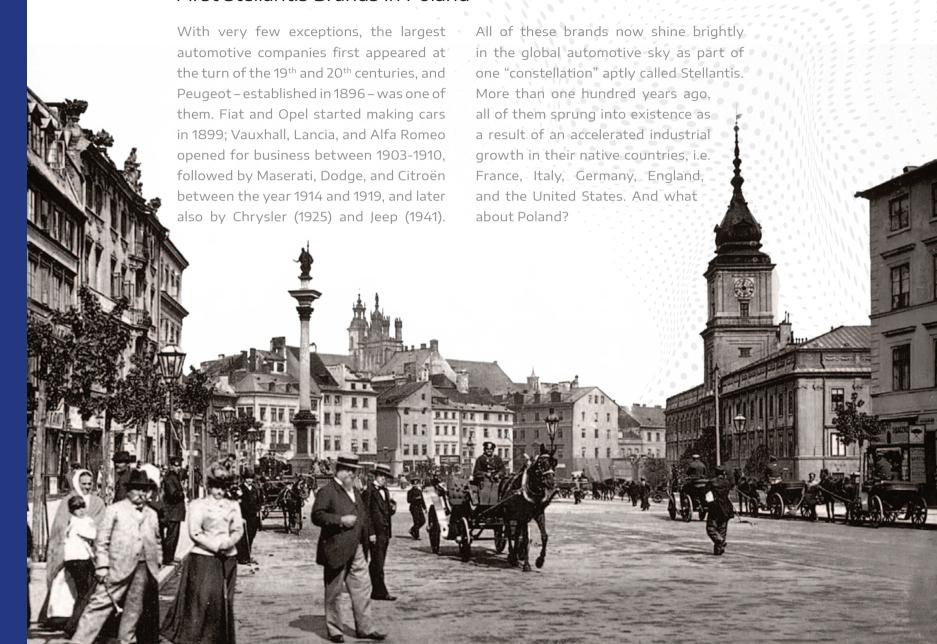
206
Dealers

**9**Vehicle brands
in the Polish market

December 31, 2020 data

# First Stellantis Brands in Poland

HISTORY



The country faced quite different conditions and only after Poland had regained independence it could aspire to launch the industrialization process despite numerous challenges. Finally, when favorable conditions arose in the second half of the 1930's, the country was already too late to launch a national automotive brand. The brittle economy faced intimidating technological hurdles while domestic market constraints effectively prevented any large-scale endeavors.

# First cars appear in the country on the Vistula River

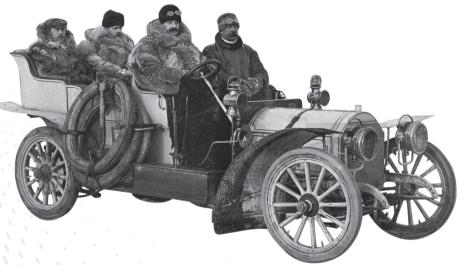
Cars had been arousing an ever greater interest among the aristocracy, affluent Polish industrialists and landowners at the beginning of the 20<sup>th</sup> century. Still, the new mode of transportation had been gaining popularity rather slowly, and for a number of reasons: dreadful conditions of the road system, economic and political deficits in the country suffering under the foreign yoke of partitions, to name just two. Warsaw provides a good example here: only thirty

cars drove in its street in 1902 and their number rose to one hundred only in 1910. The paucity of the market, however, did not prevent keen business people to open a number of representative offices of foreign factories and – initially quite modest – first repair shops.

Reviewing then contemporary newspapers provides some valuable information about the origin of the Stellantis brands in Poland. Peugeot provides the most well-known example of an automotive manufacturer whose cars arrived as some of the first



Above: Stanisław Grodzki driving his Peugeot. Below: 1906 Fiat 60 HP.









At the top:
Citroën assembly
plant in the early
1930's, Fiat models
manufactured at
PZInż in the middle
of the 1930's,
and Lilpop, Rau
and Loewenstein
where Opel
cars had been
assembled since
1936.

vehicles to debut on the Vistula. Stanisław Grodzki, an industrialist who – having completed his studies abroad, including in France – returned to Warsaw to run a family business, was the first to buy a Peugeot in 1896. Soon, he became an agent for the Peugeot brand, as well as other German and French brands in the Kingdom of Poland.

Naturally, Fiat was among the first automotive companies to set up shop in Warsaw. Cars made at the Turin plant arrived in Poland in 1906 thanks to Herman Meyer Company, and the first posh showroom of the brand opened in 1913. Clients could visit the showroom on the second floor of a swanky tenement building at No 12 Moniuszki St.

Subsequently, most likely after 1910, Opel – already operating in the German and Austrian partitions – also arrived in Warsaw, followed by Dodge, Citroën, Lancia, and Alfa Romeo in the 'twenties. The No 7/1924 Auto magazine issue reported 4,242 cars operated around Warsaw in 1923, of which Fiat accounted for 381, Dodge – 221, and Opel – 189. Fiat also turned out to be an undisputed leader in the truck sector (506 trucks) and pickups (326).

# Fiat, Citroën, and Opel in the 'thirties

Automotive manufacturers gradually moved away from indirect export after the end of the 1<sup>st</sup> World War, i.e. selling cars through independent local companies, and instead opted to open their own branches, setting up a network of sales representatives or agents, in every major city throughout Poland. The new strategy allowed them to closely follow the evolution of a potentially large market which started from ground-zero once the war had ended on one hand while on the other – they gained direct access to the local authorities and the military, both holding a rather considerable sway over the vehicle demand in Poland.

Fiat was the first manufacturer to take advantage of the new opportunities. As early as February 1920, or before the Treaty of Riga was concluded, Polski Fiat SA opened for business in Warsaw. Later, in the thirties, Fiat emerged as one of major actors in the Polish automotive market thanks – among others – to a license agreement concluded in 1931. Polski Fiat cars, including the 508 Junak and 518 Mazur, were assembled at the Państwowe Zakłady Inżynieryjne (State









design simply enchanted him, so much so that he turned it into his brand logo. He arrived in Warsaw at the official invitation of the Polish government in 1928. Following extensive talks and long negotiations, C4 and C6 passenger cars were first assembled in 1930. Unfortunately, the operation of the assembly plant was curtailed in 1932, only to be definitely closed down in 1935.

Historical sources show Fiat had submitted the best quotation for the license agreement while Citroën refused to change their position despite the Polish government's request. In retrospect, considering the state of the Polish – French relations, Citroën would have most likely become a monopolist in the Polish automotive market, gaining contracts for the military as well. It was the only option prepared by the government offering a chance of survival to the industry suffering in the throes of an economic crisis. From that moment









on, the automotive industry in Poland continued developing for a few years thanks to its cooperation with Fiat.

One must not forget one more Stellantis brand whose cars had been assembled in Warsaw from 1936 until the 2<sup>nd</sup> World War broke out, i.e. Opel, a part of General Motors since 1929. After GM had signed a license agreement with a Polish company – Lilpop, Raus and Loewenstein – Opel models, such as the Kadett, P4, and Olympia, were also assembled in their plants locally, next to the Chevrolets and Buicks.

The dynamic growth enjoyed by the Polish automotive

industry in the second half of the thirties came to an abrupt halt when the 2<sup>nd</sup> World War suddenly broke out. Many years would pass before the Stellantis brands returned to Poland: with the Fiat 125p arriving first in the 1960's, followed by the

Fiat 126p in the 1970's. Later on, it was the turn for the Cinquecento to come shortly before the anxiously anticipated economic liberalization of the 1990's. At present, Stellantis Group employs 8.2 thousand people altogether in their 19 companies in Poland, including 6 manufacturing plants which turned out more than 220 thousand cars and 526 thousand engines in 2020. In the same year, Stellantis Group brands sold 70 thousand cars, with their market share surpassing 14%.



On the opposite page: Citroën 11 BL cars at a rally, Warsaw, 1936. Opel Olympia assembled at the Lilpop, Rau and Loewenstein Factory, Warsaw, 1938 On the left: A Fiat taxi at the intersection of Nowy Świat and Aleje Jerozolimskie streets in Warsaw

# STELLANTIS COMPANIES IN POLAND

## MANUFACTURING AND COMMERCIAL VENTURES

Citroën Polska Sp. z o.o.

Warszawa

FCA Poland S.A.

Bielsko-Biała

FCA Powertrain Poland Sp. z o.o.

Bielsko-Biała

Opel Manufacturing Poland Sp. z o.o.

Gliwice

**Opel Manufacturing Poland Sp. z o.o. Oddział I**Tychy

. . . . .

Opel Poland Sp. z o.o.

Warszawa

Peugeot Polska Sp. z o.o.

Warszawa

PSA Manufacturing Poland Sp. z o.o.

liwice

Teksid Iron Poland Sp. z o.o.

KOCZOW





### DTHER SERVICES

# **Banque PSA Finance S.A.**

Warszawa

# FCA Bank S.p.A. S.A. Oddział w Polsce

Warszawa

# FCA Services Polska Sp. z o.o.

Bielsko-Biała

# Fiat Chrysler Polska Sp. z o.o.

Warszawa

# Gestin Polska Sp. z o.o.

Bielsko-Biała

# Leasys Polska Sp. z o.o.

Warszawa

# Opel Manufacturing Poland Sp. z o. o. Oddział II

Tychy

# PSA Retail Rent Polska Sp. z o.o.

Warszawa

# Sadi Polska – Agencja Celna Sp. z o.o.

Bielsko-Biała

# Sirio Polska Sp. z o.o.

Bielsko-Biała





MANU-FACTURING PLANTS





# Tychy

# **FCA Poland**

(cars: Fiat 500, Abarth 500, Lancia Ypsilon)

# **Opel Manufacturing Poland**

(gasoline engines: EB2 Pure Tech, EB Entry)

# Gliwice

# **Opel Manufacturing Poland**

(Opel Astra V)

# **PSA Manufacturing Poland**

(light commercial vehicles – plant under construction; anticipated production launch – middle of 2022)

# Bielsko-Biała

# **FCA Powertrain Poland**

(engines: Diesel Multijet 1.3, gasoline engine TwinAir 0.9 gasoline turbo engine FireFly 1.0 and 1.3 gasoline naturally aspirated engine N3 1.9)

# Skoczów

# **Teksid Iron Poland**

(iron casting)









# FCA Poland Tychy







The Tychy Plant – erected in 1972 – 1975 – occupies an area of more than 2.4 million sq m, of which production halls and service facilities account for 0.5 million sq m. The entire production cycle to transform coils of sheet metal into a finished car requires roughly twelve engineering hours and one car rolls off the assembly lines practically every 50 seconds.

In 2020, despite the pandemic idling the plant for more than three months, the Tychy Plant rolled out 173,950 cars, including 121,789 Fiat 500's, 15,426 Abarths, and 36,735 Lancias Ypsilon. 99% of the total production is sold for export.

The plant operates a complete production cycle consisting of four stages: stamping – run by an outside supplier since 1998; welding – which proudly boasts 99.5%

automation thanks to 921 robots working on the line; paint shop – also more than 90% automatic; and assembly – currently operating two production lines.

The Tychy Plant had made 10.5 million vehicles between 1975 and the end of 2020, including the following brands: Fiat 126p (2.2 million), Cinquecento (1.2 million), Seicento (1.3 million), Panda (2.2 million), 500 (2.5 million), and Lancia Ypsilon (0.5 million). In December 2020, the plant announced that starting with 2022 it would launch production of three new models of the Jeep, Fiat, and Alfa Romeo brands.









# Opel Manufacturing Poland Cliwice







The Opel Plant in Gliwice makes the Opel Astra range of models and has been reliably delivering high quality passenger cars for its customers for more than twenty years now. The plant's history began in 1998 with the white Astra Classic model, subsequently adding new chapters with the Opel Agila, Zafira, and Cascada. Astra alone has seen as many as five generations, including the OPC and GTA sports versions, to name just two, and the Astra Hatchback which won the 2016 European Car of the Year award. The overall investment to upgrade the plant over the years has exceeded Euro 1 billion.

The plant has manufactured over 2,700,000 cars now for customers all over the world, of which the best-selling Opel Astra accounted for almost half a million units. The Gliwice Opel plant operates a complete production process, every stage of

which is monitored by a quality assurance team to make sure the plant maintains its impeccable reputation. The plant owes its success to the employees who make up an exceptionally good team.

Opel Manufacturing in Gliwice has been very active in research and development as well as education in a broad sense of the concept. Gliwice Opel experts actively support young members of the crew at every stage of learning, beginning with the Opel Little Academy for kindergarten students, Sponsored Classes at a vocational school, Productivity Cup for high-school students, the Top Grade Moto program for workers just entering the labor market, an Apprenticeship Program for college students and cooperation with the Silesian University of Technology.







# PSA Manufacturing Poland Gliwice





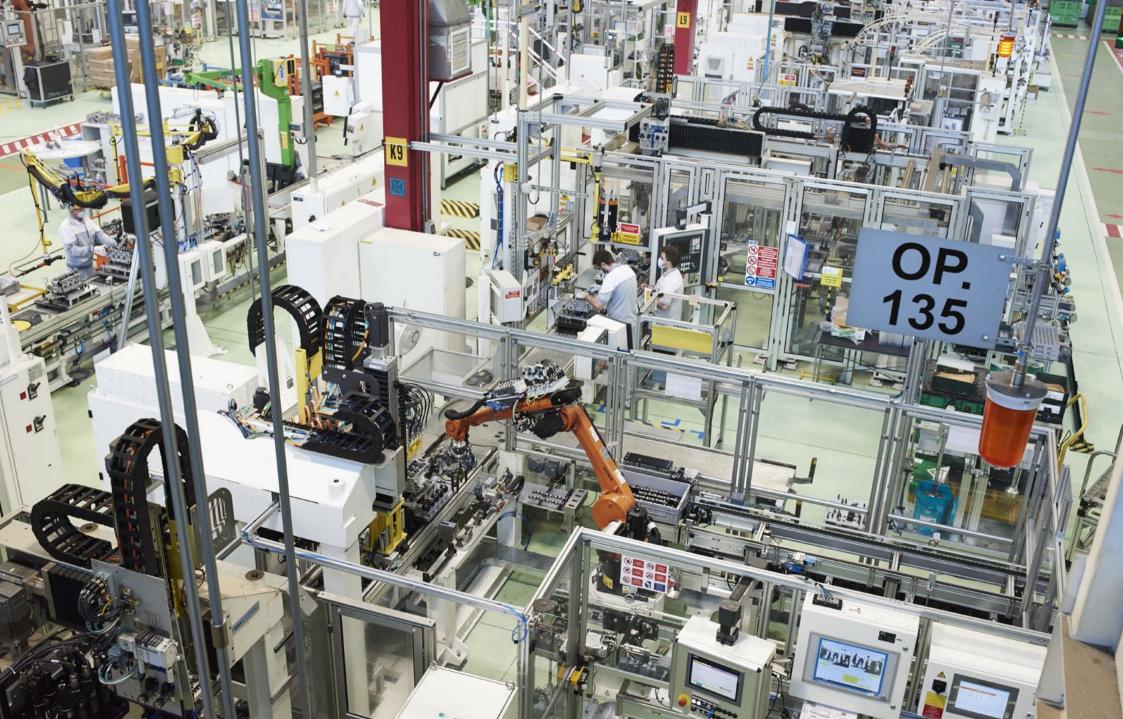


The decision to launch production of large commercial vehicles in Gliwice was announced in May, 2019 and followed by new investment in construction of a new plant. The ground was broken and construction work began that same month; by April 2021, installation of the machinery and equipment had reached quite an advanced stage. The factory is expected to make cars by implementing a complex process – starting with a complete process of stamping body panels, i.e. from coils of sheet metal, through their assembly at the Body Shop, application of several layers of protective coating and paint at the Paint Shop, and ending at the Assembly Shop. The entire process takes place under careful supervision of the Quality Dept. experts at every stage of the production. The

new plant operates highly automated and robotic production processes, using state-of-the-art seven-axis robots, including some equipped with a 4683 mm range arm and 900 kg lifting capacity.

Starting production of large commercial vehicles at the Gliwice plant has laid solid foundations for its future growth. PSA Group, a member of the Stellantis Group, is a recognized leader in the light commercial vehicle sector in the European market: the vehicle specifications and their resilience to the ever changing trends seem to point to a successful future.

The plant is scheduled to begin production in Q2 2022, making 100 thousand vehicles annually, including the Opel, Vauxhall, Peugeot, and Citroën brands.



Multijet 1.3 TwinAir 0.9 GSE turbo 1.0 and 1.3 N3 GSE naturally aspirated 1.0







# FCA Powertrain Poland Bielsko-Biała







FCA Powertrain Poland plant in Bielsko-Biała built 253,906 engines in 2020, of which: 113,646 SDE (Turbo Diesel Multijet 1.3) engines; 20,313 gasoline TwinAir 0.9 (TA) engines; and 119,947 new, environmentally-friendly gasoline engines of the GSE (Global Small Engine) family: the 3-cylinder turbo 1.0 engine and 4-cylinder turbo 1.3 liter. At present, the Bielsko-Biała plant has just completed putting the new 3-cylinder hybrid naturally aspirated N3 models into production, a variation of the naturally aspirated GSE 1.0 Turbo engine. The new advanced

units, the mass production of which begins this year, will be delivered to the Fiat 500 and Lancia Ypsilon assembly line in Tychy, as well as to Pomigliano d'Arco (Italy) for the Fiat Panda model.

The plant has made more than 8 million engines since its opening in 2003.









# Opel Manufacturing Poland Tychy



Engines made at the Tychy plant have been installed in vehicles of various brands all over the world for more than two decades now.

In the years 2017-2019, the plant was thoroughly modernized and acquired advanced technologies which – in turn – made it possible to launch production of the three-cylinder turbocharged PureTech engine that has gained high acclaim among automotive experts. The engine has won the prestigious International Engine of the Year title for four times now and become extremely popular among customers buying the Citroën, DS, Opel, and Peugeot cars. It would be hard







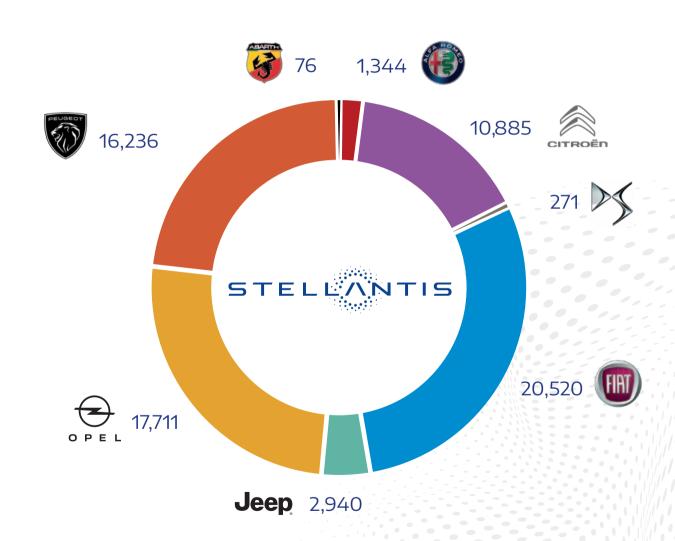
to find any better duos than the International Engine of the Year PureTech and the 2020 Car of the Year – the Peugeot 2008, or the winner of the 2020 Golden Steering Wheel award – the Opel Corsa. Apart from the PureTech winners, the Tychy plant also builds EB Entry engines.

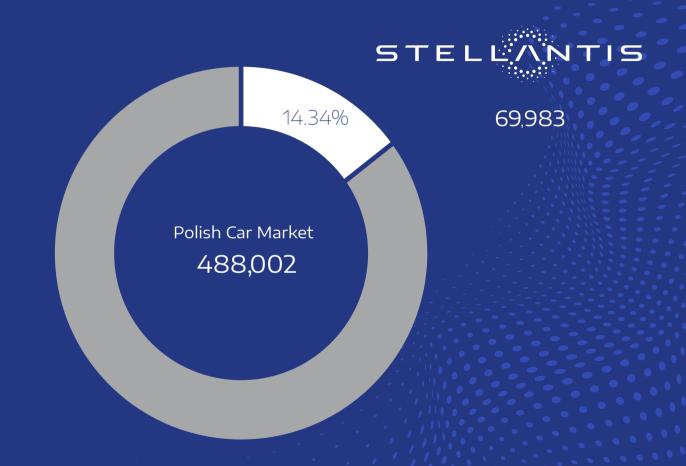
Altogether, the Tychy plant has supplied 497,108 engines to buyers all over the world by the end of 2020 and in January 2021, they have made their five hundred thousandth PureTech engine. The highly robotic production takes place in two departments: Machining and Assembly.

The company is also involved in working with and for the education sector: it has become a sponsor of several grades in three technical schools in Tychy and operates an apprenticeship program for students of technical colleges.

# **2020 SALES**

STELLANTIS
BRANDS IN
THE POLISH
MARKET IN
2020





# **TOP 10**

# PASSENGER CARS

- 1. **Fiat Tipo** (8,744)
- 2. **Opel Astra** (4,544)
- 3. **Opel Corsa** (3,571)
- 4. **Citroën C3** (2,622)
- 5. **Peugeot 208** (2,565)
- 6. Opel Crossland X (2,410)
- 7. **Peugeot 308** (2,249)
- 8. **Fiat 500** (1,947)
- 9. Citroën C5 AIRCROSS (1,778)
- 10. **Jeep Compass** (1,126)









2020 data, CEPIK













# **TOP 10**

# LIGHT COMMERCIAL VEHICLES

- 1. **Fiat Ducato** (6,153)
- 2. Peugeot Boxer (2,896)
- 3. Citroën Berlingo (2,406)
- 4. **Citroën Jumper** (1,573)
- 5. **Opel Movano** (1,523)
- 6. **Fiat Doblò** (1,347)
- 7. **Peugeot Partner** (1,244)
- 8. Opel Vivaro (627)
- 9. Opel Combo Van (583)
- 10. Fiat Talento (523)









2020 data, CEPIK













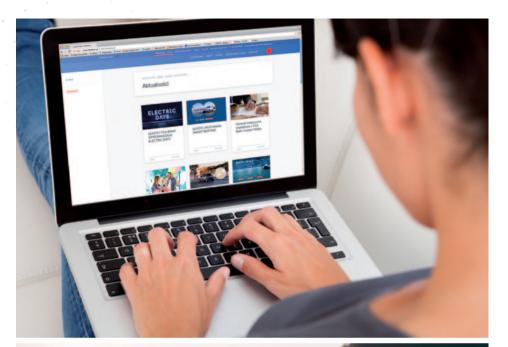
# FINANCIAL SERVICES

# FCA Bank S.p.A. S.A. Branch in Poland

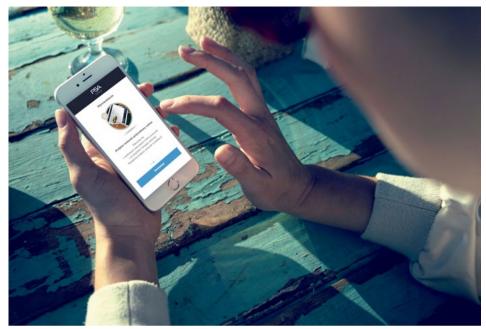
FCA Bank S.p.A. S.A. primarily provides financing for buying cars while simultaneously meeting any and all mobility requirements. It offers financial products supporting sales of Stellantis vehicles in 17 European countries and Morocco, either directly or by going through their local branch offices. FCA Bank S.p.A. handles a wide range of credit, loan, and insurance instruments, as well as a number of digital solutions available both for private individuals and business clients.

# Leasys Polska Sp. z o.o.

Leasys offers integrated mobility solutions allowing clients to use the car for just one minute only or forever. Leasys provides a complete and innovative mobility services system. Leasing, long-term rental, and electric mobility represent financial solutions best suited to the needs of clients using the Stellantis network of brands. The Clickar Leasys brand has emerged as one of the leading online portals providing remarketing services.









# PSA Finance Polska Sp. z o.o.

PSA Finance Polska Sp. z o.o. specializes in comprehensive financial and insurance services for the Polish dealer network of the Peugeot, Citroën, and DS Automobiles brands. PSA Finance comprises three companies, each specializing in a selected field of services, namely: PSA Finance Polska Sp. z o.o., PSA Consumer Finance Polska Sp. z o.o., and Banque PSA Finance S.A.

The company has been operating in the Polish market since 2001 offering businesses and private individuals alike a wide range of leasing products, loans, and an advanced long-term rental program.

Over the last few years, the company has made decisive progress in the field of digitization and thus it ranks high now among those pioneering institutions that have introduced the electronic signature for documents. The solution allows clients to finance the purchase of their car without even the need to visit the dealer's showroom.

# Opel Finance Poland Sp. z o.o.

As the financial arm of the Opel brand, the company specializes in offering products and services specifically tailored to a network of authorized brand partners as well as private individuals and institutional clients. As a member of the Opel Vauxhall Finance Group and wholly owned by Banque PSA Finance and BNP Paribas, it operates in all the major European markets. It has been active in Poland since 2019 providing innovative financial solutions and mobility services both for institutional and individual clients. Its portfolio includes leasing and credit services, an advanced long-term rental program, and a wide range of insurance products. Its mission focuses on continuous improvement of Opel Finance products and services with a view to provide attractive financial solutions entirely compatible with individual needs of every client.

# OTHER SERVICES

# FCA Services Polska Sp. z o.o.

Established in 2001, the company employs almost a thousand people now and operates in two business areas: Finance – financial and accounting services, and Payroll – human resources and payroll administration. Finance offers services with respect to general ledger, balance sheet and financial reporting, assets and liabilities, financial management and payables, fixed assets management, working capital, as well as tax services and management control. The Payroll services department handles all areas dealing with employee issues, such as personnel documentation, payroll calculations, and the administration of employee social benefits. The company has been operating in the Katowice Special Economic Zone, sharing the location with FCA Poland in Bielsko-Biała, providing services for clients in the EMEA and since 2014 it has expanded its portfolio of services to customers in the NAFTA area.

# Sadi Polska – Agencja Celna Sp. z o.o.

The company's core business constitutes the following: customs clearance services; preparation of tax registers for intra-EU and other shipments of goods; preparation of Intrastat and summary tax documentation; representing customers before customs authorities; filing excise tax declarations; domestic and international forwarding services, warehousing, and distribution of goods. Sadi Polska operates professional IT systems which work with the Polish customs administration and central data exchange systems within the European Union (Planus, NCTS, SAP GTS).









# People Services SSC | Opel Manufacturing Poland Branch II in Tychy

People Services SSC (Shared Services Center) was first set up in 2014 to work with the employees of Opel/Vauxhall, Peugeot, Citroën, and DS Automobiles. The company employs almost 100 specialists handling payroll processes, human resources administration, online training, IT systems, automation of the HR processes, and HR systems administration. The Center crews provide services for 30,000 employees of the plants and administration offices in Europe in the local languages of their clients.

# Fiat Chrysler Polska Sp. z o.o.

The primary objective of the company is representing FCA Poland S.A. as well as other companies in Poland, coordinating their operations, providing financial treasury services, as well as promoting their successful image as a good employer and one of the largest industry investors in Poland.

# Gestin Polska Sp. z o.o.

The company has provided property management services for FCA Poland which encompasses about 937 thousand sq m of useful floor area. The company also handles comprehensive property maintenance services, including construction of new facilities, retrofitting and regular maintenance of the existing structures; it also provides landscaping and janitorial services. Moreover, the company is responsible for organizing company integration events, including the Family Day, Santa Clause Day, summer camps, catering, mail services, and company radio broadcasts.

# Sirio Polska Sp. z o.o.

The company provides comprehensive industrial security services, i.e. people, property and fire protection. Sirio Polska's core activities include fire protection, risk management, and technical maintenance of fire prevention and property protection systems. Professionally trained crews of the Company Search and Rescue Services are also charged with responding to any fire incidents, breakdowns, or medical emergencies.

# CSR – CORPORATE SOCIAL RESPONSIBILITY

When joining the Stellantis Group last January, the Polish plants – FCA Poland in Tychy, FCA Powertrain in Bielsko-Biała, and Opel Manufacturing Poland both in Gliwice and Tychy – contributed not only their innovative products but also social responsibility good business practices with respect to their employees and the surrounding environment.

FCA Poland perceives its mission not only to consist in developing and creating value by delivering innovative products and services but also to include its social responsibility. The company must develop the skills to run a business while keeping in mind that regular growth and rising profitability represent ambitious and bold objectives available only in a sustainable environment.

Aware of their special role in the contemporary economy, the company applies its social responsibility strategy in three main areas: the economy, the community, and the environment. Each segment relies on ethical standards aimed at promoting objectivity, loyalty, honesty, and respect for values.

In the business area, FCA Poland perceives its responsibility to be tied to their growth projections resulting in higher production output and value creation. The one hundred year-long history of the Fiat brand in Poland resulted in a number of vehicle models being developed here which went on to change how the Polish automotive industry and economy are perceived nowadays. Almost 9 million cars were made in the last thirty years here.

The company is committed to sustained development which it considers part of its social responsibility by aiming at creating an environmentally and socially friendly









business that supports the highest security and safety standards for its employees, partners, and the community. To this end, the company assumes responsibility for the environmental impact of its products and production processes and makes every effort to mitigate any resulting negative outcomes. FCA Poland also follows the same approach to its social responsibility by adopting the highest standards of sensitivity and respect for their employees and the environment. The company combines such standards with great awareness of occupational safety, improving employee qualifications and individual competences, assuring high quality and respect for work, as well as any other initiatives aimed at better integration of the business and the local community. Continuous education and comprehensive development of our people represent just one of the company's investment priorities which give the organization a better competitive advantage in the global market. Theoretical and practical training courses make up a basic method of supporting the employees'

The FCA Poland Tychy plant has been working with some of the largest Polish technical universities for many years now. Together with the Warsaw University of Technology, the Silesian University of Technology, the University of Bielsko-Biała, and the Fiat Research and Development Center in Turin (Centro Ricerche Fiat), it has granted special awards for master and doctoral theses dealing with automotive industry: it has granted 358 awards altogether from 1997 to 2020.

professional development and increasing their competences to better face

professional challenges and corresponding business needs.

The company also runs diploma and student apprenticeship programs. For a number of young people the chance to complete a mandatory apprenticeship program at one of FCA Poland manufacturing plants represents a great opportunity because they will now be able to use the acquired knowledge and experience when working on their semester and master theses.

The agreement between FCA Poland and the Silesian University of Technology also provides for scientific, technical, and training cooperation aimed at applying the scientific experience and academic achievements of the school combined with the potential and market position of the company to benefit both parties

and facilitate further development of the entire region.

Investing in employees and their families includes a range of initiatives operated by FCA Poland, such as – among others – general health promotion policy covering not just mandatory employee screening programs but also additional campaigns, such as prophylactic vaccinations, specialized testing or rehabilitation treatments covered by the Health Promotion Program.

It has become a tradition to hold annual family outings for company employees, retirees, disabled individuals, and their families. The Family Day has become a major event and an opportunity to see with one's own eyes the changes which have taken place over the course of the past few years and which continue to transpire at the plants. Children may enjoy traditional Christmas parties, summer camps and the so-called 'green schools', or the environment-oriented camps. Employees may enjoy a wide variety of recreational opportunities at the facilities of the FCA Poland Recreation and Cultural Center. The Center offers employees and their families a variety of opportunities to actively spend their free time, practice a number of sports disciplines, starting with tourism, soccer, tennis, fishing, fitness, and ending with biking trips.

FCA companies in Poland greatly value the Sergio Marchionne Competition which awards FCA and CNH Industrial prizes to children of their employees. 3,289 prizes have been awarded so far in 23 competitions with a total value exceeding PLN 11.6 million.

FCA Poland has also been active sponsoring charitable initiatives, including major events dealing with the company traditions to reinforce its positive image, build public trust, and promote its reliability. FCA Poland has been involved in a number of special sports events, including international street races and bicycle competitions; it has sponsored sports clubs successful both at home and abroad. The company supports a great number of charitable foundations, institutions, and organizations, including, inter alia, the Foundation "Together for Children" of the Pediatric Hospital in Bielsko-Biala, Association for Supporting Bielsko Oncology, or the local chapters of the Polish Red Cross.









The company employees participate in the Noble Gift campaigns and collect plastic caps to help the City Hospital in Tychy purchase infusion pumps for their patients. The company sponsoring also covers numerous popular cultural events held in Bielsko, including, among others: The Henryk Mikołaj Górecki Memorial Festival of Polish Composers, the Autumn Jazz Festival, Sacrum in Musica Festival, and the Silesian Autumn Guitar Festival held in Tychy. FCA Poland has been awarded the title of the "Culture Benefactor" and "Sports Benefactor" by the Bielsko-Biała mayor numerous times.

Opel Manufacturing Poland in Gliwice has been making passenger cars highly valued by the customers since 1998, with the Opel Astra as their flag model now already in its fifth generation. Opel Agila, Zafira, and Cascada have added more chapters to the factory history annals. Meanwhile, Opel Manufacturing Poland in Tychy has been specializing in making engines for various brands of cars all over the world for more than two decades now. Since 2019, when the plant resumed production, the upgraded facility has made more than half a million PureTech engines, four times winners of the International Engine of the Year title.

Opel Manufacturing Poland in Gliwice holds Permit No 1 to operate at the Katowice Special Economic Zone, Gliwice sub-zone. Opening the factory provided a strong impulse for further development of the entire zone and the surrounding areas.

As a major player in the automotive sector, the company feels responsible to assume responsibility for the protection of the environment. Production processes at the company's plants have been adapted to minimize their environmental impact and that is why only water-based paints are used for Opel Astra cars while the entire production process has been set up so as to minimize the use of electric power and gas, to recover hot ventilation air and cut airborne particle emissions. The company has been rewarded by the Environment Protection minister for its successful power management.

Opel Manufacturing Poland is well aware of their obligations as an employer with more than 2,000 workers and to this end they have developed

an Employment Protection Program designed to save jobs threatened by potential elimination because of the poor condition of the automotive market. Of equal importance are also educational and preventive measures implemented by the company to protect the health and assure ergonomic conditions at the workstations, of which the annual Safety Week is a good example with companies and organizations operating in the occupational safety and health sector participating in the event.

Opel Manufacturing Poland is also committed to employee personal development by providing opportunities to improve their professional qualification and skills, as well as personal growth. Modern educational platforms offering a wide variety of training courses, including foreign languages classes, also enjoy great popularity. Employees appreciate the opportunity to have their post-graduate studies and training programs co-financed even up to 100% of the cost.

The experience garnered during many years of production is now used by Opel experts to continue their scientific and research careers, also in cooperation with universities, such as, for instance, the Silesian University of Technology. The cooperation often results in joint training projects, like the "Junior Engineer" apprenticeship program for students or the 'Grade A Moto" developed for individuals following continued education courses once they graduate high school and before they enter colleges. The program was used to develop recommendations for the Ministry of Education. A doctoral course comprising both dual and industrial specializations has also been developed in cooperation with the scientists of the Silesian University of Technology.

"Intellectual Sparring", or webinars operated by the Opel Manufacturing Poland specialists assisting students debuting in the labor market, enjoys great popularity among technical university students.

The company also cooperates with the Upper Silesian Education Center sponsoring certain classes of the trade school. The instruction is handled jointly with the Polish-German Chamber of Industry and Commerce while the Gliwice plant arranges for students' employment agreements and finances their final









examination licensing them to work as a mechatronic technician outside Poland. The educational services of Opel Manufacturing Poland are also offered to the younger residents of the region. The "Opel Little Academy" teaches children of kindergarten age how to cooperate and makes them feel proud of their parents' work. A program called "Children Ask and Opel Engineers Answer Their Questions" has been designed for primary school students while older children participate in the "Entrepreneurship Cup" competition that teaches them basic management skills. Their older friends attending technical high schools and students visit production plants they are interested in.

The company also supports integration of their current and former employees, their families, and Opel friends by arranging "Family Picnics" and similar events which have become very popular. The "Opel Active Team" (OAT), the pride of the company, attracts employees who play various sports; OAT members and their families together organize the cyclical Gliwice Opel Race which last time continued for two days to accommodate all the requests submitted by the employees. The "Opel Summer Adventure" is a workshop designed to even further tighten employee integration by offering an attractive program full of various activities, such as Lab experiments, operating robots, educational trails, and competitions, to name a few.

Opel Manufacturing Poland efforts also focus on cooperation with the local community: the company works closely with the City of Gliwice in various areas of social and cultural life. Its employees become ambassadors holding educational workshops, presenting state-of-the-art technologies or supporting cultural events, such as music concerts, races, or car rallies.

During the pandemic, the company joined the campaign to help those most in need: it donated laptops and PC computers schools needed for remote learning, and arranged for visors and protective masks for the health workers and retirement homes. The company also offers assistance to its employees who volunteer help for various organizations and initiatives, such as the Noble Gift packages, animal shelters of the SOS for Animals Foundation, the Dog's House, or the United Way Foundation – Find Help.

FIAT CHRYSLER
POLSKA
PARTICIPATES
IN CULTURAL
AND SOCIAL
INITIATIVES

Apart from its statutory activities, Fiat Chrysler Polska is a partner in a number of cultural and social initiatives which enjoy popular support.

# **EUROPEAN FORUM FOR NEW IDEAS (EFNI)**

One of the largest conferences dedicated to global trends, new ideas, and the future of Europe. Every year, the Forum gathers together over a thousand participants – representatives of the world of business, science, culture, and administration, Polish and European alike. The European Forum for New Ideas has been organized since 2011 by the Lewiatan Polish Confederation in cooperation with BusinessEurope and the city of Sopot.

### **CONGRESS OF WOMEN**

The mission of the Congress of Women Association is working for real equality between women and men, building solidarity among women by means of exchanging experience, providing mutual assistance, and preserving our history. The Congress of Women was established in June 2009 as a social movement not associated with any institution or political party.

# **OUR FACTORY**

A book published by Fiat Chrysler Polska in November 2020 containing personal recollections of the top management of Fiat factories in Bielsko-Biała and Tychy was designed to reconstruct our historic heritage tied to events that led to establishing the FSM factory first and then investment by the Fiat Group in Poland. Entitled "Our Factory" and edited by Robert Przybylski, a reporter, the book is a virtual memorial of that historic era in Poland when the central planning system of the economy gave room to market economy.









### LEWIATAN AWARD GALA

Polish Confederation Lewiatan is a Polish business organization representing the interests of employers in Poland and the European Union since 2004. The Confederation awards three prizes every year: The Andrzej Wierzbicki Award for outstanding entrepreneurs, The Władysław Grabski Award for public officials, and the Dare to Think Prize awarded jointly with the Prof. Barbara Skarga Foundation.

### TECHNICAL UNIVERSITY AND POSTGRADUATE STUDENTS COMPETITION

The FCA award competition is proof of how deeply the company is involved in further development of the Polish industry and cooperation with domestic universities. The project is carried out jointly by CRF (Fiat Research Center) and three Polish universities: the Warsaw University of Technology, the Silesian University of Technology in Gliwice, and the University of Bielsko-Biała. Awards granted for the dissertations submitted by 358 students and postgraduate students in previous twenty competitions amounted to almost PLN 1.5 million.

### TWO RIVERSIDES FESTIVAL

The Two Riversides Festival staged in Kazimierz Dolny is a cultural event showcasing Polish and foreign movies, both premiers and other films of key importance for further development of world cinematography. Those attending the Festival have a chance to view movies which have won awards at Cannes, Berlin, Venice, Karlove Vary, San Sebastian or Rotterdam Festivals. They also have an opportunity to meet artists attending the Festival and visit exhibitions by local artists. The Two Riversides Festival represents another opportunity for debuting young talents at the short film competition.

### WITKACY THEATER

Starting in 2016, Fiat Chrysler Polska has been a sponsor of the Stanisław Ignacy Witkiewicz Theater, also known as Teatr Witkacego, a prestigious cultural institution presenting interesting, alternative cultural productions and promoting the cultural heritage of Zakopane.

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