

Communication on the new Vauxhall Retiree Car Scheme (NCPR)

Since the launch of our new Employee Car Scheme in May of this year we have also been working on the Retiree Car Scheme (known in Vauxhall and IBC as NCPR) with a view to ensuring that employees retiring from the Company can participate in a scheme which provides a cost-effective way to drive the Company's products.

We plan to launch the new Retiree Car Scheme from September on our new internal ordering platform EMPOLO. On the new scheme it will now be possible to order vehicles from build which will allow us to offer a wider range of Vauxhall models than has been recently available, with a projected normal lead time of 12-16 weeks from order to delivery.

We are also currently reviewing how the Vauxhall Retiree Car Scheme will be able to offer vehicles from across the other Stellantis brands e.g., Peugeot, Citroen, Fiat etc. in the future. Once we have finalised our plan on this aspect of the Retiree Car Scheme, we will provide further information on this. Currently at this time we will be only offering Vauxhall Vehicles for order on the scheme.

A new Retiree Car Scheme Handbook will also be launched in September, which provides relevant information and operational rules pertaining to the new Vauxhall Retiree Car Scheme, including some operational changes, which are detailed below.

For those Retirees who are already an active member of the RCS (Retirement Car Scheme) (NCPR)

1. Vehicles can now be collected at 3 sites, which include Coventry, Luton, and Ellesmere Port.
2. When purchasing/retaining a Retiree Car Scheme vehicle, or where a member chooses not to order a replacement vehicle at the notified replacement date, they will be considered as having left the Retiree Car Scheme. If a member wishes to be considered for readmission to the Retiree Car Scheme, they will be required to write to the Employee Fleet Team at a date no earlier than 30 months after the date on which they retained (purchased) the Retiree Car Scheme vehicle, or handed back their previous Scheme vehicle without replacing it. Any application to re-join will be considered by the Company who will make a final decision on whether to grant readmission to the Scheme.
3. Retirees who have an RCS vehicle will not be able to pass on their rights to RCS membership to other family members after their death. In such cases, the Widow/Widower/Surviving Civil Partner of the deceased Retiree will have the option of:
 - retaining the vehicle for up to 3 months without the deduction of any further monthly payments before returning **OR**
 - retaining (purchasing) the RCS vehicle based on its outstanding loan value at the date of confirmation of the intention to purchase (retain) the vehicle.

For those Retirees who are not currently in possession of a Retiree Car Scheme Vehicle

From 11th September 2023, an Employee must confirm their intention to retire **and** place an order for a vehicle under the RCS **BEFORE** leaving the employment of the Company. It will not be possible for these individuals to join the scheme at a later date.

In recognition of this change to the Retiree Car Scheme, the Company will provide some transitional arrangements for current retirees who are not currently operating a Retiree Car Scheme (NCPR) vehicle.

If you have previously retired from the employment of the Company, but you are not currently in possession of a vehicle under the Retiree Car Scheme (NCPR), you will have until the end of December 2023 to register and order a vehicle within the scheme. Information on how to join the scheme is detailed further below in the communication.

If someone does not register by the end of December 2023, then they would not be considered eligible to join the Vauxhall Retiree Car Scheme at any time in the future.

Please note that whilst there remain constraints on the supply of new vehicles, priority will be given to vehicle orders made by:

- Current employees who are members of the Employee Car Scheme then
- Retirees who are currently in possession of a Retiree Car Scheme Vehicle.

At this stage there are no plans to make changes to the monthly cost of the Retiree Car Scheme although the Company retains the right to make changes to the prices of vehicles and the availability of vehicles under the Retiree Car Scheme. Up to date price lists will be available on the EMPOLO system.

Registering for EMPOLO

Active Scheme Members

As we move all Retirees onto the new system, we may not hold the same information for all, therefore we have provided three methods of activation.

If you are already an active the Vauxhall Retiree Scheme, you will be invited to register with EMPOLO via email in week commencing 11th September

You will be sent an email with a link to your unique registration page. Click on the link to start the registration process.

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1. Entering your Driving Licence Number
2. If you do not have a Driving Licence Number: You will need to register by entering your National Insurance Number
3. **If either of this information is not held in the system, you will need to click the Forgotten your Password Submit.**

Retirees wishing to join the scheme

For those retirees who wish to join the scheme, please contact employeefleet@stellantis.com.

You will need to provide proof that you are in receipt of a pension related to your former employment. Once your request has been reviewed by the Employee Fleet team, your account will be activated on EMPOLO and you will be able to order a vehicle.

If you have any queries on any of the above, please contact employeefleet@stellantis.com.