



Italy report

Fiat-Chrysler and Industrial



*Automotive Work Group
Meeting
St-Petersburg 11-13 Sept 2012*

The two Companies

FIAT

Automobiles

- ▶ Maserati 100%
- ▶ Fiat Group Automobiles 100%
- ▶ Chrysler Group LLC 58,5%
- ▶ Ferrari 90%

Components & production systems

- ▶ Magneti Marelli 100%
- ▶ Teksid 84,8%
- ▶ Comau 100%

FIAT INDUSTRIAL

Agricultural & construction equipment

- CNH 88,4%

Powertrains

- ▶ FPT Industrial 100%

Trucks & commercial vehicles

- ▶ IVECO 100%

Fiat-Chrysler & Industrial, global companies

- 264,000 employees (86,000 in Italy) with Industrial & Chrysler
- 53% under 40y, 70% blue collar
- 99% full-time, 96% non-precarious
- 219 plants (60 in Italy) and 128 research center (60 in Italy) with industrial & Chrysler
- operates in Europa, the Americas and Asia
- € 83,8 billion in revenues in 2011
- € 6,7 billion net industrial debt
- € 4 billion net profit

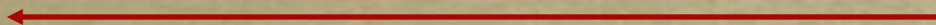


top ten 2011

mn unit cars sales

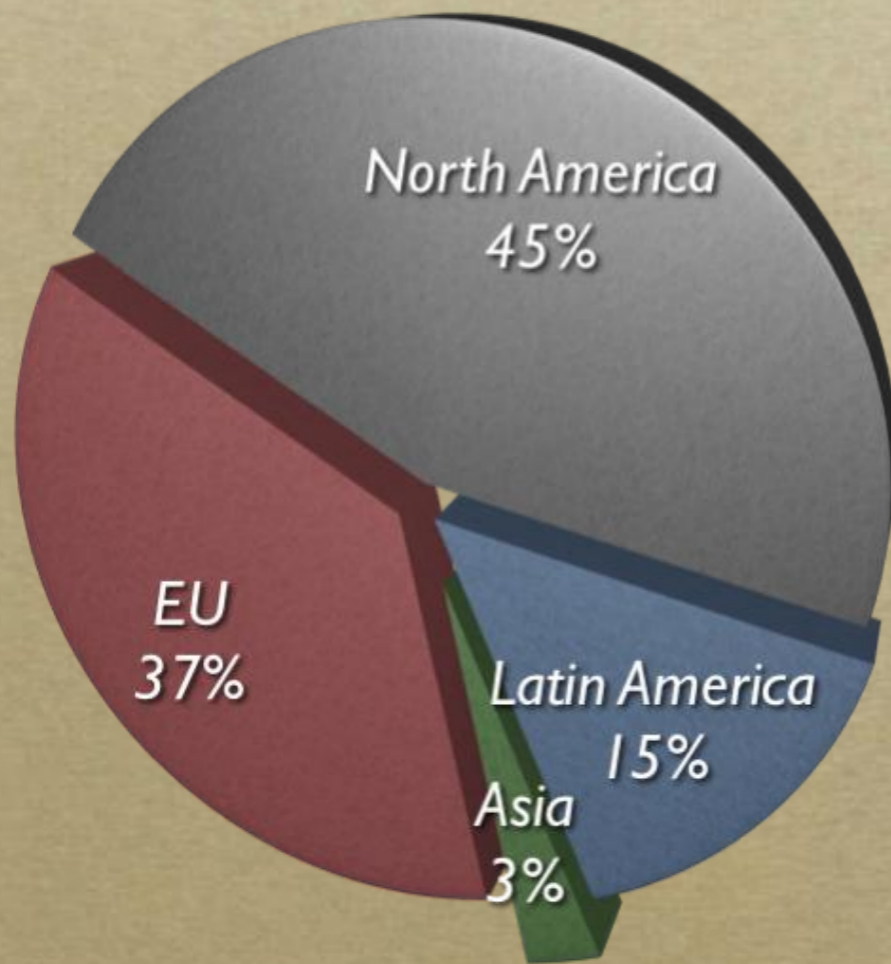
1. VW Group **8,3**
2. Toyota **7,6**
3. GM **7,4**
- Renault/Nissan **6,7**
- Hyundai-Kia **6,7**
- Ford **5,3**
- Fiat-Chrysler **4,1**
- PSA **3,5**
- Honda **3,1**
- Suzuki **2,5**
- BMW **1,7**
- Daimler **1,6**
- Saic **1,5**
- Mazda **1,2**
- Changan **1,1**

*range of
6 million*

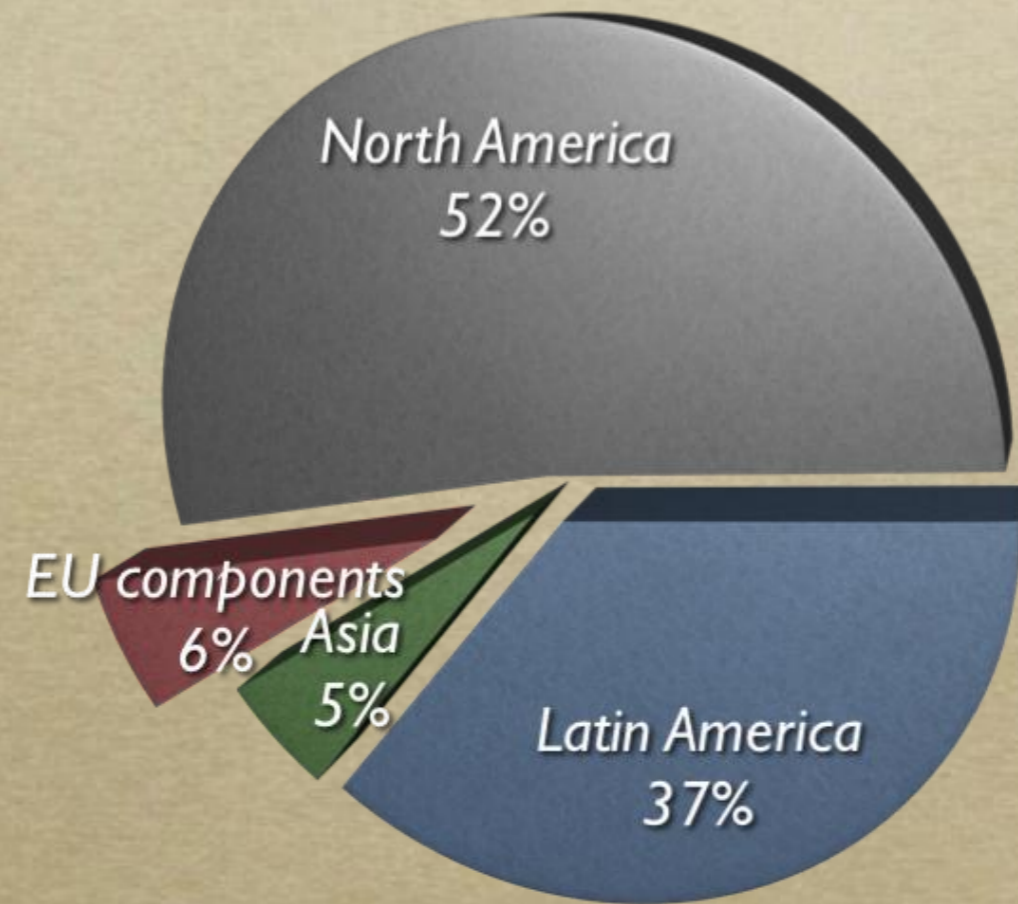


Where is the money (only Fiat-Chrysler)

Revenues



Trading profit



Unionized Fiat SpA (Italy)

%

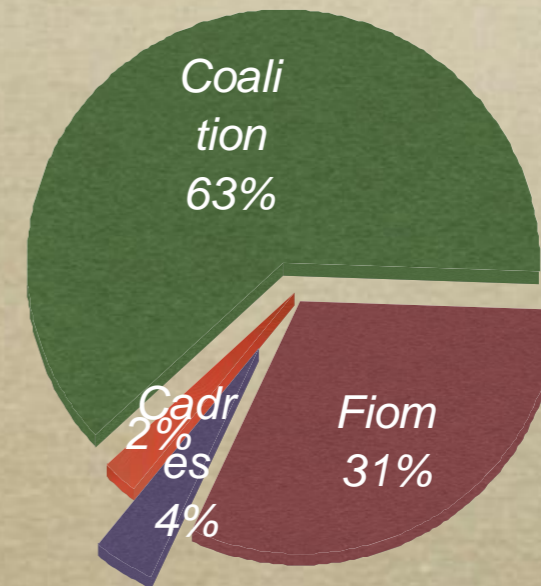
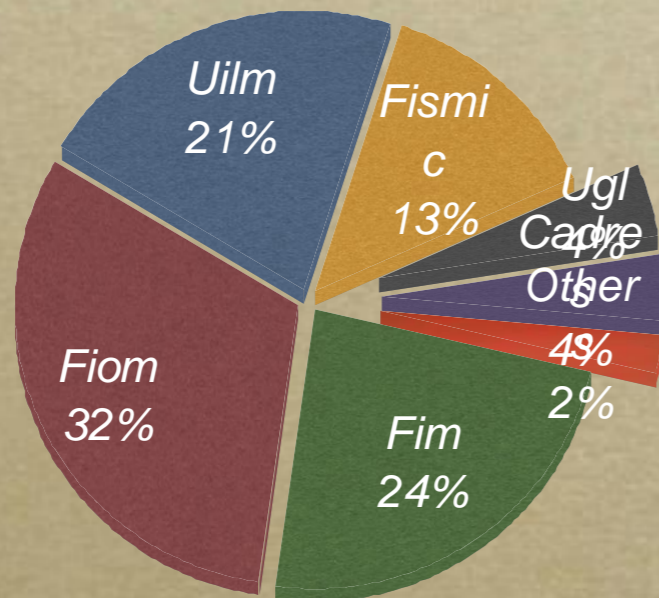


Unionized Fiat Industrial (Italy)



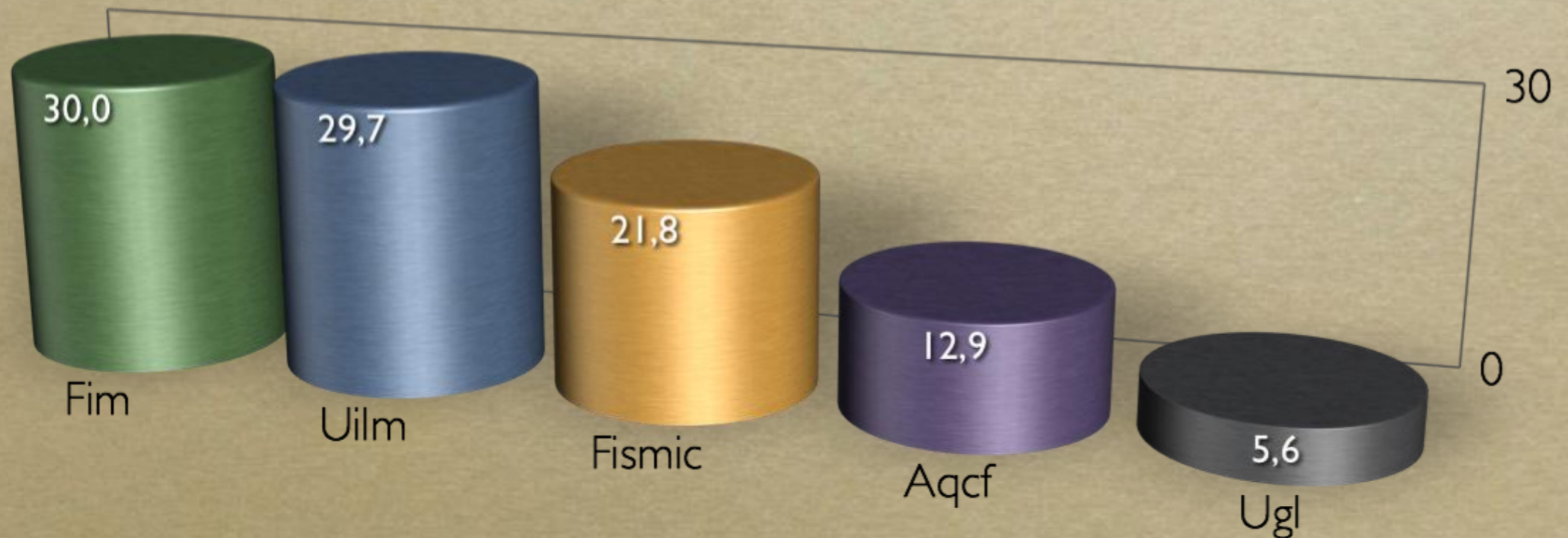
Shop stewards in Italy (Fiat + Industrial, 2010)

2010
%



Delegates elections 2012 (Fiat + Industrial)

%

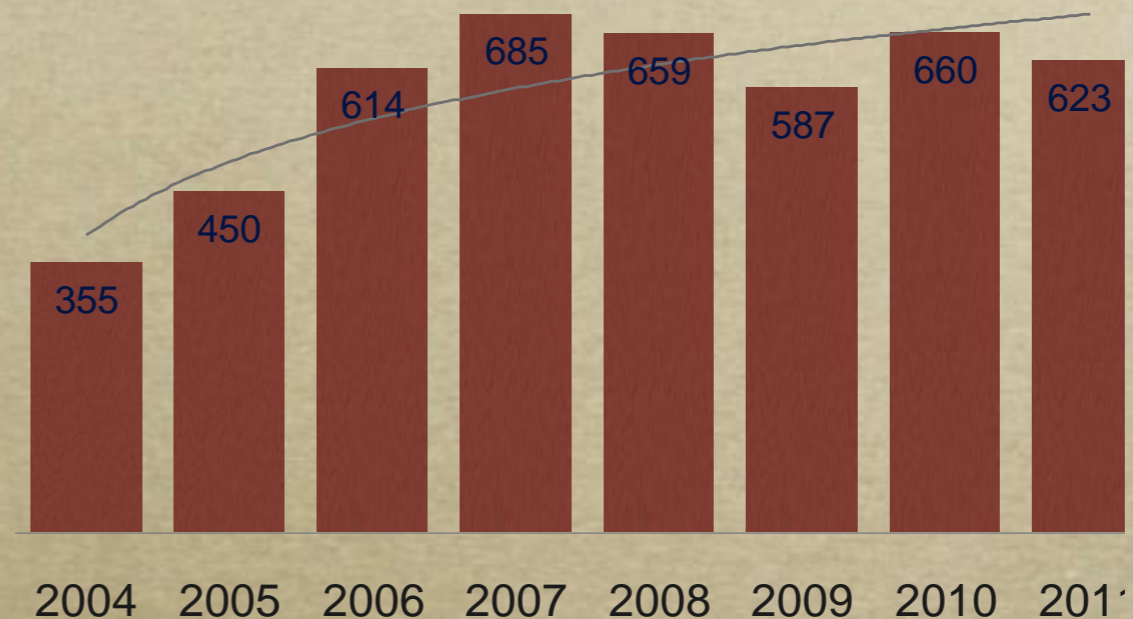


Source: electoral commissions in June 2012

Union company

- ▶ 623 collective union agreements signed in the Group in 2011 (485 in Fiat-Chrysler, 138 in Fiat Industrial)
- ▶ In Italy, all the Group's employees are covered by collective bargaining agreements.
- ▶ In the rest of the world they are 74% (in Fiat-Chrysler 80%, in Fiat Industrial 68%)

Bargaining worldwide



87% covered by collective bargaining

(100% in Italy - 74% outside Italy)

4% precarious workers in 2011

Crisis management

- ▶ *the car market in Italy decreased by 30% from 2007*
- ▶ *almost all plants in Italy are affected by labor shortage*
- ▶ *25,000 workers equivalent are subject reduction hours and redundancy fund*
- ▶ *three plant dismissed, equivalent about 2,500 jobs:*
 - *Termini Imerese in Sicily (Fiat)*
 - *CNH in Imola (Fiat Industrial)*
 - *Iriabus in Avellino (Fiat Industrial)*

The new collective bargain in Italy

- ▶ *more flexibility, more chances to work*
- ▶ *more salary (for shifts and performance bonuses)*
- ▶ *same hours of work (37.5 per week)*
- ▶ *same rights*
- ▶ *more opportunities to participate*
- ▶ *obligation to employ 95% of apprentices*
- ▶ *in some plant agreements to*





Thank you