



FIAT CHRYSLER AUTOMOBILES

PRESS RELEASE

## 2016 Bonus for FCA Employees in Italy

FCA notified trade unions today of the amount of the 2016 efficiency bonus to be paid to all Group employees in Italy in February, as provided in the FCA collective labor agreement.

Measurement of actual performance, which varies by production unit, is based on the World Class Manufacturing (WCM) system.

While results across the Group's principal businesses were substantially in line with 2015, several of the Automobiles plants, such as Melfi, Cassino and Sevel, maintained or improved performance and employees will receive an average bonus of around €1,320. The Pomigliano and Verrone plants repeated the excellent results achieved in 2015 and, as such, employees at those sites will receive a higher amount.

The new compensation scheme introduced in July 2015 provides all Italian employees direct participation in achievement of the productivity, quality and profitability targets established in the Group's business plan.

FCA posted strong 2016 financial results and outperformed its annual targets. Supported by the fundamental contribution of employees, the Group remains on track to achieve the targets set for 2018.

London, 7 February 2017

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