

Key

- ▲ Target exceeded
- Target achieved or in line with plan
- ▣ Target partially achieved
- ▼ Target postponed

CORPORATE GOVERNANCE AND SUSTAINABILITY



MAINTAINING A BEST-IN-CLASS SYSTEM OF GOVERNANCE AND RISK MANAGEMENT

Commitment: Develop and spread a company culture of sustainability

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	<ul style="list-style-type: none"> ▶ Implementation of an integrated sustainability management system incorporating environmental and social issues in business decisions 	<ul style="list-style-type: none"> ■ List of sustainability representatives identified within the new organization 	<ul style="list-style-type: none"> ▶ 2014: consolidation of a sustainability management system within the new organization
	<ul style="list-style-type: none"> ▶ Increase in the number of Key Performance Indicators (KPI) monitored and respective update based on information requested by sustainability rating agencies and reporting standards 	<ul style="list-style-type: none"> ■ Materiality analysis performed and GRI G4 Sustainability Report published 	<ul style="list-style-type: none"> ▶ 2014: update and broadening of the materiality analysis ▶ 2014: further integration of KPI list according to both the broadening of the sustainability context and the business plan
	<ul style="list-style-type: none"> ▶ Alignment of sustainability issue reporting system with best practice 	<ul style="list-style-type: none"> ■ Study completed and decision made to gradually implement the system, in line with new financial reporting plans 	<ul style="list-style-type: none"> ▶ 2014: increase in non-financial information on operations in the Annual Report as a further step toward integrated reporting
	<ul style="list-style-type: none"> ▶ Continuous improvement in sustainability performance 	<ul style="list-style-type: none"> ■ CNH Industrial named Industry Leader in the Dow Jones Sustainability World and Europe Indexes and included in main sustainability indices 	

Commitment: Continuously update the corporate compliance program to remain aligned with best practice

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	<ul style="list-style-type: none"> ▶ Update design and oversight of Corporate Compliance Program 		<ul style="list-style-type: none"> ▶ 2014: harmonization and alignment of regional compliance programs
	<ul style="list-style-type: none"> ▶ Continuous update of the corporate Code of Conduct 		<ul style="list-style-type: none"> ▶ 2014: review and update of CNH Industrial Code of Conduct and relevant policies/guidelines
	<ul style="list-style-type: none"> ▶ Update of the Compliance Training Program 		<ul style="list-style-type: none"> ▶ 2014: evaluation of existing program and implementation of improvements where needed
	<ul style="list-style-type: none"> ▶ Update of a corporate Whistleblowing System for the reporting and investigation of complaints/allegations 		<ul style="list-style-type: none"> ▶ 2014: set up of a new helpline system
	<ul style="list-style-type: none"> ▶ Continuous alignment of overall compliance system with international best practice and legal framework 	<ul style="list-style-type: none"> ■ 28 audits performed, including business ethics and specific anti-bribery and anti-corruption reviews 	
	<ul style="list-style-type: none"> ▶ Increase in awareness of Whistleblowing Procedures 	<ul style="list-style-type: none"> ■ 102 opening meetings (with approx. 700 attendees) held to present whistleblowing procedures 	
	<ul style="list-style-type: none"> ▶ Making reasonable efforts to know about, and to require each CNH Industrial supplier to disclose, the use of conflict minerals in the supply chain 	<ul style="list-style-type: none"> ■ Communications with supply chain regarding conflict mineral rules established, web-based data management tool deployed, and conflict minerals policy adopted 	<ul style="list-style-type: none"> ▶ 2014: start of preliminary conflict minerals reporting for Agricultural & Construction Equipment
	<ul style="list-style-type: none"> ▶ Monitoring of the impact of business activities on human rights 		<ul style="list-style-type: none"> ▶ 2014: human rights assessment across some CNH Industrial companies in APAC

Commitment: Maintain sustainability as a key corporate objective

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	<ul style="list-style-type: none"> ▶ Incorporation of sustainability targets in the performance management system 	<ul style="list-style-type: none"> ■ 145 targets set for specific sustainability project leaders 	<ul style="list-style-type: none"> ▶ 2014: consolidation and implementation within the new organization

Commitment: Ensure best-in-class standards of Company governance

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Provision of training and expertise to Board members	■ One plant visited in July by a group of BOD members	▶ 2014: provision of regular updates on CNH Industrial's operations, and of training specific to Board committee tasks, risks and sustainability

Commitment: Continuously update the risk management system to remain aligned with best practice

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Enhancement of Company's capabilities and tools for identifying, measuring, analyzing and managing pure risks, with a focus on risks related to climate change, earthquakes and other environmental factors	<p>■ Climate Change Rainwater risks: first hydrogeological pilot study on rain disposal network carried out by specialized engineering company at large industrial site NE of Turin</p> <p>■ Climate Change Meteo Alert: weather monitoring systems implemented in selected geographical areas with high concentration of CNH Industrial plants/sites (winter 2012-2013). Monitoring confirmed for winter 2013-2014</p> <p>■ Earthquakes: methodology (developed by Risk Management to identify potentially vulnerable sites) and practical risk mitigating guidelines upgraded and extended. 12 major industrial sites analyzed</p> <p>▲ Environment: methodology (developed to identify, analyze and quantify insurable environmental risks) applied to main sites worldwide, including significant Italian site, covering 46% of the Company's insured value</p>	<p>▶ 2014: ongoing monitoring and study of new potential risks posed by climate change</p> <p>▶ 2014: fine tuning and extension of methodology to significant Italian sites</p> <p>▶ 2014: assessment of other main industrial sites as per specific action plan</p>

OUR PEOPLE



DEVELOPING HUMAN CAPITAL

Commitment: Enhance skills within the Company

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Assessment of employees through Performance and Leadership Management appraisal system	▲ All managers and professionals and 66% of salaried employees evaluated	▶ 2014: ongoing evaluation of all managers and professionals and of 75% of salaried employees

Commitment: Manage succession plans and intragroup personnel transfers

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Continuation of <i>Talent Review</i> program	▼ Target postponed to 2014	▶ 2014: launch of CNH Industrial <i>Talent Review</i> program

IMPROVING TRAINING AND KNOWLEDGE MANAGEMENT

Commitment: Develop a Company-wide culture of continuous change

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Reformulation of training model and management process to enable a more effective and flexible response to strategic and tactical training needs according to changes in the economic environment	■ New Training Management Model formulated and applied	▶ 2014: consolidation and implementation within the new organization