

### 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	■ 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	
		■ 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	► 2014: ongoing monitoring and study of new potential risks posed by climate change
		■ Earthquakes: methodology (developed by Risk Management to identify potentially vulnerable sites) and practical risk mitigating guidelines upgraded and extended. 12 major industrial sites analyzed	► 2014: fine tuning and extension of methodology to significant Italian sites
		▲ 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	► 2014: assessment of other main industrial sites as per specific action plan

## 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

Key

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**Commitment: Promote a culture of sustainability and increase awareness of the Company among employees**

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Provision of online training on Corporate governance	▼ Target postponed to 2014	▶ 2014: implementation within the new organization
	▶ Provision of online training on sustainability	▼ Target postponed to 2014	▶ 2014: implementation within the new organization

**ATTRACTING, RETAINING AND ENGAGING EMPLOYEES**

**Commitment: Survey level of satisfaction, needs and requests of employees**

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Regular execution of people satisfaction surveys	■ Approx. 1,000 employees surveyed in Brazil and Mexico	▶ 2015: continuous monitoring, extending the sample to significant locations selected after the reorganization

**Commitment: Attract and retain the best talent**

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Implementation of long-term performance-related incentive plans	▼ Target postponed to 2014	▶ 2014: definition and implementation of long-term performance-related incentive plans for key talents for all segments

**Commitment: Promote continuous improvement through the direct participation and contribution of employees**

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Encouragement of improvement proposals from employees	■ Average of 10 improvement proposals per person received from plant employees	▶ 2014: ongoing collection of suggestions from plant employees
		■ 375,000 suggestions developed into projects	▶ 2014: ongoing collection of suggestions leading to projects implemented at Company plants
		■ €154.4 million saved thanks to WCM projects	▶ 2014: ongoing tracking of cost savings from WCM projects

**OFFERING EQUAL OPPORTUNITIES**

**Commitment: Promote internal professional development**

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Development of an <i>Internal Job Posting</i> program for salaried and professional positions	▲ 2,319 positions posted and 5,829 applications received worldwide	

**Commitment: Promote diversity and non-discriminatory practices**

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	▶ Design of a course to promote a work environment driven by the highest principles and fundamental rights	■ Approx. 8,200 people trained	▶ 2014: continued delivery to existing and newly appointed professionals worldwide
	▶ Monitoring of the global implementation of equal opportunity principles in relation to: compensation levels, annual compensation review plan, performance and leadership appraisals, and promotions	▣ Regional monitoring performed in EMEA and LATAM ■ External recruitment agencies made aware of the Company's role as Equal Opportunity Employer (EOE)	▶ 2014: continued analysis of outcomes and implementation of corrective actions as necessary ▶ 2014: continuous improvement and monitoring of recruitment processes across Regions to ensure performance as EOE
	▶ Promotion of job opportunities for workforce diversity	■ +5.5% female workers employed vs 2012 ■ 5% of disabled workers employed in Brazil	▶ 2014: increase in the number of diversity candidates employed by Region, in accordance with local requirements and limitations

## PROMOTING AND PROTECTING OCCUPATIONAL HEALTH AND SAFETY

### Commitment: Continue process of internal and external certification of Occupational Health and Safety Management System

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	<ul style="list-style-type: none"> <li>▶ Extension of OHSAS 18001 certification</li> </ul>	<ul style="list-style-type: none"> <li>■ 6 non-manufacturing sites OHSAS 18001 certified, employing approx. 1,300 people</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: extension of OHSAS 18001 certification to additional non-manufacturing sites</li> <li>▶ 2014: extension of OHSAS 18001 certification to most relevant joint venture plants (in which CNH Industrial has at least a 50% interest) existing in 2011</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Audit of safety management procedures at plants</li> </ul>	<ul style="list-style-type: none"> <li>■ +5.4% vs 2012 internal audits conducted:               <ul style="list-style-type: none"> <li>▶ 595 internal and 91 external audits</li> <li>▶ approx. 53,000 employees covered by external audits</li> <li>▶ approx. 53,000 employees covered by internal audits</li> </ul> </li> </ul>	

### Commitment: Promote a culture of health and safety in the workplace

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	<ul style="list-style-type: none"> <li>▶ Development and implementation of a Company-wide health and safety training project</li> </ul>	<ul style="list-style-type: none"> <li>■ Health and safety training and information platform launched across all plants in Italy, in accordance with <i>Organismo Paritetico Health &amp; Safety</i> (OPHS) requirements:               <ul style="list-style-type: none"> <li>▶ 64 different training courses provided with relevant educational materials</li> <li>▶ more than 8,600 employees involved</li> </ul> </li> </ul>	
	<ul style="list-style-type: none"> <li>▶ Definition and progressive implementation of training standards and information tools for Health and Safety specialists within the Company</li> </ul>	<ul style="list-style-type: none"> <li>■ Training standards and information tools extended to internal Health and Safety specialists in NAFTA, LATAM and Powertrain (extra-EMEA)</li> </ul>	
	<ul style="list-style-type: none"> <li>▶ Implementation of initiatives to increase employee health and safety awareness</li> </ul>	<ul style="list-style-type: none"> <li>■ Safety guidelines extended from <i>Top 10</i> to <i>Top 15</i></li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: implementation and application of <i>Top 15</i> safety guidelines at some plants</li> <li>▶ 2014: implementation and launch of the 9 Safety Golden Rules in LATAM</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Provision of online course on safety in the workplace for salaried employees (workstation ergonomics, emergency response, electric hazards, risks from over-exertion, correct use of video monitors)</li> </ul>	<ul style="list-style-type: none"> <li>■ Employee population at non-manufacturing sites in EMEA mapped in accordance with local requirements and constraints (involving approx. 5,350 employees)</li> <li>■ Course materials translated and adapted to local legal requirements in Czech Republic, France, Germany, Poland, Netherlands, Spain, UK</li> <li>■ Online course provided to European manufacturing managers, professionals and salaried employees, involving approx. 1,140 participants</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: provision of an online pilot course to a team of European managers, professionals and salaried employees (at both manufacturing and non-manufacturing sites)</li> </ul>

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IMPROVING EMPLOYEE COMMUTING

Commitment: Improve commuting for employees

	ACTIONS	2013 RESULTS	TARGETS
Trucks & Commercial Vehicles, Powertrain	► Development of mobility plans to improve commuting to/from select sites by broadening the use of public transport, carpooling and alternative mobility (cycling), and by improving entrances and loading/parking areas	■ Easygo web tool extended to Powertrain plants in Pregnana and Foggia (Italy)	► 2014: enhanced use of Easygo web tool across Powertrain plants in Pregnana and Foggia (Italy) through advertising campaign
		■ Mapping of employee commuting habits extended to Powertrain plant in Bourbon Lancy (France), covering 85% of employees worldwide	► 2014: development of a mobility plan at the Bourbon Lancy plant (France)
		■ Mobility plan for the district of Turin updated (Italy)	► 2014: ongoing implementation of mobility plans at all Italian Trucks & Commercial Vehicles and Powertrain plants
		■ As Is analysis of Trucks & Commercial Vehicles at two plants in France	► 2014: execution of As Is analysis at most important CNH Industrial plants in Europe
Agricultural & Construction Equipment		■ Questionnaire distributed to all employees at Vénissieux and Saint Priest plants (France) and data collection and analysis completed	
		■ Discount on public transportation tickets and other financial concessions endorsed to improve quality of service in Modena (Italy)	► 2014: ongoing implementation of mobility plans to improve employee commuting to/from the Modena plant (Italy)
		■ Company notice boards set up with information on public transport, carpooling, alternative mobility (cycling). Entrances improved at plants in Modena and S. Matteo (Italy)	
		■ Carpooling web platform extended to all employees at plants in Modena and S. Matteo (Italy)	

REDUCING ICT IMPACTS

Commitment: Reduce Information Communication Technology related energy consumption

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	► Introduction of new low environmental impact hardware	■ -198 MWh vs 2008 (approx. 155 tons of CO <sub>2</sub> ) achieved through introduction of additional high-efficiency power supply units	► 2014: -198 MWh vs 2008 (approx. 155 tons of CO <sub>2</sub> ) through the introduction of additional high-efficiency power supply units
		▲ 7,700 video monitors replaced with eco-efficient devices (EnergyStar and EPEAT Silver/Gold)	► 2014: replacement of 3,500 additional video monitors with eco-efficient devices (EnergyStar and EPEAT Silver/Gold)
			► 2014: incorporation of sustainability requirements in tenders for new supplies and contract renegotiations

## FOSTERING EMPLOYEE WELFARE

### Commitment: Promote work-life balance

	ACTIONS	2013 RESULTS	TARGETS
CNH Industrial	<ul style="list-style-type: none"> <li>▶ Promotion of initiatives enhancing work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>■ Several activities offered at regional level:               <ul style="list-style-type: none"> <li>▶ daycare assistance for children from 3 months to 3 years of age and/or child care allowance offered in Italy, Austria, France, USA, Spain, Portugal</li> <li>▶ fitness facilities offered in Austria, France, Switzerland, UK, USA</li> <li>▶ driving license renewal services offered at three plants in Italy</li> <li>▶ on-site cafeteria or meal vouchers offered at sites in Australia, Italy, USA, China</li> <li>▶ dry cleaning services offered at sites in Italy and USA</li> <li>▶ overtime kept under rigorous control in LATAM</li> </ul> </li> <li>■ Flexible working arrangements implemented by country and by Region:               <ul style="list-style-type: none"> <li>▶ teleworking pilot project further implemented in Turin (Italy)</li> <li>▶ employees in Russia allowed to work from home once a week, upon agreement with respective managers</li> <li>▶ remote working stations set up in China to assist field service engineers and joint venture staff</li> <li>▶ 6% of employees worldwide allowed to take more than three days for the care of family members and for personal treatment/care</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: continued implementation of work-life balance initiatives by Region</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Support for volunteer work during paid working hours</li> </ul>	<ul style="list-style-type: none"> <li>■ Dedicated campaigns organized to promote volunteering opportunities and encourage employee participation, including <i>Warm Clothing and Children's Day</i> events in LATAM, and <i>Relay for Life and United Way</i> events in NAFTA</li> <li>■ Approx. 500 hours volunteered by employees in favor of the <i>Habitat for Humanity</i> initiative in USA</li> <li>■ Meetings of volunteers held at Curitiba plant (Brazil) during working hours to organize and evaluate initiatives in place. 2012 pilot turned into ongoing project, with initiatives held during working hours</li> <li>▲ <i>Programa Formare</i> completed in August 2013 by first 20 young participants, delivering approx. 800 hours of classroom and 110 hours of on-the-job training. New course started in September attended by 20 new participants</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: continued implementation of corporate volunteer programs by Region</li> </ul>

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**Commitment: Promote employees wellbeing**

ACTIONS	2013 RESULTS	TARGETS
<p>CNH Industrial</p> <ul style="list-style-type: none"> <li>▶ Dissemination of information and provision of medical support to employees to prevent the spread of infectious diseases and promote personal hygiene</li> <li>▶ Dissemination of information to employees on general health, smoking-related diseases and diabetes through targeted campaigns</li> </ul>	<ul style="list-style-type: none"> <li>■ Information and medical support related to seasonal flu prevention regularly supplied; 5,938 doses of vaccine administered</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: ongoing dissemination of information and provision of medical support to employees related to seasonal flu prevention</li> </ul>
	<ul style="list-style-type: none"> <li>■ HIV/AIDS information campaign continued in Latin America, involving 1,000 employees</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: ongoing HIV/AIDS information campaign in Latin America</li> </ul>
	<ul style="list-style-type: none"> <li>■ <i>Tips on Health</i> section launched on corporate intranet sites worldwide in the following languages: Italian, English, French, German, Spanish, Portuguese, Czech, Polish, Dutch, Chinese, Hindi</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: release of a new set of <i>Tips on Health</i></li> </ul>
	<ul style="list-style-type: none"> <li>■ <i>Smoking Cessation</i> campaign launched at Italian plants in Brescia and Piacenza</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: extension of the <i>Smoking Cessation</i> communication campaign to other plants, as per studies of the World Health Organization</li> </ul>
	<ul style="list-style-type: none"> <li>■ <i>Health Factory</i> campaign carried out at the Bolzano plant (Italy) involving 7,600 employees from 2011 to 2013</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: ongoing <i>Health Factory</i> campaign</li> </ul>
	<ul style="list-style-type: none"> <li>■ NAFTA, the <i>Picture of Health</i> initiative:                             <ul style="list-style-type: none"> <li>▶ employee participation in at least one wellness activity increased from 83.6% to 85.3%</li> <li>▶ employee wellness score increased to 66.8/100 (12% improvement since inception)</li> <li>▶ 66% of population participated in biometric screening</li> </ul> </li> </ul>	
	<ul style="list-style-type: none"> <li>■ LATAM: Health campaigns aligned and new campaigns advertised through global Company-wide publications</li> </ul>	
<ul style="list-style-type: none"> <li>▶ Promotion of employee wellness through:                             <ul style="list-style-type: none"> <li>▶ the formulation and dissemination of Wellbeing Guidelines addressing the Company's commitment</li> <li>▶ specific programs</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>■ Several initiatives implemented:                             <ul style="list-style-type: none"> <li>▶ two special features (Eyes and Sight Protection and Protecting Our Hearing) published in The Industry Post newsletter (February and May editions), under the <i>Well</i> section, to disseminate wellness guidelines and good practices</li> <li>▶ key messages and graphic designs of the <i>Smoking Cessation</i> campaign defined and ready to be deployed across CNH Industrial EMEA sites, promoting smoke reduction and ad hoc meetings with specialized doctors</li> <li>▶ in the scope of the <i>Action for Road Safety</i> campaign: employees involved in initiatives aimed at improving road safety awareness (e.g., safe-driving training course on a race track); sustainable behaviors promoted through the 10 <i>Golden Rules</i>; news and articles on CNH Industrial product safety published in various internal publications</li> <li>▶ <i>quality of Life</i> campaigns delivered on a monthly basis to majority of LATAM sites</li> <li>▶ avian flu protection guidelines communicated to all employees in China</li> <li>▶ frequent email and poster communications on health tips from <i>Picture of Health</i> program delivered in NAFTA</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: continuation of programs and further alignment across new organization</li> </ul>

**Commitment: Facilitate access to the best health care services**

ACTIONS	2013 RESULTS	TARGETS
<p>CNH Industrial</p> <ul style="list-style-type: none"> <li>▶ Continuation of the supplemental health care plan for the Company's hourly and salaried employees in Italy, as per agreements between the Company and trade unions</li> </ul>	<ul style="list-style-type: none"> <li>■ New FASIF Fund and Long Term Care plan set up</li> </ul>	<ul style="list-style-type: none"> <li>▶ 2014: continued operation of the FASIF Fund, providing basic and advanced health care services and a Long Term Care plan to all employees, covered by the Company</li> </ul>