



Compensation Report



Società per Azioni
Share capital Euro 246,229,850 fully paid
Registered office in Turin – Via Nizza 250 – Turin Company Register No. 00470400011

COMPENSATION REPORT

Pursuant to article 123-*ter*, Consolidated Law on Finance (TUF)

This Report is available on the Company's website: www.exor.com

Date of approval: Meeting of Board of Directors held on April 9, 2014

LEGAL NOTICE

This document is an informal courtesy translation of the original Italian document and has been prepared for reference purposes only. The only official document is the document in the Italian language. Please note that in case of any inconsistency between this version in English and the original document in Italian, the latter will prevail.

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FOREWORD

This report on compensation has been prepared pursuant to article 123-ter of Legislative Decree 58/1998 the Consolidated Law on Finance (“**TUF**”) and in conformity with article 6 of the Corporate Governance Code for listed Companies issued by Borsa Italiana S.p.A..

Section I of the report provides the market with information regarding the compensation policy of EXOR S.p.A. (“**EXOR**” or the “**Company**”) as approved by the Board of Directors – at the recommendation of the Compensation and Nominating Committee – on April 6, 2012, following the entry into effect of Consob’s regulatory provisions implementing article 123-ter of the Consolidated Law on Finance.

The compensation policy of EXOR reflects the particular ownership structure of the Company and also its organizational structure characterized by:

- the fact that the President and Chief Executive Officer is one of the reference shareholders of EXOR through Giovanni Agnelli e c. S.a.p.az. which owns 51.39% of EXOR’s share capital;
- the absence in EXOR of executives with strategic responsibilities (as defined in the regulatory provisions) apart from the Board members (in particular Mr. John Elkann who is the Chairman and Chief Executive Officer of the Company) and the Statutory Auditors, and the absence of general managers.
- EXOR’s organizational structure which, following the changes made in recent years, is extremely simple and flexible. .

The compensation policy may be the subject of revision or updating by the Board of Directors in consequence of changes in the structure or ownership as described above, as well as of any other circumstance which makes it appropriate in the light of the periodical assessments made by the Compensation and Nominating Committee of the adequacy, overall coherence and effective application of the policy.

The principles determining compensation policy and the compensation policy itself, as set out and described below, reflect the decisions made by the Board of Directors – at the recommendation of the Compensation and Nominating Committee - on April 6, 2012 since no circumstances have arisen during the financial year 2013 which required amendment to the compensation policy already approved by the Board of Directors.

Section II of the Report provides information on the individual components of the compensation of the Company’s Directors and Statutory Auditors, as well as a detail of the compensation paid to such persons in the financial year 2013, on whatever basis and in whatever form, by the Company and its subsidiaries and associates.

SECTION I

1. Corporate bodies involved in the adoption and implementation of compensation policy

The duty of defining compensation policy in EXOR is assigned to the Board of Directors which makes use of the consultative and proposing activities of the Compensation and Nominating Committee formed for that purpose.

The Compensation and Nominating Committee, in particular, has the following functions:

- a) to formulate proposals to the Board of Directors relating to the compensation plans of the Chief Executive Officer and the Directors vested with specific responsibilities;
- b) to propose to the Board of Directors the candidates for the position of Director in the circumstances contemplated by article 2386 first paragraph of the Italian Civil Code, when it is necessary to replace an independent Director;
- c) to propose to the Board of Directors the candidates for the position of independent Director to be submitted to the Shareholders' Meeting of the Company, taking into account any recommendations received from Shareholders;
- d) to express opinions to the Board of Directors regarding the size and composition of the Board and, possibly, regarding the professional profiles whose presence on the Board is considered appropriate;
- e) to evaluate from time to time the adequacy, overall coherence and effective application of compensation policy as well as to formulate proposals to the Board of Directors for changes in the policy.

Further, at its November 12, 2010 Meeting, the Board of Directors identified, solely for non-significant operations, as regards Directors' compensation, the Compensation and Nominating Committee as the competent committee for related party transactions.

The Compensation and Nominating Committee has its own charter; it meets whenever it is considered necessary and all decisions are adopted on the basis of an absolute majority vote of its members. The Chairman of the Board of Statutory Auditors is invited to attend the meetings of the Compensation and Nominating Committee. The Compensation and Nominating Committee's meetings are formally minuted.

The Compensation and Nominating Committee is currently composed of the following Directors: Victor Bischoff – Chairman (independent Director), Giuseppina Capaldo (independent Director) and Mina Gerowin (independent Director).

The Compensation and Nominating Committee met once during 2013 and has met once in 2014.

With regard to the matters relating to compensation which are its competence, the Board of Directors, determines: (i) the division among the Directors of the compensation resolved by the Shareholders' Meeting (where the Meeting itself has not done so) and the payment of compensation pursuant to article 2389 of the Italian Civil Code; (ii) the incentive plans to be submitted to the Shareholders' Meeting pursuant to article 114-bis of the Consolidated Law on Finance; (iii) the actuation and implementation of the incentive plans approved at Shareholders' Meetings; (iv) the constitution and the duties of the Compensation and Nominating Committee; (v) the presentation to the Shareholders' Meeting of the compensation policy pursuant to article 123-ter of the Consolidated Law on Finance.

In determining compensation policy the Company has not made use of any independent expert nor has it referred to the compensation practices of other companies.

2. Objectives and principles of compensation policy

The compensation of Directors is determined in the measure sufficient to attract, retain and motivate persons with the professional qualities needed to manage the Company successfully.

For these objectives to be achieved, compensation policy is determined considering:

- best practices in compensation policy (starting with the Corporate Governance Code); and
- the need for sustainable compensation and for the alignment of the interests of management with the medium-to-long-term interests of the Shareholders;



all the above – as evidenced in the Foreword – is in the context of the specific characteristics of the Company, in particular of the ownership structure and the organizational structure.

Compensation policy is determined so as to be coherent with the Company's risk management policy and internal control system.

The Compensation policy confirms in terms both of principle and of compensation objectives and mechanisms, the successful approach applied in preceding years.

3. Composition of Directors' compensation

Under the compensation policy, Directors are paid only:

- (i) a fixed annual fee determined by the Shareholders' Meeting pursuant to article 2389 of the Italian Civil Code, divided among the Directors by the same Shareholders' Meeting or by the Board of Directors;
- (ii) a possible additional fee tied to membership of the internal committees of the Board of Directors¹;
- (iii) a possible additional fee related to the various Board level responsibilities assigned by the Board of Directors, as proposed by the Compensation and Nominating Committee, pursuant to article 2389 of the Italian Civil Code.

No part of the compensation of the Directors, including executive Directors and those vested with specific responsibilities within the Company (and in particular the Chairman and Chief Executive Officer) is tied to specific performance objectives.

The compensation of the Chairman and Chief Executive Officer is in part tied to the overall economic performance of the Company, as expressed in the performance of its share price, insofar as he is a beneficiary of the 2008-2019 Stock Option Plan. This plan, in particular, was approved at the Shareholders' Meeting of IFIL S.p.A. held on May 13, 2008 and, following the merger by incorporation of IFIL S.p.A. in IFI S.p.A. (now EXOR), has continued in the Company. The beneficiaries of the 2008-2019 Stock option Plan besides the Chairman and Chief Executive Officer are employees of EXOR or of companies which it controls (not classified as executives with strategic responsibilities) who occupy positions of importance in the enterprise and which the Company seeks to retain and also to involve in the development of the results of EXOR and of its group, correlating the economic incentives with the Company's medium-to-long-term shareholder value. The option rights granted vest and thereby become exercisable progressively over a period running from May 14, 2014 to May 14, 2016.

The Meeting of Shareholders of EXOR S.p.A. held on May 29, 2012 approved a new incentive plan (the "**New Incentive Plan**"). The objective of the New Incentive Plan, one of the recipients of which is the Chairman and Chief Executive Officer, is to increase the Company's capacity to incentivize and retain staff occupying key positions in the Company and in the Group by including in the compensation packages of the affected recipients incentive and retention components based on long term objectives aligned to strategic objectives and to the Company's new organizational structure.

The New Incentive Plan is in two parts, the first has the form of a stock grant and the second that of a stock option. Under the stock grant part of the Plan, which is denominated as the "Long Term Stock Grant", recipients are granted a maximum of 400,000 Shares, conditional on the professional relationship with the Company and with companies in the "Holdings System" continuing until the vesting date which has been established as being in 2018.

¹ Regarding the additional fee due to members of the Internal Control and Risk Committee and the Compensation and Nominating Committee, the Director serving as Chairman of the committee receives a fee which is 50% greater than that of the other two members. For the Strategy Committee, however, only the members who do not have operational responsibilities in the Company are entitled to an additional fee.

Under the second part, denominated as the “Company Performance Stock Option”, a maximum of 3,000,000 Options are granted, allowing recipients to purchase a corresponding number of Shares, conditional on the achievement of a pre-established performance objective and on the continuation of the professional relationship with the Company and with the companies in the Holdings System. The performance objective, established by the Board of Directors on the basis of a Compensation and Remuneration Committee proposal, will be deemed to have been achieved if the change in EXOR’s NAV is greater than the change in the MSCI World Index expressed in Euro, in the year preceding the year in which the Options vest. The exercise price for the Options will be based on the arithmetic average of the official Borsa Italiana list price of the EXOR’s ordinary shares in the month preceding the date of the granting of the Options to the individual recipients.

The Chairman and Chief Executive Officer is a recipient of the “Company Performance Stock Option” and as a result of the approval of the New Incentive Plan by the Shareholders he has been granted automatically 750,000 Options giving the right, if the vesting conditions are satisfied, to purchase a corresponding number of the Company’s ordinary shares at an exercise price based on the arithmetic average of the official Borsa Italiana list prices of the Exor ordinary shares in the month preceding the Shareholders’ Meeting held on May 29, 2012.

The granted Options vest and become effectively exercisable over the vesting period, the years 2014 to 2018, in equal annual tranches from when they vest until the end of 2021.

There are no systems of deferred payment or ex-post price adjustment mechanisms, nor - so far as concerns the 2008-2019 Stock Option Plan and the New Incentive Plan - is there a requirement to hold the financial instruments after the option to purchase has been exercised.

For greater detail on the EXOR 2008-2019 Stock Option Plan and the New Incentive Plan reference should be made to the related Regulations and tables of information published on the Company’s website www.exor.com in the section on Corporate Governance.

4. Non-monetary benefits and supplementary insurance coverage, or health and pension cover

In line with best practice in the field of compensation and in consideration of the specific responsibilities assigned, the compensation plans of Directors include non-monetary benefits (such as, for example, use of company motor cars, reimbursement of expenses for travel outside the municipality of residence or for healthcare), as well as supplementary insurance cover such as for directors’ civil liability relating to claims for compensation for non-fraudulent acts performed in the performance of the director’s duties and additional health cover. The aforesaid being in addition to the reimbursement of out-of-pocket expenses incurred in the performance of the activities associated with the responsibilities assigned.

5. Treatment on cessation of office and non-competition agreements

There are no agreements between the Company and its Directors relating to indemnities or other particular treatments due in the event of cessation of office nor agreements which include non-competition agreements.

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SECTION II

I.1 FIRST PART

There follows an illustration by individual of the components of compensation paid, on whatever basis and in whatever form, in the financial year 2013 to: (i) the members of the Board of Directors; and (ii) the members of the Board of Statutory Auditors.

The compensation was determined in accordance with best compensation practice as well as in substantial continuity with the guidelines and principles followed by the Company in the past and substantially reflected in Section I above.

It should be noted, as has already been stated in the Foreword, that in EXOR no general managers have been appointed and no executives apart from the Directors and Statutory Auditors have been identified as having strategic responsibilities.

Board of Directors

The Board of Directors decided to divide equally among its members the annual fee of Euro 150,000 approved by the Shareholders' Meeting.

In addition, pursuant to article 2389 of the Italian Civil Code, the following annual compensation amounts were approved:

- Euro 2,000,000 to the Chairman and Chief Executive Officer John Elkann, together with healthcare cover;
- Euro 500,000 to the Vice Chairman Alessandro Nasi having been entrusted with certain operational responsibilities;
- Euro 35,000 to the Internal Control and Risk Committee (of which Euro 15,000 to the Chairman Giuseppina Capaldo and Euro 10,000 to each of the other two members Victor Bischoff and Giuseppe Recchi);
- Euro 35,000 to the Compensation and Nominating Committee (of which Euro 15,000 to the Chairman Victor Bischoff and Euro 10,000 to each of the other two members Giuseppina Capaldo and Mina Gerowin);
- Euro 40,000 to each of the Directors Victor Bischoff, Mina Gerowin, Jae Yong Lee, Sergio Marchionne and Michelangelo Volpi as members of the Strategy Committee;
- Euro 100,000 to the Secretary to the Board of Directors, Gianluca Ferrero.

Directors also receive reimbursement of out-of-pocket expenses incurred in the performance of the activities associated with the responsibilities assigned.

So far as concerns the EXOR 2008-2019 Stock Option Plan and the New Incentive Plan, reference should be made to the related Regulations and table of information published on the Company's website www.exor.com in the section on Corporate Governance and to the tables provided below regarding the stock options granted to the Chairman and Chief Executive Officer.

Board of Statutory Auditors

With regard to the compensation of the Board of Statutory Auditors, it should be noted that the Shareholders' Meeting held on May 29, 2012 appointed to the Board of Statutory Auditors for three financial years and therefore for the term ending with the approval of the financial statements at December 31, 2014:

- Sergio Duca (Chairman)
- Nicoletta Paracchini
- Paolo Piccatti

determining in Euro 62,250 the annual fee of the Chairman and in Euro 41,500 the annual fee of the other two members of the Board of Statutory Auditors.

Agreements calling for indemnities in the case of cessation of office

Excepting as described above, there are no agreements between the Company and its Directors which provide for indemnities in the event of early interruption of the relationship or for the granting or maintaining of non-monetary benefits for Directors who have left office or for consulting arrangements covering periods after interruption of the relationship or for compensation for non-competition agreements.

I.2 SECOND PART

Set out below in detail using the prescribed tables are the compensation amounts paid in the financial year 2013, on whatever basis and in whatever form, by the Company and by its subsidiaries and associates. The data in tables 1, 2, 3A and 3B relate to assignments in the Company and in subsidiaries and associates, both listed and unlisted.

In addition table 4 sets out in the form of a table the shareholdings held by members of the Boards of Directors and Statutory Auditors in the Company and its subsidiaries and by general managers and executives with strategic responsibilities.

Turin, April 9, 2014

On behalf of the Board of Directors
Chairman and Chief Executive Officer
John Elkann



TABLES

Table 1:

Remuneration paid to the Members of the Board of Directors, Statutory Auditors, General Managers and Executives with Strategic Responsibilities

(amounts in €'000)

Name and Surname	Office held	Period the office was held	Expiry of the office (*)	Fixed Remuneration					Remuneration for the participation to internal committees	Bonus and other incentives	Non-monetary benefits	Other remuneration	Total remuneration	Nominal cost (Fair value) of the equity remuneration	Post-mandate indemnity
				Remuneration resolved by Shareholders	Attendance allowances	Expense reimbursement	Remuneration for special offices	Remuneration as relevant employee							
DIRECTORS															
John Elkann	Chairman and CEO	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by EXOR S.p.A.				115.7			2,000.0								
(II) Remuneration paid by subsidiaries and/or associated companies				115.7			1,250.0								
(III) Total				231.4			3,250.0								
Tiberto Brandolini D'Adda	Vice Chairman	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies				50.0			550.0								
(II) Remuneration paid by EXOR S.p.A.	Vice Chairman	1/1/2013-12/31/2013	2014				500.0								
(III) Total				50.0			1,050.0								
Andrea Agnelli	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies				75.0			452.2								
(II) Remuneration paid by EXOR S.p.A.															
(III) Total				75.0			452.2								
Vittorio Avogadro di Collobiano	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies															
(II) Remuneration paid by EXOR S.p.A.															
(III) Total															
Luca Ferrero Ventimiglia	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies															
(II) Remuneration paid by EXOR S.p.A.															
(III) Total															
Sergio Marchionne	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies				837.5			2,753.2								
(II) Remuneration paid by EXOR S.p.A.				837.5			2,753.2								
(III) Total				1,675.0			5,506.4								
Lupo Rattazzi	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies															
(II) Remuneration paid by EXOR S.p.A.															
(III) Total															
Eduardo Teodorani-Fabrizi	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies															
(II) Remuneration paid by EXOR S.p.A.															
(III) Total															
Victor Bischoff	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies				10.0											
(II) Remuneration paid by EXOR S.p.A.				10.0											
(III) Total				20.0											
Giuseppina Capaldo	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies															
(II) Remuneration paid by EXOR S.p.A.															
(III) Total															
Mina Girolini	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies				13.6											
(II) Remuneration paid by EXOR S.p.A.				13.6											
(III) Total				27.2											
Jae Yong Lee	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies				10.0											
(II) Remuneration paid by EXOR S.p.A.				10.0											
(III) Total				20.0											
Giuseppe Recchi	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies				10.0											
(II) Remuneration paid by EXOR S.p.A.				10.0											
(III) Total				20.0											
Michelangelo Volpi	Director	1/1/2013-12/31/2013	2014												
(I) Remuneration paid by subsidiaries and/or associated companies				10.0											
(II) Remuneration paid by EXOR S.p.A.				10.0											
(III) Total				20.0											

(continued)

Table 1:

Remuneration paid to the Members of the Board of Directors, Statutory Auditors, General Managers and Executives with Strategic Responsibilities
(continued)

(amounts in €/000)

Name and Surname	Office held	Period the office was held	Expiry of the office (*)	Fixed Remuneration				Remuneration for the participation to internal committees			Total remuneration	Nominal cost (fair value) of the equity remuneration	Post-mandate indemnity			
				Remuneration resolved by Shareholders	Attendance allowances	Expense reimbursement	Remuneration for special offices	Remuneration as relevant employee	Bonus and other incentives	Non-monetary benefits				Other remuneration		
STATUTORY AUDITORS																
Sergio Duca	Chairman	1/1/2013-12/31/2013	2014													
(I) Remuneration paid by EXOR S.p.A.				62.3					3.0 (8)						65.3	
Nicoletta Paracchini	Standing auditors	1/1/2013-12/31/2013	2014													
(I) Remuneration paid by EXOR S.p.A.				41.5											41.5	
(II) Remuneration paid by subsidiaries and/or associated companies				8.9											8.9	
(III) Total				50.4											50.4	
Paolo Piccatti	Standing auditors	1/1/2013-12/31/2013	2014													
(I) Remuneration paid by EXOR S.p.A.				41.5											41.5	
(II) Remuneration paid by subsidiaries and/or associated companies				206.3											206.3	
(III) Total				247.8											247.8	

(*) Approval of Financial Statements at December 31, 2014.

(1) Directors have waived their right to the emolument resolved by the EXOR S.p.A. Shareholders' Meeting.

(2) Remuneration for Strategy Committee attendance.

(3) This amount does not include the compensation for the office held at Fiat Group Automobiles S.p.A. (€500 thousand) which he does not receive but is paid to Fiat S.p.A.

(4) Remuneration for Internal Control and Risk Committee (€10 thousand), Compensation and Nominating Committee (€15 thousand) and Strategy Committee (€40 thousand).

(5) Remuneration for Internal Control and Risk Committee (€15 thousand) and Compensation and Nominating Committee (€10 thousand).

(6) Remuneration for Compensation and Nominating Committee (€10 thousand) and Strategy Committee (€40 thousand).

(7) Remuneration for Internal Control and Risk Committee.

(8) Remuneration for Supervisory Body.

Table 2:

Stock-options granted to the Members of the Board of Directors, General Managers and Executives with Strategic Responsibilities

Name and Surname	Office Held	Plan	Option held at the beginning of the current financial year			Options granted during the current financial year				Options exercised during the current financial year		Options expired during the current financial year		Options held at the end of the current financial year		Options relating to the current financial year		
			Number of options	Exercise price (€)	Possible exercise period (from-to)	Exercise price (€)	Number of options	Exercise price (€)	Possible exercise period (from-to)	Market price of the shares underlying the granting of the options (€)	Number of options	Exercise price	Market price of the underlying shares at the exercise of the options	Number of options	Exercise price	Number of options	Exercise price	Number of options
John Elkann Chairman and CEO																		
			Plan EXOR 2008/2019	3,000,000	€ 19.97	5/15/2016-12/31/2019	-	-	-	-	-	-	-	-	-	-	-	-
(i) Remuneration paid by EXOR S.p.A.			EXOR - Company Performance Stock Option	750,000	€ 16.59	5/30/2014-12/31/2021	-	-	-	-	-	-	-	-	-	-	-	-
(iii) Total				3,750,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Alessandro Nasi Vice Chairman																		
(i) Remuneration paid by EXOR S.p.A.			Plan Fiat 3 Novembre 2006 ⁽¹⁾	3,750	€ 13.37	2/2011-11/2014	-	-	-	-	-	-	-	-	-	-	-	-
(ii) Remuneration paid by subsidiaries and/or associated companies			CNHIEIP	254,786	\$7.67	1/01/2009-2/23/2018	-	-	-	-	-	-	-	-	-	-	-	-
(iii) Total				3,750	€ 13.37	2/2011-11/2014	-	-	-	-	-	-	-	-	-	-	-	-
Sergio Marchionne Director																		
(i) Remuneration paid by EXOR S.p.A.			Plan Fiat 26 Luglio 2004 ⁽¹⁾	10,670,000	€ 6.58	1/2011-1/2016	-	-	-	-	-	-	-	-	-	-	-	-
(ii) Remuneration paid by subsidiaries and/or associated companies			Plan Fiat 3 Novembre 2006 ⁽¹⁾	6,250,000	€ 13.37	11/2010-11/2014	-	-	-	-	-	-	-	-	-	-	-	-
(iii) Total				16,920,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eduardo Teodorani-Fabbri Director																		
(i) Remuneration paid by EXOR S.p.A.			CNHIEIP	75,801	\$8.91	2/8/2011-2/23/2018	-	-	-	-	-	-	-	-	-	-	-	-
(ii) Remuneration paid by subsidiaries and/or associated companies																		
(iii) Total				75,801	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mina Gerowin Director																		
(i) Remuneration paid by EXOR S.p.A.			CNHIDCP 2013	6,402	\$5.20	12/28/2014-12/28/2014	-	-	-	-	-	-	-	-	-	-	-	-
(ii) Remuneration paid by subsidiaries and/or associated companies																		
(iii) Total				6,402	-	-	-	-	-	-	-	-	-	-	-	-	-	-

(1) The plan allows the beneficiary to receive one ordinary Fiat S.p.A. share and one ordinary CNH Industrial N.V. share for each option held.



Table 3A:

Incentive scheme based on financial instruments, other than stock options, in favour of the Members of the Board of Directors, General Managers and Executive with Strategic Responsibilities

Name and Surname	Office Held	Plan	Unvested financial instruments granted in past financial years		Financial instruments granted during the current financial year		Financial instruments forfeited during the current financial year		Financial instruments vested during the current financial year		Fair value of financial instruments expensed in the current financial year
			Number and Kind of financial instruments	Vesting period	Number and kind of financial instruments	Fair value on the granting date	Number and kind of financial instruments	Market price on the granting date	Number and kind of financial instruments	Value on the maturity date	
Alessandro Nasi	Vice Chairman										
(III) Remuneration paid by subsidiaries and/or associated companies - Stock Grant - CNH 2010(2011,12)			386.223	09/30/2010-11/05/2015					136.234	\$12.40	426.5
Sergio Marchionne	Director	Stock Grant 4 Aprile 2012 (Fiat S.p.A. shares)	4.666.667	2/22/2013-2/22/2015					2.333.333 (3)	€ 4,205	6.005
(III) Remuneration paid by subsidiaries and/or associated companies - Restricted Stock Unit Plan (Director RSU Plan) ⁽⁴⁾											
Stock Grant CNHI 5 Aprile 2012			1.733.333	4/05/2013-2/22/2015	20.161,3	\$9.92	7/30/2013-6/10/2014		25.032(4)	\$9,000	192,6
Eduardo Teodorani-Fabbi	Director								386.667 (3)	€ 7,795	5.663,4
(III) Remuneration paid by subsidiaries and/or associated companies - Stock Grant - CNH 2010(2011,12)			24.724	09/30/2010-11/05/2015					9.466	\$12,41	26,5

(1) Nominal cost (non-cash item) recognized in the income statement 2013 against the increase of a specific equity reserve.

(2) Balance adjusted to reflect the merger by incorporation of CNH Global N.V. in CNH Industrial N.V.

(3) As of the date of this document, the Beneficiary has not exercised his right with respect to the "Stock Grant 4 April 2012" and "Stock Grant CNHI 5 Aprile 2012" and he has not received any shares.

(4) Mr. Marchionne does not receive any direct compensation for his services on behalf of Chrysler Group. In connection with his service as a Director of Chrysler, similar to the equity-based compensation granted to the other Board members, he was assigned "Restricted Stock Units" under the Director RSU Plan. Such RSUs will be paid within 60 days following the date on which he ceases to serve as a Director.

Table 3B:

Monetary incentives granted to Members of the Board of Directors, General Managers and Executives with Strategic Responsibilities

(amounts in €000)

Name and Surname	Office Held	Bonus in the current financial year		Bonus accrued in the past financial years		Other bonuses
		Paid/Payable	Deferred	No longer payable	Deferred	
Alessandro Nesi	Vice Chairman					
(II) Remuneration paid by subsidiaries and/or associated companies		283,9	-	-	-	-
Eduardo Teodorani Fabbri	Director					
(II) Remuneration paid by subsidiaries and/or associated companies		79,0	-	-	-	-
Sergio Marchionne	Director					
(II) Remuneration paid by subsidiaries and/or associated companies		2.158,3	-	-	1.587,0	-



Table 4:
Shares held by Members of the Boards of Directors and Statutory Auditors, General Managers and Other Executives with Strategic Responsibilities

Name and Surname	Office Held	Shares held	Number of shares held at 12.31.2012	Number of shares bought in 2013	Number of shares sold in 2013	Number of shares held at 12.31.2013
Alessandro Nasi	Vice Chairman	CNH Global N.V. CNH Industrial N.V. common shares	3,086	91,094 (b)	(3,086) (a)	91,094
Andrea Agnelli	Director	Juventus FC S.p.A. ordinary shares	38,565	-	-	38,565
Luca Ferrero Ventimiglia	Director	Exor S.p.A. ordinary Exor S.p.A. preferred	1	1 (c)	(1) (d)	1
Sergio Marchionne	Director	Fiat S.p.A. ordinary Fiat Industrial S.p.A. ordinary shares CNH Global N.V. CNH Industrial N.V. common shares	3,260,000 3,260,000	100,000 3,409,586 (f)	(240,000) (3,260,000) (e) (100,000) (a)	3,020,000 0 0 3,409,586
Eudardo Teodorani-Fabbri	Director	Exor S.p.A. ordinary shares Exor S.p.A. preferred CNH Global N.V. CNH Industrial N.V. common shares	23,850 1 1,146	1 (c)	(1) (d) (1,146) (a)	23,851 0 0 9,089
Paolo Piccatti	Standing auditors	Juventus FC S.p.A. ordinary	2,700	9,089 (g)	-	2,700

(a) Change arising from the share exchange on the merger by incorporation of CNH Global NV in CNH Industrial N.V.

(b) Of which 11,814 shares derive from the exchange of 3,086 shares of CNH Global NV on the merger by incorporation of CNH Global NV in CNH Industrial N.V.

(c) Shares deriving from the conversion of preferred shares into ordinary shares.

(d) Change arising from the conversion of preferred shares into ordinary shares.

(e) Of which 3,020,000 are Fiat Industrial S.p.A. shares converted by exchange into CNH Industrial N.V. shares on the merger of Fiat Industrial SpA in CNH Industrial N.V.

(f) Of which 3,020,000 shares derive from the 'one for one' exchange of Fiat Industrial S.p.A. shares and 382,800 shares derive from the exchange of 100,000 CNH Global N.V. shares on the merger by incorporation of CNH Global N.V. in CNH Industrial N.V.

(g) Of which 4,390 shares derive from the exchange of 1,146 CNH Global N.V. shares on the merger by incorporation of CNH Global NV into CNH Industrial N.V.