

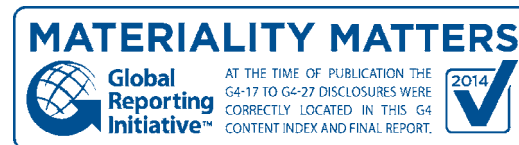


Appendix

About this Report

Reporting period	Financial year 2013 (1 January 2013 to 31 December 2013)
Reporting cycle	Annual
Date of publication	March, 2014
Document formats	PDF and interactive versions available online in English and Italian. Printed versions can be ordered through our website www.fiatspa.com www.chryslergrouppllc.com
Report scope and boundary	<ul style="list-style-type: none"> ■ The information and data relate to Fiat Group companies worldwide falling within the scope of consolidation at 31 December 2013. ■ Financial figures reflect those reported in the Fiat S.p.A. Annual Report 2013.
Report content	The content of this report is based on the results of our dialogue with stakeholders, the Global Reporting Initiative G4 requirements and other sustainability ratings and rankings. This interactive version includes material aspects as well as topics which are not material, but which may be of interest to selected stakeholders.
Global Reporting Initiative (GRI)	The Report is GRI-G4 in accordance – Comprehensive.
Assurance	<ul style="list-style-type: none"> ■ The Report was subject to an assurance audit by SGS Italia S.p.A., an independent certification body in compliance with the Sustainability Reporting Assurance procedure (SRA), with the GRI-G4 guidelines, and with the AA1000 APS (2008) standard. ■ SGS is officially authorized to conduct AA1000 assurance audits. In addition, even this year, the Group's sustainability management system is aligned with the ISO 26000 Guidance on Social Responsibility standard, published in November 2010. The statement of assurance describing the activities carried out and the expression of opinion is provided at this link.
Contact	Your opinion is important to us. Please contact the Sustainability Teams with any questions or suggestions.  +39 011 0063908 sustainability@fiatspa.com  sustainability@chrysler.com stakeholder.dialogue@fiatspa.com



Definitions, methodology and scope

The Fiat S.p.A. Sustainability Report, now in its 10th edition, is a voluntary document issued by the Group according to GRI-G4 guidelines⁽¹⁾ to provide stakeholders a comprehensive picture of the activities carried out, results achieved and commitments made in the economic, environmental and social spheres.

This appendix provides a methodology guide and additional economic, environmental and social indicators.

Unless otherwise specified or required by the context in which they are used:

- the terms “Fiat Group” or “Group” refer to all companies consolidated within Fiat S.p.A. for accounting purposes, (see subsidiaries consolidated in the Fiat S.p.A. Annual Report)
- the term “Chrysler Group” refers to all companies consolidated within Chrysler Group LLC for accounting purposes (see subsidiaries consolidated in the Fiat S.p.A. Annual Report)
- the term “Fiat Group excluding Chrysler Group” should be construed accordingly
- the term “company” refers to the entire Group unless when used with reference to a selection among the following entities: Fiat Group Automobiles (FGA), Chrysler Group, Ferrari, Maserati, Comau, Magneti Marelli, Teksid, Fiat Services and other companies
- the term “operating segment” refers to the four segments established as of July 2011 and according to which the Group business is organized. They include: Mass-Market and Premium Brands (previously reported as FGA, FGA Engines and Transmission and Chrysler Group); Luxury and Performance Brands (Ferrari and Maserati); Components and Production Systems (Magneti Marelli, Teksid, Comau); others (firms operating in publishing, communications and services, and other companies)
- the term “region/operating region” refers to the distinct areas in which the operations of Mass-Market and Premium Brands are carried out, with the boundaries set according to the organizational changes effective as of September 1, 2011. These are: EMEA (Europe, Russia, Middle East and Africa), NAFTA (US, Canada and Mexico), LATAM (South and Central America) and APAC (Asia and Pacific countries)

Unless otherwise indicated or required by the context, the information and data contained in this Sustainability Report relates to financial year 2013 (1 January 2013 to 31 December 2013) and to all Fiat Group companies worldwide falling within the scope of consolidation at 31 December 2013.

In order to ensure that information is comparable and meaningful over time, some data was presented on a pro forma basis. In particular:

- with respect to year 2012 and 2013, data refers to all companies consolidated within Fiat S.p.A. for accounting purposes, for the full year (see subsidiaries consolidated in the Annual Report)
- with respect to year 2011, although Chrysler Group was consolidated in Fiat S.p.A. for accounting purposes as of June 2011, data includes Chrysler Group information for the full year
- with respect to year 2010, data was restated to include Chrysler Group and to exclude companies demerged into Fiat Industrial S.p.A.

The exclusion of any geographical area, Group company, or specific site from the scope of reporting is attributable to the inability to obtain data of satisfactory quality, or to its immateriality in relation to the Group as a whole, as may be the case for newly-acquired entities or production activities that are not yet fully operational. In some cases, entities that are not consolidated in the financial statements were included in the scope of reporting because of their significant environmental and social impacts. In particular:

- data on occupational health and safety reported in chapter 9 relates to 140 of the 159 plants⁽²⁾ included in the Fiat S.p.A. Annual Report (covering approx. 98% of plant workers),⁽³⁾ to office facilities (in total covering approx. 100% of overall Group employees), and to four plants of companies that are not fully consolidated (including the Sevel and Tofas joint ventures)
- the Group’s environmental and energy performance reported in chapter 8 refers to 138 of the 159 plants⁽²⁾ included in the Fiat S.p.A. Annual Report (covering over 98% of the Group’s industrial revenues),⁽⁴⁾ and to four plants of companies that are not fully consolidated (including the Sevel and Tofas joint ventures)
- performance indicators per unit of production reported in chapter 8 were restated to make data comparable year over year.

⁽¹⁾ The Global Reporting Initiative (GRI) is a multi-stakeholder process for the development and disclosure of Sustainability Reporting Guidelines. The GRI-G4 guidelines have been issued in May 2013. These guidelines offer an international reference for the disclosure of governance approach and of the environmental, social and economic performances and impacts of the organizations.

⁽²⁾ Data was not considered material, and was thus not reported, for 2 plants dedicated to publishing and communication activities and 19 plants in start-up or closing phase.

⁽³⁾ Plant workers are defined as all employees located at a particular site, including workers assigned to manufacturing and other associated units (quality control, logistics, etc.), and to research and development.

⁽⁴⁾ Revenues attributable to activity of plants directly controlled by the Group.

Data was collected and reported with the aid of existing management control and information systems, where available, in order to ensure reliability of information flows and the correct monitoring of sustainability performance.⁽⁵⁾ A dedicated reporting process was established for certain indicators, using electronic databases or files populated directly by the individuals or entities responsible for each aspect worldwide.

Quality of information

The quality of the information contained in the Sustainability Report is supported by compliance with the following principles:

- materiality: inclusion of all information deemed to be of interest to internal and external stakeholders due to its economic, environmental or social impact
- completeness: inclusion of all material topics and indicators
- balance: coverage of both positive and negative aspects of the Group's performance
- comparability: ability to compare between time periods and with similar organizations
- accuracy: provision of adequate levels of detail
- reliability: reporting process subject to audit by an independent organization
- timeliness: Report presented together with the Fiat S.p.A. Annual Report at the Annual General Meeting of Fiat S.p.A.
- clarity: the language used addresses all stakeholders.

Preparation of the Sustainability Report is part of an annual reporting process subject to audit, analysis and approval by a number of individuals and entities. Fiat Group makes every effort to ensure the accuracy of the sustainability information contained in this Report. From time to time, however, figures may be updated. The online interactive version of the Sustainability Report will be considered the most current version and takes precedence over any previously printed version. The document is:

- prepared by the Fiat Group Sustainability teams that coordinates and engages Group operating segments and regions and relevant functions
- approved by the Group Executive Council, the highest decision making body headed by Fiat S.p.A.'s CEO, consisting of Chief Operating Officers of regions and companies of the Group and various function heads
- examined by the Nominating, Corporate Governance and Sustainability Committee, a sub-committee of the Board of Directors of Fiat S.p.A.
- subject to an assurance audit by SGS Italia S.p.A.,⁽⁶⁾ an independent certification body, in compliance with the Sustainability Reporting Assurance procedure (SRA), with the GRI-G4 guidelines, and with the AA1000 APS (2008) standard. SGS is officially authorized to conduct AA1000 assurance audits. In addition, even this year, the Group's sustainability management system is aligned with the ISO 26000 Guidance on Social Responsibility standard, published in November 2010. The statement of assurance describing the activities carried out and the expression of opinion is provided at this link
- presented together with the Annual Report at the Annual General Meeting of Fiat S.p.A. to provide a complete, up to date overview of the Group's financial, environmental and social performance
- published and freely available for download from the sustainability section of the Group website (www.fiatspa.com).

The 2012 Sustainability Report was made available at Fiat S.p.A.'s Annual General Meeting on 9 April 2013.

⁽⁵⁾ Please note that numbers may be subject to rounding.

⁽⁶⁾ The Chief Executive Officer of Fiat S.p.A. Sergio Marchionne is the Chairman of the Board of Directors of SGS S.A.. His position does not include any executive responsibilities or powers and therefore this circumstance does not influence SGS' independence.

Details by operating segments

Mass-Market and Premium Brands

EMEA

(€ million)

	2013	2012 ⁽²⁾	2011 ⁽¹⁾
Segment revenues	17,420	17,800	19,591
Trading profit/(loss)	(470)	(703)	(557)
Shipments (000s)	979	1,012	1,166

LATAM

(€ million)

	2013	2012 ⁽²⁾	2011 ⁽¹⁾
Segment revenues	9,973	11,062	10,562
Trading profit/(loss)	619	1,056	1,356
Shipments (000s)	950	979	910

NAFTA

(€ million)

	2013	2012 ⁽²⁾	2011 ⁽¹⁾
Segment revenues	45,777	43,521	19,830
Trading profit/(loss)	2,220	2,443	1,008
Shipments (000s)	2,238	2,115	1,033

APAC

(€ million)

	2013	2012	2011 ⁽¹⁾
Segment revenues	4,621	3,128	1,513
Trading profit/(loss)	358	260	88
Shipments (000s)	163	103	53

Luxury and Performance Brands

Ferrari

(€ million)

	2013	2012 ⁽³⁾	2011
Net revenues	2,335	2,225	2,251
Trading profit/(loss)	364	335	312
Employees at year-end (no.)	2,787	2,719	2,695

Maserati

(€ million)

	2013	2012 ⁽³⁾	2011
Net revenues	1,659	755	588
Trading profit/(loss)	171	57	40
Employees at year-end (no.)	890	770	714

Components and Production Systems

Magneti Marelli

(€ million)

	2013	2012	2011
Net revenues	5,988	5,828	5,860
Trading profit/(loss)	166	141 ⁽⁴⁾	181
Employees at year-end (no.)	38,157	36,911	34,804

Comau

(€ million)

	2013	2012	2011
Net revenues	1,463	1,482	1,402
Trading profit/(loss)	48	33 ⁽⁴⁾	10
Employees at year-end (no.)	13,481	13,277	14,457

Teksid

(€ million)

	2013	2012	2011
Net revenues	688	780	922
Trading profit/(loss)	(13)	-	26
Employees at year-end (no.)	8,754	7,214	7,865

⁽¹⁾ Data includes Chrysler Group as of June 2011.

⁽²⁾ The figures previously reported for 2012 have been restated to reflect application of the amendment to IAS (International Accounting Standards) 19.

⁽³⁾ Ferrari and Maserati stand alone have been restated to reflect the allocation to Maserati of its activities in China conducted, from a legal entity standpoint, through the local Ferrari subsidiary.

⁽⁴⁾ The figures previously reported for 2012 have been restated to reflect application of the amendment to IAS (International Accounting Standards) 19. Restatement resulted in total.

Details by operations ⁽¹⁾

Energy

Direct energy consumption by source

Fiat Group worldwide (GJ)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2013										
Plants	142	33	18	2	4	2	2	61	6	14
Non-renewable sources										
Natural gas	20,956,720	15,546,304	1,708,396	736,521	443,501	280,846	350,297	792,492	950,348	148,015
Coal	1,109,418	-	-	-	-	-	-	-	1,109,418	-
Diesel	79,234	6,854	-	-	-	280	-	4,692	66,223	1,185
LPG	44,942	126	-	-	-	-	-	43,261	-	1,554
Other (HS and LS fuel oil)	117	-	-	-	-	-	-	117	-	-
Total non-renewable sources	22,190,431	15,553,284	1,708,396	736,521	443,501	281,126	350,297	840,562	2,125,988	150,755
Renewable sources										
Biomass	-	-	-	-	-	-	-	-	-	-
Photovoltaic	1,564	-	776	-	-	-	788	-	-	-
Solar-thermal	-	-	-	-	-	-	-	-	-	-
Total renewable sources	1,564	-	776	-	-	-	788	-	-	-
Total direct energy consumption	22,191,995	15,553,284	1,709,172	736,521	443,501	281,126	351,085	840,562	2,125,988	150,755
from renewable sources	-	-	-	-	-	-	0.2%	-	-	-
2012										
Plants	144	30	21	2	4	1	2	64	6	14
Non-renewable sources										
Natural gas	18,277,833	13,373,813	1,651,551	627,024	407,370	20,278	305,303	766,481	1,031,840	94,173
Coal	1,183,307	-	-	-	-	-	-	-	1,183,307	-
Diesel	82,685	8,987	-	-	-	-	-	7,514	64,986	1,198
LPG	48,398	170	-	-	-	-	-	48,228	-	-
Other (HS and LS fuel oil)	7,716	-	7,294	-	-	-	-	422	-	-
Total non-renewable sources	19,599,939	13,382,970	1,658,845	627,024	407,370	20,278	305,303	822,645	2,280,133	95,371
Renewable sources										
Biomass	1	1	-	-	-	-	-	-	-	-
Photovoltaic	1,799	15	996	-	-	-	788	-	-	-
Solar-thermal	72	72	-	-	-	-	-	-	-	-
Total renewable sources	1,872	88	996	-	-	-	788	-	-	-
Total direct energy consumption	19,601,811	13,383,058	1,659,841	627,024	407,370	20,278	306,091	822,645	2,280,133	95,371
from renewable sources	-	-	0.1%	-	-	-	0.3%	-	-	-

⁽¹⁾ In this section, the absolute data relative to 2011 includes Chrysler Group for the full year. The data relative to 2010 has been restated to include Chrysler Group and to exclude companies demerged into CNH Industrial S.p.A. The per unit data has been recalculated on the basis of the reporting scope applicable for 2013.

Direct energy consumption by source
Fiat Group worldwide (GJ)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2011										
Plants	150	31	22	2	4	1	2	69	6	13
Non-renewable sources										
Natural gas	19,253,359	14,139,905	1,781,796	630,813	303,890	21,957	309,293	851,221	1,126,947	87,537
Coal	1,410,386	-	-	-	-	-	-	-	1,410,386	-
Diesel	100,187	16,239	-	-	-	-	-	5,800	77,228	920
LPG	58,832	58	-	-	-	-	-	57,338	-	1,436
Other (HS and LS fuel oil)	47,876	49	46,510	-	-	-	-	1,317	-	-
Total non-renewable sources	20,870,640	14,156,251	1,828,306	630,813	303,890	21,957	309,293	915,676	2,614,561	89,893
Renewable sources										
Biomass	-	-	-	-	-	-	-	-	-	-
Photovoltaic	2,398	15	1,442	-	-	-	941	-	-	-
Solar-thermal	72	72	-	-	-	-	-	-	-	-
Total renewable sources	2,470	87	1,442	-	-	-	941	-	-	-
Total direct energy consumption	20,873,110	14,156,338	1,829,748	630,813	303,890	21,957	310,234	915,676	2,614,561	89,893
from renewable sources	-	-	0.1%	-	-	-	0.3%	-	-	-
2010										
Plants	148	32	21	2	4	1	2	68	6	12
Non-renewable sources										
Natural gas	19,439,642	13,526,834	1,813,142	756,210	786,463	27,596	309,179	911,420	1,231,485	77,313
Coal	1,236,021	-	-	-	-	-	-	-	1,236,021	-
Diesel	84,134	7,848	27	-	-	-	-	6,876	67,839	1,544
LPG	63,688	93	-	-	-	-	-	62,176	-	1,419
Other (HS and LS fuel oil)	11,430	-	10,021	-	-	-	-	1,409	-	-
Total non-renewable sources	20,834,915	13,534,775	1,823,190	756,210	786,463	27,596	309,179	981,881	2,535,345	80,276
Renewable sources										
Biomass	-	-	-	-	-	-	-	-	-	-
Photovoltaic	2,494	13	1,625	-	-	-	856	-	-	-
Solar-thermal	72	72	-	-	-	-	-	-	-	-
Total renewable sources	2,566	85	1,625	-	-	-	856	-	-	-
Total direct energy consumption	20,837,481	13,534,860	1,824,815	756,210	786,463	27,596	310,035	981,881	2,535,345	80,276
from renewable sources	-	-	0.1%	-	-	-	0.3%	-	-	-

Indirect energy consumption by source

Fiat Group worldwide (GJ)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2013										
Plants	142	33	18	2	4	2	2	61	6	14
Electricity										
Non-renewable sources	16,591,936	7,948,094	3,830,463	530,803	332,601	152,819	357,378	2,166,039	1,165,730	108,008
Renewable sources	4,678,890	1,843,169	835,678	-	-	7,200	101,925	695,909	1,181,261	13,748
Total electricity	21,270,826	9,791,263	4,666,141	530,803	332,601	160,019	459,303	2,861,949	2,346,991	121,757
Thermal energy										
Non-renewable sources	4,035,758	3,174,584	381,320	-	-	111,922	-	128,349	239,583	-
Renewable sources	5,223	-	-	-	-	-	-	5,219	-	4
Total thermal energy	4,040,981	3,174,584	381,320	-	-	111,922	-	133,567	239,583	4
Other energy sources										
Non-renewable sources	818,530	619,038	145,104	-	-	3,049	-	51,340	-	-
Renewable sources	-	-	-	-	-	-	-	-	-	-
Total other energy sources	818,530	619,038	145,104	-	-	3,049	-	51,340	-	-
Total indirect energy consumption	26,130,337	13,584,885	5,192,565	530,803	332,601	274,990	459,303	3,046,856	2,586,574	121,761
from renewable sources	17.9%	13.6%	16.1%	-	-	2.6%	22.2%	23.0%	45.7%	11.3%
2012										
Plants	144	30	21	2	4	1	2	64	6	14
Electricity										
Non-renewable sources	16,039,936	7,679,072	3,831,059	481,737	359,755	18,736	324,605	2,156,054	1,074,426	114,492
Renewable sources	4,479,791	1,648,348	669,728	-	-	7,200	128,236	708,546	1,304,119	13,614
Total electricity	20,519,727	9,327,420	4,500,787	481,737	359,755	25,936	452,841	2,864,600	2,378,544	128,106
Thermal energy										
Non-renewable sources	4,649,668	3,866,666	417,829	-	-	-	-	194,405	128,918	41,850
Renewable sources	4,675	-	-	-	-	-	-	4,671	-	4
Total thermal energy	4,654,343	3,866,666	417,829	-	-	-	-	199,076	128,918	41,854
Other energy sources										
Non-renewable sources	916,072	649,325	213,605	-	-	-	-	53,142	-	-
Renewable sources	-	-	-	-	-	-	-	-	-	-
Total other energy sources	916,072	649,325	213,605	-	-	-	-	53,142	-	-
Total indirect energy consumption	26,090,142	13,843,411	5,132,220	481,737	359,755	25,936	452,841	3,116,818	2,507,463	169,960
from renewable sources	17.2%	11.9%	13.0%	-	-	27.8%	28.3%	22.9%	52.0%	8.0%

Indirect energy consumption by source

Fiat Group worldwide (GJ)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2011										
Plants	150	31	22	2	4	1	2	69	6	13
Electricity										
Non-renewable sources	16,520,074	7,626,194	3,994,101	467,782	225,640	20,991	322,687	2,410,620	1,347,796	104,263
Renewable sources	4,753,938	1,874,039	533,477	-	-	5,760	97,781	790,251	1,439,060	13,570
Total electricity	21,274,012	9,500,233	4,527,578	467,782	225,640	26,751	420,468	3,200,871	2,786,856	117,833
Thermal energy										
Non-renewable sources	5,638,851	4,821,875	454,963	-	-	-	-	207,472	113,259	41,282
Renewable sources	2	-	-	-	-	-	-	-	-	2
Total thermal energy	5,638,853	4,821,875	454,963	-	-	-	-	207,472	113,259	41,284
Other energy sources										
Non-renewable sources	1,089,289	783,617	243,280	-	-	-	-	62,392	-	-
Renewable sources	-	-	-	-	-	-	-	-	-	-
Total other energy sources	1,089,289	783,617	243,280	-	-	-	-	62,392	-	-
Total indirect energy consumption	28,002,154	15,105,725	5,225,821	467,782	225,640	26,751	420,468	3,470,735	2,900,115	159,117
from renewable sources	17.0%	12.4%	10.2%	-	-	21.5%	23.3%	22.8%	49.6%	8.5%
2010										
Plants	148	32	21	2	4	1	2	68	6	12
Electricity										
Non-renewable sources	16,914,769	7,705,719	4,062,406	458,992	464,398	29,027	399,952	2,502,972	1,181,025	110,278
Renewable sources	4,267,238	1,684,888	416,420	-	-	-	-	781,893	1,383,035	1,002
Total non-renewable sources	21,182,007	9,390,607	4,478,826	458,992	464,398	29,027	399,952	3,284,865	2,564,060	111,280
Thermal energy										
Non-renewable sources	6,452,052	5,359,558	527,504	-	-	-	100,602	272,404	133,479	58,505
Renewable sources	-	-	-	-	-	-	-	-	-	-
Total thermal energy	6,452,052	5,359,558	527,504	-	-	-	100,602	272,404	133,479	58,505
Other energy sources										
Non-renewable sources	1,250,791	909,623	261,614	-	-	-	35,152	44,402	-	-
Renewable sources	-	-	-	-	-	-	-	-	-	-
Total other energy sources	1,250,791	909,623	261,614	-	-	-	35,152	44,402	-	-
Total indirect energy consumption	28,884,850	15,659,788	5,267,944	458,992	464,398	29,027	535,706	3,601,671	2,697,539	169,785
from renewable sources	14.8%	10.8%	-	-	-	-	-	21.7%	51.3%	0.6%

Direct and indirect energy consumption

Fiat Group worldwide (GJ)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2013										
Plants	142	33	18	2	4	2	2	61	6	14
Electricity	21,272,390	9,791,263	4,666,917	530,803	332,601	160,019	460,091	2,861,949	2,346,991	121,757
Natural gas	20,956,720	15,546,304	1,708,396	736,521	443,501	280,846	350,297	792,492	950,348	148,015
Other fuels	1,233,711	6,980	-	-	-	280	-	48,070	1,175,641	2,739
Other energy sources	4,859,511	3,793,622	526,424	-	-	114,971	-	184,907	239,583	4
Total energy consumption	48,322,332	29,138,169	6,901,737	1,267,324	776,102	556,116	810,388	3,887,418	4,712,563	272,515
from renewable sources	9.7%	6.3%	12.1%	-	-	1.3%	12.7%	18.0%	25.1%	5.0%
2012										
Plants	144	30	21	2	4	1	2	64	6	14
Electricity	20,521,526	9,327,435	4,501,783	481,737	359,755	25,936	453,629	2,864,600	2,378,545	128,106
Natural gas	18,277,833	13,373,813	1,651,551	627,024	407,370	20,278	305,303	766,481	1,031,840	94,173
Other fuels	1,322,106	9,157	7,294	-	-	-	-	56,164	1,248,293	1,198
Other energy sources	5,570,488	4,516,064	631,434	-	-	-	-	252,218	128,918	41,854
Total energy consumption	45,691,953	27,226,469	6,792,062	1,108,761	767,125	46,214	758,932	3,939,463	4,787,596	265,331
from renewable sources	9.8%	6.1%	9.9%	-	-	15.6%	17.0%	18.1%	27.2%	5.1%
2011										
Plants	150	31	22	2	4	1	2	69	6	13
Electricity	21,276,410	9,500,248	4,529,020	467,782	225,640	26,751	421,409	3,200,871	2,786,856	117,833
Natural gas	19,253,359	14,139,905	1,781,796	630,813	303,890	21,957	309,293	851,221	1,126,947	87,537
Other fuels	1,617,281	16,346	46,510	-	-	-	-	64,455	1,487,614	2,356
Other energy sources	6,728,214	5,605,564	698,243	-	-	-	-	269,864	113,259	41,284
Total energy consumption	48,875,264	29,262,063	7,055,569	1,098,595	529,530	48,708	730,702	4,386,411	5,514,676	249,010
from renewable sources	9.7%	6.4%	8.1%	-	-	11.8%	13.5%	18.0%	26.1%	5.5%
2010										
Plants	148	32	21	2	4	1	2	68	6	12
Electricity	21,184,501	9,390,620	4,480,451	458,992	464,398	29,027	400,808	3,284,865	2,564,060	111,280
Natural gas	19,439,642	13,526,834	1,813,142	756,210	786,463	27,596	309,179	911,420	1,231,485	77,313
Other fuels	1,395,273	7,941	10,048	-	-	-	-	70,461	1,303,860	2,963
Other energy sources	7,702,915	6,269,253	789,118	-	-	-	135,754	316,806	133,479	58,505
Total energy consumption	49,722,331	29,194,648	792,759	1,215,202	1,250,861	56,623	845,741	4,583,552	5,232,884	250,061
from renewable sources	8.6%	5.8%	-	-	-	-	0.1%	17.1%	26.4%	0.4%

Direct and indirect energy consumption per unit of production

Fiat Group worldwide (GJ/unit of production)

	Targeted reduction 2020 vs 2010 (%)	Targeted reduction 2014 vs 2009 ⁽¹⁾ (%)	2013	2012	2011	2010	2009	2008	Unit of measurement
FGA assembly and stamping	-20%	-15%	4.70	4.80	5.10	5.26	5.44	5.80	GJ/vehicle produced
Chrysler assembly and stamping	-40%	-34%	7.70	7.47	8.99	10.81	n.a.	n.a.	GJ/vehicle produced
Mass-Market and Premium Brand assembly and stamping	-30%	-18,3%	6.35	6.19	6.86	7.40	n.a.	n.a.	GJ/vehicle produced
FGA engines and transmissions (transmissions)	-14%	-15%	0.625	0.637	0.642	0.696	0.719	n.a.	GJ/unit produced
FGA engines and transmissions (small engines)	-21%	-15%	0.409	0.415	0.388	0.454	0.459	n.a.	GJ/unit produced
FGA engines and transmissions (large engines)	-29%	-15%	0.739	0.855	0.928	1.029	1.091	n.a.	GJ/unit produced
Chrysler engines and transmissions	-40%	n.a.	1.040	1.110	1.250	1.500	n.a.	n.a.	GJ/unit produced
Mass-Market and Premium Brand engines and transmissions	n.a.	n.a.	0.80	0.82	0.79	0.90	n.a.	n.a.	GJ/unit produced
Mass-Market and Premium Brand casting	-40%	n.a.	7.84	8.05	8.41	10.92	n.a.	n.a.	GJ/unit produced
Mass-Market and Premium Brand others	-40%	n.a.	0.22	0.23	0.30	0.34	n.a.	n.a.	GJ/hour of production
Maserati	-3%	-8%	0.171	0.183	0.186	0.186	0.193	n.a.	GJ/hour of production
Ferrari	n.a.	n.a.	0.139	0.136	0.128	0.134	0.127	n.a.	GJ/hour of production
Magneti Marelli	-21%	-15%	0.131	0.137	0.146	0.157	0.180	n.a.	GJ/hour of production
Teksid (cast iron)	-	-7%	9.29	9.23	8.89	9.31	9.93	7.15	GJ/ton produced
Teksid (aluminum)	-15%	-13%	41.79	44.90	47.23	51.52	55.47	62.08	GJ/ton produced
Comau	-30%	-28%	0.0217	0.0222	0.0240	0.0278	0.0331	0.0544	GJ/hour of production

⁽¹⁾ As Chrysler Group LLC was formed in mid-year 2009, Chrysler Group- and Mass-Market and Premium Brands-specific targets utilize a 2010 baseline.

CO₂ emissionsDirect and indirect CO₂ emissions
Fiat Group worldwide (tons)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2013										
Plants	142	33	18	2	4	2	2	61	6	14
Direct emissions	1,198,185	796,895	87,833	36,685	22,136	15,776	19,652	47,545	163,173	8,490
Indirect emissions	2,980,135	1,573,897	739,064	82,891	45,232	26,145	48,432	299,201	151,968	13,305
Total CO₂ emissions	4,178,320	2,370,792	826,897	119,576	67,368	41,921	68,084	346,746	315,141	21,795
2012										
Plants	144	30	21	2	4	1	2	64	6	14
Direct emissions	1,069,047	687,031	85,535	31,247	20,325	1,138	17,128	46,628	174,643	5,372
Indirect emissions	2,896,163	1,524,271	750,386	74,410	46,893	1,975	43,991	302,949	133,434	17,854
Total CO₂ emissions	3,965,210	2,211,302	835,921	105,657	67,218	3,113	61,119	349,577	308,077	23,226
2011										
Plants	150	31	22	2	4	1	2	69	6	13
Direct emissions	1,149,552	730,055	94,874	31,429	15,271	1,232	17,351	51,903	202,367	5,070
Indirect emissions	3,046,515	1,607,349	756,353	75,838	43,720	2,262	43,731	334,358	166,123	16,781
Total CO₂ emissions	4,196,067	2,337,404	851,227	107,267	58,991	3,494	61,082	386,261	368,490	21,851
2010										
Plants	148	32	21	2	4	1	2	68	6	12
Direct emissions	1,139,407	698,630	99,530	37,730	33,369	1,548	17,345	55,673	191,041	4,541
Indirect emissions	3,243,395	1,704,153	802,304	72,652	71,547	3,213	62,138	350,656	157,254	19,478
Total CO₂ emissions	4,382,802	2,402,783	901,834	110,382	104,916	4,761	79,483	406,329	348,295	24,019

Direct and indirect CO₂ emissions per unit of productionFiat Group worldwide (Tons of CO₂/unit of production)

	Targeted reduction 2020 vs 2010 (%)	Targeted reduction 2014 vs 2009 ⁽¹⁾ (%)	2013	2012	2011	2010	2009	2008	Unit of measurement
FGA assembly and stamping	-35%	-30%	0.341	0.360	0.393	0.433	0.483	0.546	tons of CO ₂ /vehicle produced
Chrysler assembly and stamping	-35%	-30%	0.661	0.644	0.746	0.897	n.a.	n.a.	tons of CO ₂ /vehicle produced
Mass-Market and Premium Brand assembly and stamping	-32%	-17%	0.517	0.508	0.553	0.612	n.a.	n.a.	tons of CO₂/vehicle produced
FGA engines and transmissions (transmissions)	-41%	-20%	0.037	0.048	0.051	0.058	0.062	n.a.	tons of CO ₂ /unit produced
FGA engines and transmissions (small engines)	-54%	-20%	0.024	0.027	0.033	0.045	0.050	n.a.	tons of CO ₂ /unit produced
FGA engines and transmissions (large engines)	-54%	-20%	0.043	0.051	0.061	0.083	0.085	n.a.	tons of CO ₂ /unit produced
Chrysler engines and transmissions	-35%	n.a.	0.154	0.166	0.180	0.215	n.a.	n.a.	tons of CO ₂ /transmission+engine
Mass-Market and Premium Brand engines and transmissions	n.a.	n.a.	0.096	0.101	0.102	0.114	n.a.	n.a.	tons of CO₂/ transmission+engine
Mass-Market and Premium Brand casting	-35%	n.a.	0.740	0.767	0.822	0.992	n.a.	n.a.	tons of CO ₂ /ton produced
Mass-Market and Premium Brand others	-35%	n.a.	0.019	0.020	0.034	0.030	n.a.	n.a.	tons of CO ₂ /hour of production
Maserati	-2.3%	-8%	0.0129	0.0138	0.0141	0.0143	0.0148	n.a.	tons of CO ₂ /hour of production
Ferrari	n.a.	n.a.	0.021	0.020	0.022	0.027	0.023	n.a.	tons of CO ₂ /hour of production
Magnetit Marelli	-24%	-15%	0.0117	0.0121	0.0132	0.0145	0.0167	n.a.	tons of CO ₂ /hour of production
Teksid (cast iron)	-	-19%	0.629	0.597	0.598	0.623	0.733	n.a.	tons of CO ₂ /ton produced
Teksid (aluminum)	-15%	-13%	2.622	2.813	3.026	3.350	3.688	n.a.	tons of CO ₂ /ton produced
Comau	-40%	-33%	0.0017	0.0019	0.0021	0.0027	0.0032	n.a.	tons of CO ₂ /hour of production

⁽¹⁾ As Chrysler Group LLC was formed in mid-year 2009, Chrysler Group- and Mass-Market and Premium Brands-specific targets utilize a 2010 baseline.

Energy consumption from renewable sources

Fiat Group worldwide (%)

	2013	2012	2011	2010	2009
FGA assembly and stamping	18.5%	16.8%	16.2%	13.5%	7.2%
Chrysler assembly and stamping	0.2%	-	-	-	n.a.
Mass-Market and Premium Brand assembly and stamping	6.3%	6.1%	6.4%	5.8%	n.a.
FGA engines and transmissions	37.1%	28.9%	20.7%	16.0%	10.0%
Chrysler engines and transmissions	-	-	-	-	n.a.
Mass-Market and Premium Brand engines and transmissions	12.1%	9.9%	8.1%	5.9%	n.a.
Mass-Market and Premium Brand casting	-	-	-	-	n.a.
Mass-Market and Premium Brand others	-	-	-	-	n.a.
Maserati	1.3%	1.3%	1.0%	-	-
Ferrari	12.7%	17.0%	13.4%	0.1%	0.1%
Magneti Marelli	18.0%	18.1%	18.0%	17.1%	16.3%
Teksid	25.1%	27.2%	26.1%	26.4%	24.2%
Comau	5.0%	5.1%	5.5%	0.4%	0.4%
Average (all Companies)	9.7%	9.8%	9.7%	8.6%	11.7%
Average without Chrysler Group scope	20.9%	20.5%	19.0%	16.4%	11.7%

Other emissions and impacts

Presence of Ozone-Depleting Substances in equipments

Fiat Group worldwide (kg)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2013										
Plants	142	33	18	2	4	2	2	61	6	14
CFCs	1,250	1,094	85	13	20	-	-	38	-	-
HCFCs	77,459	65,661	2,614	928	2,157	20	2,012	3,571	42	454
Halons	56	-	-	22	-	-	-	34	-	-
Methyl bromide	-	-	-	-	-	-	-	-	-	-
Other CFCs fully halogenated	1	-	-	-	-	-	-	1	-	-
Total	78,766	66,755	2,699	963	2,177	20	2,012	3,644	42	454
2012										
Plants	144	30	21	2	4	1	2	64	6	14
CFCs	1,621	1,093	467	20	20	-	-	21	-	-
HCFCs ⁽¹⁾	82,324	65,369	2,646	878	2,279	-	2,352	8,085	86	629
Halons	162	-	-	22	-	-	-	140	-	-
Methyl bromide	-	-	-	-	-	-	-	-	-	-
Other CFCs fully halogenated	1	-	-	-	-	-	-	1	-	-
Total	84,108	66,462	3,113	920	2,299	-	2,352	8,247	86	629
2011⁽²⁾										
Plants	150	31	22	2	4	1	2	69	6	13
CFCs	580	-	560	-	-	-	-	20	-	-
HCFCs	16,139	2,199	1,004	-	-	1	2,414	9,779	113	629
Halons	65	-	-	-	-	-	-	65	-	-
Methyl bromide	-	-	-	-	-	-	-	-	-	-
Other CFCs fully halogenated	2	-	-	-	-	-	-	2	-	-
Total	16,786	2,199	1,564	-	-	1	2,414	9,866	113	629
2010⁽²⁾										
Plants	148	32	21	2	4	1	2	68	6	12
CFCs	581	-	561	n.a.	n.a.	-	n.a.	20	-	n.a.
HCFCs	16,657	4,766	1,215	n.a.	n.a.	38	n.a.	10,412	226	n.a.
Halons	102	-	-	n.a.	n.a.	-	n.a.	65	37	n.a.
Methyl bromide	-	-	-	n.a.	n.a.	-	n.a.	-	-	n.a.
Other CFCs fully halogenated	2	-	-	n.a.	n.a.	-	n.a.	2	-	n.a.
Total	17,342	4,766	1,776	n.a.	n.a.	38	n.a.	10,499	263	n.a.

⁽¹⁾ Data restated due to a miscalculation.

⁽²⁾ 2010 and 2011 scope differ because Chrysler Group data was not available.

Emission of Nitrogen Oxides (NO_x)

Fiat Group worldwide (tons)

	2013	2012	2011	2010
FGA assembly and stamping	351	304	342	352
Chrysler assembly and stamping	543	467	488	457
Mass-Market and Premium Brand assembly and stamping	894	771	830	809
FGA engines and transmissions	40	41	43	46
Chrysler engines and transmissions	59	58	69	69
Mass-Market and Premium Brand engines and transmissions	99	99	112	115
Mass-Market and Premium Brand casting	32	27	27	33
Mass-Market and Premium Brand others	19	18	13	29
Maserati	31	2	3	3
Ferrari	41	36	37	37
Magneti Marelli	98	96	106	114
Teksid	163	176	197	202
Comau	18	11	10	9
Total	1,396	1,235	1,335	1,349

Emissions of Sulfur Oxides (SO_x)

Fiat Group worldwide (tons)

	2013	2012	2011	2010
FGA assembly and stamping	1	2	2	2
Chrysler assembly and stamping	3	3	3	3
Mass-Market and Premium Brand assembly and stamping	4	5	5	5
FGA engines and transmissions	-	-	-	-
Chrysler engines and transmissions	-	5	30	7
Mass-Market and Premium Brand engines and transmissions	-	5	30	7
Mass-Market and Premium Brand casting	-	-	-	-
Mass-Market and Premium Brand others	-	-	-	-
Maserati	-	-	-	-
Ferrari	-	-	-	-
Magneti Marelli	1	2	3	4
Teksid	166	177	211	185
Comau	-	-	-	-
Total	172	189	249	200

Emissions of Dust

Fiat Group worldwide (tons)

	2013	2012	2011	2010
FGA assembly and stamping	0.1	0.2	0.2	0.2
Chrysler assembly and stamping	40.5	34.8	36.4	34.1
Mass-Market and Premium Brand assembly and stamping	40.6	35.0	36.6	34.3
FGA engines and transmissions	-	-	-	-
Chrysler engines and transmissions	4.4	4.3	5.6	5.2
Mass-Market and Premium Brand engines and transmissions	4.4	4.3	5.6	5.2
Mass-Market and Premium Brand casting	2.4	2.0	2.0	2.4
Mass-Market and Premium Brand others	1.4	1.3	1.0	2.1
Maserati	-	-	-	-
Ferrari	-	-	-	-
Magneti Marelli	0.1	0.1	0.1	0.1
Teksid	25.2	26.8	32.0	28.0
Comau	-	-	-	-
Total	74.1	69.6	77.2	72.1

Emissions of Volatile Organic Compounds (VOC)

Fiat Group worldwide (g/m²)

	Target 2020 vs 2010 (%)	Target 2014 vs 2009 ⁽¹⁾ (%)	2013	2012	2011	2010	2009	2008	2007
FGA assembly and stamping	-20%	-10%	41.0	41.9	43.0	43.4	44.3	47.1	65.4
Chrysler assembly and stamping	maintain	maintain	18.8	17.7	18.9	19.5	n.a.	n.a.	n.a.
Mass-Market and Premium Brand assembly and stamping	-25%	-6%	28.0	27.7	30.0	32.3	n.a.	n.a.	n.a.
FGA engines and transmissions ⁽²⁾	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Chrysler engines and transmissions ⁽²⁾	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Mass-Market and Premium Brand engines and transmissions⁽²⁾	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Mass-Market and Premium Brand casting ⁽²⁾	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Mass-Market and Premium Brand others ⁽²⁾	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Maserati	-19%	n.a.	55.3	55.3	55.3	55.3	n.a.	n.a.	n.a.
Ferrari	n.a.	-10%	35.1	36.3	30.8	35.1	33.7	34.9	32.1
Magneti Marelli	-10%	-30%	45.2	40.3	45.5	45.5	41.9	37.6	29.0
Teksid	-68%	-50%	50.5	135.4	186.2	198.5	248.5	299.0	131.8
Comau	maintain	maintain	12.6	12.6	12.7	14.1	13.8	112.4	n.a.
Average VOC emissions	up to -68%	up to -50%	28.5	28.2	30.8	33.1	44.1	46.6	64.0

⁽¹⁾ As Chrysler Group LLC was formed in mid-year 2009, Chrysler Group- and Mass-Market and Premium Brands-specific targets utilize a 2010 baseline.

⁽²⁾ FGA engines and transmissions, Chrysler engines and transmissions, Mass-Market and Premium Brand casting and Mass-Market and Premium Brand others are not equipped with paint shops.

Water

Water withdrawal and discharge

Fiat Group worldwide (thousands of m³)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2013										
Plants	142	33	18	2	4	2	2	61	6	14
Withdrawal										
Groundwater	6,219	2,383	688	178	9	222	543	669	1,482	44
Municipal water supply	17,589	11,998	2,848	115	162	98	131	1,568	606	62
Surface water	1,113	419	-	-	-	-	-	339	355	-
Other	16	13	3	-	-	-	-	1	-	-
Total water withdrawal	24,936	14,812	3,539	293	171	320	674	2,577	2,443	106
Discharge										
Surface water	4,586	1,328	1,149	-	-	-	-	82	2,027	-
Public sewer systems	10,352	7,011	1,269	126	84	95	423	913	357	76
Other destinations	1,258	674	458	13	-	-	24	89	-	-
Total water discharge	16,196	9,012	2,876	139	84	95	447	1,084	2,384	76
2012										
Plants	144	30	21	2	4	1	2	64	6	14
Withdrawal										
Groundwater	6,494	2,598	802	152	-	3	471	673	1,748	47
Municipal water supply	18,219	12,414	2,905	87	201	13	147	1,657	724	71
Surface water	1,124	417	1	-	-	-	-	315	391	-
Other	37	20	-	-	-	-	-	17	-	-
Total water withdrawal	25,874	15,449	3,708	239	201	16	618	2,662	2,863	118
Discharge										
Surface water	4,288	1,259	1,076	-	-	-	-	62	1,891	-
Public sewer systems	9,875	7,165	1,306	110	106	16	319	695	73	85
Other destinations	3,158	954	373	-	-	-	-	1,460	371	-
Total water discharge	17,321	9,378	2,755	110	106	16	319	2,217	2,335	85

Water withdrawal and discharge

Fiat Group worldwide (thousands of m³)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2011										
Plants	150	31	22	2	4	1	2	69	6	13
Withdrawal										
Groundwater	8,287	3,245	1,356	165	-	3	433	704	2,328	53
Municipal water supply	20,225	13,990	3,115	80	135	13	105	1,830	888	69
Surface water	1,250	515	-	-	-	-	-	307	428	-
Other	100	16	1	-	-	-	-	83	-	-
Total water withdrawal	29,862	17,766	4,472	245	135	16	538	2,924	3,644	122
Discharge										
Surface water	4,888	1,047	1,536	-	-	-	-	114	2,191	-
Public sewer systems	11,368	8,092	1,399	122	126	15	178	1,282	70	84
Other destinations	2,583	1,439	542	-	-	-	-	174	428	-
Total water discharge	18,839	10,578	3,477	122	126	15	178	1,570	2,689	84
2010										
Plants	148	32	21	2	4	1	2	68	6	12
Withdrawal										
Groundwater	10,113	3,606	1,880	142	-	2	367	996	3,062	58
Municipal water supply	22,838	16,026	3,138	89	401	13	93	2,123	877	77
Surface water	1,144	541	-	-	-	-	-	250	353	-
Other	103	-	-	-	-	-	-	103	-	-
Total water withdrawal	34,198	20,173	5,019	231	401	15	460	3,472	4,292	135
Discharge										
Surface water	5,423	1,603	1,684	-	-	-	-	306	1,830	-
Public sewer systems	13,042	8,945	1,930	118	348	15	123	1,416	135	12
Other destinations	3,900	1,962	342	-	-	-	-	387	1,209	-
Total water discharge	22,365	12,510	3,956	118	348	15	123	2,109	3,174	12

Water withdrawal per unit of production

Fiat Group worldwide (m³/unit of production)

	Targeted reduction 2020 vs 2010 (%)	Targeted reduction 2014 vs 2009 ⁽¹⁾ (%)	2013	2012	2011	2010	2009	2008	2007	Unit of measurement
FGA assembly and stamping	-45%	-25%	3.11	3.45	4.42	5.24	5.84	6.47	6.83	m ³ /vehicle produced
Chrysler assembly and stamping	-35%	-20%	3.32	3.42	3.62	4.53	n.a.	n.a.	n.a.	m ³ /vehicle produced
Mass-Market and Premium Brand assembly and stamping	-40%	-19%	3.23	3.44	4.06	4.97	n.a.	n.a.	n.a.	m³/vehicle produced
FGA engines and transmissions	-59%	-10%	0.48	0.49	0.64	0.76	0.71	0.66	0.67	m ³ /unit produced
Chrysler engines and transmissions	-35%	n.a.	0.35	0.40	0.42	0.50	n.a.	n.a.	n.a.	m ³ /unit produced
Mass-Market and Premium Brand engines and transmissions	-52%	n.a.	0.41	0.45	0.54	0.65	n.a.	n.a.	n.a.	m³/unit produced
Mass-Market and Premium Brand casting	-15%	n.a.	1.82	1.74	1.88	2.07	n.a.	n.a.	n.a.	m ³ /ton produced
Mass-Market and Premium Brand others	-50%	n.a.	0.05	0.06	0.08	0.10	n.a.	n.a.	n.a.	m ³ /hour of production
Maserati	-1%	-35%	15.24	14.62	14.63	14.68	3.60	2.20	3.50	m ³ /vehicle produced
Ferrari	n.a.	n.a.	0.21	0.20	0.17	0.15	0.13	n.a.	n.a.	m ³ /hour of production
Magneti Marelli	-50%	-40%	0.09	0.09	0.10	0.13	0.20	0.11	0.09	m ³ /hour of production
Teksid (cast iron)	-11%	-30%	2.99	3.15	3.22	3.15	4.48	3.74	6.63	m ³ /ton produced
Teksid (aluminum)	-77%	-40%	61.56	87.19	122.61	154.27	160.54	135.52	-	m ³ /ton produced
Comau	-50%	-40%	0.01	0.01	0.01	0.01	0.02	0.07	0.05	m ³ /hour of production
Fiat Group	up to -77%									

⁽¹⁾ As Chrysler Group LLC was formed in mid-year 2009, Chrysler Group- and Mass-Market and Premium Brands-specific targets utilize a 2010 baseline.

Water recycling index

%	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2013										
Total water requirement	2,155,551	1,377,112	590,564	113,760	10,271	14,717	674	36,876	11,471	106
of which covered by recycling	2,130,615	1,362,299	587,016	113,467	10,109	14,397	-	34,299	9,028	-
of which water withdrawal	24,936	14,812	3,548	293	162	320	674	2,577	2,443	106
Recycling Index (%)	98.8%	98.9%	99.4%	99.7%	98.4%	97.8%	-	93.0%	78.7%	-
2012										
Total water requirement	2,064,747	1,343,717	540,438	121,821	10,310	16	618	38,106	9,599	121
of which covered by recycling	2,038,873	1,328,268	536,730	121,582	10,109	-	-	35,444	6,736	3
of which water withdrawal	25,874	15,449	3,708	239	201	16	618	2,662	2,863	118
Recycling Index (%)	98.7%	98.9%	99.3%	99.8%	98.1%	-	-	93.0%	70.2%	2.5%
2011⁽¹⁾										
Total water requirement	476,390	407,403	16,034	n.c.	n.c.	16	538	39,227	13,051	122
of which covered by recycling	455,598	396,893	12,995	n.c.	n.c.	-	-	36,303	9,406	1
of which water withdrawal	20,793	10,510	3,039	n.c.	n.c.	16	538	2,924	3,645	121
Recycling Index (%)	95.6%	97.4%	81.0%	n.c.	n.c.	-	-	92.5%	72.1%	0.9%
2010⁽¹⁾										
Total water requirement	374,011	306,200	17,293	n.c.	n.c.	15	460	45,253	4,655	135
of which covered by recycling	349,135	293,184	13,807	n.c.	n.c.	-	-	41,781	363	-
of which water withdrawal	24,876	13,016	3,486	n.c.	n.c.	15	460	3,472	4,292	135
Recycling Index (%)	93.3%	95.7%	79.8%	n.c.	n.c.	-	-	92.3%	7.8%	-

⁽¹⁾ 2010 and 2011 scope differ because Chrysler Group data was not available.

BOD - COD - TSS

Biochemical Oxygen Demand (BOD)⁽¹⁾Fiat Group worldwide (maximum level under applicable regulation = 100) percentage of the limit⁽²⁾

	2013	2012	2011	2010
FGA assembly and stamping	16.4	25.0	32.1	16.5
Chrysler assembly and stamping	12.1	20.0	24.1	n.a.
FGA engines and transmissions	15.5	25.0	50.4	-
Chrysler engines and transmissions	n.a.	n.a.	n.a.	n.a.
Chrysler casting	n.a.	n.a.	n.a.	n.a.
Chrysler others	n.a.	n.a.	n.a.	n.a.
Maserati	15.8	3.2	21.7	n.a.
Ferrari	11.0	5.6	n.a.	n.a.
Magneti Marelli	40.4	13.3	60.8	n.a.
Teksid	6.7	30.0	35.3	n.a.
Comau	3.0	28.3	21.4	n.a.

Chemical Oxygen Demand (COD)⁽¹⁾Fiat Group worldwide (maximum level under applicable regulation = 100) percentage of the limit⁽²⁾

	2013	2012	2011	2010
FGA assembly and stamping	23.5	14.5	10.8	50.0
Chrysler assembly and stamping	n.a.	n.a.	n.a.	n.a.
FGA engines and transmissions	46.3	3.6	51.4	45.0
Chrysler engines and transmissions	n.a.	n.a.	n.a.	n.a.
Chrysler casting	n.a.	n.a.	n.a.	n.a.
Chrysler others	n.a.	n.a.	n.a.	n.a.
Maserati	42.9	7.0	43.9	n.a.
Ferrari	20.0	8.6	n.a.	n.a.
Magneti Marelli	68.4	2.2	49.1	n.a.
Teksid	27.8	27.8	32.9	n.a.
Comau	20.2	10.4	21.6	n.a.

Total Suspended Solids (TSS)⁽¹⁾Fiat Group worldwide (maximum level under applicable regulation = 100) percentage of the limit⁽²⁾

	2013	2012	2011	2010
FGA assembly and stamping	12.8	30.0	45.2	48.3
Chrysler assembly and stamping	11.8	13.0	23.7	n.a.
FGA engines and transmissions	31.6	36.0	52.0	50.0
Chrysler engines and transmissions	n.a.	n.a.	n.a.	n.a.
Chrysler casting	n.a.	n.a.	n.a.	n.a.
Chrysler others	n.a.	n.a.	n.a.	n.a.
Maserati	19.7	4.0	36.7	n.a.
Ferrari	12.0	6.0	n.a.	n.a.
Magneti Marelli	35.0	3.0	72.0	n.a.
Teksid	8.6	8.6	27.7	n.a.
Comau	24.8	36.0	17.0	n.a.

Biochemical Oxygen (BOD)⁽¹⁾

Fiat Group worldwide (milligram/liter)

	2013	2012	2011	2010
FGA assembly and stamping	42.2	27.8	53.8	87.2
Chrysler assembly and stamping	24.2	40.0	48.3	n.a.
FGA engines and transmissions	36.5	42.3	18.3	27.2
Chrysler engines and transmissions	n.a.	n.a.	n.a.	n.a.
Chrysler casting	n.a.	n.a.	n.a.	n.a.
Chrysler others	n.a.	n.a.	n.a.	n.a.
Maserati	10.0	8.0	13.0	n.a.
Ferrari	12.3	14.0	n.a.	n.a.
Magneti Marelli	38.0	17.8	97.9	n.a.
Teksid	31.8	21.1	23.2	n.a.
Comau	19.4	35.5	388.5	n.a.

Chemical Oxygen Demand (COD)⁽¹⁾

Fiat Group worldwide (milligram/liter)

	2013	2012	2011	2010
FGA assembly and stamping	117.7	89.8	25.9	89.6
Chrysler assembly and stamping	n.a.	n.a.	n.a.	n.a.
FGA engines and transmissions	201.9	116.3	38.4	53.1
Chrysler engines and transmissions	n.a.	n.a.	n.a.	n.a.
Chrysler casting	n.a.	n.a.	n.a.	n.a.
Chrysler others	n.a.	n.a.	n.a.	n.a.
Maserati	214.6	35.0	79.0	n.a.
Ferrari	65.3	43.0	n.a.	n.a.
Magneti Marelli	107.6	48.6	254.4	n.a.
Teksid	83.7	61.8	43.6	n.a.
Comau	31.1	89.3	1,104.1	n.a.

Total Suspended Solids (TSS)⁽¹⁾

Fiat Group worldwide (milligram/liter)

	2013	2012	2011	2010
FGA assembly and stamping	35.4	29.3	50.5	94.9
Chrysler assembly and stamping	23.5	26.0	47.5	n.a.
FGA engines and transmissions	64.3	36.7	8.0	19.1
Chrysler engines and transmissions	n.a.	n.a.	n.a.	n.a.
Chrysler casting	n.a.	n.a.	n.a.	n.a.
Chrysler others	n.a.	n.a.	n.a.	n.a.
Maserati	39.4	8.0	36.7	n.a.
Ferrari	15.9	12.0	n.a.	n.a.
Magneti Marelli	15.0	28.3	55.9	n.a.
Teksid	17.9	14.6	21.0	n.a.
Comau	15.6	28.8	296.6	n.a.

⁽¹⁾ Figures take into account worst level registered for all plants in each company.⁽²⁾ Numbers may differ from last year as calculation was reviewed to align all different companies worldwide.

Heavy metals in water discharged

Cadmium (Cd)⁽¹⁾

Fiat Group worldwide (maximum level under applicable regulation = 100) percentage of the limit⁽²⁾

	2013	2012
FGA Assembly and Stamping	6.8	20.0
Chrysler Assembly and Stamping	18.7	42.9
FGA Engines and Transmissions	0.7	15.0
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	9.9	10.0
Ferrari	5.0	5.0
Magneti Marelli	3.0	25.0
Teksid	15.0	15.0
Comau	n.a.	n.a.

Copper (Cu)⁽¹⁾

Fiat Group worldwide (maximum level under applicable regulation = 100) percentage of the limit⁽²⁾

	2013	2012
FGA Assembly and Stamping	4.0	28.0
Chrysler Assembly and Stamping	4.2	40.0
FGA Engines and Transmissions	1.8	21.0
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	51.6	50.0
Ferrari	2.0	2.0
Magneti Marelli	25.0	51.0
Teksid	28.0	20.0
Comau	n.a.	n.a.

Cadmium (Cd)⁽¹⁾

Fiat Group worldwide (milligram/liter)

	2013	2012
FGA Assembly and Stamping	-	-
Chrysler Assembly and Stamping	0.1	2.5
FGA Engines and Transmissions	-	-
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	-	-
Ferrari	-	-
Magneti Marelli	-	-
Teksid	-	-
Comau	n.a.	n.a.

Copper (Cu)⁽¹⁾

Fiat Group worldwide (milligram/liter)

	2013	2012
FGA Assembly and Stamping	-	-
Chrysler Assembly and Stamping	0.3	1.5
FGA Engines and Transmissions	-	-
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	0.2	0.2
Ferrari	-	-
Magneti Marelli	-	-
Teksid	0.1	-
Comau	n.a.	n.a.

⁽¹⁾ Figures take into account worst level registered for all plants in each company.

⁽²⁾ Numbers may differ from last year as calculation was reviewed to align all different companies worldwide.

Lead (Pb)⁽¹⁾Fiat Group worldwide (maximum level under applicable regulation = 100 percentage of the limit⁽²⁾)

	2013	2012
FGA Assembly and Stamping	7.6	25.0
Chrysler Assembly and Stamping	20.0	40.0
FGA Engines and Transmissions	5.2	25.0
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	4.0	3.3
Ferrari	3.0	3.3
Magneti Marelli	9.7	28.0
Teksid	25.0	25.0
Comau	n.a.	n.a.

Nickel (Ni)⁽¹⁾Fiat Group worldwide (maximum level under applicable regulation = 100 percentage of the limit⁽²⁾)

	2013	2012
FGA Assembly and Stamping	14.2	50.0
Chrysler Assembly and Stamping	6.2	37.5
FGA Engines and Transmissions	8.4	24.1
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	21.4	22.0
Ferrari	4.0	4.8
Magneti Marelli	10.4	33.3
Teksid	5.0	5.0
Comau	n.a.	n.a.

Zinc (Zn)⁽¹⁾Fiat Group worldwide (maximum level under applicable regulation = 100 percentage of the limit⁽²⁾)

	2013	2012
FGA Assembly and Stamping	23.9	21.2
Chrysler Assembly and Stamping	1.4	33.3
FGA Engines and Transmissions	15.6	50.4
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	76.7	76.0
Ferrari	15.0	45.0
Magneti Marelli	21.0	10.9
Teksid	48.0	80.0
Comau	n.a.	n.a.

Lead (Pb)⁽¹⁾

Fiat Group worldwide (milligram/liter)

	2013	2012
FGA Assembly and Stamping	-	-
Chrysler Assembly and Stamping	0.2	1.5
FGA Engines and Transmissions	-	0.1
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	-	-
Ferrari	-	-
Magneti Marelli	-	-
Teksid	-	-
Comau	n.a.	n.a.

Nickel (Ni)⁽¹⁾

Fiat Group worldwide (milligram/liter)

	2013	2012
FGA Assembly and Stamping	0.4	0.5
Chrysler Assembly and Stamping	0.3	3.5
FGA Engines and Transmissions	0.3	0.1
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	0.9	0.9
Ferrari	0.1	0.2
Magneti Marelli	-	0.4
Teksid	-	0.1
Comau	n.a.	n.a.

Zinc (Zn)⁽¹⁾

Fiat Group worldwide (milligram/liter)

	2013	2012
FGA Assembly and Stamping	0.5	0.1
Chrysler Assembly and Stamping	0.3	4.5
FGA Engines and Transmissions	0.5	0.3
Chrysler Engines and Transmissions	n.a.	n.a.
Chrysler casting	n.a.	n.a.
Chrysler others	n.a.	n.a.
Maserati	0.8	0.8
Ferrari	0.1	0.5
Magneti Marelli	0.1	0.1
Teksid	0.2	0.7
Comau	n.a.	n.a.

⁽¹⁾ Figures take into account worst level registered for all plants in each company.⁽²⁾ Numbers may differ from last year as calculation was reviewed to align all different companies worldwide.

Waste

Waste generation and management

Fiat Group worldwide (tons)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2013										
Plants	142	33	18	2	4	2	2	61	6	14
Waste generated										
Non-hazardous waste	1,770,029	942,887	145,877	45,574	14,065	2,635	8,224	53,620	554,213	2,933
Hazardous waste	39,069	16,289	6,543	-	-	270	3,003	8,877	3,629	458
Total waste generated	1,809,098	959,176	152,421	45,574	14,065	2,905	11,227	62,497	557,842	3,391
of which packaging	121,837	96,699	8,488	8	1,379	2,545	1,043	10,196	1,026	453
Waste disposed										
Waste-to-energy conversion	23,750	18,762	1,871	340	-	-	-	613	1,863	301
Treatment	31,055	3,602	11,455	6	-	246	6,052	7,400	1,962	331
Sent to landfill	438,741	12,050	2,071	123	752	-	-	2,952	420,574	219
Total waste disposed	493,546	34,414	15,397	469	752	246	6,052	10,965	424,399	851
Waste recovered										
Total waste recovered	1,315,552	924,762	137,023	45,105	13,313	2,659	5,175	51,532	133,443	2,540
waste recovered	72.7%	96.4%	89.9%	99.0%	94.7%	91.5%	46.1%	82.5%	23.9%	74.9%
waste sent to landfill	24.3%	1.3%	1.4%	0.3%	5.3%	-	-	4.7%	75.4%	6.5%
2012										
Plants	144	30	21	2	4	1	2	64	6	14
Waste generated										
Non-hazardous waste	1,720,410	904,062	140,340	31,661	14,887	419	7,817	70,293	547,686	3,245
Hazardous waste	40,327	17,010	6,786	-	25	25	3,687	8,988	3,382	424
Total waste generated	1,760,737	921,072	147,126	31,661	14,912	444	11,504	79,281	551,068	3,669
of which packaging	75,332	52,053	9,255	6	383	321	807	11,294	779	434
Waste disposed										
Waste-to-energy conversion	19,950	14,144	1,251	298	-	-	1	2,296	1,709	251
Treatment	31,219	10,303	5,309	1	38	48	7,532	6,461	1,210	317
Sent to landfill	438,345	10,270	2,614	-	827	-	124	6,322	417,574	614
Total waste disposed	489,514	34,717	9,174	299	865	48	7,657	15,079	420,493	1,182
Waste recovered										
Total waste recovered	1,271,223	886,355	137,952	31,362	14,047	396	3,847	64,202	130,575	2,487
waste recovered	72.2%	96.2%	93.8%	99.1%	94.2%	89.2%	33.4%	81%	23.7%	67.8%
waste sent to landfill	24.9%	1.1%	1.8%	-	5.5%	-	1.1%	8%	75.8%	16.7%

Waste generation and management
Fiat Group worldwide (tons)

	Fiat Group	Mass-Market and Premium Brands				Luxury and Performance Brands		Components and Production Systems		
		Assembly and stamping	Engines and transmissions	Casting	Others	Maserati	Ferrari	Magneti Marelli	Teksid	Comau
2011										
Plants	150	31	22	2	4	1	2	69	6	13
Waste generated										
Non-hazardous waste	1,804,698	878,543	124,564	34,987	12,602	416	8,274	81,091	661,151	3,070
Hazardous waste	50,614	19,451	10,590	-	-	26	3,020	10,885	5,993	649
Total waste generated	1,855,312	897,994	135,154	34,987	12,602	442	11,294	91,976	667,144	3,719
of which packaging	97,099	69,875	10,191	12	309	323	757	13,222	1,887	523
Waste disposed										
Waste-to-energy conversion	23,336	16,509	2,165	258	-	-	-	2,544	1,833	27
Treatment	37,489	8,867	10,209	-	-	52	7,941	7,956	1,969	495
Sent to landfill	547,056	14,423	5,535	184	521	-	129	8,999	516,474	791
Total waste disposed	607,881	39,799	17,909	442	521	52	8,070	19,499	520,276	1,313
Waste recovered										
Total waste recovered	1,247,431	858,195	117,246	34,545	12,080	390	3,224	72,477	146,868	2,406
waste recovered	67.2%	95.6%	86.8%	98.7%	95.9%	88.2%	28.5%	78.8%	22%	64.7%
waste sent to landfill	29.5%	1.6%	4.1%	0.5%	4.1%	-	1.1%	9.8%	77.4%	21.3%
2010										
Plants	148	32	21	2	4	1	2	68	6	12
Waste generated										
Non-hazardous waste	1,650,257	823,352	138,817	18,011	6,938	567	5,660	81,000	572,804	3,108
Hazardous waste	61,754	29,076	14,845	-	2	61	3,316	10,563	3,225	666
Total waste generated	1,712,011	852,428	153,662	18,011	6,940	628	8,976	91,563	576,029	3,774
of which packaging	90,982	63,650	10,575	5	191	422	744	14,148	750	497
Waste disposed										
Waste-to-energy conversion	21,609	17,531	1,228	-	-	-	-	1,818	1,019	13
Treatment	43,936	11,040	18,327	-	44	97	6,076	6,446	1,177	729
Sent to landfill	515,434	37,756	5,408	196	428	-	135	9,495	461,460	556
Total waste disposed	580,979	66,327	24,963	196	472	97	6,211	17,759	463,656	1,298
Waste recovered										
Total waste recovered	1,131,032	786,101	128,698	17,815	6,468	531	2,765	73,804	112,373	2,476
waste recovered	66.1%	92.2%	83.8%	98.9%	93.2%	84.7%	30.8%	80.6%	19.5%	65.6%
waste sent to landfill	30.1%	4.4%	3.5%	1.1%	6.2%	-	1.5%	10.4%	80.1%	14.7%

Waste generated per unit of production

Fiat Group worldwide (kg/unit of production)

	Targeted reduction 2020 vs 2010 (%)	Targeted reduction 2014 vs 2009 ⁽¹⁾ (%)	2013	2012	2011	2010	2009	2008	2007	Unit of measurement
FGA assembly and stamping	-15%	-6%	198.7	200.6	200.9	212.8	199.1	229.2	226.8	kg/vehicle produced
Chrysler assembly and stamping	-10%	-15%	217.5	215.7	219.9	218.5	n.a.	n.a.	n.a.	kg/vehicle produced
Mass-Market and Premium Brand assembly and stamping	-14%	n.a.	209.0	208.5	209.5	215.0	n.a.	n.a.	n.a.	kg/vehicle produced
FGA engines and transmissions	-33%	-10%	14.7	14.9	16.6	18.5	20.3	21.3	22.6	kg/unit produced
Chrysler engines and transmissions	-20%	n.a.	21.1	24.7	27.0	24.7	n.a.	n.a.	n.a.	kg/unit produced
Mass-Market and Premium Brand engines and transmissions	-21.1%	n.a.	17.7	17.8	16.2	19.9	n.a.	n.a.	n.a.	kg/unit produced
Mass-Market and Premium Brand casting	n.a.	n.a.	282.1	234.1	276.2	179.0	n.a.	n.a.	n.a.	kg/ton produced
Mass-Market and Premium Brand others	n.a.	n.a.	4.0	3.5	7.3	2.4	n.a.	n.a.	n.a.	kg/hour of production
Maserati	-5%	-20%	138.2	137.9	137.9	147.2	128.9	107.0	114.0	kg/vehicle produced
Ferrari	n.a.	-10%	3.5	3.7	3.7	3.0	3.2	3.5	4.1	kg/hour of production
Magneti Marelli	-30%	-10%	2.1	2.7	3.1	3.2	4.0	2.4	2.5	kg/hour of production
Teksid (cast iron)	-8%	-10%	1,307.0	1,245.0	1,249.7	1,250.0	1,119.0	1,229.0	1,018.0	kg/ton produced
Teksid (aluminum)	-12%	-8%	432.0	429.0	476.5	450.0	472.0	539.0	n.a.	kg/ton produced
Comau	-34%	-20%	0.3	0.3	0.3	0.4	0.5	0.7	0.6	kg/hour of production
Fiat Group	up to -34%									

⁽¹⁾ As Chrysler Group LLC was formed in mid-year 2009, Chrysler Group- and Mass-Market and Premium Brands-specific targets utilize a 2010 baseline.

Hazardous waste generated per unit of production

Fiat Group worldwide (kg/unit of production)

	Targeted reduction 2020 vs 2010 (%)	Targeted reduction 2014 vs 2009 ⁽¹⁾ (%)	2013	2012	2011	2010	2009	2008	2007	Unit of measurement
FGA assembly and stamping	-48%	-10%	6.4	6.4	6.9	10.0	7.6	7.5	8.0	kg/vehicle produced
Chrysler assembly and stamping	-65%	-	1.2	1.5	1.7	2.8	n.a.	n.a.	n.a.	kg/vehicle produced
Mass-Market and Premium Brand assembly and stamping	-26%	-28%	3.5	3.9	4.5	7.0	n.a.	n.a.	n.a.	kg/vehicle produced
FGA engines and transmissions	-74%	-30%	1.4	1.3	2.0	3.1	3.3	3.5	3.6	kg/unit produced
Chrysler engines and transmissions	-50%	n.a.	0.2	0.4	0.4	0.3	n.a.	n.a.	n.a.	kg/unit produced
Mass-Market and Premium Brand engines and transmissions	-75%	n.a.	0.8	0.8	1.3	1.9	n.a.	n.a.	n.a.	kg/unit produced
Mass-Market and Premium Brand casting	-	n.a.	-	-	-	-	n.a.	n.a.	n.a.	kg/ton produced
Mass-Market and Premium Brand others	-	n.a.	-	-	-	-	n.a.	n.a.	n.a.	kg/hour of production
Maserati	-3%	n.a.	12.8	12.5	12.5	14.2	12.1	5.6	3.5	kg/vehicle produced
Ferrari	n.a.	-10%	0.9	1.2	1.0	1.1	1.2	1.1	0.8	kg/hour of production
Magneti Marelli	-30%	-10%	0.3	0.3	0.4	0.4	0.5	0.3	0.3	kg/hour of production
Teksid (cast iron)	-17%	-10%	5.3	5.3	9.9	5.8	6.1	4.6	7.6	kg/ton produced
Teksid (aluminum)	-17%	-6%	72.4	61.9	48.8	32.7	37.2	82.7	n.a.	kg/ton produced
Comau	-57%	-15%	0.1	0.1	0.1	0.1	0.1	0.2	0.1	kg/hour of production
Fiat Group	up to -74%									

⁽¹⁾ As Chrysler Group LLC was formed in mid-year 2009, Chrysler Group- and Mass-Market and Premium Brands-specific targets utilize a 2010 baseline.

Details by workforce

Employees in numbers⁽¹⁾

Workforce gender distribution by geographic area

Fiat Group worldwide

	2013			2012		
	workforce by geographic area (no.)	% men	% women	workforce by geographic area (no.)	% men	% women
Europe	89,030	78.4	21.6	88,625	78.4	21.6
North America	81,365	77.6	22.4	73,713	78.0	22.0
Latin America	48,306	90.4	9.6	46,949	91.2	8.8
Asia	6,699	70.2	29.8	5,360	70.3	29.7
Rest of world	187	72.7	27.3	189	72.5	27.5
Total	225,587	80.4	19.6	214,836	80.8	19.2

Workforce gender distribution by category⁽²⁾

Fiat Group worldwide

	2013			2012		
	workforce by category (no.)	% men	% women	workforce by category (no.)	% men	% women
Manager	2,409	86.9	13.1	2,302	86.9	13.1
Professional	31,302	81.7	18.3	29,051	81.8	18.2
Salaried	33,047	71.1	28.9	30,670	70.9	29.1
Hourly	158,829	82.0	18.0	152,813	82.6	17.4
Total	225,587	80.4	19.6	214,836	80.8	19.2

Workforce by geographic area and category

Fiat Group worldwide (no.)

	2013					2012				
	Total	Hourly	Salaried	Professional	Manager	Total	Hourly	Salaried	Professional	Manager
Europe	89,030	57,137	14,857	15,857	1,179	88,625	57,576	14,526	15,392	1,131
North America	81,365	60,145	9,014	11,151	1,055	73,713	54,356	8,406	9,959	992
Latin America	48,306	38,826	6,242	3,085	153	46,949	38,695	5,309	2,794	151
Asia	6,699	2,696	2,905	1,078	20	5,360	2,161	2,364	809	26
Rest of world	187	25	29	131	2	189	25	65	97	2
Total	225,587	158,829	33,047	31,302	2,409	214,836	152,813	30,670	29,051	2,302

Workforce gender distribution by operating segment

Fiat Group worldwide

	2013			2012		
	workforce by operating segment (no.)	% men	% women	workforce by operating segment (no.)	% men	% women
Mass-Market and Premium Brands	154,074	82.0	18.0	145,372	82.7	17.3
of which Fiat Group Automobiles ⁽³⁾	77,786	85.9	14.1	77,259	86.1	13.9
of which Chrysler Group	76,288	78.0	22.0	68,113	78.9	21.1
Luxury and Performance Brands	3,677	87.5	12.5	3,489	87.8	12.2
of which Ferrari	2,787	89.5	10.5	2,719	89.4	10.6
of which Maserati	890	81.1	18.9	770	81.9	18.1
Components and Production Systems	59,082	79.9	20.1	57,402	79.6	20.4
of which Magneti Marelli	38,157	72.6	27.4	36,911	71.8	28.2
of which Comau	13,481	92.1	7.9	13,277	92.9	7.1
of which Teksid	7,444	94.7	5.3	7,214	95.0	5.0
Others⁽⁴⁾	8,754	53.3	46.7	8,573	54.2	45.8
Total	225,587	80.4	19.6	214,836	80.8	19.2

⁽¹⁾ Unless otherwise specified, workforce data is calculated as of year-end.

⁽²⁾ Employees are divided into four main categories: hourly, salaried, professional and manager. Professional encompasses all individuals that perform specialized and managerial roles (including "professional" and "professional expert" under the Fiat S.p.A. classification system and "mid-level professional" and "senior professional" under the Chrysler Group classification). Manager refers to individuals in senior management roles (including those identified as "professional masters," "professional seniors" and "executives" under the Fiat S.p.A. classification system, and "senior managers" and above under the Chrysler Group classification).

⁽³⁾ As of January 2013, Fiat Powertrain is included in FGA: 2012 and 2011 data restated accordingly, in order to ensure data comparability from year to year.

⁽⁴⁾ Others includes companies operating in publishing, communications and services and other companies.

Employees by country

Fiat Group worldwide (%)

	2013	2012
Italy	27.7	28.8
United States	24.4	22.3
Brazil	18.5	18.9
Mexico	6.7	6.8
Canada	4.9	5.2
Poland	4.0	4.8
Argentina	2.4	2.5
Serbia	1.8	1.5
Germany	1.2	1.3
France	1.2	1.2
Spain	0.6	0.6
Venezuela	0.5	0.5
Other countries	6.1	5.6
Total (no.)	225,587	214,836

Workforce by nationality minority group

Fiat Group worldwide

	2013
Employees belonging to a national minority group ⁽¹⁾ (no.)	6,076
of which men (%)	77.2
of which women (%)	22.8
over total workforce ⁽²⁾ (%)	2.7

Workforce gender distribution by contract and employment type

Fiat Group worldwide

2013	Unlimited-term				Fixed-term			
	% men		% women		% men		% women	
	Total		Total		Total		Total	
	Part-time		Full-time		Part-time		Full-time	
	% men	% women	% men	% women	% men	% women	% men	% women
Europe	8.3	91.7	79.5	20.5	62.5	37.5	68.6	31.4
North America	33.3	66.7	77.6	22.4	54.0	46.0	94.4	5.6
Latin America	33.3	66.7	90.5	9.5	100.0	-	91.1	8.9
Asia	50.0	50.0	69.5	30.5	100.0	-	72.7	27.3
Rest of world	-	-	72.7	27.3	-	-	-	-

⁽¹⁾ Minority group reported in the table consists of employees with nationality different from country of work (data calculated as of 31 October 2013).⁽²⁾ Workforce calculated as of 31 October 2013.

Nationality of managers

Fiat Group worldwide

2013	managers (no.)	% of total managers
Italian	1,005	41.7
American	915	38.0
Brazilian	116	4.8
French	66	2.8
German	44	1.8
Polish	23	1.0
Other nationalities	240	9.9
Total (no.)	2,409	

Managers of local nationality by geographic area

Fiat Group worldwide (%)

	2013
Europe	91
North America	100
Latin America	85
Asia	81
Rest of world	50

Workforce by principal ethnic origin⁽²⁾

Fiat Group North America (%)

	2013
Caucasian	58.8
Hispanic	20.7
African American	18.2
American Indian	0.2
Other	2.1

Workforce gender distribution by length of service

Fiat Group worldwide

	2013			2012		
	workforce by length of service (no.)	% men	% women	workforce by length of service (no.)	% men	% women
Up to 5 years	90,413	77.7	22.3	84,542	79.4	20.6
6 to 10 years	28,797	82.8	17.2	22,883	81.3	18.7
11 to 20 years	59,228	81.4	18.6	60,730	81.7	18.3
21 to 30 years	34,714	85.8	14.2	33,324	84.8	15.2
Over 30 years	12,435	74.8	25.2	13,357	75.3	24.7
Total	225,587			214,836		

Workforce gender distribution by age

Fiat Group worldwide

	2013			2012		
	workforce by age (no.)	% men	% women	workforce by age (no.)	% men	% women
Up to 30 years	45,024	80.4	19.6	43,508	81.4	18.6
31 to 40 years	61,631	79.6	20.4	60,089	80.0	20.0
41 to 50 years	66,554	81.2	18.8	64,081	81.6	18.4
Over 50 years	52,378	80.5	19.5	47,158	80.4	19.6
Total	225,587			214,836		

Workforce gender distribution by level of education

Fiat Group worldwide

	2013			2012		
	workforce by education (no.)	% men	% women	workforce by education (no.)	% men	% women
University degree or equivalent ⁽¹⁾	52,202	76.1	23.9	47,161	76.6	23.4
High school	100,369	82.7	17.3	91,933	83.6	16.4
Elementary/middle school	56,671	81.4	18.6	55,093	81.3	18.7
Not tracked ⁽²⁾	16,345	76.9	23.1	20,649	77.1	22.9
Total	225,587			214,836		

Talent attraction

Fiat Group worldwide

	2013	2012
New graduates recruited (no.)	1,810	1,816
Traineeships (no.)	2,765	2,540
Scholarships ⁽³⁾ (no.)	2,686	2,982
Scholarships (€ million)	1.9	2.5

Individual performance appraisal (PLM, PBF) by gender⁽⁴⁾

Fiat Group worldwide (%)

	2013	2012
Men	84	80
Women	71	63

Employee turnover

Geographic area⁽⁵⁾

Europe		North America		Latin America	
Employees at 31 Dec 2012	88,625	Employees at 31 Dec 2012	73,713	Employees at 31 Dec 2012	46,949
New Hires	5,640	New Hires	16,233	New Hires	9,649
Departures	(6,533)	Departures	(8,567)	Departures	(8,977)
Δ scope of operations	1,298	Δ scope of operations	(14)	Δ scope of operations	685
Employees at 31 Dec 2013	89,030	Employees at 31 Dec 2013	81,365	Employees at 31 Dec 2013	48,306
Asia		Rest of world		Total worldwide	
Employees at 31 Dec 2012	5,360	Employees at 31 Dec 2012	189	Employees at 31 Dec 2012	214,836
New Hires	2,696	New Hires	27	New Hires	34,245
Departures	(1,436)	Departures	(29)	Departures	(25,542)
Δ scope of operations	79	Δ scope of operations	0	Δ scope of operations	2,048
Employees at 31 Dec 2013	6,699	Employees at 31 Dec 2013	187	Employees at 31 Dec 2013	225,587

⁽¹⁾ Calculation subject to approximation resulting from the comparison of academic qualifications among different countries.

⁽²⁾ Cases for which it is not possible to report level of education as the data is not always tracked in Group information systems, particularly with reference to hourly employees.

⁽³⁾ Includes scholarships granted within the corporate program.

⁽⁴⁾ Calculated over eligible employees.

⁽⁵⁾ The geographic areas were redefined in 2012 and 2011 data restated accordingly, in order to ensure data comparability from year to year. For this reason, employee breakdown by geographic area at year-end is not comparable with data reported in the 2011 Sustainability Report.

Category

Hourly		Salaried		Professional		Manager	
Employees at 31 Dec 2012	152,813	Employees at 31 Dec 2012	30,670	Employees at 31 Dec 2012	29,051	Employees at 31 Dec 2012	2,302
New Hires	24,989	New Hires	6,662	New Hires	2,503	New Hires	91
Departures	(20,432)	Departures	(4,739)	Departures	(366)	Departures	(5)
Δ scope of operations	1,459	Δ scope of operations	535	Δ scope of operations	33	Δ scope of operations	21
Hourly at 31 Dec 2013	158,829	Salaried at 31 Dec 2013	33,128	Professionals at 31 Dec 2013	31,221	Managers at 31 Dec 2013	2,409

Category and geographic area

Hourly Europe		Hourly North America		Hourly Latin America	
Employees at 31 Dec 2012	57,576	Employees at 31 Dec 2012	54,356	Employees at 31 Dec 2012	38,695
New Hires	3,307	New Hires	12,192	New Hires	8,170
Departures	(4,654)	Departures	(6,420)	Departures	(8,573)
Δ scope of operations	908	Δ scope of operations	17	Δ scope of operations	534
Hourly at 31 Dec 2013	57,137	Hourly at 31 Dec 2013	60,145	Hourly at 31 Dec 2013	38,826

Hourly Asia		Hourly Rest of world		Hourly worldwide	
Employees at 31 Dec 2012	2,161	Employees at 31 Dec 2012	25	Employees at 31 Dec 2013	152,813
New Hires	1,320	New Hires	0	New Hires	24,989
Departures	(785)	Departures	0	Departures	(20,432)
Δ scope of operations	0	Δ scope of operations	0	Δ scope of operations	1,459
Hourly at 31 Dec 2013	2,696	Hourly at 31 Dec 2013	25	Hourly at 31 Dec 2013	158,829

Age group⁽¹⁾

Up to 30 years		31 to 40 years		41 to 50 years		Over 50 years	
Employees at 31 Dec 2012	43,508	Employees at 31 Dec 2012	60,089	Employees at 31 Dec 2012	64,081	Employees at 31 Dec 2012	47,158
New Hires	19,327	New Hires	10,130	New Hires	3,323	New Hires	1,465
Departures	(9,657)	Departures	(8,314)	Departures	(3,266)	Departures	(4,305)
Δ scope of operations	928	Δ scope of operations	127	Δ scope of operations	543	Δ scope of operations	450
Employees at 31 Dec 2013	54,106	Employees at 31 Dec 2013	62,032	Employees at 31 Dec 2013	64,681	Employees at 31 Dec 2013	44,768

Gender

Men		Women	
Employees at 31 Dec 2012	173,689	Employees at 31 Dec 2012	41,147
New Hires	26,228	New Hires	8,017
Departures	(20,224)	Departures	(5,318)
Δ scope of operations	1,742	Δ scope of operations	306
Men employees at 31 Dec 2013	181,435	Women employees at 31 Dec 2013	44,152

⁽¹⁾ Turnover by age does not cover employees that changed age group between 2012 and 2013.

Occupational Health and Safety⁽¹⁾

Injuries by geographic area and gender⁽²⁾

Fiat Group worldwide (no.)

	2013			2012			2011
	total	men	women	total	men	women	total
Europe	323	251	72	332	260	72	488
North America	161	126	35	179	136	43	186
Latin America	259	247	12	292	285	7	320
Asia	5	5	-	5	3	2	15
Rest of world	-	-	-	-	-	-	-
Total	748	629	119	808	684	124	1,009

Days of absence⁽³⁾ by geographic area and gender⁽²⁾

Fiat Group worldwide (no.)

	2013			2012			2011
	total	men	women	total	men	women	total
Europe	10,407	8,174	2,233	10,709	8,815	1,894	14,841
North America	8,762	6,176	2,586	10,534	7,977	2,557	7,792
Latin America	5,378	5,088	290	5,689	5,626	63	5,864
Asia	72	72	-	149	140	9	472
Rest of world	-	-	-	-	-	-	-
Total	24,619	19,510	5,109	27,081	22,558	4,523	28,969

Occupational illness cases by geographic area and gender⁽²⁾

Fiat Group worldwide (no.)

	2013			2012			2011
	total	men	women	total	men	women	total
Europe	211	156	55	289	256	33	59
North America	378	217	161	436	279	157	386
Latin America	143	140	3	165	162	3	197
Asia	-	-	-	-	-	-	-
Rest of world	-	-	-	-	-	-	-
Total	732	513	219	890	697	193	642

Frequency rate by geographic area and gender⁽²⁾

Fiat Group worldwide (accidents per 100,000 hours worked)

	2013			2012			2011
	total	men	women	total	men	women	total
Europe	0.24	0.24	0.26	0.26	0.25	0.29	0.34
North America	0.09	0.09	0.10	0.12	0.12	0.13	0.15
Latin America	0.28	0.31	0.10	0.33	0.35	0.09	0.39
Asia	0.07	0.10	-	0.09	0.07	0.12	0.18
Rest of world	-	-	-	-	-	-	-
Total	0.19	0.19	0.15	0.22	0.22	0.19	0.28

Severity rate by geographic area and gender⁽²⁾

Fiat Group worldwide (days of absence due to accidents per 1,000 hours worked)

	2013			2012			2011
	total	men	women	total	men	women	total
Europe	0.08	0.08	0.08	0.08	0.09	0.08	0.10
North America	0.05	0.05	0.07	0.07	0.07	0.08	0.06
Latin America	0.06	0.06	0.02	0.06	0.07	0.01	0.07
Asia	0.01	0.01	-	0.03	0.03	0.01	0.06
Rest of world	-	-	-	-	-	-	-
Total	0.06	0.06	0.07	0.07	0.07	0.07	0.08

Occupational Illness Frequency rate by geographic area and gender⁽²⁾

Fiat Group worldwide (cases of occupational illness per 100,000 hours worked)

	2013			2012			2011
	total	men	women	total	men	women	total
Europe	0.16	0.15	0.20	0.23	0.25	0.13	0.04
North America	0.22	0.16	0.46	0.29	0.24	0.49	0.30
Latin America	0.16	0.18	0.02	0.19	0.20	0.04	0.24
Asia	-	-	-	-	-	-	-
Rest of world	-	-	-	-	-	-	-
Total	0.18	0.16	0.28	0.24	0.23	0.29	0.18

⁽¹⁾ Data related to 2011 includes Chrysler Group for the full year.

⁽²⁾ Starting in 2012, the Occupational Health and Safety indicators also include a breakdown by gender.

⁽³⁾ Refers to the number of calendar days of absence (including Saturdays, Sundays and holidays) due to accidents that occurred to employees (hourly, salaried and professional) resulting in absence from work for more than three days, excluding the day the accident occurred. Excluded from the calculation are: days of absence due to accidents that occurred while traveling to and from work, including by private transportation.

Index of GRI-G4 content

The following table has been provided to help the reader in locating content within the document that relates to specific GRI-G4 indicators. Each indicator is followed by reference to the appropriate pages in the 2013 Sustainability Report or other publicly available sources.




Key













PSR = 2013 Paper Sustainability Report






















ISR = 2013 Interactive Sustainability Report



















AR = Annual Report at 31 December 2013





ARCG = Annual Report on Corporate Governance, February 2014

	Fully disclosed
	Partially disclosed
	Not disclosed
n.a.	Not applicable




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G4-13	Changes in organization's size, structure, ownership or its supply chain	PSR ISR	42, 88-91, 108, 111, 174-176		YES-179
G4-14	Precautionary approach to risk management	PSR ISR	46-47, 49-52, 60, 68		YES-179
G4-15	Externally developed charters, principles or initiatives to which the organization subscribes	ISR ARCG	5		YES-179
G4-16	Membership in associations or organizations	PSR ISR	21		YES-179
Identified material aspects and boundaries					
G4-17	Entities included in the organization reports	PSR AR	33-37 237-258		YES-179
G4-18	Reporting principles for defining report content	PSR ISR	16-17		YES-179
G4-19	Material aspects identified in defining report content	PSR ISR	16-17		YES-179
G4-20	Material aspects within the organization	PSR ISR	16-17		YES-179
G4-21	Material aspects outside the organization	PSR ISR	16-17		YES-179
G4-22	Restatements of information provided in earlier reports	PSR ISR	167-169		YES-179
G4-23	Significant changes from previous reporting periods in scope and aspect boundaries	PSR ISR	167-169		YES-179
Stakeholder engagement					
G4-24	Stakeholder groups engaged by the organization	PSR ISR	19, 21-27		YES-179
G4-25	Identification and selection of stakeholders to engage	PSR ISR	18-19, 21-27		YES-179
G4-26	Organization's approach to stakeholder engagement	PSR ISR	17-19, 21-27		YES-179
G4-27	Key topics collected through stakeholder engagement	PSR ISR	20-27, 44, 60, 68-69, 71, 103, 120, 140		YES-179
Report profile					
G4-28	Reporting period	PSR ISR	3		YES-179
G4-29	Date of the last report	PSR ISR	167-169		YES-179
G4-30	Reporting cycle	PSR ISR	3, 167-169		YES-179
G4-31	Contact point for questions regarding the report	PSR ISR	3		YES-179
G4-32	GRI Content Index	PSR ISR	3, 181-193		YES-179
G4-33	External assurance	PSR ISR	3, 169, 179-180		YES-179

DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Governance					
G4-34	Governance structure	PSR ISR ARCG	14-16, 40-41		YES-179
G4-35	Delegating authority for economic, environmental and social topics	PSR ISR	6-8, 18		YES-179
G4-36	Positions with responsibility for economic, environmental and social topics	PSR ISR	14-16		YES-179
G4-37	Consultation between stakeholders and the highest governance bodies on economic, environmental and social topics	PSR ISR	14-16		YES-179
G4-38	Composition of highest governance bodies and its committees	ISR ARCG	17, 19-20, 23		YES-179
G4-39	Executive powers of the Chairman	ISR ARCG	44		YES-179
G4-40	Qualification and expertise of highest governance bodies	ISR ARCG	39, 48, 69, 168, 170, 172		YES-179
G4-41	Processes to avoid conflicts of interest	ISR ARCG	16-17, 20-21, 36-37, 75		YES-179
G4-42	Highest governance bodies and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	PSR ISR	14-16		YES-179
G4-43	Measures taken to develop and enhance the highest governance bodies' collective knowledge of economic, environmental and social topics	PSR	14		YES-179
G4-44	Evaluation of the Board of Directors' performance	ARCG ISR	19, 20		YES-179
G4-45	Highest governance bodies' role in the identification and management of economic, environmental and social impacts, risks, and opportunities	PSR ISR AR	46-47		YES-179
G4-46	Highest governance bodies' role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	ARCG ISR AR ARCG	107-108 152		YES-179
G4-47	Frequency of the highest governance bodies' review of economic, environmental and social impacts, risks, and opportunities	PSR ISR	46-47		YES-179
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report	PSR ISR	14-16		YES-179
G4-49	Communicating critical concerns to the highest governance bodies	PSR ISR	14-16		YES-179
G4-50	Critical concerns that were communicated to the highest governance bodies and the mechanism(s) used to address and resolve them			 The information is subject to specific confidentiality constraints. The data is considered confidential.	YES-179
G4-51	Remuneration policies for highest governance bodies and senior executives	AR	189-195, 306-311, 350-361		YES-179









DMA and Indicators		Publications	Page	Omission and reason	External Assurance
G4-52	Determining remuneration	ARCG	53-58		YES-179
G4-53	How stakeholders' views are sought and taken into account regarding remuneration	ARCG	28, 69, 70		YES-179
G4-54	Ratio of the annual compensations within the organization			 The information is subject to specific confidentiality constraints. In some countries of presence this information is subject to confidential treatment.	YES-179
G4-55	Ratio of percentage increase in annual compensation within the organization			 The information is subject to specific confidentiality constraints. In some countries of presence this information is subject to confidential treatment.	YES-179

Ethics and integrity























G4-56	Organization's values, principles, standards and norms of behavior	PSR ISR	43		YES-179
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity	PSR ISR	43		YES-179
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity	PSR ISR	43, 45-46		YES-179

Specific standard disclosures

Economic

DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: economic performance					
G4-DMA	Generic Disclosures on Management Approach	PSR AR	116 42-79, 114-117, 122-132		YES-179
G4-EC1	Direct economic value generated and distributed	PSR ISR	28		YES-179
G4-EC2	Financial implications, risks and opportunities for the organization's activities due to climate change	PSR ISR	12, 46-47		YES-179
G4-EC3	Coverage of the organization's defined benefit plan obligations	PSR ISR	116		YES-179
G4-EC4	Financial assistance received from government	PSR ISR	60		YES-179
Material aspect: market presence					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	115		YES-179
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage	PSR ISR	115		YES-179
G4-EC6	Proportion of senior management hired from the local community	PSR ISR	175		YES-179

DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: indirect economic impacts					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	88-91, 102-103	■	YES-179
G4-EC7	Development and impact of infrastructure investments and services supported	PSR ISR	46-47, 103-104	■	YES-179
G4-EC8	Significant indirect economic impacts	PSR ISR	46-47, 88-91, 95-97, 103-105, 108	■	YES-179
Material aspect: procurement practices					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	88-91	■	YES-179
G4-EC9	Proportion of spending on local suppliers	PSR ISR	88-91	■	YES-179
Environmental					
DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: materials					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	62-63	■	YES-179
G4-EN1	Materials used	PSR ISR	62-64	■	YES-179
G4-EN2	Recycled input materials	PSR ISR	62-64	■	YES-179
Material aspect: energy					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	66-67, 98-99, 134, 140-141	■	YES-179
G4-EN3	Energy consumption within the organization	PSR ISR	101, 140, 171	■	YES-179
G4-EN4	Energy consumption outside of the organization	PSR ISR	66-67, 101, 171	■	YES-179
G4-EN5	Energy intensity	PSR ISR	141	■	YES-179
G4-EN6	Reduction of energy consumption	PSR ISR	99, 140, 151	■	YES-179
G4-EN7	Reductions in energy requirements of products and services	PSR ISR	49-54, 56-58	■	YES-179
Material aspect: water					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	134, 138, 143-144	■	YES-179
G4-EN8	Water withdrawal	PSR ISR	144, 172	■	YES-179
G4-EN9	Water sources significantly affected by withdrawal	ISR		■	YES-179
G4-EN10	Water recycled and reused	PSR ISR	145	■	YES-179



















DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: biodiversity					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	134, 138		YES-179
G4-EN11	Operational sites in, or adjacent to, protected areas and areas of high biodiversity value	ISR			YES-179
G4-EN12	Description of significant impacts on biodiversity	ISR			YES-179
G4-EN13	Habitats protected or restored	ISR			YES-179
G4-EN14	List of species with habitats in areas affected by operations, by level of extinction risk	ISR			YES-179
Material aspect: emissions					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	66-67, 98-99, 134, 140-142		YES-179
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	PSR ISR	101, 141-142, 164-165, 171		YES-179
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	PSR ISR	101, 141-142, 171		YES-179
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	PSR ISR	66-67, 101, 164-165		YES-179
G4-EN18	Greenhouse gas (GHG) emissions intensity	PSR ISR	142, 164		YES-179
G4-EN19	Reduction of greenhouse gas (GHG) emissions	PSR ISR	99, 135, 140, 150-151, 165-166		YES-179
G4-EN20	Emissions of ozone-depleting substances (ODS)	ISR			YES-179
G4-EN21	NO _x , SO _x , and other significant air emissions	ISR			YES-179
Material aspect: effluents and waste					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	134, 138, 146		YES-179
G4-EN22	Water discharge	PSR ISR	144-146, 172		YES-179
G4-EN23	Waste disposal	PSR ISR	146-149, 173		YES-179
G4-EN24	Significant spills	PSR ISR	146		YES-179
G4-EN25	Hazardous waste	PSR ISR	148, 173		YES-179
G4-EN26	Biodiversity and habitats affected by the organization's discharges	ISR			YES-179
Material aspect: products and services					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	48-51, 55, 60, 66-69		YES-179
G4-EN27	Mitigation of environmental impacts of products and services	PSR ISR	49-54, 56-61		YES-179
G4-EN28	Products sold and their packaging materials that are reclaimed	PSR ISR	66		YES-179
















DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: compliance					
G4-DMA	Generic Disclosures on Management Approach	ISR			YES-179
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	ISR			YES-179
Material aspect: transport					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	163-164		YES-179
G4-EN30	Environmental impacts of transport	PSR ISR	164-165		YES-179
Material aspect: overall					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	134, 138		YES-179
G4-EN31	Environmental protection expenditures and investments	PSR ISR	137		YES-179
Material aspect: supplier environmental assessment					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	92-94		YES-179
G4-EN32	Suppliers screened using environmental criteria	PSR ISR	92-93, 165		YES-179
G4-EN33	Actual and potential negative environmental impacts in the supply chain and actions taken	PSR ISR	92		YES-179
Material aspect: environmental grievance mechanisms					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42, 94, 97-98		YES-179
G4-EN34	Grievances about environmental impacts filed, addressed, and resolved	PSR ISR	42, 97-98		YES-179

















Social

Labor practices and decent work








DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: employment					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	106-109, 116		YES-179
G4-LA1	Number and rates of new employee hires and employee turnover	PSR ISR	110-111, 176-177		YES-179
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	PSR ISR	116		YES-179
G4-LA3	Return to work and retention rates after parental leave	ISR			YES-179

DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: labor/management relations					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	124		YES-179
G4-LA4	Minimum notice periods regarding operational changes	PSR ISR	124		YES-179
Material aspect: occupational health and safety					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	152-157		YES-179
G4-LA5	Workforce represented in health and safety committees	PSR ISR	161-162		YES-179
G4-LA6	Injuries, occupational diseases, lost days, absenteeism and total number of work-related fatalities	PSR ISR	158-159, 178		YES-179
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	PSR ISR	160, 178		YES-179
G4-LA8	Health and safety topics covered in formal agreements with trade unions	PSR ISR	127		YES-179
Material aspect: training and education					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	112-114, 117-118		YES-179
G4-LA9	Training per employee	PSR ISR	81, 87, 116-118, 139		YES-179
G4-LA10	Programs for skills management and lifelong learning of employees	PSR ISR	117-118		YES-179
G4-LA11	Employees receiving regular performance and career development reviews	PSR ISR	112-114		YES-179
Material aspect: diversity and equal opportunity					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	119-123		YES-179
G4-LA12	Composition of governance bodies and breakdown of employees per indicators of diversity	PSR ISR	120-123		YES-179
Material aspect: equal remuneration for women and men					
G4-DMA	Generic Disclosures on Management Approach	ISR			YES-179
G4-LA13	Ratio of basic salary and remuneration of women to men			 The information is subject to specific confidentiality constraints. In some countries of presence this information is subject to confidential treatment.	YES-179
Material aspect: supplier assessment for labor practices					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	92-94		YES-179
G4-LA14	Suppliers screened using labor practices criteria	PSR ISR	92-93		YES-179
G4-LA15	Actual and potential negative impacts for labor practices in the supply chain and actions taken	PSR ISR	92, 94		YES-179

DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: labor practices grievance mechanisms					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42, 97-98, 124-126		YES-179
G4-LA16	Grievances about labor practices filed, addressed, and resolved	PSR ISR	42, 97-98		YES-179
Human rights					
DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: investment					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42-44		YES-179
G4-HR1	Investment agreements and contracts that include human rights clauses or that underwent human rights screening	PSR ISR	42-44		YES-179
G4-HR2	Employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	PSR ISR	42-44		YES-179
Material aspect: non-discrimination					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42-45, 124-125		YES-179
G4-HR3	Incidents of discrimination and corrective actions taken	PSR ISR	42-45, 124-125		YES-179
Material aspect: freedom of association and collective bargaining					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42-44, 92, 128-131		YES-179
G4-HR4	Risks to the right to exercise freedom of association and collective bargaining	PSR ISR	42-44, 92, 94, 128-131		YES-179
Material aspect: child labor					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42-45, 92		YES-179
G4-HR5	Operations identified as having significant risk for incidents of child labor	PSR ISR	42-45, 92, 94		YES-179
Material aspect: forced or compulsory labor					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42-44, 92		YES-179
G4-HR6	Operations identified as having significant risk for incidents of forced or compulsory labor	PSR ISR	42-44, 92, 94		YES-179
Material aspect: security practices					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42-44		YES-179
G4-HR7	Security personnel trained on human rights policies	PSR ISR	42-44	 The process for data collection in under development.	YES-179

DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: indigenous rights					
G4-DMA	Generic Disclosures on Management Approach	ISR			YES-179
G4-HR8	Violations of the rights of indigenous peoples	PSR ISR	103-104		YES-179
Material aspect: assessment					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	44-46		YES-179
G4-HR9	Operations subject to human rights reviews or impact assessments	PSR ISR	44-46	 For a portion of the Group data is considered confidential. Evaluations for possible inclusion in the scope of disclosure are ongoing.	YES-179
Material aspect: supplier human rights assessment					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	92-94		YES-179
G4-HR10	Suppliers screened using human rights criteria	PSR ISR	92-93		YES-179
G4-HR11	Actual and potential negative human rights impacts in the supply chain and actions taken	PSR ISR	92, 94		YES-179
Material aspect: human rights grievance mechanisms					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42, 97-98		YES-179
G4-HR12	Grievances about human rights impacts filed, addressed, and resolved	PSR ISR	42, 97-98		YES-179
Society					
DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: local communities					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	102-104		YES-179
G4-SO1	Operations with implemented local community engagement, impact assessments, and development programs	PSR ISR	18-19, 42-44, 100, 103-104, 108-109		YES-179
G4-SO2	Operations with significant actual and potential negative impacts on local communities	PSR ISR	103-104		YES-179
Material aspect: anti-corruption					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42-44		YES-179
G4-SO3	Operations assessed for risks related to corruption	PSR ISR	42-44		YES-179
G4-SO4	Communication and training on anti-corruption policies and procedures	PSR ISR	42-44		YES-179
G4-SO5	Confirmed incidents of corruption and actions taken	PSR ISR	44-46		YES-179

DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: public policy					
G4-DMA	Generic Disclosures on Management Approach	ISR			YES-179
G4-SO6	Value of political contributions	ISR			YES-179
Material aspect: anti-competitive behavior					
G4-DMA	Generic Disclosures on Management Approach	ISR			YES-179
G4-SO7	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	ISR			YES-179
Material aspect: compliance					
G4-DMA	Generic Disclosures on Management Approach	ISR			YES-179
G4-SO8	Fines and sanctions for non-compliance with laws and regulations	ISR			YES-179
Material aspect: supplier assessment for impacts on society					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	92-94		YES-179
G4-SO9	Suppliers screened using criteria for impacts on society	PSR ISR	92-93		YES-179
G4-SO10	Actual and potential negative impacts on society in the supply chain and actions taken	PSR ISR	92, 94		YES-179
Material aspect: grievance mechanisms for impacts on society					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	42, 97-98		YES-179
G4-SO11	Grievances about impacts on society filed, addressed, and resolved	PSR ISR	42, 97-98		YES-179
Product responsibility					
DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: customer health and safety					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	46-47, 65, 70-77		YES-179
G4-PR1	Product and service categories for which health and safety impacts are assessed for improvement	PSR ISR	46-47, 60, 65, 71-75, 77		YES-179
G4-PR2	Incidents of non-compliance with regulations concerning the health and safety impacts of products and services during their life cycle	PSR ISR	72		YES-179
Material aspect: product and service labeling					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	62-63, 66, 78-87		YES-179
G4-PR3	Product and service information	PSR ISR	62-63, 66, 78-79, 86-87		YES-179
G4-PR4	Incidents of non-compliance with regulations concerning product and service information and labeling	PSR ISR	86		YES-179
G4-PR5	Results of surveys measuring customer satisfaction	PSR ISR	79-85, 87		YES-179

DMA and Indicators		Publications	Page	Omission and reason	External Assurance
Material aspect: marketing communications					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	86		YES-179
G4-PR6	Sale of banned or disputed products	PSR ISR	86		YES-179
G4-PR7	Incidents of non-compliance with regulations concerning marketing communications	ISR			YES-179
Material aspect: customer privacy					
G4-DMA	Generic Disclosures on Management Approach	PSR ISR	84		YES-179
G4-PR8	Substantiated complaints regarding breaches of customer privacy and losses of customer data	PSR ISR	84		YES-179
Material aspect: compliance					
G4-DMA	Generic Disclosures on Management Approach	ISR			YES-179
G4-PR9	Fines for non-compliance with laws and regulations concerning the provision and use of products and services	ISR			YES-179

Statement of assurance

This Sustainability Report has been audited by SGS Italia S.p.A., an independent company that provides verification, testing, analysis and certification of goods, services and systems. The scope of the audit is reported in the following letter.



ASSURANCE STATEMENT

Assurance Statement for the FIAT S.p.A. 2013 Sustainability Report

SGS Italia S.p.A. was commissioned to conduct an independent assurance of the Fiat S.p.A. 2013 Sustainability Report in its printed and interactive formats which were prepared 'in accordance' to the comprehensive option of the GRI G4 Sustainability Reporting Guidelines.

Responsibility of the Independent Auditor and of Fiat S.p.A.

SGS Italia S.p.A. is responsible for expressing its opinion on information, graphs, tables and statements in the Sustainability Report, within the assurance scope described below, for the purpose of informing all interested parties. SGS Italia S.p.A. expressly disclaims any liability or co-responsibility in the preparation of any of the material included in this document or in the process of collection and treatment of the data therein.

The information in the Sustainability Report is the exclusive responsibility of Fiat S.p.A. The Group is responsible for identification of stakeholders and material issues, for defining objectives with respect to sustainability performance, and for establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.

Scope of Assurance

SGS Italia S.p.A. was asked to express an opinion in relation to the assurance scope, which includes the following aspects:

- evaluation of paper and interactive versions of the Report against the Global Reporting Initiative Guidelines (GRI-G4) with reference to 'in accordance' - Comprehensive option;
- evaluation of quality and accuracy of sustainability material information, reported in the Report on Operation section of 2013 Annual Report, at 31 December 2013;
- review of the Group approach to materiality analysis and stakeholder engagement processes and initiatives;
- assessment of the robustness of the data management systems, information flow and controls;
- performance of Type 2 evaluation of the application of the AA1000 AccountAbility Principles Standard (2008) and reliability of the information reported;
- completion of a high level assurance review of the information in the "Engagement with suppliers" section, with reference to a new set of Key Performance indicators related to supply chain processes and ESG impacts monitoring.

SGS Italia S.p.A. was also asked to confirm the adherence of the sustainability model adopted by the Group to the requirements of ISO 26000 Guidance.

Methodology and Limitations

The verification process started from materiality analysis and stakeholder engagement methodology validation activities and was performed through examination of records and documents, interviews with personnel and management and analysis of policies, procedures and practices adopted within the organization. The texts, graphs and tables included in the Report were verified by selecting, on a sample basis, qualitative and/or quantitative information to confirm the accuracy and reliability of the process for collecting and consolidating data.

Audit activities were carried out during February and March 2014 at Group sites in Italy (Turin, Serbia (Kragujevac) and the United States (Trenton and Detroit, MI) and covered the data and performance of the entire Group.

The audit team was assembled based on their technical know-how, experience and the qualifications of each member in relation to the various dimensions assessed. Financial data are drawn directly from the Fiat S.p.A. Annual Report at 31 December 2013, already certified by the auditing firm.

Assurance Opinion

On the basis of the verification work performed, we are satisfied that the information contained in the Fiat S.p.A. 2013 Sustainability Report is accurate, balanced and reliable, representing an important summary of the activities carried out by the Group in 2013 and an essential tool in communicating with stakeholders. SGS Italia S.p.A. confirms that information included in the Report provide a material and complete representation of the Group sustainability performance. The verification process confirmed that the Report was prepared based on factual statements.

With regards to the level of adherence to the AA1000 Principles (Inclusivity, Materiality and Correspondence), the audit team provides the following opinion:

- the 2013 Materiality analysis and the update of the Sustainability Plan objectives are tangible signs of the Group's commitment to constant dialogue with its stakeholders;
- the Group Multi-Stakeholder Engagement activities and Materiality analysis carried out represent a further step towards the continual goal to identify and prioritize economic, environmental and social aspects as well as impacts;
- the data measurement techniques and bases for calculations have been adequately described to SGS Italia S.p.A. and no material inaccuracies in the data verified was observed;
- The Group's decision to prepare an additional verification of greenhouse gases emitted carried out according to ISO 14064-3 criteria, further shows the Group's commitment to favoring complete and transparent communication of its carbon footprint.

With reference to the high level assurance review of specified sustainability performance information presented in the "Engagement with suppliers" section, the audit team is of the opinion that:

- the evaluation of suppliers according to sustainability criteria is prevalent within the Group with an accurate screening process. Several initiatives are in place with regards to sustainable procurement, including training on sustainability issues. Further improvement is expected by continuous application of new KPIs set related to supply chain extensive monitoring process. Furthermore, we confirm that the sustainability governance model - integrated in the Group's business model - and methodologies are in line with the requirements of ISO 26000 guidance.

Statement of conclusion

The information contained in the 2013 Sustainability Report is reliable and complete in relation to the above mentioned AA1000 principles. Based on the auditing activities, nothing has come to our attention that causes us to believe that the information reported is not fairly stated.

With reference to the new GRI Guidelines G4, the organization satisfies the principles for defining report content and the principles for ensuring the quality of reported information. We confirm that the Report is aligned with the requirements of the GRI-G4, 'in accordance' **Comprehensive option**.

Milan, 14th March, 2014

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