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## FCA CEO Issues Email to Employees

October 1, 2018, Auburn Hills, Mich. - Fiat Chrysler Automobiles N.V. ("FCA") (NYSE: FCAU / MTA: FCA) CEO Mike Manley today issued the following email to FCA employees worldwide:

Dear Colleagues,

In the last 60 days, I have travelled between our APAC, EMEA and NAFTA regions and I'm looking forward to my trip to LATAM in the next few weeks. I've been able to meet with many of you and to discuss our roadmap to delivering the commitments in the Five-Year Business Plan we laid out on June 1st. Having been deeply involved in the development of the plan, I can tell you that it was created with the sure knowledge that we have the depth and breadth of talent and skills we need to meet our objective of becoming one of the world's most profitable automakers.

I'm not saying we'll not have challenges to overcome. The next five years will continue to be extremely challenging for our industry, with tougher regulations, intense competition and probably slower industry growth around the world. Nevertheless, with a laser focus on execution and a continued flexibility that allows us to adjust as circumstances change – something that has become one of our most unique characteristics and strengths – we have a clear line of sight to achieving our five-year ambitions.

One key element in the plan is to ensure that our leadership team is best aligned to our objectives going forward. We have an outstanding team here at FCA with extensive experience and an exceptional record of success and I'm pleased today to announce the following evolution in our leadership roles as we begin to implement our new plan:

**Pietro Gorlier** is named Chief Operating Officer (COO) of our EMEA region. Pietro has a proven track record of commercial and industrial expertise with FCA. He is an experienced operator globally, and as a second generation employee whose father worked for Fiat in Italy, Pietro brings a deep respect and knowledge of our operations in Europe. Pietro will retain the role as head of Mopar Globally. **Steve Beahm** will assume responsibilities for Mopar in the North America region, while continuing in his role as Head of the Chrysler, Dodge and Fiat Brands in North America.

**Ermanno Ferrari** is named CEO of Magneti Marelli. Ermanno most recently served as the Head of Magneti Marelli's lighting division, its largest business unit, and previously worked throughout Marelli's various business lines, including senior level roles in the Shock Absorber and Suspension businesses. In his new role, Ermanno will join the Group Executive Council (GEC).

**Harald Wester** is named Chief Operating Officer of Maserati. Harald will maintain his role as Chief Technology Officer. He has a deep understanding of the premium brand market place, and this appointment will also enable him to apply the most advanced of our technologies to our premium brand, Maserati.

**Tim Kuniskis** is named Head of Jeep Brand North America. Tim will maintain his responsibilities as Global Head of Alfa Romeo and will apply his proven skills in product and marketing to two of the industry's most cherished brands, both of which have significant growth ambitions in our five-year plan.

**Reid Bigland** is named Head of Ram Brand. Reid previously led the Ram Brand in 2013 – 2014 which, under his leadership, experienced sales growth of nearly 50 percent. With the new Ram Light Duty Truck nearing full production and the new Ram Heavy Duty planned to come to market in mid-2019, Reid has the right products and the skills to take Ram to the next level. Reid will maintain his roles leading our Canadian operations and U.S. sales.

**Scott Garberding** is named Global Chief Manufacturing Officer. Scott has nearly 30 years of industrial experience at

FCA, including leading North American manufacturing, our global Purchasing organization when he was based in Italy, and most recently global Quality. Scott has an in-depth knowledge and understanding of our world-wide manufacturing system and of the people that work in our plants.

Comau and Teksid will report directly to Scott, ensuring that we are optimizing and maximizing our application of those products and services in our manufacturing operations.

Scott succeeds **Stefan Ketter** who at the beginning of this year notified us of his plans to step down from his role at FCA. On behalf of all the many colleagues with whom he has worked so closely, I want to express our warm thanks to Stefan for his valued contribution over the years.

**Richard Schwarzwald** is named Global Head of Quality. Richard succeeds Scott Garberding in the role and brings over 25 years of automotive quality and supplier quality experience. Richard has most recently led our Quality organization in Latin America, and previously held senior leadership positions at several automotive OEMs and suppliers. I would like to congratulate Richard and his team in Latin America for making significant quality improvements, particularly for Jeep, including achieving 1st Quartile for Jeep Renegade in a most recent independent rating survey. In his new role, Richard will join the Group Executive Council (GEC). In related changes, **Mark Champine** assumes responsibility for Quality in North America, and **Geraldo Barra** assumes responsibility for Quality in Latin America.

Today's announcements further align our leadership structure to the achievement of the targets set out in our five-year plan. These appointments ensure that we will maintain our focus on the highest degree of execution and excellence in each of our regions and across our functional groups. They also provide the appropriate support to our broad-based brand portfolio and reinforce our disciplined approach to capital allocation.

My congratulations to those leaders taking up new roles. And my thanks to you all for your continued dedication to the everyday task of ensuring that FCA continues to meet and then exceed the needs and expectations of our customers worldwide.

Mike Manley

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