

INTEGRATIVE AGREEMENT

between Leonardo/Finmeccanica and Fim Cisl Fiom Cgil e Uilm Uil

(signed on 2 february 2016)

(extract)

Fund of support of income and professional retraining

Over a period of validity of this supplementary 2nd level agreement, the feasibility of a company fund will be assessed as per § 26-40 of the Legislative Decree 148 of 2015, which pursues the aim of promoting the conversion and the upgrading of skills and to realize policies in support of income and employment in the context of company restructuring / reorganization processes.

In this context solutions will be also explored in order to introduce “generational alternating paths”, encouraging measures of accompanying pension supported also by the use of part-time contracts for workers entitled to a retirement pension, as introduced Article 1, paragraph 284, of the so called “Stability Law” for the year 2016.

Prior study of the different legal issues, social security and fiscal aspects by the Working Group on Welfare, to be completed by the 3rd quarter of 2016, the Parties agree on whether to institute a Bank of time in which to bring together - on an individual and voluntary basis - the hours of over- performance, paid holidays and paid annual permits; this in order to allow individual workers - according with productive and organizational needs - the use of the number of hours set aside on special individual accounts as a recovery in the following cases:

- onset of extraordinary personal/family situations;
- study purposes;
- health reasons;
- exemption of job performance in the period prior to the maturation of pension rights or in the period of notice in the event of resignation.

Training packages for young people

One Company recognizes the central importance of actions aimed to strengthening collaboration between the school and the world of work in the belief that the company is a place of continuing learning that allows young people to be given more and better opportunities to have practical experiences and understand the "professional life" and corporate culture with the aim of preparing them for the real world of work.

With this aim the One Company promotes interventions (internships, lectures, tutoring) to the entire educational sector activating Alternating School Work paths, Technical Training Specialist (ITS) and participation of University course and Master that are in the interest of the company's business, aimed at combining, on the one hand, the need of generational turnover and on the other the need to support active aging of senior workers through successful strategies of job retention in old age, involving them as teachers / tutors to support the necessary transfer of skills to young people who are part of the company.

For young workers, the One Company provides insertion training with the aim of:

- promote the sense of identity and belonging to One Company;
- improve technical and professional skills through specific training and knowledge sharing;
- create and support cross professional, cross business and cross geographies and cross customers network;
- contribute to the definition of a personal developing plan.