

Rome, 26 October 2007

## **Agreement signed for the development of Finmeccanica group middle managers**

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On the occasion of the Innovation Awards held at Alenia Composite's Grottaglie plant, Finmeccanica today signed a Memorandum of Understanding with National Union Organisations Fim-Cisl, Fiom-Cgil and Uilm-Uil for the development of the middle managers.

Under the agreement, professional development will be based particularly on meritocracy – a key element in Finmeccanica's company policy – and strictly related to the duties carried out by each employee.

The Memorandum represents a significant development in Finmeccanica's management policy with regards to the resources necessary for the Group's future development, and sets out targeted measures, among which specialist and management training will play a very important part.

The agreement, which was signed jointly by the National Unions Fim-Cisl, Fiom-Cgil and Uilm-Uil, aims to strengthen industrial relations, as has been in the case with other issues that affect the whole Group (professional apprenticeships, company level negotiation and co-financed training programmes).