



Remuneration details: (i) relevant remuneration approved by the shareholder's meeting; (ii) committee participation fees; (iii) reimbursement of expenses; (iv) remuneration received for the performance of particular offices, pursuant to article 2389, paragraph 3, of the civil law; (v) fixed salaries as an employee.

(#) the proportion is calculated by taking as reference for the fixed part, the values relating to fixed remuneration and non-cash benefits, while for the variable part the bonus and other incentive and the fair value of equity remuneration

- (1) Control and Risk Committee: 15k Nomination and Governance Committee: 7k
- (2) Control and Risk Committee: 13k Remuneration Committee: 7k
- (3) Nomination and Governance Committee: 7k Sustainability and Innovation Committee: 7k
- (4) Control and Risk Committee: 13k Nomination and Governance Committee: 7k
- (5) Remuneration Committee: 5k Nomination and Governance Committee: 7k
- (6) Remuneration Committee: 9k Sustainability and Innovation Committee: 7k
- (7) Control and Risk Committee: 11k Sustainability and Innovation Committee: 7k
- (8) Remuneration Committee: 7k Nomination and Governance Committee: 7k
- (9) Control and Risk Committee: 13k Nomination and Governance Committee: 9k
- (10) Remuneration Committee: 7k Sustainability and Innovation Committee: 8k
- (11) Control and Risk Committee: 13k Remuneration Committee: 12k
- (12) Remuneration Committee: 9k Sustainability and Innovation Committee: 12k
- (13) Remuneration Committee: 14k Nomination and Governance Committee: 14k
- (14) Control and Risk Committee: 13,5k Nomination and Governance Committee: 13,5k
- (15) Nomination and Governance Committee: 14k Sustainability and Innovation Committee: 11k
- (16) Control and Risk Committee: 14k Sustainability and Innovation Committee: 14k
- (17) Control and Risk Committee: 13,5k Sustainability and Innovation Committee: 9,5k
- (18) Control and Risk Committee: 16k Nomination and Governance Committee: 14k
- (19) Remuneration Committee: 12k Nomination and Governance Committee: 16k
- (20) Remuneration Committee: 11,5k Sustainability and Innovation Committee: 9,5k

The reported fees for the Executives with Strategic Responsibilities also include those due to person who held, during the financial year, even for a fraction of the period, the position of Executive with Strategic Responsibilities. The total number of individuals, in addition to those expressed by name, who held the position of Executive with Strategic Responsibilities, in the course of 2023 amount to 13