

TABLE 1. REMUNERATION PAID TO MEMBERS OF THE GOVERNING AND SUPERVISORY BODIES, GENERAL MANAGERS AND ALL EXECUTIVES WITH STRATEGIC RESPONSIBILITIES (Amounts in thousands of euro)

LAST AND FIRST NAME(S)	POSITION HELD IN THE FINANCIAL YEAR 2019	TERM OF OFFICE	EXPIRY OF THE TERM OF OFFICE	FIXED REMUNERATION	REMUNERATION FOR THE PARTICIPATION IN COMMITTEES	NON-EQUITY VARIABLE REMUNERATION		NON-CASH BENEFITS	OTHER FEES	FAIR VALUE OF EQUITY PAYMENTS	TOTAL	PAY-MIX BETWEEN FIXED AND VARIABLE COMPENSATION	TERMINATION OR SEVERANCE INDEMNITY
						BONUSES AND OTHER INCENTIVES	PROFIT-SHARING						
Carla Luciano	President	20.05/31.12.2020	FY 2020	246				14			316		
De Gemma Giovanni	President	1.1/19.05.2020	FY 2020	167				5			207		
Profumo Alessandro	Director Chief Executive Officer	1.1/31.12.2020	FY 2020	920		264		21		289	1.594 (#)	Fixed: 64.6% Variable: 35.5%	
Corfi Lucio Valerio	General Manager	1.9/31.12.2020	FY 2020	155 (*)		42				13	210 (#)	Fixed: 73.8% Variable: 26.2%	
Alpa Guido	Director	1.1/19.05.2020	FY 2020	31	16						47		
Bader Luca	Director	1.1/19.05.2020	FY 2020	31	10						41		
Caldesone Marina BrVa	Director	1.1/19.05.2020	FY 2020	31	14						45		
Cantarella Pio	Director	1.1/19.05.2020	FY 2020	31	16						47		
Dassu Maria	Director	1.1/19.05.2020	FY 2020	31	10						41		
Figiero Dario	Director	1.1/31.12.2020	FY 2020	80	39						119		
Landi Fabrizio	Director	1.1/19.05.2020	FY 2020	31	10						41		
Merlo Silvia	Director	1.1/19.05.2020	FY 2020	31	10						41		
Rubin Marina	Director	1.1/31.12.2020	FY 2020	80	33						113		
Turichis Antonino	Director	1.1/19.05.2020	FY 2020	31	14						45		
America Carmine	Director	20.05/31.12.2020	FY 2020	49	21						70		
Barletta Pierfrancesco	Director	20.05/31.12.2020	FY 2020	49	21						70		
Comparto Ebra	Director	20.05/31.12.2020	FY 2020	49	19						68 (1)		
Gianguliano Patricia Michela	Director	20.05/31.12.2020	FY 2020	49	21						70		
Giammetakis Paola	Director	20.05/31.12.2020	FY 2020	49	19						68		
Guidi Federica	Director	20.05/31.12.2020	FY 2020	49	17						66		
Pinnero Maurizio	Director	20.05/31.12.2020	FY 2020	49	23				14 (2)		86		
Resta Ferruccio	Director	20.05/31.12.2020	FY 2020	49	21						70		
Rossi Luca	Chairman Board of St. Aud.	1.1/31.12.2020	FY 2020	80					2 (3)		82		
Fornasiero Sara	Regular Auditor	1.1/31.12.2020	FY 2020	70					34 (4)		104		
Quaglia Leonardo	Regular Auditor	1.1/31.12.2020	FY 2020	70					42 (5)		112		
Perrin Francesco	Regular Auditor	1.1/31.12.2020	FY 2020	70					20 (6)		90		
Savi Daniela	Regular Auditor	1.1/31.12.2020	FY 2020	70					15 (7)		85		
Executive w/ Strategic Responsibilities			FY 2020	3,461		615		260		1,660	5,996 (#)	Fixed: 62.1% Variable: 37.9%	1,121
(I) Remuneration in the Company drawing up the financial statements				6,280	334	921	0	300	4	1,972	9,811		1,121
(II) Remuneration from subsidiaries and affiliates									123		123		
(III) Total				6,280	334	921	0	300	127	1,972	9,834		1,121

(*) The reported amounts refer to the pro rata period of 4 months from the moment of appointment as General Manager, the amounts of the remaining months have been added to the cumulative figure of the Executives with Strategic Responsibilities for the position as Head of a Division (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) The amount relating to the employment was paid to the Ministry of Economy and Finance

(2) 6th. 14 for fees due for the position held in another Company invested in by the Group from 01/01/2020 to 31/12/2020

(3) 6th. 2 for reimbursement of lump-sum expenses

(4) 6th. 34 for fees due for the position held in another Company invested in by the Group from 01/01/2020 to 31/12/2020

(5) 6th. 2 for reimbursement of lump-sum expenses and 6th. 40 for fees due for the position held in another Company invested in by the Group from 01/01/2020 to 31/12/2020

(6) 6th. 20 for fees due for the position held in another Company invested in by the Group from 01/01/2020 to 17/07/2020

(7) 6th. 15 for fees due for the position held in another Company invested in by the Group from 01/01/2020 to 31/12/2020

