

**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 2021	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 REMUNERATION	TERMINATION OR SEVERANCE INDEMNITY
						BONUSES AND OTHER INCENTIVES	PROFIT SHARING						
Carta Luciano	Chairman	1.1/31.12.2021	FY 2021	400 (iv)				14			504		
Profumo Alessandro	Chief Executive Officer	1.1/31.12.2021	FY 2021	920 (iv)									
	Director			80 (i)		660		21		154	1.835	Fixed: 56% Variable: 44%	#
Coffi Lucio Valerio	General Manager	1.1/31.12.2021	FY 2021	651 (v)			479	49		191	1.370	Fixed: 51% Variable: 49%	#
Frigerio Dario	Director	1.1/31.12.2021	FY 2021	80 (i)	52 (1) (ii)						132		
Rubini Marina	Director	1.1/31.12.2021	FY 2021	80 (i)	41 (2) (ii)						121		
America Carmine	Director	1.1/31.12.2021	FY 2021	80 (i)	35 (3) (ii)						115		
Barletta Pierfrancesco	Director	1.1/31.12.2021	FY 2021	80 (i)	47 (4) (ii)						127		
Comparato Elena	Director	1.1/31.12.2021	FY 2021	80 (i)	35 (5) (ii)						115 (11)		
Giangualano Patrizia Michela	Director	1.1/31.12.2021	FY 2021	80 (i)	36 (6) (ii)						116		
Giannetakis Paola	Director	1.1/31.12.2021	FY 2021	80 (i)	41 (7) (ii)						121		
Guidi Federica	Director	1.1/31.12.2021	FY 2021	80 (i)	33 (8) (ii)						113		
Pimmarò Maurizio	Director	1.1/31.12.2021	FY 2021	80 (i)	52 (9) (ii)						132		
Resta Ferruccio	Director	1.1/31.12.2021	FY 2021	80 (i)	36 (10) (ii)						116		
Rossi Luca	Chairman of the Board of Statutory Auditors	1.1/31.12.2021	FY 2021	80 (i)					1 (12) (iii)		81		
De Mauro Anna Rita	Regular Auditor	19.5/31.12.2021	FY 2021	44 (i)							44		
Fornasiero Sara	Regular Auditor	1.1/31.12.2021	FY 2021	70 (i)					55 (13)		125		
Quagliata Leonardo	Regular Auditor	1.1/31.12.2021	FY 2021	70 (i)					40 (14)		110		
Sacrestano Amedeo	Regular Auditor	19.5/31.12.2021	FY 2021	44 (i)							44		
Perrini Francesco	Regular Auditor	1.1/19.5.2021	FY 2021	27 (i)							27		
Savi Daniela	Regular Auditor	1.1/19.5.2021	FY 2021	27 (i)							27		
Executive with Strategic Responsibilities							2.694	250		860	7.099	Fixed: 50% Variable: 50%	#
(I) Remuneration in the Company drawing up the financial statements				6.598	408		3.833	334	1	1.205	12.379		
(II) Remuneration from subsidiaries and affiliates									95		95		
(III) Total				6.598	408		3.833	334	96	1.205	12.474		

Remuneration details: (i) relevant remuneration approved by the shareholders' 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 code; (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 Risks Committee: 33,5k Nomination and Governance Committee: 18,5k

(2) Control and Risks Committee: 24,5k Remuneration Committee: 16,5k

(3) Nomination and Governance Committee: 18,5k Sustainability and Innovation Committee: 16,5k

(4) Control and Risks Committee: 28,5k Nomination and Governance Committee: 18,5k

(5) Remuneration Committee: 16,5k Nomination and Governance Committee: 18,5k

(6) Remuneration Committee: 21,5k Sustainability and Innovation Committee: 14,5k

(7) Nomination and Governance Committee: 26,5k Sustainability and Innovation Committee: 14,5k

(8) Remuneration Committee: 16,5k Nomination and Governance Committee: 16,5k

(9) Control and Risks Committee: 28,5k Nomination and Governance Committee: 23,5k

(10) Remuneration Committee: 14,5k Sustainability and Innovation Committee: 21,5k

(11) The amount relating to the emolument was paid to the Ministry of Economy and Finance.

(12) Cth. 1 for reimbursement of lump-sum expenses.

(13) Cth. 55 for fees due for the position held in other Companies invested by the Group: Cth. 15 from 26/03/2021 to 31/12/2021, Cth. 10 from 01/01/2021 to 31/12/2021 and Cth. 30 from 01/01/2021 to 31/12/2021.

(14) Cth. 40 for fees due for the position held in another Company invested in by the Group.

The reported fees also include those due to persons 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 2021 amount to 11.

In addition, the fees not paid in euros were converted into euros using the average exchange rate for 2021.