

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 2022	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 OF SEVERANCE INDEMNITY		
						BONUSES AND OTHER INCENTIVES	PROFIT SHARING								
Carta Luciano	Chairman	1.1/31.12.2022	FY 2022	400 90	(iv)			14			504				
Profumo Alessandro	Chief Executive Officer	1.1/31.12.2022	FY 2022	920	(iv)		660	21		279	1.960	Fixed: 52% Variable: 48%	#		
Cioffi Lucio Valerio	General Manager	1.1/31.12.2022	FY 2022	80 651	(i)		479	83		410	1.623	Fixed: 42% Variable: 58%	#		
Frigerio Dario	Director	1.1/31.12.2022	FY 2022	80	(i)	54 (1)	(ii)				134				
Rubini Marina	Director	1.1/31.12.2022	FY 2022	80	(i)	41 (2)	(ii)				121				
America Carmine	Director	1.1/31.12.2022	FY 2022	80	(i)	35 (3)	(ii)				115				
Barletta Pierfrancesco	Director	1.1/31.12.2022	FY 2022	80	(i)	49 (4)	(ii)				129				
Comparato Elena	Director	1.1/31.12.2022	FY 2022	80	(i)	33 (5)	(ii)				113 (11)				
Giangualano Patrizia Michela	Director	1.1/31.12.2022	FY 2022	80	(i)	38 (6)	(ii)				118				
Giannetakis Paola	Director	1.1/31.12.2022	FY 2022	80	(i)	45 (7)	(ii)				125				
Guidi Federica	Director	1.1/31.12.2022	FY 2022	80	(i)	31 (8)	(ii)				111				
Pinnarò Maurizio	Director	1.1/31.12.2022	FY 2022	80	(i)	54 (9)	(ii)				134				
Resta Ferruccio	Director	1.1/31.12.2022	FY 2022	80	(i)	38 (10)	(ii)				118				
Rossi Luca	Chairman of the Board of Statutory Auditors	1.1/31.12.2022	FY 2022	80	(i)				2 (12)	(iii)	82				
De Mauro Anna Rita	Regular Auditor	1.1/31.12.2022	FY 2022	70	(i)				20 (13)		90				
Fornasiero Sara	Regular Auditor	1.1/31.12.2022	FY 2022	70	(i)				25 (14)		95				
Quagliata Leonardo	Regular Auditor	1.1/31.12.2022	FY 2022	70	(i)				40 (15)		110				
Sacrestano Amedeo	Regular Auditor	1.1/31.12.2022	FY 2022	70	(i)						70				
Executives with Strategic Responsibilities					FY 2022	3.480	(v)	2.196	428	1.667	7.771	Fixed: 50% Variable: 50%	#		
(I) Remuneration in the Company drawing up the financial statements						6.781		418	3.335	0	546	2	2.356	13.438	0
(II) Remuneration from subsidiaries and affiliates						0		0	0	0	85	0	85	0	
(III) Total						6.781		418	3.335	0	546	87	2.356	13.523	0

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.

(2) the proportion in 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: 35.5k Nomination and Governance Committee: 18.5k

(2) Control and Risks Committee: 28.5k Remuneration Committee: 12.5k

(3) Nomination and Governance Committee: 18.5k Sustainability and Innovation Committee: 16.5k

(4) Control and Risks Committee: 30.5k Nomination and Governance Committee: 18.5k

(5) Remuneration Committee: 16.5k Nomination and Governance Committee: 16.5k

(6) Remuneration Committee: 21.5k Sustainability and Innovation Committee: 16.5k

(7) Nomination and Governance Committee: 28.5k Sustainability and Innovation Committee: 16.5k

(8) Remuneration Committee: 14.5k Nomination and Governance Committee: 16.5k

(9) Control and Risks Committee: 30.5k Nomination and Governance Committee: 23.5k

(10) Remuneration Committee: 16.5k Sustainability and Innovation Committee: 21.5k

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

(12) €th. 2 for reimbursement of lump-sum expenses

(13) €th. 20 for fees due for the position held in other Companies invested in by the Group.

(14) €th. 25 for fees due for the position held in other Companies invested in by the Group.

(15) €th. 40 for fees due for the position held in other Company invested in by the Group.

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 2022 amount to 10.

In addition, the fees not paid in euros were converted into euros using the average exchange rate for 2022.