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

LAST AND FIRST NAME(S)	POSITION HELD IN THE FINANCIAL YEAR 2023	TERM OF OFFICE	EXPIRY OF THE TERM OF OFFICE	FIXED REMUNERATION	REMUNERATION FOR THE PARTICIPATION IN COMMITTEES		NON-EQUITY VARIAE	ELE REMUNERATION	NON-CASH BENEFITS	OTHER FEES	FAIR VALUE OF EQUITY PAYMENTS	TOTAL	PAY-MIX BETWEEN FIXED AND VARIABLE REMUNERATION	TERMINATION OF SEVERANCE INDENNITY
							BONUSES AND OTHER INCENTIVES						REMUNERATION	
arta Luciano	Chairman	from 01/01/2023 to 09/05/2023	FY 2023	153 (iv) 32 (i)					14			199		
ontecorvo Stefano	Chairman	from 09/05/2023 to 31/12/2023	FY 2023	58 (iv) 180 (i))				14			252		
rofumo Alessandro	Director Chief Executive Officer	from 01/01/2023 to 09/05/2023	FY 2023	28 (i) 337 (iv))		233		16		243	857	Fixed: 44% Variable: 56%	
ingolani Roberto	Director Chief Executive Officer and General Manager	from 09/05/2023 to 31/12/2023	FY 2023	52 (i) 508 (v)		+	427		26		63	1.076	Fixed: 54% Variable 46%	
ioffi Lucio Valerio	General Manager	from 01/01/2023 to 09/05/2023	FY 2023	230 (v)			164		37		347	778	Fixed: 34% Variable: 66%	
Mariani Lorenzo	Co-General Manager	from 09/05/2023 to 31/12/2023	FY 2023	458 (v)		\uparrow	356		34		432	1.280	Fixed: 38% Variable: 62%	1
rigerio Dario	Director	from 01/01/2023 to 09/05/2023		28 (i)	22	(1)	1		34		+ +	50		+
- Rubini Marina	Director	from 01/01/2023 to 09/05/2023		28 (i)	20	(2)	1				+ +	48		+
merica Carmine	Director	from 01/01/2023 to 09/05/2023	FY 2023	28 (j)	14	(3)					+ +	42		
arletta Pierfrancesco	Director	from 01/01/2023 to 09/05/2023	FY 2023	28 (i)	20	(4)					+ +	48		
omparato Elena	Director	from 01/01/2023 to 09/05/2023	FY 2023	28 (i)	12	(5)					+ +	40		1
iangualano Patrizia Michela	Director	from 01/01/2023 to 09/05/2023	FY 2023	28 (i)	16	(6)					+ +	44		1
iannetakis Paola	Director	from 01/01/2023 to 09/05/2023	FY 2023	28 (i)	18	(7)						46		
uidi Federica	Director	from 01/01/2023 to 09/05/2023	FY 2023	28 (i)	14	(8)						42		
innarò Maurizio	Director	from 01/01/2023 to 09/05/2023	FY 2023	28 _(i)	22	(9)						50		
esta Ferruccio	Director	from 01/01/2023 to 09/05/2023	FY 2023	28 (i)	15	(10)						43		
Itieri Trifone	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 (i)	25	(11)						77		
hislanzoni Giancarlo	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 _(i)	21	(12)						73		
iorgetti Enrica	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 _(i)	28	(13)						80		
evy Dominique	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 _(i)	27	(14)						79		
Macrì Francesco	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 _(i)	25	(15)						77		
Manara Cristina	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 _(i)	28	(16)						80		
ala Marcello	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 _(i)	23	(17)						75		
tefini Silvia	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 (i)	30	(18)						82		
'asco Elena	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 (i)	28	(19)						80		1
Vood Steven Duncan	Director	from 09/05/2023 to 31/12/2023	FY 2023	52 (i)	21	(20)						73		1
lossi Luca	Chairman of the Board of Statutory Auditors	1.1/31.12.2023	FY 2023	80 (i)							1 1	80		
e Mauro Anna Rita	Regular Auditor	1.1/31.12.2023	FY 2023	70 (i)								70		
ornasiero Sara	Regular Auditor	1.1/31.12.2023	FY 2023	70 (i)						1		71		
uagliata Leonardo	Regular Auditor	1.1/31.12.2023	FY 2023	70 _(i)						0,1		70		
acrestano Amedeo	Regular Auditor	1.1/31.12.2023	FY 2023	70 _(i)						0,3		70		
									1					
Executives with Strategic Responsibilites			esercizio 2023	3.613 (v)			2.225		434		2.956	9.228	Fixed: 44% Varible: 56%	
(I) Remuneration in the Company drawing up the financial statements				6.809	429	Τ	3.405	0	575	1	4.041	15.260	0	
II) Remuneration from subsidi	Remuneration from subsidiaries and affilliates			0	0		0	0	0		0	0	0	
III) Total				6.809	429		3.405	0	575	1	4.041	15.260	0	

Remuneration details: (i) relevan remuneration approved by the shareholder's meeting; (ii) committee participation fees; (iii) reimbursment 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.

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(#) 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

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(1) Control and Risk Committee: 15k Nomination and Goveranance Committee: 7k

(2) Control and Risk Committee: 13k Remuneration Committee: 7k

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(3) Nomination and Goveranance Committee: 7k Sustainability and Innovation Committee: 7k

(4) Control and Risk Committee: 13k Nomination and Goveranance Committee 7k

(5) Remuneration Committee: 5k Nomination and Goveranance 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 Goveranance Committee: 7k

(9) Control and Risk Committee: 13k Nomination and Goveranance 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 Goveranance Committee: 14k

(14) Control and Risk Committee: 13,5k Nomination and Goveranance Committeee: 13,5k

(15) Nomination and Goveranance 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 Goveranance Committee: 14k

(19) Remuneration Committee: 12k Nomination and Goveranance 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 osition of Executive with Strategic Responsibilities, in the course of 2023 amount to 13