

Compensation paid to members of the Board of Directors and the Board of Statutory Auditors, General Managers and other Executives with strategic responsibilities – members in office

(in euro)

Last name First name	Position in CIR S.p.A.	Period in which the position was held 2020	End of mandate	Company that prepares the financial statements and subsidiaries and associates	Fixed fee or salary	Fees for sitting on committees	Variable compensation (non-equity)		Non-monetary benefits	Other pay	Total	Fair value of equity remuneration (2)	End of mandate or leaving indemnity	Notes
							Bonuses and other incentives	Profit sharing						
DE BENEDETTI RODOLFO	Chairman	1.1-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	1,707,443				23,796		1,731,239			1a, 1b, 3, 4
				Subsidiaries	27,847					27,847			7	
				Total	1,735,290			23,796		1,759,086				
MONDARDINI MONICA	CEO and General Manager	3.2-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	1,275,747		400,000				1,675,747	1,087,529		1a, 1b, 1c, 1d,
				Subsidiaries	139,236					139,236			5	
				Total	1,414,983		400,000			1,814,983	1,087,529			
BERTHERAT PHILIPPE	Director	8.6-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	13,973	8,986					22,959			1a, 1f
BOTTICINI MARISTELLA	Director	8.6-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	13,973	11,986					25,959			1a, 1e
DE BENEDETTI EDOARDO	Director	1.1-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	18,344						18,344			1a
DEBENEDETTI FRANCO	Director	8.6-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	13,973						13,973			1a
DE BENEDETTI MARCO	Director	1.1-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	18,344						18,344			1a
				Subsidiaries	70,625					70,625			6	
				Total	88,969					88,969				
DUBINI PAOLA	Director	1.1-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	15,659	20,015					35,675			1a, 1e
GIANNINI SILVIA	Director	8.6-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	13,973	19,630					33,603			1a, 1e, 1f

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							Bonuses and other incentives	Profit sharing						
MAROCCO PIA	Director	1.1-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	15,659	13,830					29,489			1a, 1e
PASINELLI FRANCESCA	Director	8.6-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	13,973	19,630					33,603			1a, 1e, 1f
PORCARI MARIA SERENA	Director	1.1-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	15,659	22,473					38,133			1a, 1e, 1f
MANTEGAZZA FRANCESCO	Chairman of Board of Statutory Auditors	8.6-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	42,329						42,329			
GNUDI MARIA- MADDALENA	Statutory Auditor	8.6-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	28,219						28,219			
REBECCHINI GAETANO	Statutory Auditor	8.6-31.12	Appr. Fin. Stat. 2022	CIR S.p.A.	28,219						28,219			
GIANOGLIO GIUSEPPE	Executive with strategic responsibilities			CIR S.p.A.	197,721				3,282	5,000	206,003	131,913		1c, 8, 9
				Subsidiaries					7,808	7,808				
				Total	197,721				3,282	12,808	213,811	131,913		

Notes

- (1) Fixed fees or salaries and Fees for sitting on committees in the company that prepares the financial statements and in the incorporated company (CIR S.p.A. pre-merger):
 - a) Fees *pro-rata temporis* for the position of director of € 20,000 approved by the AGM
 - b) Special positions as per Art. 2389, paragraph 3 approved by the Board of Directors in favour of Rodolfo De Benedetti and Monica Mondardini
 - c) Employee salary
 - d) Bonus as variable part of compensation linked to reaching objectives in terms of result
 - e) Fees *pro-rata temporis* for being on the Control and Risk Committee
 - f) Fees *pro-rata temporis* for being on the Appointments and Compensation Committee
- (2) Fair value of equity remuneration: this is the notional cost for the Company recognized to the income statement in personnel costs, with offset in special equity reserve; IAS carrying values not yet received by the director and for the moment just potential.
- (3) Remuneration in non-monetary benefits in favour of the Chairman: insurance policies covering accident and illness plus life insurance.
- (4) Fixed fees *pro-rata temporis* for the positions of: Director of GEDI S.p.A. (€ 7,847), mandate ended on April 23 2020, and Sogefi S.p.A. (€ 20,000).
- (5) Fixed fees *pro-rata temporis* for the positions of: Director (€ 7,847) and Deputy Chairman (€ 31,389) of GEDI S.p.A., mandate ended on April 23 2020, and Chairman of Sogefi S.p.A. (€ 100,000).
Not included are the amounts for the position of Director of Sogefi S.p.A. (€ 20,000) and KOS S.p.A. (€ 10,000) as these were paid to CIR S.p.A.
- (6) Fixed fees *pro-rata temporis* for the positions of: Director (€ 7,847) and Chairman (€ 62,778) of GEDI S.p.A., mandate ended on April 23 2020.
- (7) To the compensation of the Chairman stated in the chart a gross annual amount of € 165,000 should be added. This is paid by the company in the form of an insurance premium and constitutes an end of mandate indemnity.
- (8) Non-monetary benefits: value of company car for mixed use.
- (9) Other benefits: company welfare programme; fee for being member of the Supervisory Body of the GEDI Group, mandate ended on April 23 2020.

Fees paid to the members of the Board of Directors and Board of Statutory Auditors, General Managers and other Executives with strategic responsibilities – members no longer in office

(in euro)

Last name First name	Position in CIR S.p.A.	Period in which the position was held 2020	End of mandate	Company that prepares the financial statements and subsidiaries and associates	Fixed fees	Fees for sitting on committees	Variable compensation (non-equity)		Non-monetary benefits	Other pay	Total	Fair value of equity remuneration (2)	End of mandate or leaving indemnity	Notes	
							Bonuses and other incentives	Profit sharing							
CREMONA MASSIMO	Director	1.1-8.06	8.6.2020	CIR S.p.A.	4,372	9,372					13,744			1a, 1e, 1f	
FERRERO PIERLUIGI	Director	1.1-3.02	3.2.2020	CIR S.p.A.	929						929			1.a	
GUASTI FRANCESCO	Director	1.1-8.6	8.6.2020	CIR S.p.A.	4,372	9,372					13,744			1a, 1e, 1f	
ZINGALES RICCARDO	Chairman of Board of Statutory Auditors	1.1-8.06	8.6.2020	CIR S.p.A.	21,262						21,262				
				Subsidiaries	48,194							48,194			
				Total	69,456							69,456			
BRACCO TIZIANO	Statutory Auditor	1.1-8.06	8.6.2020	CIR S.p.A.	8,743						8,743				
DELLATORRE ANTONELLA	Statutory Auditor	1.1-8.06	8.6.2020	CIR S.p.A.	8,743						8,743				
				Subsidiaries	10,000							10,000			
				Total	18,743							18,743			

Notes

(1) Fixed fees and Fees for sitting on Committees:

- a) Fees *pro-rata temporis* for the position of Director approved by the AGM
- b) Special positions as per Art. 2389 paragraph 3 approved by the Board of Directors
- c) Employee salary
- d) Bonus part of variable compensation linked to reaching objectives in terms of result to be determined
- e) Fees *pro-rata temporis* for being on the Control and Risk Committee
- f) Fees *pro-rata temporis* for being on the Appointments and Compensation Committee