

Table 1a: Compensation paid to (or accrued by) members of the management and control bodies, general managers and other executives with strategic responsibilities in office (also) after 28 April 2023, the date of the Shareholders' Meeting that renewed the management and control bodies

Last name and first name	Position in CIR S.p.A.	Period in which the position was held 2023	Expiry of the position	Reporting company, subsidiaries & associates	Fixed Fees (€)	Fees for committees (€)	Variable remuneration (non-equity)		Non-monetary benefits (€)	Other remuneration (€)	Total	Fair value of equity remuneration (€) (13)	End of mandate or leaving indemnity (€)
							Bonuses & other incentives (€)	Profit sharing (€)					
DE BENEDETTI RODOLFO (1)	Chairman	1.1-31.12	Approval financial statements 2025	CIR S.p.A. Sogefi S.p.A. Total	1,680,000 20,000 1,700,000				41,945 41,945	165,000 165,000	1,886,945 20,000 1,906,945		
MONDARDINI MONICA (2)	Chief Executive Officer General Manager	1.1-31.12	Approval financial statements 2025	CIR S.p.A. SOGEFI S.p.A.	1,120,634 300,000		532,000				1,652,634 300,000	1,037,420	
				Total	1,420,634	532,000		1,952,634	1,037,420				
BERTHERAT PHILIPPE (3) (4)	Director	1.1-31.12	Approval financial statements 2025	CIR S.p.A.	20,000	15,384					35,384		
DE BENEDETTI EDOARDO (3)	Director	1.1-31.12	Approval financial statements 2025	CIR S.p.A.	20,000						20,000		
DE BENEDETTI MARCO (3)	Director	1.1-31.12	Approval financial statements 2025	CIR S.p.A.	20,000						20,000		
NIZZI TOMMASO (3) (5)	Director	28.04-31.12	Approval financial statements 2025	CIR S.p.A.	13,534	13,534					27,068		
OLIVERI ELISABETTA (3) (6)	Director	28.04-31.12	Approval financial statements 2025	CIR S.p.A.	13,534	10,151					23,685		
PASINELLI FRANCESCA (3) (7)	Director	1.1-31.12	Approval financial statements 2025	CIR S.p.A.	20,000	28,000					48,000		
PORCARI MARIA SERENA (3) (8)	Director	1.1-31.12	Approval financial statements 2025	CIR S.p.A.	20,000	32,767					52,767		
BARBARA GIOVANNI	Chairman Board of Statutory Auditors	28.04-31.12	Approval financial statements 2025	CIR S.p.A. SOGEFI S.p.A. Total	37,219 26,500 63,719						37,219 26,500 63,719		
MANTEGAZZA FRANCESCO	Chairman BSA Standing Auditor	1.1-28.04	Approval financial statements 2025	CIR S.p.A. Total	24,247 23,685 47,932						24,247 23,685 47,932		
		28.04-31.12											
GNUDI MARIA-MADDALENA	Standing Auditor	1.1-31.12	Approval financial statements 2025	CIR S.p.A.	39,849						39,849		
CAVIGIOLI MICHELE (9)	Executive with Strategic Responsibilities	1.1-31.12		CIR S.p.A.	251,046		57,500		2,766	6,048	317,360	183,270	

NOTES

- Rodolfo De Benedetti- Chairman - The fixed fees received from the reporting company break down as follows: €20,000 as fee approved by the Shareholders' Meeting for the position of Director and €1,660,000 as fee for the position of Chairman, pursuant to Article 2389(3) of the Civil Code; for non-monetary benefits and other remuneration, see Section II, point 1.3.
- Monica Mondardini - Chief Executive Officer and General Manager - the fixed fees received from the reporting company break down as follows: a gross annual salary as General Manager of the Company equal to €700,634; €20,000 as fee approved by the Shareholders' Meeting for the position of Director and €400,000 as fee for the position of Chief Executive Officer, pursuant to Article 2389(3) of the Civil Code; the incentive corresponds to the annual variable emolument estimated for 2023 and paid by virtue of the position of Chief Executive Officer; for further information, see Section II, point 1.4.
- For all Directors, except for the Chairman and the Chief Executive Officer, the fixed fees correspond to the annual gross fee approved by the Shareholders' Meeting (on 8 June 2020 for compensation paid until 28 April 2023 and on 28 April 2023 for compensation paid thereafter) equal to €20,000, *pro rata temporis*.
- Bertherat Philippe: Chairman of the Related Party Transactions Committee and member of the Appointments and Remuneration Committee.
- Tommaso Nizzi: member of the Control, Risk and Sustainability Committee and of the Related Party Transactions Committee
- Oliveri Elisabetta: member of the Control, Risk and Sustainability Committee
- Pasinelli Francesca: Chairman of the Appointments and Remuneration Committee and member of the Related Party Transactions Committee
- Porcari Francesca: Chairman of the Control, Risk and Sustainability Committee and member of the Appointments and Remuneration Committee
- Michele Cavigioli - Executive with Strategic Responsibilities - The fixed fees received from the reporting company refer to the gross annual salary as Executive of the Company; the incentive corresponds to the annual variable emolument estimated for 2023 and paid by virtue of the position of Executive with Strategic Responsibilities; for non-monetary benefits and other remuneration, see Section II, point 1.6.
- Fair value of equity remuneration: this is the notional cost for the Company recognised to the income statement under personnel costs, with balancing entry in an appropriate equity reserve; IAS carrying values not recognised and for the moment just potential.