

Table 1b: Compensation paid to (or accrued by) members of the management and control bodies in office only until 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 membership of 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 (€)					
BOTTICINI MARISTELLA (3) (10)	Director	1.1-28.04	Approval financial statements 2022	CIR S.p.A.	6,466	7,233					13,699		
DEBENEDETTI FRANCO (3)	Director	1.1-28.04	Approval financial statements 2022	CIR S.p.A.	6,466						6,466		
DUBINI PAOLA (3) (11)	Director	1.1-28.04	Approval financial statements 2022	CIR S.p.A.	6,466	9,233					15,699		
GIANNINI SILVIA (3) (12)	Director	1.1-28.04	Approval financial statements 2022	CIR S.p.A.	6,466	14,466					20,932		
REBECCHINI GAETANO	Standing Auditor	1.1-28.04	Approval financial statements 2022	CIR S.p.A.	16,164						16,164		

NOTES

- (3) 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*.
- (4) Botticini Maristella: member of the Control, Risk and Sustainability Committee and of the Related Party Transactions Committee
- (5) Dubini Paola: member of the Control, Risk and Sustainability Committee
- (6) Giannini Silvia: Chairman of the Control, Risk and Sustainability Committee, member of the Appointments and Remuneration Committee and Chairman of the Related Party Transactions Committee
- (13) 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.