

TABLE 1: Compensation paid to members of the administrative and auditing bodies, to general managers and to other executives with strategic responsibilities.

Amounts in Euro

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)		
					Fixed compensation						Compensation for committee participation	Bonuses and other incentives						Profit sharing	Non-monetary benefits
Name and surname	Office	Period for which office was held		Office expiry	Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary	Total									
Cesare Bioni	Chair of the Board	01/01/2021	15/04/2021		21,575	9,000		222,945		253,521							253,521		
	Participation Off Site Meeting and other Committees as guest					3,200				3,200							3,200		
	(I) Compensation in the company preparing the financial statements					21,575	12,200		222,945		256,721							256,721	
	(II) Compensation from subsidiaries and associates																		
	(III) Total					21,575	12,200		222,945		256,721							256,721	
Pier Carlo Padoan	Member of the Board	01/01/2021	14/04/2021		21,370	9,000				30,370				12,261			42,631		
	Chair of the Board	15/04/2021	31/12/2021	approv. AR 2023	64,356	12,000		564,189		640,545							640,545		
	Member of Corp. Governance and Nomination Committee	01/01/2021	14/04/2021		9,973	8,800				18,773							18,773		
	Participation Off Site Meeting and other Committees as guest					6,400				6,400							6,400		
	(I) Compensation in the company preparing the financial statements					95,699	36,200		564,189		696,088				12,261			708,349	
	(II) Compensation from subsidiaries and associates																		
(III) Total					95,699	36,200		564,189		696,088				12,261			708,349		
Lamberto Andreotti	Deputy Vice Chairman of the Board	01/01/2021	31/12/2021	approv. AR 2023	85,726	21,000				106,726							106,726		
	Chair of Remuneration Committee	01/01/2021	14/04/2021		9,973	4,800		2,849		17,622							17,622		
	Chair of Corp. Governance and Nomination Committee	15/04/2021	31/12/2021	approv. AR 2023	25,027	6,400		7,151		38,578							38,578		
	Participation Off Site Meeting and other Committees as guest					5,600				5,600							5,600		
	(I) Compensation in the company preparing the financial statements					120,726	37,800		10,000		168,526							168,526	
(II) Compensation from subsidiaries and associates																			
(III) Total					120,726	37,800		10,000		168,526							168,526		
Jean Pierre Mustier	Chief Executive Officer	01/01/2021	10/02/2021		8,425	4,000		45,156	82,000	139,581				3,016			142,597		
	Participation Off Site Meeting and other Committees as guest					1,600				1,600							1,600		
	(I) Compensation in the company preparing the financial statements					8,425	5,600		45,156	82,000	141,181				3,016			144,197	
	(II) Compensation from subsidiaries and associates																		
	(III) Total					8,425	5,600		45,156	82,000	141,181				3,016			144,197	

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation					Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	Severance indemnity for end of office or termination of employment
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Bonuses and other incentives					
Andrea Orcel	Chief Executive Officer	15/04/2021	31/12/2021	approv. AR 2023	64,356	12,000		293,178	1,428,205	1,797,739			38,464	50,624	1,886,827	4,811,216	
	Participation Off Site Meeting and other Committees as guest					2,400				2,400					2,400		
	(I) Compensation in the company preparing the financial statements				64,356	14,400		293,178	1,428,205	1,800,139			38,464	50,624	1,889,227	4,811,216	
	(II) Compensation from subsidiaries and associates																
(III) Total				64,356	14,400		293,178	1,428,205	1,800,139			38,464	50,624	1,889,227	4,811,216		
Mohamed Hamad Al Mehairi	Member of the Board	01/01/2021	15/04/2021		21,575	7,000				28,575					28,575		
	Participation Off Site Meeting and other Committees as guest					800				800					800		
	(I) Compensation in the company preparing the financial statements				21,575	7,800				29,375					29,375		
	(II) Compensation from subsidiaries and associates																
(III) Total				21,575	7,800				29,375						29,375		
Sergio Balbinot	Member of the Board	01/01/2021	15/04/2021		21,575	8,000				29,575					29,575		
	Participation Off Site Meeting and other Committees as guest					4,000				4,000					4,000		
	(I) Compensation in the company preparing the financial statements				21,575	12,000				33,575					33,575		
	(II) Compensation from subsidiaries and associates																
(III) Total				21,575	12,000				33,575						33,575		
Vincenzo Cariello	Member of the Board	01/01/2021	31/12/2021	approv. AR 2023	85,726	20,000				105,726			10,735		116,461		
	Member of Related Parties Committee	01/01/2021	31/12/2021	approv. AR 2023	35,000	11,200				46,200					46,200		
	Participation Off Site Meeting and other Committees as guest					1,600				1,600					1,600		
	(I) Compensation in the company preparing the financial statements				120,726	32,800				153,526			10,735		164,261		
	(II) Compensation from subsidiaries and associates																
(III) Total				120,726	32,800				153,526			10,735		164,261			

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)	
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation					Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	Severance indemnity for end of office or termination of employment	
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Bonuses and other incentives						Profit sharing
Elena Carletti	Member of the Board	01/01/2021	31/12/2021	approv. AR 2023	85,726	21,000				106,726					106,726			
	Member of Remuneration Committee	01/01/2021	14/04/2021		9,973	4,800				14,773					14,773			
	Member of Internal Control and Risks Committee	01/01/2021	14/04/2021		14,247	6,000				20,247					20,247			
	Chair of Internal Control and Risks Committee	15/04/2021	31/12/2021	approv. AR 2023	35,753	14,000		71,507		121,260					121,260			
	Member of Related Parties Committee	15/04/2021	31/12/2021	approv. AR 2023	25,027	7,200				32,227					32,227			
	Participation Off Site Meeting and other Committees as quest					3,200				3,200					3,200			
	(I) Compensation in the company preparing the financial statements					170,726	56,200		71,507		298,433					298,433		
	(II) Compensation from subsidiaries and associates																	
(III) Total					170,726	56,200		71,507		298,433					298,433			
Diego De Giorgi	Member of the Board	01/01/2021	15/04/2021		21,575	9,000				30,575					30,575			
	Member of Remuneration Committee	01/01/2021	15/04/2021		10,068	3,200				13,268					13,268			
	Participation Off Site Meeting and other Committees as quest					4,000				4,000					4,000			
	(I) Compensation in the company preparing the financial statements					31,644	16,200				47,844					47,844		
	(II) Compensation from subsidiaries and associates																	
(III) Total					31,644	16,200				47,844					47,844			
Jayne-Anne Gadhia	Member of the Board	15/04/2021	31/12/2021	approv. AR 2023	64,356	12,000				76,356					76,356			
	Chair of Remuneration Committee	15/04/2021	31/12/2021	approv. AR 2023	25,027	6,400		7,151		38,578					38,578			
	Member of Corp. Governance and Nomination Committee	15/04/2021	31/12/2021	approv. AR 2023	25,027	6,400				31,427					31,427			
	Participation Off Site Meeting and other Committees as quest					2,400				2,400					2,400			
	(I) Compensation in the company preparing the financial statements					114,411	27,200		7,151		148,762					148,762		
	(II) Compensation from subsidiaries and associates																	
(III) Total					114,411	27,200		7,151		148,762					148,762			

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation					Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	Severance indemnity for end of office or termination of employment
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Bonuses and other incentives					
Jeffrey Alan Hedberg	Member of the Board	15/04/2021	31/12/2021	approv. AR 2023	64,356	12,000				76,356					76,356		
	Member of ESG Committee	15/04/2021	31/12/2021	approv. AR 2023	25,027	4,800				29,827					29,827		
	Participation Off Site Meeting and other Committees as guest					2,400				2,400					2,400		
	(I) Compensation in the company preparing the financial statements				89,384	19,200				108,584					108,584		
	(II) Compensation from subsidiaries and associates																
(III) Total				89,384	19,200				108,584					108,584			
Beatriz Lara Bartolomé	Member of the Board	01/01/2021	31/12/2021	approv. AR 2023	85,726	20,000				105,726					105,726		
	Member of ESG Committee	15/04/2021	31/12/2021	approv. AR 2023	25,027	4,800				29,827					29,827		
	Participation Off Site Meeting and other Committees as guest					3,200				3,200					3,200		
	(I) Compensation in the company preparing the financial statements				110,753	28,000				138,753					138,753		
	(II) Compensation from subsidiaries and associates																
(III) Total				110,753	28,000				138,753					138,753			
Stefano Micossi	Member of the Board	01/01/2021	15/04/2021		21,575	9,000				30,575					30,575		
	Chair of Corp. Governance and Nomination Committee	01/01/2021	15/04/2021		10,068	8,000		2,877		20,945					20,945		
	Member of Related Parties Committee	01/01/2021	15/04/2021		10,068	3,200				13,268					13,268		
	Participation Off Site Meeting and other Committees as guest					800				800					800		
	(I) Compensation in the company preparing the financial statements				41,712	21,000		2,877		65,589					65,589		
(II) Compensation from subsidiaries and associates																	
(III) Total				41,712	21,000		2,877		65,589					65,589			

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation					Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	Severance indemnity for end of office or termination of employment
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Bonuses and other incentives					
Luca Molinari	Member of the Board	15/04/2021	31/12/2021	approv. AR 2023	64,356	12,000				76,356					76,356		
	Member of Remuneration Committee	15/04/2021	31/12/2021	approv. AR 2023	25,027	6,400				31,427					31,427		
	Participation Off Site Meeting and other Committees as guest					2,400				2,400					2,400		
	(I) Compensation in the company preparing the financial statements				89,384	20,800				110,184					110,184		
	(II) Compensation from subsidiaries and associates																
(III) Total				89,384	20,800				110,184					110,184			
Maria Pierdicchi	Member of the Board	01/01/2021	31/12/2021	approv. AR 2023	85,726	21,000				106,726					106,726		
	Chair of Related Parties Committee	01/01/2021	31/12/2021	approv. AR 2023	35,000	11,200		10,000		56,200					56,200		
	Member of Internal Control and Risks Committee	01/01/2021	31/12/2021	approv. AR 2023	50,000	20,000				70,000					70,000		
	Participation Off Site Meeting and other Committees as guest					3,200				3,200					3,200		
	(I) Compensation in the company preparing the financial statements				170,726	55,400		10,000		236,126					236,126		
(II) Compensation from subsidiaries and associates																	
(III) Total				170,726	55,400		10,000		236,126					236,126			
Francesca Tondi	Member of the Board	01/01/2021	31/12/2021	approv. AR 2023	85,726	21,000				106,726					106,726		
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2021	14/04/2021		9,973	8,800				18,773					18,773		
	Member of Internal Control and Risks Committee	01/01/2021	31/12/2021	approv. AR 2023	50,000	20,000				70,000					70,000		
	Chair of ESG Committee	15/04/2021	31/12/2021	approv. AR 2023	25,027	4,800		7,151		36,978					36,978		
	Participation Off Site Meeting and other Committees as guest					6,400				6,400					6,400		
	(I) Compensation in the company preparing the financial statements				170,726	61,000		7,151		238,877					238,877		
(II) Compensation from subsidiaries and associates																	
(III) Total				170,726	61,000		7,151		238,877					238,877			

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation					Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	Severance indemnity for end of office or termination of employment
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Bonuses and other incentives					
Renate Wagner	Member of the Board	15/04/2021	31/12/2021	approv. AR 2023	64,356	12,000				76,356					76,356		
	Member of Remuneration Committee	15/04/2021	31/12/2021	approv. AR 2023	25,027	6,400				31,427					31,427		
	Participation Off Site Meeting and other Committees as guest					2,400				2,400					2,400		
	(I) Compensation in the company preparing the financial statements				89,384	20,800				110,184					110,184		
	(II) Compensation from subsidiaries and associates																
	(III) Total				89,384	20,800				110,184					110,184		
Alexander Wolfgring	Member of the Board	01/01/2021	31/12/2021	approv. AR 2023	85,726	21,000				106,726			10,735		117,461		
	Chair of Internal Control and Risks Committee	01/01/2021	14/04/2021		14,247	6,000		28,493		48,740					48,740		
	Member of Internal Control and Risks Committee	15/04/2021	31/12/2021	approv. AR 2023	35,753	14,000				49,753					49,753		
	Member of Membro del Corp. Governance and Nomination Committee	01/01/2021	31/12/2021	approv. AR 2023	35,000	15,200				50,200					50,200		
	Participation Off Site Meeting and other Committees as guest					3,200				3,200					3,200		
	(I) Compensation in the company preparing the financial statements				170,726	59,400		28,493		258,619			10,735		269,355		
(II) Compensation from subsidiaries and associates																	
(III) Total				170,726	59,400		28,493		258,619			10,735		269,355			
TOTAL BOARD OF DIRECTORS	(I) Compensation in the company preparing the financial statements				1,724,233	544,000		1,262,647	1,510,205	5,041,085			75,212	50,624	5,166,920	4,811,216	
	(II) Compensation from subsidiaries and associates																
	(III) Total				1,724,233	544,000		1,262,647	1,510,205	5,041,085			75,212	50,624	5,166,920	4,811,216	