

Consob Issuers Regulation nr. 11971 - Annex 3A / Schedule 7-bis

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	Compensation for committee participation	Bonuses and other incentives	Profit sharing	Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	Severance indemnity for end of office or termination of employment	
Pietro Carlo Padoan	Chair of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	20,200		789,000		899,200				21,108		920,308			
	Participation Off Site Meeting and other Committees as guest			approv. bil. 2023		1,200				1,200						1,200			
	(I) Compensation in the company preparing the financial statements					90,000	21,400		789,000		900,400				21,108		921,508		
	(II) Compensation from subsidiaries and associates																		
	(III) Total					90,000	21,400		789,000		900,400				21,108		921,508		
Lamberto Andreotti	Deputy Vice Chair of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	17,600				107,600				16,802		124,402			
	Chair of Corp. Governance and Nomination Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	7,600		10,000		52,600						52,600			
	Participation Off Site Meeting and other Committees as guest					1,200				1,200						1,200			
	(I) Compensation in the company preparing the financial statements					125,000	26,400		10,000		161,400				16,802		178,202		
	(III) Total					125,000	26,400		10,000		161,400				16,802		178,202		
Andrea Orcel	Chief Executive Officer	01/01/2022	31/12/2022	approv. bil. 2023	90,000	20,800		410,000	2,000,000	2,520,800		1,000,000		1,440	18,806	3,541,046	1,178,003		
	Participation Off Site Meeting and other Committees as guest																		
	(I) Compensation in the company preparing the financial statements					90,000	20,800		410,000	2,000,000	2,520,800		1,000,000		1,440	18,806	3,541,046	1,178,003	
	(III) Total					90,000	20,800		410,000	2,000,000	2,520,800		1,000,000		1,440	18,806	3,541,046	1,178,003	
Vincenzo Cariello	Member of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	20,200				110,200				10,473		120,673			
	Member of Related Parties Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	11,200				46,200						46,200			
	Participation Off Site Meeting and other Committees as guest					1,200				1,200						1,200			
	(I) Compensation in the company preparing the financial statements					125,000	32,600				157,600				10,473		168,073		
	(III) Total					125,000	32,600				157,600				10,473		168,073		

(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	01/01/2022	31/12/2022	approv. bil. 2023	90,000	20,800				110,800					110,800			
	Chair of Internal Controls and Risks Committee	01/01/2022	31/12/2022	approv. bil. 2023	50,000	24,000		100,000		174,000					174,000			
	Member of Related Parties Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	11,200				46,200					46,200			
	Participation Off Site Meeting and other Committees as guest					1,200				1,200					1,200			
	(I) Compensation in the company preparing the financial statements					175,000	57,200		100,000		332,200				332,200			
	(II) Compensation from subsidiaries and associates																	
(III) Total					175,000	57,200		100,000		332,200					332,200			
Jayne-Anne Gadhia	Member of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	19,600				109,600					109,600			
	Chair of Remuneration Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	10,800		10,000		55,800					55,800			
	Member of Corporate Governance and Nomination Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	6,800				41,800					41,800			
	Participation Off Site Meeting and other Committees as guest					1,200				1,200					1,200			
	(I) Compensation in the company preparing the financial statements					160,000	38,400		10,000		208,400				208,400			
	(II) Compensation from subsidiaries and associates																	
(III) Total					160,000	38,400		10,000		208,400					208,400			
Jeffrey Alan Hedberg	Member of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	18,200				108,200					108,200			
	Member of ESG Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	6,800				41,800					41,800			
	Participation Off Site Meeting and other Committees as guest					1,200				1,200					1,200			
	(I) Compensation in the company preparing the financial statements					125,000	26,200				151,200				151,200			
	(II) Compensation from subsidiaries and associates																	
	(III) Total					125,000	26,200				151,200					151,200		
Beatriz Lara Bartolomé	Member of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	20,200				110,200					110,200			
	Member of ESG Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	6,800				41,800					41,800			
	Participation Off Site Meeting and other Committees as guest					1,200				1,200					1,200			
	(I) Compensation in the company preparing the financial statements					125,000	28,200				153,200				153,200			
	(II) Compensation from subsidiaries and associates																	
	(III) Total					125,000	28,200				153,200					153,200		

(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	01/01/2022	31/12/2022	approv. bil. 2023	90,000	19,600				109,600					109,600		
	Member of Remuneration Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	10,400				45,400					45,400		
	Participation Off Site Meeting and other Committees as guest					1,200				1,200					1,200		
	(I) Compensation in the company preparing the financial statements					125,000	31,200				156,200				156,200		
	(II) Compensation from subsidiaries and associates																
(III) Total					125,000	31,200				156,200					156,200		
Maria Pierdicchi	Member of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	19,600				109,600					109,600		
	Chair of Related Parties Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	10,400	10,000			55,400					55,400		
	Member of Internal Controls and Risks Committee	01/01/2022	31/12/2022	approv. bil. 2023	50,000	19,400				69,400					69,400		
	Participation Off Site Meeting and other Committees as guest					400				400					400		
	(I) Compensation in the company preparing the financial statements					175,000	49,800	10,000			234,800				234,800		
(II) Compensation from subsidiaries and associates																	
(III) Total					175,000	49,800	10,000			234,800					234,800		
Francesca Tondi	Member of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	20,400				110,400					110,400		
	Member of Internal Controls and Risks Committee	01/01/2022	31/12/2022	approv. bil. 2023	50,000	19,400				69,400					69,400		
	Chair of ESG Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	7,200	10,000			52,200					52,200		
	Participation Off Site Meeting and other Committees as guest					1,200				1,200					1,200		
	(I) Compensation in the company preparing the financial statements					175,000	48,200	10,000			233,200				233,200		
(II) Compensation from subsidiaries and associates																	
(III) Total					175,000	48,200	10,000			233,200					233,200		
Renate Wagner	Member of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	15,200				105,200					105,200		
	Member of Remuneration Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	10,000				45,000					45,000		
	Participation Off Site Meeting and other Committees as guest					800				800					800		
	(I) Compensation in the company preparing the financial statements					125,000	26,000				151,000				151,000		
	(II) Compensation from subsidiaries and associates																
(III) Total					125,000	26,000				151,000					151,000		

(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					
Alexander Wolfring	Member of the Board	01/01/2022	31/12/2022	approv. bil. 2023	90,000	19,600				109,600				10,473		120,073	
	Member of Internal Controls and Risks Committee	01/01/2022	31/12/2022	approv. bil. 2023	50,000	17,600				67,600						67,600	
	Member of Corp. Governance and Nomination Committee	01/01/2022	31/12/2022	approv. bil. 2023	35,000	7,200				42,200						42,200	
	Participation Off Site Meeting and other Committees as guest					1,200				1,200						1,200	
	(I) Compensation in the company preparing the financial statements					175,000	45,600				220,600			10,473		231,073	
	(II) Compensation from subsidiaries and associates																
(III) Total					175,000	45,600				220,600			10,473		231,073		
TOTAL BOARD OF DIRECTORS	(I) Compensation in the company preparing the financial statements				1,790,000	452,000		1,339,000	2,000,000	5,581,000		1,000,000		60,297	18,806	6,660,103	1,178,003
	(II) Compensation from subsidiaries and associates																
	(III) Total				1,790,000	452,000		1,339,000	2,000,000	5,581,000		1,000,000		60,297	18,806	6,660,103	1,178,003