

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.

(A) Name and surname	(B) Office	(C) Period for which office was held	(D) Office expiry	(E) Fixed compensation				(F) Variable non-equity compensation		(G) Total	(H) Other remuneration	(I) Fair value of equity compensation	(J) 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				
Pietro Carlo Padoan	Chair of the Board	01/01/2023	31/12/2023	approv. AR 2023	16,200	789,000					21,404	916,604	
	Member of Internal Controls and Risks Committee	30/03/2023	31/12/2023	approv. AR 2023	37,945								
	Participation Off Site Meeting and other Committees as guest			approv. AR 2023	3,200							3,200	
	(I) Compensation in the company preparing the financial statements				127,945	789,000					21,404	968,349	
	(II) Compensation from subsidiaries and associates												
	(III) Total				127,945	789,000				21,404	968,349		
Lamberto Andreotti	Deputy Vice Chair of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000							99,800	
	Chair of Corp. Governance and Nomination Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	10,000						54,800	
	Participation Off Site Meeting and other Committees as guest				2,400							2,400	
	(I) Compensation in the company preparing the financial statements				125,000	10,000						156,800	
	(II) Compensation from subsidiaries and associates												
	(III) Total				125,000	10,000					156,800		
Andrea Orsel	Chief Executive Officer	01/01/2023	31/12/2023	approv. AR 2023	90,000	560,000			2,600,000		1,440	3,289,808	
	Participation Off Site Meeting and other Committees as guest				15,800								
	(I) Compensation in the company preparing the financial statements				90,000	560,000			2,600,000		1,440	3,289,808	
	(II) Compensation from subsidiaries and associates												
	(III) Total				90,000	560,000			2,600,000	1,440	3,289,808	3,605,376	
Vincenzo Canello	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000					10,461		116,861	
	Member of Related Parties Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000							44,600	
	Participation Off Site Meeting and other Committees as guest				800							800	
	(I) Compensation in the company preparing the financial statements				125,000						10,461	162,261	
	(II) Compensation from subsidiaries and associates												
	(III) Total				125,000					10,461	162,261		

(A) Name and surname	(B) Office	(C) Period for which office was held	(D) Office expiry	(1) Fixed compensation					(2) Compensation for committee participation	(3) Variable non-equity compensation		(4) Non-monetary benefits	(5) Other remuneration	(6) Total	(7) Fair value of equity compensation	(8) 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	01/01/2023	31/12/2023	approx. AR 2023	90,000	17,400								107,400			
	Chair of Internal Controls and Risks Committee	01/01/2023	31/12/2023	approx. AR 2023	50,000	21,400	100,000							171,400			
	Member of Related Parties Committee	01/01/2023	31/12/2023	approx. AR 2023	35,000	9,200								44,200			
	Participation Off Site Meeting and other Committees as guest				800									800			
	(I) Compensation in the company preparing the financial statements				175,000	46,800								323,800			
(II) Compensation from subsidiaries and associates																	
(III) Total				175,000	46,800	100,000								323,800			
Jayne-Anne Gadhia	Member of the Board	01/01/2023	07/02/2023		9,370	1,400								10,770			
	Chair of Remuneration Committee	01/01/2023	07/02/2023		3,644	800	1,041							5,485			
	Member of Corporate Governance and Nomination Committee	01/01/2023	07/02/2023		3,644	400								4,044			
	Participation Off Site Meeting and other Committees as guest																
	(I) Compensation in the company preparing the financial statements				16,656	2,600	1,041								20,299		
(II) Compensation from subsidiaries and associates																	
(III) Total				16,656	2,600	1,041								20,299			
Jeffrey Alan Hedberg	Member of the Board	01/01/2023	31/12/2023	approx. AR 2023	90,000	17,400								107,400			
	Member of ESG Committee	01/01/2023	31/12/2023	approx. AR 2023	35,000	5,600								40,600			
	Chair of Remuneration Committee	16/02/2023	31/12/2023	approx. AR 2023	30,599	4,400	8,740							44,739			
	Participation Off Site Meeting and other Committees as guest					4,400								4,400			
	(I) Compensation in the company preparing the financial statements				155,599	31,800	8,740								196,129		
(II) Compensation from subsidiaries and associates																	
(III) Total				155,599	31,800	8,740								196,129			
Beatriz Lara Bartolomé	Member of the Board	01/01/2023	31/12/2023	approx. AR 2023	90,000	13,400								103,400			
	Member of ESG Committee	01/01/2023	31/12/2023	approx. AR 2023	35,000	5,600								40,600			
	Participation Off Site Meeting and other Committees as guest				800									800			
	(I) Compensation in the company preparing the financial statements				125,000	19,800									144,800		
	(II) Compensation from subsidiaries and associates																
(III) Total				125,000	19,800									144,800			

(A) Name and surname	(B) Office	(C) Period for which office was held	(D) Office expiry	(1) Fixed compensation					(2) Compensation for committee participation	(3) Variable non-equity compensation		(4) Non-monetary benefits	(5) Other remuneration	(6) Total	(7) Fair value of equity compensation	(8) 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		Bonuses and other incentives	Profit sharing					
Luca Molinari	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	12,000							102,000			
	Member of Remuneration Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	5,200							40,200			
	Participation Off-Site Meeting and other Committees as guest				800								800			
	(I) Compensation in the company preparing the financial statements				125,000	18,000							143,000			
(II) Compensation from subsidiaries and associates																
(III) Total				125,000	18,000								143,000			
Maria Pierdicchi	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	15,800							105,800			
	Chair of Related Parties Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	9,600		10,000					54,600			
	Member of Internal Controls and Risks Committee	01/01/2023	30/03/2023		12,192	8,400							20,592			
	Member of Corp. Governance and Nomination Committee	30/03/2023	31/12/2023	approv. AR 2023	26,562	9,200							3,200			
Participation Off-Site Meeting and other Committees as guest				3,200												
(I) Compensation in the company preparing the financial statements				163,753	46,200		10,000						219,953			
(II) Compensation from subsidiaries and associates																
(III) Total				163,753	46,200		10,000						219,953			
Francesca Tondi	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	11,200							101,200			
	Member of Internal Controls and Risks Committee	01/01/2023	31/12/2023	approv. AR 2023	50,000	15,000							65,000			
	Chair of ESG Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	5,200		10,000					50,200			
	Participation Off-Site Meeting and other Committees as guest				800								800			
(I) Compensation in the company preparing the financial statements				175,000	32,200		10,000						217,200			
(II) Compensation from subsidiaries and associates																
(III) Total				175,000	32,200		10,000						217,200			
Renate Wagner	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	8,200							98,200			
	Member of Remuneration Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	4,400							39,400			
	Participation Off-Site Meeting and other Committees as guest				800								800			
	(I) Compensation in the company preparing the financial statements				125,000	13,400							138,400			
(II) Compensation from subsidiaries and associates																
(III) Total				125,000	13,400								138,400			

(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 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
				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					
Alexander Wolfiging	Member of the Board	01/01/2023	31/12/2023	90,000	12,400			102,400			10,461		112,861		
	Member of Internal Controls and Risks Committee	01/01/2023	31/12/2023	50,000	14,600			64,600				64,600			
	Member of Corp. Governance and Nomination Committee	01/01/2023	31/12/2023	35,000	9,200			44,200				44,200			
	Participation Off Site Meeting and other Committees as guest				2,400			2,400				2,400			
	(I) Compensation in the company preparing the financial statements			175,000	38,600			213,600			10,461		224,061		
	(II) Compensation from subsidiaries and associates														
	(III) Total			175,000	38,600			213,600			10,461		224,061		
TOTAL BOARD OF DIRECTORS				1,703,945	345,800	1,488,781	2,600,000	6,138,526		43,766	22,368	6,204,660	3,605,376		
(II) Compensation from subsidiaries and associates				1,703,945	345,800	1,488,781	2,600,000	6,138,526		43,766	22,368	6,204,660	3,605,376		
(III) Total				1,703,945	345,800	1,488,781	2,600,000	6,138,526		43,766	22,368	6,204,660	3,605,376		