

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

(A)	(B)	(C)	(D)	(1)				(2)	(3)		(4)	(5)	(6)	(7)	(8)		
				Fixed compensation					Compensation for committee participation	Variable non-equity compensation							
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	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	01.01.2024	31.12.2024	118,852	17,600	-	789,000	-	925,452	-	-	30,466	-	955,918	-	-	
	Chair of Governance & Sustainability Committee	12.04.2024	31.12.2024	-	-	-	64,918	-	64,918	-	-	-	-	64,918	-	-	
	Member of Internal Controls and Risk Committee	01.01.2024	11.04.2024	13,934	9,200	-	-	-	23,134	-	-	-	-	23,134	-	-	
	(I) Compensation in the company preparing the financial statements				132,787	26,800	-	853,918	-	1,013,505	-	-	30,466	-	1,043,971	-	-
(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				132,787	26,800	-	853,918	-	1,013,505	-	-	30,466	-	1,043,971	-	-	-
Lamberto Andreotti	Deputy Vice Chair of the Board	01.01.2024	12.04.2024	25,328	12,000	-	-	-	37,328	-	-	-	-	37,328	-	-	
	Chair of Corp. Governance and Nomination Committee	01.01.2024	12.04.2024	9,850	2,400	-	2,814	-	15,064	-	-	-	-	15,064	-	-	
	(I) Compensation in the company preparing the financial statements				35,178	14,400	-	2,814	-	52,392	-	-	-	-	52,392	-	-
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				35,178	14,400	-	2,814	-	52,392	-	-	-	-	52,392	-	-	-
Andrea Orzel	Chief Executive Officer	01.01.2024	31.12.2024	118,852	9,000	-	601,148	2,880,000	3,609,000	-	-	1,038	28,950	3,638,988	3,639,589	-	
	(I) Compensation in the company preparing the financial statements				118,852	9,000	-	601,148	2,880,000	3,609,000	-	-	1,038	28,950	3,638,988	3,639,589	-
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				118,852	9,000	-	601,148	2,880,000	3,609,000	-	-	1,038	28,950	3,638,988	3,639,589	-
Paola Bergamaschi	Member of the Board	12.04.2024	31.12.2024	93,770	-	-	-	-	93,770	-	-	-	-	93,770	-	-	
	Member of Risk Committee	12.04.2024	31.12.2024	-	-	-	64,918	-	64,918	-	-	-	-	64,918	-	-	
	Member of Remuneration Committee	12.04.2024	31.12.2024	-	-	-	28,852	-	28,852	-	-	-	-	28,852	-	-	
	(I) Compensation in the company preparing the financial statements				93,770	-	-	93,770	-	187,541	-	-	-	-	187,541	-	-
(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				93,770	-	-	93,770	-	187,541	-	-	-	-	187,541	-	-	-

(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					
Paola Camagni	Member of the Board and Audit Committee	12.04.2024	31.12.2024	165,902	-	-	-	-	165,902	-	-	6,090	-	171,991	-	-
	(I) Compensation in the company preparing the financial statements															
	(II) Compensation from subsidiaries and associates															
(III) Total																
Vincenzo Cariello	Member of the Board	01.01.2024	31.12.2024	118,852	10,200	-	-	-	129,052	-	-	8,994	-	138,046	-	-
	Member of Governance & Sustainability Committee	12.04.2024	31.12.2024	-	-	-	28,852	-	28,852	-	-	-	-	28,852	-	-
	Member of Related Parties Committee	01.01.2024	31.12.2024	9,754	3,600	-	18,033	-	31,387	-	-	-	-	31,387	-	-
(I) Compensation in the company preparing the financial statements																
(II) Compensation from subsidiaries and associates																
(III) Total																
Elena Cartetti	Member of the Board	01.01.2024	31.12.2024	118,852	9,600	-	-	-	128,452	-	-	-	-	128,452	-	-
	Deputy Vice Chair of the Board	12.04.2024	31.12.2024	-	-	-	-	-	-	-	-	-	-	-	-	-
	Member of Governance & Sustainability Committee	12.04.2024	31.12.2024	-	-	-	28,852	-	28,852	-	-	-	-	28,852	-	-
Chair of Risk Committee	Chair of Internal Controls and Risk Committee	12.04.2024	31.12.2024	-	-	-	122,623	-	122,623	-	-	-	-	122,623	-	-
		01.01.2024	11.04.2024	13,934	11,000	-	27,869	-	52,803	-	-	-	-	52,803	-	-
		01.01.2024	11.04.2024	9,754	2,800	-	-	-	12,554	-	-	-	-	12,554	-	-
(I) Compensation in the company preparing the financial statements																
(II) Compensation from subsidiaries and associates																
(III) Total																
Marcus Johannes Chromik	Member of the Board	12.04.2024	11.12.2024	86,667	-	-	-	-	86,667	-	-	-	-	86,667	-	-
	Member of Risk Committee	12.04.2024	11.12.2024	-	-	-	60,000	-	60,000	-	-	-	-	60,000	-	-
	(I) Compensation in the company preparing the financial statements															
(II) Compensation from subsidiaries and associates																
(III) Total																

(A)	(B)	(C)	(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)	
				Fixed compensation						Variable non-equity compensation							
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	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	
Antonio Domingues	Member of the Board	12.04.2024	31.12.2024	93,770	-	-	-	-	93,770	-	-	-	-	93,770	-	-	
	Chair of Remuneration Committee	12.04.2024	31.12.2024	-	-	-	64,918	-	64,918	-	-	-	-	64,918	-	-	
	Member of Nomination Committee	12.04.2024	31.12.2024	-	-	-	28,852	-	28,852	-	-	-	-	28,852	-	-	
	(I) Compensation in the company preparing the financial statements				93,770	-	-	93,770	-	187,541	-	-	-	-	187,541	-	-
(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				93,770	-	-	93,770	-	187,541	-	-	-	-	187,541	-	-	-
Julie B. Galbo	Member of the Board and Audit Committee	12.04.2024	31.12.2024	165,902	-	-	-	-	165,902	-	-	-	-	165,902	-	-	
	(I) Compensation in the company preparing the financial statements				165,902	-	-	-	165,902	-	-	-	-	165,902	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	
(III) Total				165,902	-	-	-	165,902	165,902	-	-	-	-	165,902	-	-	-
Jeffrey Alan Hedberg	Member of the Board	01.01.2024	31.12.2024	118,852	18,200	-	-	-	135,452	-	-	-	-	135,452	-	-	
	Member of Governance & Sustainability Committee	12.04.2024	31.12.2024	-	-	-	28,852	-	28,852	-	-	-	-	28,852	-	-	
	Chair of Nomination Committee	12.04.2024	31.12.2024	-	-	-	64,918	-	64,918	-	-	-	-	64,918	-	-	
	Chair of Remuneration Committee	01.01.2024	11.04.2024	9,754	5,200	-	2,787	-	17,741	-	-	-	-	17,741	-	-	
	Member of ESG Committee	01.01.2024	11.04.2024	9,754	3,200	-	-	-	14,554	-	-	-	-	14,554	-	-	
	(I) Compensation in the company preparing the financial statements				138,361	26,600	-	96,557	-	261,518	-	-	-	-	261,518	-	-
(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	
(III) Total				138,361	26,600	-	96,557	-	261,518	-	-	-	-	261,518	-	-	
Beatriz Lara Bartolomé	Member of the Board	01.01.2024	31.12.2024	118,852	7,400	-	-	-	126,252	-	-	-	-	126,252	-	-	
	Member of Nomination Committee	12.04.2024	31.12.2024	-	-	-	28,852	-	28,852	-	-	-	-	28,852	-	-	
	Member of ESG Committee	01.01.2024	11.04.2024	9,754	2,400	-	-	-	12,154	-	-	-	-	12,154	-	-	
	(I) Compensation in the company preparing the financial statements				128,607	9,800	-	28,852	-	167,259	-	-	-	-	167,259	-	-
(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	
(III) Total				128,607	9,800	-	28,852	-	167,259	-	-	-	-	167,259	-	-	

(A)	(B)	(C)	(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)	
				Fixed compensation						Variable non-equity compensation							
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	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	
Luca Molinari	Member of the Board	01.01.2024 - 12.04.2024		25,328	5,600	-	-	-	30,928	-	-	-	-	30,928	-	-	
	Member of Remuneration Committee	01.01.2024 - 12.04.2024		9,850	2,800	-	-	-	12,650	-	-	-	-	12,650	-	-	
	(I) Compensation in the company preparing the financial statements				35,178	8,400	-	-	-	43,578	-	-	-	-	43,578	-	
				-	-	-	-	-	-	-	-	-	-	-	-	-	
				35,178	8,400	-	-	-	43,578	-	-	-	-	43,578	-	-	
Maria Pierdicchi	Member of the Board	01.01.2024 - 31.12.2024	approv. AR 2026	118,852	14,800	-	-	-	133,652	-	-	-	-	133,652	-	-	
	Chair of Related Parties Committee	01.01.2024 - 31.12.2024	approv. AR 2026	9,754	3,600	-	53,279	-	66,633	-	-	-	-	66,633	-	-	
	Member of Remuneration Committee	12.04.2024 - 31.12.2024	approv. AR 2026	-	-	-	28,852	-	28,852	-	-	-	-	28,852	-	-	
	Member of Corp. Governance and Nomination Committee	01.01.2024 - 11.04.2024		9,754	2,800	-	-	-	12,554	-	-	-	-	12,554	-	-	
	(I) Compensation in the company preparing the financial statements				138,361	21,200	-	82,131	-	241,692	-	-	-	-	241,692	-	-
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-
				138,361	21,200	-	82,131	-	241,692	-	-	-	-	241,692	-	-	
Marco Rigotti	Member of the Board and Chair Audit Committee	12.04.2024 - 31.12.2024	approv. AR 2026	216,393	-	-	-	-	216,393	-	-	6,090	-	222,483	-	-	
	Member of Risk Committee	12.04.2024 - 31.12.2024	approv. AR 2026	-	-	-	64,918	-	64,918	-	-	-	-	64,918	-	-	
	(I) Compensation in the company preparing the financial statements				216,393	-	-	64,918	-	281,311	-	-	-	-	287,401	-	-
				-	-	-	-	-	-	-	-	-	-	-	-	-	
				216,393	-	-	64,918	-	281,311	-	-	6,090	-	287,401	-	-	
Francesca Tondi	Member of the Board	01.01.2024 - 31.12.2024	approv. AR 2026	118,852	7,800	-	-	-	126,652	-	-	-	-	126,652	-	-	
	Member of Related Parties Committee	12.04.2024 - 31.12.2024	approv. AR 2026	-	-	-	18,033	-	18,033	-	-	-	-	18,033	-	-	
	Member of Internal Controls and Risk Committee	01.01.2024 - 11.04.2024		13,934	8,600	-	-	-	22,534	-	-	-	-	22,534	-	-	
	Chair of ESG Committee	01.01.2024 - 11.04.2024		12,541	2,800	-	-	-	15,341	-	-	-	-	15,341	-	-	
(I) Compensation in the company preparing the financial statements				145,328	19,200	-	18,033	-	182,561	-	-	-	-	182,561	-	-	
(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	
				145,328	19,200	-	18,033	-	182,561	-	-	-	-	182,561	-	-	

(A)	(B)	(C)	(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
				Fixed compensation						Variable non-equity compensation						
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	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
Gabriele Villa	Member of the Board and Audit Committee	12.04.2024 - 31.12.2024	31.12.2024	165,902	-	-	-	-	165,902	-	-	6,090	-	171,991	-	-
	(I) Compensation in the company preparing the financial statements															
	(II) Compensation from subsidiaries and associates															
	(II) Total			165,902	-	-	-	-	165,902	-	-	6,090	-	171,991	-	-
Renate Wagner	Member of the Board	01.01.2024 - 12.04.2024	12.04.2024	25,328	5,200	-	-	-	30,528	-	-	-	-	30,528	-	-
	Member of Remuneration Committee	01.01.2024 - 12.04.2024	12.04.2024	9,850	2,800	-	-	-	12,650	-	-	-	-	12,650	-	-
	(I) Compensation in the company preparing the financial statements															
	(II) Compensation from subsidiaries and associates															
	(II) Total			35,178	8,000	-	-	-	43,178	-	-	-	-	43,178	-	-
Alexander Wolfgring	Member of the Board	01.01.2024 - 12.04.2024	12.04.2024	25,328	13,800	-	-	-	39,128	-	-	2,932	-	42,060	-	-
	Member of Internal Controls and Risk Committee	01.01.2024 - 12.04.2024	12.04.2024	14,071	8,000	-	-	-	22,071	-	-	-	-	22,071	-	-
	Member of Corp. Governance and Nomination Committee	01.01.2024 - 12.04.2024	12.04.2024	9,850	1,600	-	-	-	11,450	-	-	-	-	11,450	-	-
	(I) Compensation in the company preparing the financial statements															
	(II) Compensation from subsidiaries and associates															
	(II) Total			49,249	23,400	-	-	-	72,649	-	-	2,932	-	75,581	-	-
TOTAL BOARD	(I) Compensation in the company preparing the financial statements															
	(II) Compensation from subsidiaries and associates															
	(II) Total			2,216,530	204,000	-	2,222,142	2,880,000	7,522,672	-	-	61,699	28,950	7,613,321	3,639,589	-
	(III) Total															
				2,216,530	204,000	-	2,222,142	2,880,000	7,522,672	-	-	61,699	28,950	7,613,321	3,639,589	-