

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 Thousand Euro

(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	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	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	789	-	919	-	-	-	22	-	941	-	-	
	Chair of Governance & Sustainability Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	879	-	1,009	-	-	-	22	-	1,031	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				130	-	-	879	-	1,009	-	-	-	-	22	-	1,031	-	-
Elena Carletti	Deputy Vice Chair of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Governance & Sustainability Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	Chair of Risk Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	170	-	170	-	-	-	-	-	170	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	210	-	340	-	-	-	-	-	340	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				130	-	-	210	-	340	-	-	-	-	-	-	340	-	-
Andrea Orcel	Chief Executive Officer	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	700	3,320	4,150	-	-	-	499	22	4,671	6,803	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	700	3,320	4,150	-	-	-	499	22	4,671	6,803	-	-
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				130	-	-	700	3,320	4,150	-	-	-	499	22	4,671	6,803	-	-
Paola Bergamaschi	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Risk Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	Member of Remuneration Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	130	-	260	-	-	-	-	-	260	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				130	-	-	130	-	260	-	-	-	-	-	-	260	-	-

(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	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	
Paola Camagni	Member of the Board and Audit Committee	01.01.2025	31.12.2025	approv. AR 2026	230	-	-	-	-	230	-	-	-	7	-	237	-	-	
	(I) Compensation in the company preparing the financial statements				230	-	-	-	-	230	-	-	-	7	-	237	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				230	-	-	-	-	230	-	-	-	7	-	237	-	-	
Vincenzo Cariello	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	7	-	137	-	-	
	Member of Governance & Sustainability Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	Member of Related Parties Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	34	-	34	-	-	-	-	-	34	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	74	-	204	-	-	-	7	-	211	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				130	-	-	74	-	204	-	-	-	7	-	211	-	-	
Antonio Domingues	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Chair of Remuneration Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	Member of Nomination Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	130	-	260	-	-	-	-	-	260	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				130	-	-	130	-	260	-	-	-	-	-	-	260	-	-	
Julie B. Galbo	Member of the Board and Audit Committee	01.01.2025	31.12.2025	approv. AR 2026	230	-	-	-	-	230	-	-	-	-	-	230	-	-	
	(I) Compensation in the company preparing the financial statements				230	-	-	-	-	230	-	-	-	-	-	230	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	(III) Total				230	-	-	-	-	230	-	-	-	-	-	230	-	-	

(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	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	
Jeffrey Alan Hedberg	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Governance & Sustainability Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	Chair of Nomination Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	(I) Compensation in the company preparing the financial statements					130	-	-	130	-	260	-	-	-	-	260	-	-	
	(II) Compensation from subsidiaries and associates					-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total					130	-	-	130	-	260	-	-	-	-	-	260	-	-
Doris Honold	Member of the Board	27.03.2025	31.12.2025	approv. AR 2026	100	-	-	-	-	100	-	-	-	-	-	100	-	-	
	Member of Risk Committee	11.04.2025	31.12.2025	approv. AR 2026	-	-	-	65	-	65	-	-	-	-	-	65	-	-	
	(I) Compensation in the company preparing the financial statements					100	-	-	65	-	165	-	-	-	-	165	-	-	
	(II) Compensation from subsidiaries and associates					-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total					100	-	-	65	-	165	-	-	-	-	-	165	-	-
Beatriz Lara Bartolomé	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Nomination Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	(I) Compensation in the company preparing the financial statements					130	-	-	40	-	170	-	-	-	-	170	-	-	
	(II) Compensation from subsidiaries and associates					-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total					130	-	-	40	-	170	-	-	-	-	-	170	-	-
Maria Pierdicchi	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Chair of Related Parties Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	82	-	82	-	-	-	-	-	82	-	-	
	Member of Remuneration Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	(I) Compensation in the company preparing the financial statements					130	-	-	122	-	252	-	-	-	-	252	-	-	
	(II) Compensation from subsidiaries and associates					-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total					130	-	-	122	-	252	-	-	-	-	-	252	-	-

(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	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	
Marco Rigotti	Member of the Board and Chair Audit Committee	01.01.2025	31.12.2025	approv. AR 2026	300	-	-	-	-	300	-	-	-	7	-	307	-	-	
	Member of Risk Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	(I) Compensation in the company preparing the financial statements				300	-	-	90	-	390	-	-	-	7	-	397	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				300	-	-	90	-	390	-	-	-	-	7	-	397	-	-	
Francesca Tondi	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Related Parties Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	34	-	34	-	-	-	-	-	34	-	-	
	Member of Risk Committee	28.01.2025	11.04.2025		-	-	-	21	-	21	-	-	-	-	-	21	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	55	-	185	-	-	-	-	-	185	-	-	
(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				130	-	-	55	-	185	-	-	-	-	-	-	185	-	-	
Gabriele Villa	Member of the Board and Audit Committee	01.01.2025	31.12.2025	approv. AR 2026	230	-	-	-	-	230	-	-	-	7	-	237	-	-	
	(I) Compensation in the company preparing the financial statements				230	-	-	-	-	230	-	-	-	7	-	237	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				230	-	-	-	-	230	-	-	-	-	7	-	237	-	-	
TOTAL BOARD	(I) Compensation in the company preparing the financial statements				2,390	-	-	2,626	3,320	8,336	-	-	-	549	22	8,908	6,803	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				2,390	-	-	2,626	3,320	8,336	-	-	-	549	22	8,908	6,803	-	-

Rounded amounts expressed in thousands of Euro