

REPORT ON REMUNERATION POLICY AND FEES PAID 2025

TABLE 1. REMUNERATION PAID TO MEMBERS OF THE GOVERNING AND SUPERVISORY BODIES, GENERAL MANAGERS AND OTHER EXECUTIVES WITH STRATEGIC RESPONSIBILITIES (Amounts in thousands of euro)

LAST AND FIRST NAME(S)	POSITION HELD IN THE FINANCIAL YEAR 2023	TERM OF OFFICE	EXPIRY OF THE TERM OF OFFICE	FIXED REMUNERATION	REMUNERATION FOR THE PARTICIPATION IN COMMITTEES	NON-EQUITY VARIABLE REMUNERATION		NON-CASH BENEFITS	OTHER FEES	FAIR VALUE OF EQUITY PAYMENTS	TOTAL	PAY-MIX BETWEEN FIXED AND VARIABLE REMUNERATION	TERMINATION OR SEVERANCE INDEMNITY
						BONUSES AND OTHER INCENTIVES	PROFIT SHARING						
Pontecorvo Stefano	Chairman	from 01/01/2024 to 31/12/2024	FY 2024	90 400	(i) (iv)			21			511		
Cingolani Roberto	Director Chief Executive Officer and General Manager	from 01/01/2024 to 31/12/2024	FY 2024	80 920	(i) (v)		897	30		445	2,372	Fixed: 43% Variable 57%	
Mariani Lorenzo	Co-General Manager	from 01/01/2024 to 31/12/2024	FY 2024	850	(v)		763	34		915	2,562	Fixed: 35% Variable 65%	
Alteri Trifone	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	61	(1)		0		141		
Ghislanzoni Giancarlo	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	49	(2)		3		132		
Giorgetti Enrica	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	50	(3)		0		130		
Levy Dominique	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	61	(4)		0		141		
Macri Francesco	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	51	(5)		0		131		
Manara Cristina	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	72	(6)		0		152		
Sala Marcello	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	57	(7)		0		137		
Stefini Silvia	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	64	(8)		0		144		
Vasco Elena	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	50	(9)		0		130		
Wood Steven Duncan	Director	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	49	(10)		0		129		
Rossi Luca	Chairman of the Board of Statutory Auditors	from 01/01/2024 to 31/12/2024	FY 2024	80	(i)	0			3		83		
De Mauro Anna Rita	Regular Auditor	from 01/01/2024 to 24/05/2024	FY 2024	28	(i)	0			0		28		
Fornasiero Sara	Regular Auditor	from 01/01/2024 to 24/05/2024	FY 2024	28	(i)	0			1		29		
Quagliata Leonardo	Regular Auditor	from 01/01/2024 to 24/05/2024	FY 2024	28	(i)	0			0.1		28		
Sacrestano Amedeo	Regular Auditor	from 01/01/2024 to 24/05/2024	FY 2024	28	(i)	0			0.4		28		
Fazzini Marco	Regular Auditor	from 24/05/2024 to 31/12/2024	FY 2024	42		0			2		44		
Pusterla Giulia	Regular Auditor	from 24/05/2024 to 31/12/2024	FY 2024	42		0			0.2		42		
Simonelli Paola	Regular Auditor	from 24/05/2024 to 31/12/2024	FY 2024	42		0			0.1		42		
Zavaglia Alessandro	Regular Auditor	from 24/05/2024 to 31/12/2024	FY 2024	42		0			0		42		
Executives with Strategic Responsibilities			FY 2024	3,171	(v)		2,254	312		3,410	9,147	Fixed: 38% Variable: 62%	
(i) Remuneration in the Company drawing up the financial statements				6,671		564	3,914	0	397	10	4,770	16,326	0
(ii) Remuneration from subsidiaries and affiliates				0		0	0	0	0	0	0	0	0
(iii) Total				6,671		564	3,914	0	397	10	4,770	16,326	0

Remuneration details: (i) relevant remuneration approved by the shareholders' meeting; (ii) attendance fees; (iii) lump-sum reimbursements of expenses; (iv) remuneration received for the performance of specific duties, pursuant to art. 2389, paragraph 3, of the Italian Civil Code; (v) fixed salaries as an employee.

(#) the proportion is calculated by taking as reference for the fixed part, the values relating to fixed remuneration and non-cash benefits, while for the variable part the bonus and other incentives, and the fair value of equity remuneration.

- (1) Control and Risks Committee: 38.5k Remuneration Committee: 22.5k
- (2) Sustainability and Innovation Committee: 26.5k Remuneration Committee: 22.5k
- (3) Nomination and Governance Committee: 22.5k Remuneration Committee: 27.5k
- (4) Control and Risks Committee: 38.5k Nomination and Governance Committee: 22.5k
- (5) Sustainability and Innovation Committee: 28.5k Nomination and Governance Committee: 22.5k
- (6) Control and Risks Committee: 38.5k Sustainability and Innovation Committee: 33.5k
- (7) Control and Risks Committee: 30.5k Sustainability and Innovation Committee: 26.5k
- (8) Control and Risks Committee: 43.5k Nomination and Governance Committee: 20.5k
- (9) Control and Risks Committee: 38.5k Nomination and Governance Committee: 22.5k
- (10) Remuneration Committee: 22.5k Sustainability and Innovation Committee: 26.5k

The reported fees for the Executives with Strategic Responsibilities also include those due to person who held, during the financial year, even for a fraction of the period, the position of Executive with Strategic Responsibilities. The total number of individuals, in addition to those expressed by name, who held the position of Executive with Strategic Responsibilities, in the course of 2024 amount to 10