

PERFORMANCE-RELATED BONUS AND AMOUNT OF THE BONUS ACTUALLY DISTRIBUTED FOR 2020

Category	Gross amount of bonus Financial Statements 2020 (EUR) ^(*)	Average consistency Financial Statements 2020 (unit)	Average gross amount of bonus Financial Statements 2020 (EUR)
Directors	272.700	7,0	38.957
Executives subject to MBO	215.200	16,0	13.450
Employees and executive not subject to MBO	414.401	88,9	4.661

^(*) These amounts also include the one-off bonuses that, unlike the MBOs and the Corporate Performance Bonus, are provided in the same reference year

Category	Gross amount of bonus 2020 paid in 2021 (EUR) ^(*)	Average consistency Financial Statements 2020 (unit)	Average gross amount of bonus 2020 paid in 2021 (EUR)
Directors	352.765	7,0	50.395
Executives subject to MBO	269.700	16,0	16.856
Employees and executive not subject to MBO	479.592	88,9	5.395

^(*) These amounts also include the one-off bonuses that, unlike the MBOs and the Corporate Performance Bonus, are provided in the same reference year