

PERFORMANCE-RELATED BONUS AND AMOUNT OF THE BONUS ACTUALLY DISTRIBUTED FOR 2019

	Gross amount of bonus Financial Statements 2019 (EUR) ^(*)	Average consistency Financial Statements 2019 (unit)	Average gross amount of bonus Financial Statements 2019 (EUR)
Category	338.700	7,0	48.386
Directors	238.600	15,0	15.907
Executives subject to MBO	494.655	89,7	5.515
Employees and executive not subject to MBO			

^(*) 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	Average gross amount of bonus 2019 paid in 2020 (EUR) ^(*)	Average consistency Financial Statements 2019 (unit)	Average gross amount of bonus paid in 2019 (EUR)
Directors	251.200	7,0	35.886
Executives subject to MBO	195.000	15,0	13.000
Employees and executive not subject to MBO	385.851	89,7	4.302

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