

**PERFORMANCE-RELATED BONUS AND AMOUNT OF THE BONUS ACTUALLY DISTRIBUTED FOR 2021**

Category	Gross amount of bonus Financial Statements 2020 (EUR) <sup>(*)</sup>	Average consistency Financial Statements 2020 (unit)	Average gross amount of bonus Financial Statements 2020 (EUR)
<b>Directors</b>	<b>353.765</b>	<b>49.826</b>	<b>38.957</b>
<b>Executives subject to MBO</b>	<b>297.500</b>	<b>17.500</b>	<b>13.450</b>
<b>Employees and executive not subject to MBO</b>	<b>550.268</b>	<b>5.988</b>	<b>4.661</b>

<sup>(\*)</sup> 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) <sup>(*)</sup>	Average consistency Financial Statements 2020 (unit)	Average gross amount of bonus 2020 paid in 2021 (EUR)
<b>Directors</b>	<b>354.572</b>	<b>49.940</b>	<b>50.395</b>
<b>Executives subject to MBO</b>	<b>272.400</b>	<b>16.024</b>	<b>16.856</b>
<b>Employees and executive not subject to MBO</b>	<b>579.516</b>	<b>6.306</b>	<b>5.395</b>

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