

PERFORMANCE-RELATED BONUS AND AMOUNT OF THE BONUS ACTUALLY DISTRIBUTED FOR 2018

Category	Gross amount of bonus Financial Statements 2018 (EUR) ^(*)	Average consistency Financial Statements 2018 (unit)	Average gross amount of bonus Financial Statements 2018 (EUR)
Directors	349.700	7,0	49.957
Executives subject to MBO	243.500	15,0	16.233
Employees and executive not subject to MBO	468.830	88,2	5.316

^(*) 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 2018 paid in 2019 (EUR) ^(*)	Average consistency Financial Statements 2018 (unit)	Average gross amount of bonus 2018 paid in 2019 (EUR)
Directors	316.100	7,0	45.157
Executives subject to MBO	219.900	15,0	14.660
Employees and executive not subject to MBO	511.926	88,2	5.804

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