

**PERFORMANCE-RELATED BONUS AND AMOUNT OF THE BONUS ACTUALLY DISTRIBUTED FOR 2023**

Category	Gross amount of bonus Financial Statements 2023 (EUR) <sup>(*)</sup>	Average gross amount of bonus Financial Statements 2023 (EUR)
Directors	364.856	46.184
Executives subject to MBO	258.600	17.240
Employees and executive not subject to MBO	600.126	6.212

<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 2023 paid in 2024 (EUR) <sup>(*)</sup>	Average gross amount of bonus 2023 paid in 2024 (EUR)
Directors	351.364	44.476
Executives subject to MBO	301.100	20.073
Employees and executive not subject to MBO	590.689	6.115

<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