

PERFORMANCE-RELATED BONUS AND AMOUNT OF THE BONUS ACTUALLY DISTRIBUTED FOR 2022

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	337.472	48.210	38.957
Executives subject to MBO	272.300	17.019	13.450
Employees and executive not subject to MBO	573.377	6.093	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	344.356	49.194	50.395
Executives subject to MBO	268.600	16.788	16.856
Employees and executive not subject to MBO	569.471	6.052	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