

SELECTIVITY LEVEL USED IN THE DISTRIBUTION OF BONUSES AND INCENTIVES AND DEGREE OF DIVERSIFICATION IN THE USE OF BONUSES

| Category | Selectivity Level | Incidence % recipients |
|-------------------------------|---|------------------------|
| Directors | | |
| - MBO | <i>The MBOs are assigned to all the Directors and are paid based on a percentage of the achievement of specific and measurable objectives assigned annually to each Director</i> | 100,0% |
| - One-off bonuses 2019 | <i>The one-off bonuses are paid to Directors who have achieved during the year high professional standards in carrying out their assigned tasks</i> | 100,0% |
| Executives | | |
| - MBO | <i>The MBOs are intended for Executives involved in strategic projects for the company's business and are paid based on a percentage of the achievement of specific and measurable objectives assigned to each Executive by the Reference Manager. The amount paid shall also take into account the higher presence level reported by each Executive in a specific period of observation</i> | 50,2% |
| - Corporate performance bonus | <i>The Corporate Performance Bonus is expressly provided for the trade union agreements in place and is targeted to Executives not subject to MBOs. This bonus is given in</i> | 49,8% |
| - One-off bonuses 2019 | <i>The one-off bonuses are paid to Executives who have achieved during the year high professional standards in carrying out their assigned tasks</i> | 73,6% |
| - One-off bonuses 2020 | <i>The one-off bonuses are paid to Executives who have achieved during the year high professional standards in carrying out their assigned tasks</i> | 31,8% |
| Employees | | |
| - Corporate performance bonus | <i>The Corporate Performance Bonus is expressly provided for the trade union agreements in place and is targeted to all employees. This bonus is given in proportion to the achievement of objective and measurable business objectives determined annually and shared with union representatives. The amount paid shall also take into account the absence rate recorded by each employee during the period of the bonus</i> | 100,0% |
| - One-off bonuses 2019 | <i>The one-off bonuses are paid to employees who have achieved during the year high professional standards in carrying out their assigned tasks</i> | 60,2% |
| - One-off bonuses 2020 | <i>The one-off bonuses are paid to employees who have achieved during the year high professional standards in carrying out their assigned tasks</i> | 36,7% |