



REPORT ON THE REMUNERATION POLICY AND THE REMUNERATION PAID PURSUANT TO ART. 123-TER OF LEGISLATIVE DECREE 58/1998, AS AMENDED BY LEGISLATIVE DECREE 49/2019 AND ART. 84 - QUATER OF THE REGULATION ADOPTED BY CONSOB WITH RESOLUTION No. 11971/1999

PLC SPA

Registered office: Via Lanzone, 31 – 20123 Milan – Italy

Tel.: 0249535741– Fax: 0691281491

VAT No. and Tax Code 05346630964 – Economic Administrative Index MI-1814188 – Share Capital € 27,026,480.35 fully paid up



Dear Shareholders,

Below is the report on the remuneration policy and the remuneration paid pursuant to Article 123-ter of Legislative Decree 58/1998 ("**TUF**"), as amended by Legislative Decree 49/2019 and 84-*quater* of the regulation adopted with Consob resolution no. 11971 of 14 May 1999, as subsequently amended and integrated ("**Regolamento Emittenti**"), in accordance with the 7-*bis* framework set out in Annex 3A of the Regolamento Emittenti (the "**Report**").

This Report has been approved by the Board of Directors of PLC S.p.A. (the "**Company**") on 27 March 2020 on the proposal of the Appointments, Remuneration and Stock Option Plans Committee (*Comitato Nomine, Remunerazioni e Piani di Stock Option*).

This Report is divided into two sections:

- The following are illustrated in Section I, called "Remuneration Policy":
 - a) the company's remuneration policy: (i) of the members of the Company's board of directors; (ii) of the general managers of the Company; (iii) of the managers with strategic responsibilities of the Company; and (iv) without prejudice to the provisions of article 2402 of the Civil Code, of the members of the Company's board of statutory auditors; as well as
 - b) the procedures used for the adoption and implementation of this policy;
- in Section II, called "Remuneration Paid":
 - a) a representation of each of the items making up the remuneration is provided - nominally for the members of the board of directors and the board of statutory auditors and the general managers of the Company and in aggregate form for the managers with strategic responsibilities - , including what is provided for in the event of termination of office or termination of the employment relationship, highlighting its consistency with the Company's remuneration policy relating to the reference year; and
 - b) is illustrated the remuneration paid in the reference year for any reason and in any form by the Company and by subsidiaries or associates.

In compliance with the provisions of Consob Regulation no. 17221 of March 12, 2010 regarding related party transactions, as implemented in the related Regulations of the PLC S.p.A. Group for carrying out transactions with Related Parties approved by the Board of Directors, the adoption and definition of the remuneration policy implemented with the involvement, as specified below, of the Appointments, Remuneration and Stock Option Plans Committee, consisting only of Independent Directors and their being subjected to the vote of the Shareholders' Meeting, exempts resolutions regarding the remuneration of Directors and Managers with strategic responsibilities from the application of the procedures provided for by the aforementioned Consob provisions on related parties.

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SECTION I

The Remuneration Policy, approved by the Company's Board of Directors upon the proposal of the Remuneration Committee most recently on 24 May 2019, is updated on an annual basis. The same may be subject to review and update by the Board of Directors upon proposal of the Remuneration Committee, which periodically assesses its suitability, overall consistency and actual application.

1. GOVERNANCE MODEL

1.1. *Approval procedure*

The Remuneration Policy is: (i) approved by the Company's Board of Directors upon the proposal of the Remuneration Committee; and (ii) submitted to the Shareholders' Meeting together with the approval of the financial statements and submitted to the binding vote of the shareholders pursuant to article 123-ter of the TUF.

1.2. *Bodies and persons involved*

The main persons / bodies involved in the preparation and implementation of the Remuneration Policy are: the Shareholders' Meeting; the Board of Directors; the Related Parties Committee; the Appointments, Remuneration and Stock Option Plans Committee; and the Board of Statutory Auditors.

1.2.1. Shareholders' Meeting

Regarding remuneration, the Shareholders' Meeting:

- establishes the remuneration of the members of the Board of Directors, pursuant to art. 2364, paragraph 1, no. 3) of the Civil Code; these fees are established to a sufficient extent to attract, retain and motivate people with the professional qualities necessary to successfully manage the Company;
- resolves on Section I of the Report with binding power in accordance with the provisions of art. 123-ter, paragraph 3-ter, of the TUF;
- deliberates on Section II of the Report, without binding power;
- resolves on any share-based remuneration plans or other financial instruments intended for Directors, employees and collaborators, including managers with strategic responsibilities, pursuant to art. 114-bis of the TUF.

1.2.2. Board of Directors.

The Board of Directors:

- sets up the Appointments, Remuneration and Stock Option Plans Committee (hereinafter also the "**Remuneration Committee**");
- decides on the remuneration of directors with particular offices, in accordance with the remuneration policy adopted by the Company, subject to the favourable opinion of the Board of Statutory Auditors and upon proposal of the Remuneration Committee;
- approves the Report to be submitted to the Shareholders' Meeting upon proposal of the Remuneration Committee;
- with the help of the Remuneration Committee, prepares any remuneration plans based on shares or

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other financial instruments and submits them for the approval of the Shareholders' Meeting pursuant to art. 114-*bis* of the TUF;

- implements any share or other financial instrument based remuneration plans, together with - or with the help of - the Remuneration Committee, by proxy of the Shareholders' Meeting.

1.2.3. Remuneration Committee.

The Remuneration Committee:

- is made up of two non-executive Directors, both of whom meet the independence requirements pursuant to the *Codice di Autodisciplina* of Borsa Italiana in force on the date of this Report (the "**Corporate Governance Code**") and the TUF;
- it was appointed at the Board of Directors meeting on 26 March 2018;
- it puts forward proposals to the Board of Directors for the remuneration of the Chief Executive Officer and other Directors with particular offices, normally providing that part of their overall economic package is linked to the economic results achieved by the Company and the group at the head of the Company (the "**Group**") and possibly to the achievement of previously indicated specific objectives;
- it periodically assesses the adequacy, overall consistency and actual application of the remuneration policy for Directors and, where present, for managers with strategic responsibilities, making use of the information provided by the Chief Executive Officer, and makes general recommendations on the matter to the Board of Directors;
- based on instructions by the Chairman, it makes proposals for determining the criteria for the remuneration of the Company's executives and for the adoption of any stock option or share assignment plans;
- in performing its role, it has access to the information and corporate departments necessary for the performance of its duties.

The Remuneration Committee meetings are minuted; the Company directors participate if invited by the Remuneration Committee and refrain from participating in the Committee meetings in which proposals are made to the Board relating to their remuneration; if applicable, the Chairman and / or the CEO only intervene as speakers, absent at the time of the vote.

Participation in Committee meetings by third parties usually takes place at the invitation of the Committee itself with reference to individual items on the agenda.

1.2.4. Independent experts

The Company's bodies did not make use of any independent expert in preparing the Remuneration Policy.

1.2.5. Board of Statutory Auditors

With regard to remuneration, the Board of Statutory Auditors formulates the opinions required by current legislation and expresses in particular its opinion with reference to the remuneration proposals of the Directors with particular offices.

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2. PURPOSES AND PRINCIPLES OF THE REMUNERATION POLICY

2.1. Purposes

The Remuneration Policy adopted by the Company is defined in accordance with the strategic objectives of the Company and the Group, with the governance model adopted by the Company, and with the provisions of the Corporate Governance Code.

The scope of the remuneration policy - through the payment of appropriately modulated emoluments, also taking into account the business sector of in which the Company operates and the characteristics of the business activity actually carried out - is to attract, retain and motivate people with professional qualities necessary to successfully manage the Company and, at the same time, to associate management interest with the objective of creating value for shareholders in the medium-long term.

Principles

In order to achieve the above purposes, the remuneration policy is defined on the basis of the following principles:

- sustainability: in defining the remuneration, the Company contributes to the sustainability of the Group. The remuneration is, therefore, directly connected both to individual performance and to the creation of value for the Company in the medium-long term and, therefore, for its shareholders;
- the proper integration of different components of remuneration: the Company seeks the best balance between different forms of remuneration, primarily, between fixed and variable components, also taking into account benefits and non-monetary elements;
- analysis of market practices and trends: this allows the Company to both attract and maintain qualified and adequately motivated professional resources, through the definition of competitive remuneration levels and the guarantee of internal fairness and transparency;
- compliance: the Company draws inspiration from remuneration best practices, starting from the recommendations of the Corporate Governance Code.

3. REMUNERATION COMPONENTS

3.1. Fixed component

The fixed component of the remuneration is mainly related to: **(a)** professional specialization, **(b)** the organizational role held and **(c)** the responsibilities taken on.

With particular reference to establishing the remuneration of directors with particular offices, it should also be noted that the Board of Directors takes into account **(i)** the specific content of the powers delegated to the individual Executive Directors and / or **(ii)** of the functions and the role actually carried out and held by the individual Executive Directors within the company, thus ensuring that the remuneration is consistent with the nature of the tasks assigned to them and with the medium and long-term objectives of the Company, as no risk management policy has been made official.

In any case, the fixed component of the remuneration is sufficient to pay the director even if the variable component is not paid due to the failure to achieve the performance objectives.

The remuneration of the Manager in charge, in compliance with the remuneration policies adopted by the

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Company, is decided upon consistently with the duties assigned to her and comprises a fixed annual component as employed remuneration. The logic behind attribution and determination of this remuneration is the same as that relating to the remuneration of managers with strategic responsibilities¹.

The remuneration of the Board of Statutory Auditors is as established at the time of appointment.

3.2. Variable component

3.2.1. Short-term incentives

The Remuneration Policy approved by the Board of Directors provides for, in addition to the fixed component, a variable remuneration component to be recognized in favour of the Executive Directors, with the exception of the Chairman of the Board of Directors, for a maximum amount not exceeding 75% of the fixed annual remuneration, intended as the sum of the various components payable to the Executive Directors.

Indeed, the variable remuneration mentioned is payable in the event of achieving certain results related to EBITDA - to be verified on an annual basis - based on the annual budget prepared and approved by the Board of Directors on 7 February 2019. In particular, starting from the 2019 financial year, the variable component of the remuneration, as defined by the Board of Directors in the meeting of 11 April 2019, is payable in the following ways, provided that the consolidated EBITDA is greater than 80% compared with the EBITDA identified in the budget:

- a) 50% of the maximum component if the EBITDA is between 80% and 90% of the target;
- b) 80% of the maximum component if the EBITDA is between 90% and 105% of the target;
- c) 100% of the maximum component if the EBITDA is greater than 105% of the target.

These objectives were duly identified by the Board of Directors, after consulting the Appointments, Remuneration and Stock Option Plans Committee.

Variable remuneration, where due, is paid 1/3 in the year following the reference year, 1/3 in the second year following the reference year and 1/3 in the third year following the reference year.

3.2.2. Long-term incentives

There are no incentive plans based on the assignment of financial instruments.

3.2.3. Claw-back mechanisms

The Company - in accordance with the provisions of the Corporate Governance Code - has introduced contractual mechanisms that allow the directors with delegated powers to request the return, in whole or in part, of variable components of the remuneration already received and determine the loss of the right of the latter to receive the tranches of variable compensation already accrued but not yet paid, in the event of

¹ "Managers with strategic responsibilities" means the subjects defined in Annex 1 to Consob Regulation no. 17221 of 12 March 2010 containing provisions on related party transactions, as subsequently amended: "Managers with strategic responsibilities are those who have the power and responsibility, directly or indirectly, for the planning, direction and control of the company's activities, including the directors (executive or otherwise) of the company itself". The Related Party Transaction Regulation adopted by PLC includes, for the Company, the Directors (executive and not), the standing Auditors, the Managing Director (where appointed).



conduct that does not comply with the provisions of the law, regulations or articles of association, or in the event of fraudulent behaviour or gross negligence to the detriment of the Company (claw-back clause) .

3.3. Non-monetary benefits

As the only non-monetary benefit, supplementary healthcare just for executive directors was provided in 2018; starting from the 2019 financial year, this benefit has also been extended to non-executive directors.

The Chairman of the Board of Directors also benefits from the use of a car for mixed use due to the position of Sole Director of the subsidiary PLC System S.r.l.

4. POLICY CONCERNING COMPENSATION PROVIDED IN THE EVENT OF TERMINATION OF OFFICE OR TERMINATION OF THE EMPLOYMENT RELATIONSHIP

There are no agreements relating to the payment of indemnity in the event of resignation, dismissal without just cause or termination of the employment relationship following a public purchase offer for the Directors, with the exception of the severance allowance (*Trattamento di Fine Mandato*), i.e. a form of termination of office deferred remuneration to be paid upon the termination of the relationship approved by the Board of Directors on 15 May 2018 in favour of the Chairman of the Board of Directors Mr. Francesco Esposito amounting to Euro 25 thousand annually.

5. INSURANCE, SOCIAL SECURITY OR PENSION COVER, OTHER THAN THE MANDATORY ONES

There is no insurance, or social security or pension coverage other than the mandatory ones, with the exception, in line with best practices, of:

- a Third Party and Workers' Liability Policy to cover the risks affecting the company as a result of Civil Liability towards third parties and employees connected with the performance of all the activities that constitute its corporate purpose;
- a D&O Policy ("Directors & Officers Liability") to cover the culpable facts and circumstances committed by Directors, Managers, Statutory Auditors and any Members of the Supervisory Board, excluding cases of wilful misconduct;
- a cumulative Accident Insurance Policy provided to Directors / Executives / Middle Managers / Employees for accidents suffered by them during professional and extra-professional activities;
- a Legal Protection Policy to cover the legal costs that the Insured (the contractor, legal representatives, directors, employees) must bear to meet any legal proceedings.

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6. DIRECTORS' REMUNERATION

6.1. *Independent directors*

The remuneration of the Independent Directors is not linked to the economic results achieved by the Company and / or the Group and is a fixed component approved by the Shareholders' Meeting and by a fixed component approved by the Board of Directors.

In particular, additional compensation is provided for the participation in committees as better specified below:

- for the Appointments, Remuneration and Stock Option Plans Committee, there is a fixed gross annual total remuneration of Euro 12 thousand to be divided into Euro 7 thousand for the Chairman and Euro 5 thousand for the other member;
- for the Control and Risks Committee, there is a fixed gross annual total remuneration of Euro 12 thousand to be divided into Euro 7 thousand for the Chairman and Euro 5 thousand for the other member.

6.2. *Directors with particular offices*

In addition to the remuneration due to each member of the Board of Directors, determined in the context of the distribution of the remuneration defined by the Shareholders' Meeting for the office of director, the Board of Directors has defined the remuneration due to the directors with particular offices.

7. REMUNERATION OF STATUTORY AUDITORS

The amount of emoluments due to auditors annually is determined by the shareholders' meeting at the time of appointment.

8. REMUNERATION OF MANAGERS WITH STRATEGIC RESPONSIBILITIES

As indicated above, the remuneration of the Manager in charge consists exclusively of a fixed annual component as employed remuneration.

9. CRITERIA FOR THE DEFINITION OF THE REMUNERATION POLICY

The remuneration of directors with particular offices and of other managers with strategic responsibilities is consistent with the remuneration of other entities vested with the same office in companies of a size and business similar to that of PLC S.p.A.

10. RELATIONS BETWEEN THE REMUNERATION POLICY AND THE RISK MANAGEMENT POLICY ADOPTED BY THE COMPANY

The Company has not made official a risk management policy. Please refer to the provisions of paragraph 2 above.

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Finally, it should be noted that, in accordance with the provisions of the previous regulations, upon approval of the financial statements for the year ended 31 December 2018, the Shareholders' Meeting of the Company expressed a favourable, albeit non-binding vote on Section I of the Remuneration Policy.

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SECTION II

PART A

This Part A of Section II of the Report provides a representation of each of the items that make up the remuneration of the Directors, Statutory Auditors and Managers with Strategic Responsibilities of the Company respectively, including the compensations provided in the event of termination of office or termination of the employment relationship.

A. DIRECTORS

The remunerations for the office are approved by the Shareholders' Meeting when the members of the administrative body are appointed, and consist of a fixed annual amount, increased if they are required to make a greater commitment by taking part in the Committees. The Board of Directors, on the other hand, defines the remuneration due to directors with particular offices.

In particular, the Shareholders' Meeting of the Company, on 26 March 2018, resolved to attribute to each Director a fixed gross annual remuneration equal to Euro 10 thousand.

In the meeting of May 15, 2018, the Board of Directors recognized the following fees for directors with particular offices:

- a gross annual fixed remuneration of Euro 240 thousand was recognized for the Chairman of the Board of Directors, Mr. Francesco Esposito;
- to the CEO, Eng. Michele Scoppio, a gross annual fixed remuneration of Euro 40 thousand was recognized;
- a gross annual fixed remuneration of Euro 20 thousand was recognized for the Director with powers, Mrs. Chiara Esposito, and
- a gross annual fixed remuneration of Euro 10 thousand was recognized for the Director with powers, Dr. Luciano Maria Garofano.

With reference to the Chief Executive Officer, it should be noted that these fees supplement the employment salary already received as manager in PLC System S.r.l. of Euro 200 thousand until November 2018 and which starting from December 2018 has been changed to Euro 230 thousand per year and which also provides for the availability of cars for mixed use, and, with reference to the Director with powers Chiara Esposito, it should be noted that these remunerations supplement the employment salary already received as manager in PLC Service S.r.l. of Euro 85 thousand until November 2018 and which starting from December 2018 has been changed to Euro 95 thousand per year.

The Board of Directors of 15 May, 2018 resolved to recognize in favour of the Chairman of the Board of Directors, Mr. Francesco Esposito, a severance allowance (*Trattamento di Fine Mandato*), that is, a form of deferred office termination payment to be paid on termination of the relationship, equal to Euro 25 thousand annually.

Furthermore, based on the strategic assistance and consultancy tenure with reference to the operations and projects constituting the core business of PLC entered into between the Company and Nelke S.r.l., the latter

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(a company owned by the family members of Director Luciano Maria Garofano, in which the Director holds 16% of the shares and also holds the office of Director) receives an annual fee of Euro 105,000.00. It should be noted that Nelke S.r.l. from a formal point of view does not fall within the group of related parties of PLC S.p.A., nevertheless the Company considers it appropriate to consider Nelke S.r.l. a related part of PLC S.p.A. and therefore this information is shown in this Report.

Payment due to the administrative body for the year 2019 was therefore equal to a total of Euro 874 thousand entirely attributable to the fixed amount.

B. BOARD OF STATUTORY AUDITORS

Remuneration for the office is resolved by the Shareholders' Meeting at the time of appointment, for the entire duration of the office.

With reference to 2019, the Chairman of the Board of Statutory Auditors, Massimo Invernizzi, received a remuneration of Euro 25 thousand gross for the office. The standing statutory auditor, Claudio Sottoriva, received a remuneration of Euro 15 thousand gross for the position. The standing statutory auditor, Maria Francesca Talamonti, received a remuneration of Euro 15 thousand gross for the position.

The substitute statutory auditors received no recompense.

C. MANAGERS WITH STRATEGIC RESPONSIBILITIES

During the 2019 financial year, the only Manager with Strategic Responsibilities was the Manager in charge, in the person of Cecilia Mastelli.

During the 2019 financial year, the remuneration of the Manager in charge was made up of a fixed component as employment remuneration of Euro 80 thousand.

PART B

The fees paid in 2019 for any reason and in any form by PLC S.p.A. and by the subsidiaries in favour of the administrative and control bodies, as well as, in aggregate form, the managers with strategic responsibilities is analytically reported below, remembering that (i) there are no incentive plans based on financial instruments, (ii) there is a severance allowance provision (*Trattamento di Fine Mandato*) for the Chairman of the Board of Directors, Mr. Francesco Esposito, for an amount of Euro 25 thousand annually.

In particular, **Table 1** illustrates the fees accrued and paid in 2019 to the members of the Board of Directors currently in office (they have been in office since 26 March 2018).

Table 2 illustrates the fees accrued and paid in 2019 to the members of the Board of Statutory Auditors currently in office (they have been in office since 27 June 2018).

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Table 3 illustrates the fees accrued and paid in 2019 to managers with strategic responsibilities.

Based on the declarations and information received by the members of the administrative and control bodies in office at the date of this Report, there are no shareholdings in PLC S.p.A. during the 2019 financial year by the same members of the administration and control bodies, with the exception of the CEO Eng. Michele Scoppio, who is the owner of no. 445,861 PLC S.p.A. shares.

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TABLE 1, 2 and 3: fees accrued by the members of the administrative and control bodies and by managers with strategic responsibilities (values in thousands of Euros)

TABLE 1 Fees accrued by the members of the administrative bodies

Name and Surname	Office held	Period for which the office was held in 2019	Expiry of office with approval of financial statements to	Fixed fees	Fees for participation in Committees	Non equity variable fees		Non-monetary benefits	Total PLC S.p.A. fees	Other fees for positions held in subsidiaries and associated companies(A)	Other fees (Severance Allowance)	Total Fees accrued (C) = (A)+(B)	Total abstentions 2019 (D)	Total Fees due (E)=(C)-(D)	Fair value of equity fees	End of office indemnity or termination of the employment relationship
						Bonuses and other incentives	Profit sharing									
In office since 26.03.18																
Francesco Esposito	Chairman	01-01-19 TO 31-12-19	31.12.2020	250.0	-	-	-	-	250.0	130.0	25.0	405.0	-	405.0	-	-
Michele Scoppio	CEO	01-01-19 TO 31-12-19	31.12.2020	50.0	-	-	-	-	50.0	230.0	-	280.0	-	280.0	-	-
Chiara Esposito	Director	01-01-19 TO 31-12-19	31.12.2020	30.0	-	-	-	-	30.0	95.0	-	125.0	-	125.0	-	-
Luciano Garofano (***)	Director	01-01-19 TO 31-12-19	31.12.2020	20.0	-	-	-	-	20.0	-	-	20.0	-	20.0	-	-
Marina D'Artibale (*) (**)	Independent director	01-01-19 TO 31-12-19	31.12.2020	10.0	12.0	-	-	-	22.0	-	-	22.0	-	22.0	-	-
Graziano Gianmichele Visentin (*) (**)	Independent director	01-01-19 TO 31-12-19	31.12.2020	10.0	12.0	-	-	-	22.0	-	-	22.0	-	22.0	-	-
Total				370.0	24.0	-	-	-	394.0	455.0	25.0	874.0	-	874.0	-	-

(*) members of the Appointments, Remuneration and Stock Option Plans Committee and the Appointments Committee

(**) members of the Control and Risk Committee and of the Related Party Transactions Committee

(***) the fee of € 105K is governed by the service contract stipulated with Nelke

(A)

F. Esposito: director's fee

M. Scoppio - C. Esposito: salaries for employment gross of social security and tax charges borne by the employee, excluding those paid by the company

TABLE 2 Fees accrued by the members of the control bodies

Name and Surname	Office held	Period for which the office was held in 2019	Expiry of office with approval of financial statements to	Fixed fees	Fees for participation in Committees	Non equity variable fees		Non-monetary benefits	Total PLC S.p.A. fees	Other fees for positions held in subsidiaries and associated companies	Other fees (Severance Allowance)	Total Fees accrued (C) = (A)+(B)	Total abstentions 2019 (D)	Total Fees due (E)=(C)-(D)	Fair value of equity fees	End of office indemnity or termination of the employment relationship
						Bonuses and other incentives	Profit sharing									
In office since 27.06.2018																
Massimo Invernizzi	Chairman	01-01-19 TO 31-12-19	31.12.2020	25.0	-	-	-	-	25.0	-	-	25.0	-	25.0	-	-
Claudio Sottoriva	Standing statutory auditor	01-01-19 TO 31-12-19	31.12.2020	15.0	-	-	-	-	15.0	-	-	15.0	-	15.0	-	-
Maria Francesca Talamonti	Standing statutory auditor	01-01-19 TO 31-12-19	31.12.2020	15.0	-	-	-	-	15.0	-	-	15.0	-	15.0	-	-
Total				55.0	-	-	-	-	55.0	-	-	55.0	-	55.0	-	-



TABLE 2 Fees accrued by managers with strategic responsibilities

Name and Surname	Office held	Period for which the office was held in 2019	Expiry of office with approval of financial statements to	Fixed fees	Fees for participation in Committees	Non equity variable fees		Non-monetary benefits	Total PLC S.p.A. fees	Other fees for positions held in subsidiaries and associated	Other fees (Severance Allowance)	Total Fees accrued (C) = (A)+(B)	Total abstentions 2019 (D)	Total Fees due (E)=(C)-(D)	Fair value of equity fees	End of office indemnity or termination of the employment relationship
						Bonuses and other incentives	Profit sharing									
In office since 26.03.2018																
Cecilia Mastelli	Manager in charge of preparing corporate accounting documents	01-01-19 TO 31-12-19	31.12.2020	80.0	-	-	-	-	80.0	-	-	80.0	-	80.0	-	-
Total				80.0	-	-	-	-	80.0	-	-	80.0	-	80.0	-	-

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DIAGRAM No. 7-ter - Diagram relating to information on the shareholdings of the members of the administrative and control bodies, managing directors and other managers with strategic responsibilities

TABLE 1: Shareholdings of members of the administrative and control bodies and managing directors

SURNAME AND NAME	POSITION	COMPANY IN WHICH SHARES ARE HELD	NUMBER OF SHARES HELD AT THE END OF THE PREVIOUS YEAR	NUMBER OF SHARES PURCHASED	NUMBER OF SHARES SOLD	NUMBER OF SHARES HELD AT THE END OF THE CURRENT YEAR
Michele Scoppio	CEO		601,303	--	155,442	445,861
Chiara Esposito	Director	FRAES S.r.l.	19,087,545	--	--	19,087,545
Annamaria Scognamiglio (wife of Francesco Esposito)	Francesco Esposito Chairman of the Board of Directors	FRAES S.r.l.	19,087,545	--	--	19,087,545

TABLE 2: Shareholdings of other managers with strategic responsibility

NUMBER OF MANAGERS WITH STRATEGIC RESPONSIBILITIES	COMPANY IN WHICH SHARES ARE HELD	NUMBER OF SHARES HELD AT THE END OF THE PREVIOUS YEAR	NUMBER OF SHARES PURCHASED	NUMBER OF SHARES SOLD	NUMBER OF SHARES HELD AT THE END OF THE CURRENT YEAR
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PLC SPA

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VAT No. and Tax Code 05346630964 – Economic Administrative Index MI-1814188 – Share Capital €

27,026,480.35 fully paid up