

PRESS RELEASE

Brescia, 15 June 2023 - Today, the Board of Directors resolved, on the proposal of the Remuneration and Appointments Committee and with the favourable opinion of the Board of Auditors, to award the following emoluments in continuity with the past and in line with the Remuneration Policy in force for the Company:

- Chairman Marco Patuano, a gross annual compensation of 250,000.00 euro (in addition to the gross expenses of approximately 25,235.50 euro), without any variable component;
- Chief Executive Officer Renato Mazzoncini, a gross annual compensation of 120,000.00 euro per year and a gross annual variable compensation, linked to the achievement of objectives set out in the Incentive Plan, up to a maximum value of 80,000.00 euro;
- Audit and Risk Committee: gross annual compensation Chairman 30,000.00 euro, gross annual compensation for each member 20,000.00 euro;
- Remuneration and Appointments Committee: gross annual compensation Chairman 20,000.00 euro, gross annual compensation for each member 19,000.00 euro;
- ESG and Territory Relations Committee: gross annual compensation Chairman 20,000.00 euro, gross annual compensation for each member 19,000.00 euro.
- Related Parties Committee: gross annual compensation Chairman 20,000.00 euro, gross annual compensation for each member 19,000.00 euro.

The Deputy Chairman Giovanni Comboni will be paid a gross annual compensation of 40,000.00 euro for the position of functional report to Internal Audit.

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