

(*) Breakdown of Remuneration for participation in Committees (amounts in €)

| | |
|---|-----------|
| <i>(1) Of which:</i> | |
| ESG AND TERRITORY RELATIONS COMMITTEE (Chair) | 26,904.00 |
| <i>(2) Of which:</i> | |
| REMUNERATION AND APPOINTMENTS COMMITTEE | 19,690.00 |
| <i>(3) Of which:</i> | |
| CONTROL AND RISKS COMMITTEE | 23,453.00 |
| <i>(4) Of which:</i> | |
| ESG AND LOCAL RELATIONS COMMITTEE | 19,690.00 |
| RELATED PARTIES COMMITTEE (Chair) | 26,904.00 |
| <i>(5) Of which:</i> | |
| RELATED PARTIES COMMITTEE | 19,690.00 |
| <i>(6) Of which:</i> | |
| REMUNERATION AND APPOINTMENTS COMMITTEE (Chair) | 26,904.00 |
| <i>(7) Of which:</i> | |
| ESG AND LOCAL RELATIONS COMMITTEE | 19,690.00 |
| <i>(8) Of which:</i> | |
| CONTROL AND RISKS COMMITTEE | 23,453.00 |
| <i>(9) Of which:</i> | |
| ESG AND LOCAL RELATIONS COMMITTEE | 19,690.00 |
| REMUNERATION AND APPOINTMENTS COMMITTEE | 19,690.00 |
| <i>(10) Of which:</i> | |
| CONTROL AND RISKS COMMITTEE | 23,453.00 |
| RELATED PARTIES COMMITTEE | 19,690.00 |
| <i>(11) Of which:</i> | |
| CONTROL AND RISKS COMMITTEE (Chair) | 33,452.00 |

Executive
Summary

Introduction -
Preamble and
Regulatory
Framework

Section
One - 2025
Remuneration
Policy

**Section Two -
Implementation
of the 2024
Remuneration
Policy**