

TABLES – CONSOB FORM 7-BIS*

TABLE 1: Remuneration paid to members of the board of directors and board of statutory auditors, general managers and other key management personnel

BOARD OF DIRECTORS

Name and surname or category (A)	Position (B)	Period in office (C)	Expiry of term of office (D)	Fixed pay (1)	Fee for Board Committee membership (2)	Variable non-equity payments (3)	Benefits in kind (4)	Other remuneration (5)	Total (6)	Fair Value of equity-based payments (7)	Severance indemnity at end of term or upon termination of employment (8)
1 Silvia Maria Rovere											
(I) Remuneration from company preparing financial statements	Chair	01/01/2025 - 31/12/2025	appr. 2025 financial statements	€ 480,000	€ 25,000 ⁽¹⁾		€ 9,364		€ 514,364		
(II) Remuneration from subsidiaries and associates											
(III) Total				€ 480,000	€ 25,000		€ 9,364		€ 514,364		
Notes: ⁽¹⁾ For the position of Chair of the Sustainability Committee.											
2 Matteo Del Fante											
(I) Remuneration from company preparing financial statements	Chief Executive Officer	01/01/2025 - 31/12/2025	appr. 2025 financial statements	€ 1,478,000 ⁽¹⁾		€ 470,150	€ 14,647		€ 1,962,798	€ 1,843,401	
(II) Remuneration from subsidiaries and associates											
(III) Total				€ 1,478,000		€ 470,150	€ 14,647		€ 1,962,798	€ 1,843,401	
Notes: ⁽¹⁾ Of which €1,378,000 as Chief Executive Officer (consisting of €40,000 in remuneration determined by the General Meeting of shareholders in accordance with art. 2389, paragraph 1 of the Civil Code and €1,338,000 in remuneration in accordance with art. 2389, paragraph 3 of the Civil Code) and €100,000 as Manager of the Company.											
3 Carlo D'Asaro Blondo											
(I) Remuneration from company preparing financial statements	Director	01/01/2025 - 31/12/2025	appr. 2025 financial statements	€ 40,000	€ 50,000 ⁽¹⁾		€ 521		€ 90,521		
(II) Remuneration from subsidiaries and associates											
(III) Total				€ 40,000	€ 50,000		€ 521		€ 90,521		
Notes: ⁽¹⁾ Of which € 25,000 for the office of Chair of the Remuneration Committee and € 25,000 for membership in the Control and Risk Committee.											
4 Valentina Gemignani											
(I) Remuneration from company preparing financial statements	Director	01/01/2025 - 31/12/2025	appr. 2025 financial statements	€ 40,000	€ 42,500 ⁽¹⁾				€ 82,500 ⁽²⁾		
(II) Remuneration from subsidiaries and associates											
(III) Total				€ 40,000	€ 42,500		€ -		€ 82,500		
Notes: ⁽¹⁾ Of which €25,000 for membership in the Control and Risk Committee and €17,500 for membership in the Appointments and Corporate Governance Committee. ⁽²⁾ Amounts paid.											

* Values entered in the tables shown have been calculated *pro-rata temporis*, where necessary. The variable pay shown in the tables is based on an estimate of the amount payable at the time of preparing this document, whilst awaiting approval of the Company's financial statements by the Shareholders' Meeting.

5 Alessandro Marchesini				
	Director	26/03/2025 - 31/12/2025	appr. 2025 financial statements	
(i) Remuneration from company preparing financial statements		€ 30,658	€ 26,826 ⁽¹⁾	€ 57,484
(ii) Remuneration from subsidiaries and associates				
(iii) Total		€ 30,658	€ 26,826	€ -
Notes:				
⁽¹⁾ Of which €13,413 for membership in the Remuneration Committee and €13,413 for membership in the Sustainability Committee.				
6 Paolo Marchioni				
	Director	01/01/2025 - 31/12/2025	appr. 2025 financial statements	
(i) Remuneration from company preparing financial statements		€ 40,000	€ 46,663 ⁽¹⁾	€ 86,663
(ii) Remuneration from subsidiaries and associates		€ 15,000		€ 15,000
(iii) Total		€ 55,000	€ 46,663	€ -
Notes:				
⁽¹⁾ Of which €17,500 for membership in the Remuneration Committee, €25,000 for the office of Chairperson of the Related and Connected Parties Committee and €4,163 for membership in the Sustainability Committee (the latter from 01/01/2025 to 26/03/2025).				
7 Matteo Petrella				
	Director	01/01/2025 - 31/12/2025	appr. 2025 financial statements	
(i) Remuneration from company preparing financial statements		€ 40,000	€ 52,500 ⁽¹⁾	€ 92,500
(ii) Remuneration from subsidiaries and associates		€ 10,000		€ 10,000
(iii) Total		€ 50,000	€ 52,500	€ -
Notes:				
⁽¹⁾ Of which € 35,000 for the office of Chair of the Control and Risk Committee and € 17,500 for membership in the Related and Connected Parties Committee.				
8 Patrizia Rutigliano				
	Director	01/01/2025 - 31/12/2025	appr. 2025 financial statements	
(i) Remuneration from company preparing financial statements		€ 40,000	€ 42,500 ⁽¹⁾	€ 83,021
(ii) Remuneration from subsidiaries and associates				
(iii) Total		€ 40,000	€ 42,500	€ 83,021
Notes:				
⁽¹⁾ Of which € 25,000 for the office of Chair of the Appointments and Corporate Governance Committee and € 17,500 for membership in the Sustainability Committee.				
9 Vanda Ternau				
	Director	01/01/2025 - 31/12/2025	appr. 2025 financial statements	
(i) Remuneration from company preparing financial statements		€ 40,000	€ 35,000 ⁽¹⁾	€ 75,521
(ii) Remuneration from subsidiaries and associates		€ 15,000		€ 15,000
(iii) Total		€ 55,000	€ 35,000	€ 90,521
Notes:				
⁽¹⁾ Of which € 17,500 for membership in the Appointments and Corporate Governance Committee and € 17,500 for membership in the Related and Connected Parties Committee.				

General Manager

Name and surname or category	(A)	Position	Period in office	Expiry of term of office	Fixed pay	Fee for Board Committee membership	Variable non-equity payments	Benefits in kind	Other remuneration	Total	Fair Value of equity-based payments	Severance indemnity at end of term or upon termination of employment
		(B)	(C)	(D)	(1)	(2)	Bonuses and other incentives	(4)	(5)	(6)	(7)	(8)
Giuseppe Lasco		General Manager	01/01/2025 - 31/12/2025		€ 870,000		€ 1,200,600	€ 23,671		€ 2,094,272	€ 695,444	
(I) Remuneration from company preparing financial statements												
(II) Remuneration from subsidiaries and associates												
(III) Total					€ 870,000		€ 1,200,600	€ 23,671		€ 2,094,272	€ 695,444	

Key management personnel

Name and surname or category	(A)	Position	Period in office	Expiry of term of office	Fixed pay	Fee for Board Committee membership	Variable non-equity payments	Benefits in kind	Other remuneration	Total	Fair Value of equity-based payments	Severance indemnity at end of term or upon termination of employment
		(B)	(C)	(D)	(1)	(2)	Bonuses and other incentives	(4)	(5)	(6)	(7)	(8)
Key Management Personnel (16 resources⁽¹⁾)												
(I) Remuneration from company preparing financial statements					€ 6,610,705		€ 6,219,427	€ 261,375		€ 13,091,506	€ 4,176,176	
(II) Remuneration from subsidiaries and associates												
(III) Total					€ 6,610,705		€ 6,219,427	€ 261,375		€ 13,091,506	€ 4,176,176	

Notes:

⁽¹⁾ There is no requirement, under existing regulations, for disclosure on an individual basis, given that in 2025, none of the Key Management Personnel received higher total compensation than the CEO.⁽²⁾ Remuneration payable for the role of Director and for specific positions held in Group companies, approved in accordance with art. 2389 of the Italian Civil Code, amounting to a total of € 1,048,686, is paid entirely to Poste Italiane SpA.⁽³⁾ Remuneration payable for the role of Director and for specific positions held in Group companies, approved in accordance with art. 2389 of the Italian Civil Code, amounting to a total of €565,571, is paid entirely to Poste Italiane SpA.

Board of Statutory Auditors

Name and surname or category		Position	Period in office	Expiry of term of office	Fixed pay	Fee for Board Committee membership	Variable non-equity payments		Benefits in kind	Other remuneration	Total	Fair Value of equity-based payments	Severance indemnity at end of term or upon termination of employment
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)
1 Mauro Lonardo	Chair of the Board of Statutory Auditors	01/01/2025 - 30/05/2025	appr. 2024 financial statements		€ 33,242						€ 33,242		
					€ 77,158 ⁽¹⁾					€ 77,158			
					€ 110,400					€ 110,400			
				Notes:									
⁽¹⁾ Period considered from 01/01/2025 - 31/12/2025 with remuneration, if necessary, pro rata according to the actual period for which the office was held.													
2 Gianluigi Fiorendi	Standing Auditor	01/01/2025 - 30/05/2025	appr. 2024 financial statements		€ 29,087						€ 29,087		
					€ 18,854 ⁽¹⁾					€ 18,854			
					€ 47,941					€ 47,941			
				Notes:									
⁽¹⁾ Period considered from 01/01/2025 - 31/12/2025 with remuneration, if necessary, pro rata according to the actual period for which the office was held.													
3 Serena Gatteschi	Standing Auditor	01/01/2025 - 30/05/2025	appr. 2024 financial statements		€ 29,087						€ 29,087		
					€ 28,009 ⁽¹⁾					€ 28,009			
					€ 57,096					€ 57,096			
				Notes:									
⁽¹⁾ Period considered from 01/01/2025 - 31/12/2025 with remuneration, if necessary, pro rata according to the actual period for which the office was held.													
4 Antonio Mansi	Chair of the Board of Statutory Auditors	30/05/2025 - 31/12/2025	appr. 2027 financial statements		€ 47,105						€ 47,105		
					€ 47,105					€ 47,105			
				Notes:									
⁽¹⁾ Period considered from 01/01/2025 - 31/12/2025 with remuneration, if necessary, pro rata according to the actual period for which the office was held.													
5 Giovanni Caravetta	Standing Auditor	30/05/2025 - 31/12/2025	appr. 2027 financial statements		€ 41,217						€ 41,217		
					€ 41,217					€ 41,217			
				Notes:									
⁽¹⁾ Period considered from 01/01/2025 - 31/12/2025 with remuneration, if necessary, pro rata according to the actual period for which the office was held.													
6 Laura Gualtieri	Standing Auditor	30/05/2025 - 31/12/2025	appr. 2027 financial statements		€ 41,217						€ 41,217		
					€ 41,217					€ 41,217			
				Notes:									
⁽¹⁾ Period considered from 01/01/2025 - 31/12/2025 with remuneration, if necessary, pro rata according to the actual period for which the office was held.													