

TABLE 1. REMUNERATION PAID TO MEMBERS OF THE GOVERNING AND SUPERVISORY BODIES, GENERAL MANAGERS AND ALL EXECUTIVES WITH STRATEGIC RESPONSIBILITIES (Amounts in thousands of euro)

LAST AND FIRST NAME(S)	POSITION HELD IN THE FINANCIAL YEAR 2015	TERM OF OFFICE	EXPIRY OF THE TERM OF OFFICE	FIXED REMUNERATION	REMUNERATION FOR THE PARTICIPATION IN COMMITTEES	NON-EQUITY VARIABLE REMUNERATION		NON-CASH BENEFITS	OTHER FEES	TOTAL	FAIR VALUE OF EQUITY PAYMENTS	TERMINATION OR SEVERANCE INDEMNITY
						BONUSES AND OTHER INCENTIVES	PROFIT-SHARING					
De Gennaro Giovanni	Chairman	1.1/31.12.2015	FY 2016	90 148				5		243		
Moretti Mauro	Director Chief Executive Officer and General Manager	1.1/31.12.2015	FY 2016	80 939		585		72		1.676	221 (7)	
Alpa Guido	Director	1.1/31.12.2015	FY 2016	80	28					108		
Calderone Marina Elvira	Director	1.1/31.12.2015	FY 2016	80	15					95		
Cantarella Paolo	Director	1.1/31.12.2015	FY 2016	80	22					102		
Dassù Marta	Director	1.1/31.12.2015	FY 2016	80	22					102		
De Nicola Alessandro	Director	1.1/31.12.2015	FY 2016	80	23					103		
Frigerio Dario	Director	1.1/31.12.2015	FY 2016	80	26					106		
Landi Fabrizio	Director	1.1/31.12.2015	FY 2016	80	23					103		
Merlo Silvia	Director	1.1/31.12.2015	FY 2016	80	27					107		
Rubini Marina	Director	1.1/31.12.2015	FY 2016	80	23					103		
Bauer Riccardo Raul	Chairman Board of St. Aud.	1.1/31.12.2015	FY 2017	78					11 (1)	89		
Abriani Niccolò	Regular Auditor	1.1/31.12.2015	FY 2017	52					25 (2)	77		
Corsi Luigi	Regular Auditor	11.5/31.12.2015	FY 2017	33					1 (3)	34		
Perrini Francesco	Regular Auditor	11.5/31.12.2015	FY 2017	33						33		
Savi Daniela	Regular Auditor	11.5/31.12.2015	FY 2017	33						33		
Fratino Maurilio	Regular Auditor	1.1/11.05.2015	FY 2015	19					5 (4)	24		
Montaldo Silvano	Regular Auditor	1.1/11.05.2015	FY 2015	19					26 (5)	45		
Pinto Eugenio	Regular Auditor	1.1/11.05.2015	FY 2015	19					14 (6)	33		
Executive with Strategic Responsibilities			FY 2016	491		294		46		831	134 (7)	
(I) Remuneration in the Company drawing up the financial statements				2.754	209	879	0	123	31	3.996	355 (7)	
(II) Remuneration from subsidiaries and affiliates									51	51		
(III) Total				2.754	209	879	0	123	82	4.047	355 (7)	

(1) Refund of lump-sum expenses.

(2) Remuneration for position held in other Group Company from 01/01/2015 to 31/12/2015.

(3) Refund of lump-sum expenses.

(4) Refund of lump-sum expenses.

(5) €th. 13 for refund of lump-sum expenses and €th. 13 for remuneration for position held in other Group Company from 01/01/2015 to 11/05/2015.

(6) €th. 1 for refund of lump-sum expenses and €th. 13 for remuneration for position held in other Group Company from 01/01/2015 to 11/05/2015.

(7) The fair value relating to the 2015-2017 LTI Plan corresponding to the maximum amount of incentive that can be allocated upon full achievement of all performance targets, has been calculated on the base of the following parameters: the book value referring to the TSR (adjusted fair value € 10.90), the book value referring to the Group Debt and ROS (€ 13.12), the maximum number of shares that can be allocated within the Plan and the vesting period effectively elapsed in the 2015 financial year (5/36 months, i.e. from 1.8.2015 to 31.12.2015).

