



DISCLOSURE

PUBLIC DISCLOSURE PURSUANT TO ARTICLE 84-BIS, PARAGRAPH 5, CONSOB RESOLUTION NO. 11971 OF MAY 14, 1999, AS AMENDED (THE "ISSUERS' REGULATION") CONCERNING REMUNERATION PLANS BASED ON FINANCIAL INSTRUMENTS

Sant'Ilario d'Enza, March 28, 2025 - This disclosure is provided to give an account of currently active remunerations plans linked to financial instruments.

1) *"Interpump 2019/2021 Incentive Plan"*

With reference to the incentive plan reserved for certain employees, directors and/or collaborators of the Interpump Group called the "Interpump Incentive Plan 2019/2021" ("SOP 2019/2021") adopted by the Shareholders' Meeting of the Company on April 30, 2019, attached hereto is the table provided for in Section 4.24 of Schedule 7, Annex 3A of the Issuers' Regulations that gives account of the status of the SOP 2019/2021 itself favourable, also pursuant to Article 2389 of the Civil Code.

2) *"Interpump 2022/2024 Incentive Plan"*

With reference to the incentive plan reserved for certain employees, directors and/or collaborators of the Interpump Group called the "Interpump Incentive Plan 2022/2024" ("SOP 2022/2024") adopted by the Company's Shareholders' Meeting on April 29, 2022, the table provided for in Section 4.24 of Schedule 7, Annex 3A of the Issuers' Regulations is attached hereto, which gives account of the status of the SOP 2022/2024 itself favourable, also pursuant to Article 2389 of the Civil Code.

Attached is the table required by Section 4.24 of Schedule 7, Annex 3A of the Issuers' Regulations.

Sant'Ilario d'Enza (RE), *March 28, 2025*

For the Board of Directors.
The Chairman
Dr. Fulvio Montipò



**INTERPUMP
GROUP**

For information:

Moccagatta Associates

Tel. 02 8645.1695

Fax 02 8645.2082

segreteria@moccagatta.it

Elisabetta Cugnasca

Tel. 0522 904311

Fax 0522 904444

ecugnasca@interpumogroup.it

INTERPUMP GROUP S.p.A. - Via E. FERMI, 25 - 42049 S. ILARIO - REGGIO EMILIA (ITALY) - TEL.+39.0522.904311
FAX. +39.0522.904444 - E-mail info@interpumpgroup.it
SOC. ZIP CODE. Euro 56,617,232.88 I.V. - REG. IMPRESE R.E. - FISCAL CODE 11666900151 - C.C.I.A.A. R.E.A. No. 204185



"Interpump Incentive Plan 2019/2021"

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2							
		<i>Stock options</i>							
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)							
		Shareholder resolution date	Description of the Instrument (12)	Options held at the end of the previous financial period (11)	Options exercised (13)	Grant date (10)	Exercise Price	Market Price of underlying shares at grant date	Possible exercise period (from-to)
Paolo Cleopatra	Director of subsidiary companies	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	10.000	-	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Damian Lopez	Director of subsidiary companies	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of	7.000	3.500	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2							
		<i>Stock options</i>							
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)							
		Shareholder resolution date	Description of the Instrument (12)	Options held at the end of the previous financial period (11)	Options exercised (13)	Grant date (10)	Exercise Price	Market Price of underlying shares at grant date	Possible exercise period (from-to)
			Directors, cash settlement						
Marcello Di Campi	Director of subsidiary companies	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	5.500	-	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Giovanni Poletti	Director of subsidiary companies	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	10.000	5.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2							
		<i>Stock options</i>							
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)							
		Shareholder resolution date	Description of the Instrument (12)	Options held at the end of the previous financial period (11)	Options exercised (13)	Grant date (10)	Exercise Price	Market Price of underlying shares at grant date	Possible exercise period (from-to)
Alessandro Verratti	Director of subsidiary companies	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	5.000	1.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Marco Agnifili	Director of subsidiary companies	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	5.500	-	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Pierluigi Di Bartolomeo	Director of subsidiary companies	30/4/2019	Options on Interpump ordinary shares with	7.000	-	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2							
		<i>Stock options</i>							
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)							
		Shareholder resolution date	Description of the Instrument (12)	Options held at the end of the previous financial period (11)	Options exercised (13)	Grant date (10)	Exercise Price	Market Price of underlying shares at grant date	Possible exercise period (from-to)
			physical settlement or, at discretion of the Board of Directors, cash settlement						
Mario Ramazzotti	Director of subsidiary companies	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	10.000	5.000	3/6/2020	27,9868	28,5975	From 30.06.2022 to 31.12.2025
Other employees	n.11	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of	41.276	6.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2							
		<i>Stock options</i>							
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)							
		Shareholder resolution date	Description of the Instrument (12)	Options held at the end of the previous financial period (11)	Options exercised (13)	Grant date (10)	Exercise Price	Market Price of underlying shares at grant date	Possible exercise period (from-to)
		Directors, cash settlement							



Notes to the table

- (1) One line must be filled in for each individually identified entity and for each category considered; a different line must be reported for each entity or category for: i) each type of instrument or option granted (e.g., different exercise prices and/or expiration dates determine different types of options); ii) each plan resolved by different shareholders' meeting.
- (2) **State the names of the members of the board of directors or management board of the issuer of financial instruments and its subsidiaries or parent companies.**
- (3) **Give the names of the general managers of the share issuer.**
- (4) **Give the names of the natural persons controlling the share issuer, who are employees or collaborators of the share issuer and are not employed by the company.**
- (5) **Name the other Managers with Strategic Responsibilities of the share issuer that is not "smaller in size," pursuant to Article 3(1)(f) of Regulation No. 17221 of March 12, 2010, if they received total compensation (obtained by summing monetary compensation and compensation based on financial instruments) greater than the highest total compensation among those awarded to members of the board of directors, i.e., the board of management, and general managers of the issuer during the fiscal year.**
- (6) Name the total number of Managers with Strategic Responsibilities of the share issuer, for which categories are provided.
- (7) Name the category of other employees and the category of nonemployee collaborators. It is necessary to report different line of categories of employees or collaborators for which differentiated plan characteristics have been provided (e.g., managers, executives, clerks).
- (8) Data refer to instruments related to plans approved on the basis of:
 - i. Shareholder resolutions prior to the date on which the relevant body approves the proposal for the meeting and/or
 - ii. Shareholder resolutions prior to the date on which the decision-making body implements the proxy received from the meeting;the table therefore contains:
 - in case (i), data as of the date of the proposal of the competent body for the meeting (in this case, the table is attached to the information document for the meeting to approve the plans);
 - in case (ii), data updated as of the date of the decision of the body responsible for implementing the plans, (in this case, the table is attached to the releases published following the decision of the body responsible for implementing the plans).
- (9) The data may refer to:
 - a. to the decision of the board of directors prior to the meeting, for the table attached to the document presented at the meeting; in this case, the table will show only the characteristics, if any, already defined by the board of directors;
 - b. to the decision of the body responsible for deciding on the implementation of the plan following approval by the shareholders' meeting, in the case of the table combined with the announcement to be published on the occasion of the latter decision concerning implementation.In both cases it is necessary to mark the corresponding box in the field related to this note 9. For data not yet defined, indicate in the corresponding field the code "N.A." (Not available).
- (10) If the date of the award is different from the date on which the remuneration committee, if any, made the proposal with regard to this award, add in the field also the date of the proposal of the aforementioned committee by highlighting the date on which the board of directors or other competent body resolved with the code "cda/oc" and the date of the proposal of the remuneration committee with the code "cpr".
- (11) Number of options held at the end of the fiscal year, i.e., the year prior to the year in which the meeting is called to approve the new allocation.
- (12) Indicate, for example, in panel 1: (i) shares of company X, (ii) instrument parameterized to the value of shares Y, and in panel 2: (iii) options on shares W with physical settlement; (iv) options on shares Z with cash settlement, etc.
- (13) Number of options exercised from the beginning of the plan until the end of the fiscal year preceding the one in which the shareholders' meeting is called to approve a new *stock option* plan.
- (14) The *vesting* period is defined as the period between the time when the right to participate in the incentive scheme is awarded and the time when the right accrues.



"Interpump Incentive Plan 2022/2024"

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description of the Instrument (12)	Number Options	Shareholder resolution date (10)	Shareholder resolution date	Description of the Instrument (12)	Shareholder resolution date
Fulvio Montipo	Chairman and Chief Executive Officer of the Company	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	1.620.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Fabio Marasi	Executive Director of the Company	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	45.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
				15.000	28/04/2023		50,283	
Giacomo Leo	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with	20.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description of the Instrument (12)	Number Options	Shareholder resolution date (10)	Shareholder resolution date	Description of the Instrument (12)	Shareholder resolution date
			physical settlement or, at discretion of the Board of Directors, cash settlement					
Mario Ramazzotti	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	20.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Enrico Lo Greco	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	20.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description of the Instrument (12)	Number Options	Shareholder resolution date (10)	Shareholder resolution date	Description of the Instrument (12)	Shareholder resolution date
Mauro Barani	CFO and Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	20.000	28/04/2023	38,6496	50,283	From 30.06.2025 to 31.12.2028



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
Damia Lopez	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	10.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Giovanni Poletti	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	8.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Claudio Lugli	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares	6.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
			with physical settlement or, at discretion of the Board of Directors, cash settlement					



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
Marcello Di Campli	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	5.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Gianluca Tassinari	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	4.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Emilio Zanichelli	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares	3.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
			with physical settlement or, at discretion of the Board of Directors, cash settlement					



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
Marco Agnifili	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	3.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Pierluigi Di Bartolomeo	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	3.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Alexander Verratti	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares	3.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
			with physical settlement or, at discretion of the Board of Directors, cash settlement					



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
Giorgio Comellini	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	2.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Paolo Margini	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	2.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Sandra Mattioli	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares	2.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
			with physical settlement or, at discretion of the Board of Directors, cash settlement					



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
Guido Guaraldi	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	2.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Nicola Donà	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	2.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028
Alessio Pioli	Director of subsidiary companies	29/04/2022	Options on Interpump ordinary shares	2.000	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
			with physical settlement or, at discretion of the Board of Directors, cash settlement					



INTERPUMP GROUP

Full name or category (1)	Office (to be specified only for the subjects reported by name)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options under the decision: <input type="checkbox"/> of the board of directors' proposal for the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the resolution of the shareholders (9)						
		Shareholder resolution date	Description Tool (12)	Number Options	Shareholder resolution date (10)	Price of exercise	Price of market of underlying actions on the date of assignment	Shareholder resolution date
Other employees	n.23	29/04/2022	Options on Interpump ordinary shares with physical settlement or, at discretion of the Board of Directors, cash settlement	101.800	29/04/2022	38,6496	38,9265	From 30.06.2025 to 31.12.2028



Notes to the table

- (1) One line must be filled in for each individually identified entity and for each category considered; a different line must be reported for each entity or category for: i) each type of instrument or option granted (e.g., different exercise prices and/or expiration dates determine different types of options); ii) each plan resolved by different shareholders' meeting.
- (2) **State the names of the members of the board of directors or management board of the issuer of financial instruments and its subsidiaries or parent companies.**
- (3) **Give the names of the general managers of the share issuer.**
- (4) **Give the names of the natural persons controlling the share issuer, who are employees or collaborators of the share issuer and are not employed by the company.**
- (5) **Name the other Managers with Strategic Responsibilities of the share issuer that is not "smaller in size," pursuant to Article 3(1)(f) of Regulation No. 17221 of March 12, 2010, if they received total compensation (obtained by summing monetary compensation and compensation based on financial instruments) greater than the highest total compensation among those awarded to members of the board of directors, i.e., the board of management, and general managers of the issuer during the fiscal year.**
- (6) Name the total number of Managers with Strategic Responsibilities of the share issuer, for which categories are provided.
- (7) Name the category of other employees and the category of nonemployee collaborators. It is necessary to report different line of categories of employees or collaborators for which differentiated plan characteristics have been provided (e.g., managers, executives, clerks).
- (8) Data refer to instruments related to plans approved on the basis of:
 - iii. Shareholder resolutions prior to the date on which the relevant body approves the proposal for the meeting and/or
 - iv. Shareholder resolutions prior to the date on which the decision-making body implements the proxy received from the meeting;
the table therefore contains:
 - in case (i), data as of the date of the proposal of the competent body for the meeting (in this case, the table is attached to the information document for the meeting to approve the plans);
 - in case (ii), data updated as of the date of the decision of the body responsible for implementing the plans, (in this case, the table is attached to the releases published following the decision of the body responsible for implementing the plans).
- (9) The data may refer to:
 - c. to the decision of the board of directors prior to the meeting, for the table attached to the document presented at the meeting; in this case, the table will show only the characteristics, if any, already defined by the board of directors;
 - d. to the decision of the body responsible for deciding on the implementation of the plan following approval by the shareholders' meeting, in the case of the table combined with the announcement to be published on the occasion of the latter decision concerning implementation.In both cases it is necessary to mark the corresponding box in the field related to this note 9. For data not yet defined, indicate in the corresponding field the code "N.A." (Not available).
- (10) If the date of the award is different from the date on which the remuneration committee, if any, made the proposal with regard to this award, add in the field also the date of the proposal of the aforementioned committee by highlighting the date on which the board of directors or other competent body resolved with the code "cda/oc" and the date of the proposal of the remuneration committee with the code "cpr".
- (11) Number of options held at the end of the fiscal year, i.e., the year prior to the year in which the meeting is called to approve the new allocation.
- (12) Indicate, for example, in panel 1: (i) shares of company X, (ii) instrument parameterized to the value of shares Y, and in panel 2: (iii) options on shares W with physical settlement; (iv) options on shares Z with cash settlement, etc.
- (13) Number of options exercised from the beginning of the plan until the end of the fiscal year preceding the one in which the shareholders' meeting is called to approve a new *stock option* plan.
- (14) The *vesting* period is defined as the period between the time when the right to participate in the incentive scheme is awarded and the time when the right accrues.