

PERFORMANCE-RELATED BONUS AND AMOUNT OF THE BONUS ACTUALLY DISTRIBUTED FOR 2017

Category	Gross amount of bonus Financial Statements 2017 (EUR) ^(*)	Average consistency Financial Statements 2017 (unit)	Average gross amount of bonus Financial Statements 2017 (EUR)
Directors	355.700	7,8	45.603
Executives subject to MBO	230.900	15,0	15.393
Employees and executive not subject to MBO	424.257	88,5	4.794

^(*) These amounts also include the one-off bonuses that, unlike the MBOs and the Corporate Performance Bonus, are provided in the same reference year

Category	Average gross amount of bonus 2017 paid in 2016 (EUR) ^(*)	Average consistency Financial Statements 2017 (unit)	Average gross amount of bonus paid in 2019 (EUR)
Directors	338.400	7,8	43.385
Executives subject to MBO	227.700	15,0	15.180
Employees and executive not subject to MBO	461.818	88,5	5.218

^(*) These amounts also include the one-off bonuses that, unlike the MBOs and the Corporate Performance Bonus, are provided in the same reference year