



ORDINARY SHAREHOLDERS' MEETING HELD ON 24 APRIL 2024

A total of 107 Shareholders attended the meeting by proxy, corresponding to nr 22,704,093. ordinary shares equal to 45.032242% of the share capital

CONCISE REPORT ON VOTE ON THE MEETING AGENDA

1. Financial Statements as at 31 December 2023

1.1 Approval of the Financial Statements as at 31 December 2023, Directors' Report on Operations, Statutory Auditors' Report and Independent Auditors' Report. Presentation of the Consolidated Financial Statements as at 31 December 2023 and the Consolidated Non-Financial Statements pursuant to Legislative Decree No. 254 of 30/12/2016 - Sustainability Report.

| | NR. OF SHAREHOLDERS (BY PROXY) | NR. SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|---|-------------------|---|---|-------------------------------------|
| Favorable | 106 | 22,663,493 | 99.821178 | 99.821178 | 44.951714 |
| Contrary | 1 | 40,600 | 0.178822 | 0.178822 | 0.080528 |
| Abstain | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |



1.2 Allocation of the result for the year.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |
| Contrary | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Abstain | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |

2. Appointment of the Board of Directors for the period 2024/2026

2.1 Determination of number of members.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |
| Contrary | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Abstain | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |



2.2 Determination of duration of term in office.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |
| Contrary | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Abstain | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |

2.3 Appointment of Directors.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 102 | 21,639,894 | 95.312744 | 95.312744 | 42.921465 |
| Contrary | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Abstain | 4 | 520,210 | 2.291261 | 2.291261 | 1.031806 |
| Non Voting | 1 | 543,989 | 2.395995 | 2.395995 | 1.078970 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |



2.4 Appointment of the Chairman of the Board of Directors.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 102 | 22,182,413 | 97.702265 | 97.702265 | 43.997520 |
| Contrary | 1 | 1,470 | 0.006475 | 0.006475 | 0.002916 |
| Abstain | 4 | 520,210 | 2.291261 | 2.291261 | 1.031806 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |

2.5 Determination of relative compensation.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |
| Contrary | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Abstain | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |



3. Appointment of members of the Board of Statutory Auditors for the period 2024/2026

3.1 Appointment of members.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| LIST 1 | 36 | 17,406,775 | 76.668004 | 76.668004 | 34.525321 |
| LIST 2 | 71 | 5,297,318 | 23.331996 | 23.331996 | 10.506921 |
| Contrary | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Abstain | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |

3.2 Appointment of the Chairman.

Non Voting

3.3 Determination of the compensation.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |
| Contrary | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Abstain | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |

4. Report on the Remuneration Policy and Related Compensation

4.1 Binding resolution on the first section pursuant to art.123-ter, paragraph 3 of the TUF.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 78 | 19,478,563 | 85.793178 | 85.793178 | 38.634591 |
| Contrary | 27 | 3,090,646 | 13.612726 | 13.612726 | 6.130116 |
| Abstain | 2 | 134,884 | 0.594096 | 0.594096 | 0.267535 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |

4.2 Non-binding resolution on the second section pursuant to art. 123-ter, paragraph 4 of the TUF.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 98 | 21,201,767 | 93.383017 | 93.383017 | 42.052466 |
| Contrary | 7 | 1,367,442 | 6.022888 | 6.022888 | 2.712241 |
| Abstain | 2 | 134,884 | 0.594096 | 0.594096 | 0.267535 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |

5. Motion for approval, in accordance with remuneration policies and pursuant to art. 114-*bis* of Legislative Decree 58/1998, of a Compensation plan ("*Long-Term Incentive Plan*") for members of the Board of Directors and managers of the group, valid for the three-year period 2024/2025/2026 and concerning the allocation of stock grant rights ("*Performance Stock Grant*") to beneficiaries, to be identified by the Board of Directors.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 24 | 17,007,663 | 74.910119 | 74.910119 | 33.733706 |
| Contrary | 79 | 4,244,892 | 18.696594 | 18.696594 | 8.419495 |
| Abstain | 4 | 1,451,538 | 6.393288 | 6.393288 | 2.879041 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |

6. Proposal to authorise the purchase and disposal of own shares, within the maximum number permitted and with a term of 18 months; contextual revocation, for any unused portion, of the authorisation resolved by the Shareholders' Meeting of 20 April 2023.

| | NR OF SHAREHOLDERS (BY PROXY) | NR SHARES | % ON REPRESENTED ORDINARY SHARES | % ON SHARES ENTITLED TO VOTE | % ORDINARY SHARE CAPITAL |
|--------------|-------------------------------------|-------------------|-------------------------------------|---------------------------------|-----------------------------|
| Favorable | 106 | 22,694,238 | 99.956594 | 99.956594 | 45.012695 |
| Contrary | 1 | 9,855 | 0.043406 | 0.043406 | 0.019547 |
| Abstain | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Non Voting | 0 | 0 | 0.000000 | 0.000000 | 0.000000 |
| Total | 107 | 22,704,093 | 100.000000 | 100.000000 | 45.032242 |