

COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS

Chart n. 1, Schedule 7, Annex 3A of Consob Regulation n. 11971/1991

Name	Title	SQUARE 1						
		financial instruments different form option						
		<u>Sezione2</u>						
		New issued financial instrument basing on the proposal of the Board of Directors to submit to the Shareholders' Meeting						
		Date of the Shareholders' Meeting approval	Description of instrument	Number of financial instrument assignment to each beneficiary by Board	Data of assignment by Remuneration Committee (cpr) and Board (cda)	Possible share purchase price	Shares market price at the assignment ¹	The final term of the restriction for instrument sale
	Chairman	N.D.	Phantom Shares	1,400,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
	Deputy Chairman	N.D.	Phantom Shares	1,230,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
	CEO	N.D.	Phantom Shares	1,800,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Stéphane Thiollier	Marketing and Sales Manager	N.D.	Phantom Shares	540,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Stefano Moccagatta	C.F.O.	N.D.	Phantom Shares	330,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Manfred Draxler	C.O.O.	N.D.	Phantom Shares	470,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Minoleo Marucci	Coordinator Italy	N.D.	Phantom Shares	275,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not	0,23	Not applicable

¹ Timely price at 21 March 2010 when the Board of Directors approved to submit the Plan to the Shareholders' Meeting.

						applicable		
Silvano Giorgis	Plant Manager	N.D.	Phantom Shares	250,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Alessandro Magnoni	Plant Manager	N.D.	Phantom Shares	250,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Francesco Canal	Plant Manager	N.D.	Phantom Shares	250,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Jose Antonio Raso	Plant Manager	N.D.	Phantom Shares	250,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Massimo Rosati	Strategic Product Development Manager	N.D.	Phantom Shares	250,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Guido Giuseppe Vigorelli	Head of Procurement & Logistic	N.D.	Phantom Shares	250,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Veronica Arciuolo	Legal and Corporate Manager	N.D.	Phantom Shares	200,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Daniele Gatti	IT Manager	N.D.	Phantom Shares	200,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Fabio Invernizzi	Energy Manager	N.D.	Phantom Shares	200,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Marita Lovera	HR Manager	N.D.	Phantom Shares	200,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
Isabelle Lefebvre	Administrative Manager of RDM Blendecques s.a.s.	N.D.	Phantom Shares	200,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable

Benoit Rimbault	Operation Manager of RDM Blendecques s.a.s.	N.D.	Phantom Shares	200,000	21/03/2011 (cpr) 21/03/2011 (cda)	Not applicable	0,23	Not applicable
-----------------	---	------	----------------	---------	--------------------------------------	-------------------	------	----------------

Note: the unavailable information will be issued as soon as known.