

TABLE 3A: Incentive plans based on financial instruments, different from Stock Options, in favour of the Board of Directors, General Managers and other Executives with Strategic Responsibilities

This table refers to the *Stock Grant Plan* for the 2017/2019 three-year period reserved for the Chief Executive Officer established by the Shareholders' Meeting of April 28th, 2017. As described in this Report, the Plan provides for the assignment to the beneficiary of rights to the attribution, free of charge, of up to a maximum of n. 2,262,857 ordinary Company shares exclusively at the end of the three-year vesting period and subject to the achievement of predetermined performance objectives.

A	B	Financial instruments assigned in the previous years not vested during the year			Financial instruments assigned during the year					Financial instruments vested during the year and not assigned	Financial instruments vested during the year assignable		Financial instruments for the year
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		(9)	(10)	
Name and Surname	Office	Plan	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair value at the date of assignment	Vesting period	Date of assignment	Market price at the assignment	Number and type of financial instruments	Number and type of financial instruments	Value at the date of vesting	Fair value
Michele Bianchi	Chief Executive Officer												
(I) Compensation in the company that prepares the financial statements		2017/2019 Stock Grant Plan (Shareholders' resolution of April 28 th , 2017)			678.857	554.829	1/01/2017 - 31/12/2019	16/03/2020	0,8173				475.199
		Plan B (relative resolution date)											
		Plan C (relative resolution date)											
(II) Remuneration from subsidiaries		Plan A (relative resolution date)											
		Plan B (relative resolution date)											
(III) Total						554.829							475.199

The total (III) is indicated with reference to columns (5), (11) and (12).

In table 3A, for each interested party and for each incentive plan of which he is the recipient, are indicated:

- the financial instruments assigned during the year, with the indication of the *fair value* at the assignment date³, of the *vesting* period, of the assignment date and of the market price at the assignment;
- the financial instruments *vested* during the year and not assigned;
- the financial instruments *vested* during the year and not assigned, with indication of the value on the vesting date;
- the *fair value* of the financial instruments pertaining to the year.

Vesting period means the period between the moment in which the right to participate in the incentive system is assigned and the one in which the right matures.

The **financial instruments vested during the year and not assigned** are the financial instruments for which the *vesting* period ended during the year and that are not assigned to the recipient for the failure to fulfill the conditions under which the attribution of the instrument was conditioned (for example, failure to achieve performance objectives).

The **valute on the vesting date** is the value of the financial instruments accrued, even if not yet paid (for example, for the presence of *lock up* clauses), at the end of the *vesting* period.

If an aggregate representation criterion is adopted, the following information must be provided in the Table:

- the total number of non-vested financial instruments held at the beginning of the year, with indication of the average maturity;
- the total number of financial instruments assigned at the beginning of the year, with indication of the overall fair value, the average maturity and the price of the average market at assignment;
- the total number of financial instruments vested during the year and not attributed;
- the total number of financial instruments vested during the year and attributable, with indication of the overall market value;
- the overall *fair value* of the financial instruments for the year.

³ The *fair value* at the assignment date must be indicated with reference to all the financial instruments assigned in relation to each Plan and not with reference to each instrument.