

### **Information regarding the 2018 performance shares granted to Executive Officers of the Company**

In accordance with the Group's long-term compensation policy, and as is the case every year, the Board of Directors has once again decided to issue a performance share plan at the end of the first half of 2018. The plan will be open to certain Group employees and to the Chairman and Chief Executive Officer and Deputy Chief Executive Officer under the following terms and conditions:

- the number of performance shares allocated to the Chairman and Chief Executive Officer shall represent 130% of his gross fixed annual compensation;
- the number of performance shares allocated to the Deputy Chief Executive Officer shall represent 105% of his gross fixed annual compensation;
- the Chairman and Chief Executive Officer and Deputy Chief Executive Officer are required to retain and purchase the shares for as long as they serve as Executive Officers;
- the acquisition of performance shares is subject to the requirement that the Chairman and Chief Executive Officer and Deputy Chief Executive Officer continue to be employed by the Group at the end of the three-year vesting period. The vesting of shares is also subject to three performance conditions based on:
  - EBIT margin;
  - free cash flow;
  - stock market performance.

In any event, pursuant to the eleventh resolution of the Shareholders' Meeting of April 22, 2016, the number of free shares that may be granted to Executive Officers of the Company shall not represent more than 15% of the total number of performance shares granted.