

COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS

Table no. 1 of Scheme 7 of Annex 3A to Regulation no. 11971/1999

Date: 22 April 2020

		BOX 1 “Piano di <i>Performance Shares</i> 2016 – 2018”						
		Financial instruments other than stock options						
Name and surname or category	Office	Section 1 Instruments relating to plans, currently valid, approved on the basis of previous shareholders' meeting resolution						
		Date of shareholders' meeting resolution	Type of financial instrument	Number of financial instruments	Assignment date	Potential purchase price of the financial instrument	Market value at the time of assignment	Vesting period
Ruffini Remo	Chairman and Chief Executive Officer	20/04/2016	Ordinary Moncler S.p.A. shares	420.000	06/05/2016 “rc” 10/05/2016 “BoD / cb”		14,97	(1)
Buongiovanni Sergio	Executive Director	20/04/2016	Ordinary Moncler S.p.A. shares	120.000	06/05/2016 “rc” 10/05/2016 “BoD / cb”		14,97	(1)
Santel Luciano	Executive Director	20/04/2016	Ordinary Moncler S.p.A. shares	180.000	06/05/2016 “rc” 10/05/2016 “BoD / cb”		14,97	(1)
Eggs Roberto	Executive Director	20/04/2016	Ordinary Moncler S.p.A. shares	180.000	06/05/2016 “rc” 10/05/2016 “BoD / cb”		14,97	(1)
				70.000	26/06/2017 “rc” 19/06/2017 “BoD/cb”		20,29	(2)
Key Managers	1	20/04/2016	Ordinary Moncler S.p.A. shares	120.000	06/05/2016 “rc” 10/05/2016 “BoD / cb”		14,97	(1)
Key People	71 ⁽⁴⁾	20/04/2016	Ordinary Moncler S.p.A. shares	1.518.500	06/05/2016 “rc” 10/05/2016 “BoD / cb”		14,97	(1)
	14 ⁽⁵⁾⁽⁶⁾			254.000	26/06/2017 “rc” 19/06/2017 “BoD/cb”		20,29	(2)

- (1) The rights allocated under the plan “2016-2018 Performance Shares Plan” are subject to a three-year vesting period; their exercise is subject to the performance of the EPS (Earning Per Share) of the relevant three-year period, as resulting from the consolidated financial statements of such financial years and to the other conditions set forth in the Regulation of the Plan. For the first cycle of attribution (three-year period 2016-2018), reference is made to the Target EPS set forth in the Business Plan 2016-2018; the assignment period started on March 2019 and ended on June 2019;
- (2) The rights allocated on 29/06/2017 within the scope of the “2016-2018 Performance Shares Plan” are subject to a three-year vesting period; their exercise is subject to the performance of the cumulative 2017-2019 EPS (Earning Per Share), as resulting from the consolidated financial statements of such financial years, compared to the EPS Target set forth in the 2017-2019 Business Plan and to the other conditions established in the Regulation of the Plan; the assignment period started on March 2020.
- (3) Already beneficiary of the first cycle of attribution of the Plan
- (4) Of which 2 consultants, 36 Executives and 33 Managers;
- (5) Of which 6 Executives and 8 Managers;
- (6) Of which 2 beneficiaries already included within the first cycle of attribution of the Plan.

		BOX 1 “2018 – 2020 Performance shares plan” Financial instruments other than stock options						
Name and surname or category	Office	Section 2 New assignment instruments based on the resolution of: ☒ the Board of Directors to propose to the Shareholders’ Meeting ☐ the competent corporate body for the implementation of the Shareholders’ meeting resolution.						
		Date of shareholders’ meeting resolution	Type of financial instrument	Number of financial instruments	Assignment date	Potential purchase price of the financial instrument	Market value at the time of assignment	Vesting period
Ruffini Remo	Chairman and Chief Executive Officer	16/04/2018	Ordinary Moncler S.p.A. shares	186.423	04/05/2018 “BoD / cb”		35,67	(1)
Buongiovanni Sergio	Executive Director	16/04/2018	Ordinary Moncler S.p.A. shares	29.591	04/05/2018 “BoD / cb”		35,67	(1)
Santel Luciano	Executive Director	16/04/2018	Ordinary Moncler S.p.A. shares	118.363	04/05/2018 “BoD / cb”		35,67	(1)
Eggs Roberto	Executive Director	16/04/2018	Ordinary Moncler S.p.A. shares	118.363	04/05/2018 “BoD / cb”		35,67	(1)
Dirigenti con responsabilità strategiche	2	16/04/2018	Ordinary Moncler S.p.A. shares	118.364	04/05/2018 “BoD / cb”		35,67	(1)
Key People	76 ⁽²⁾	16/04/2018	Ordinary Moncler S.p.A. shares	615.076	04/05/2018 “BoD / cb”		35,67	(1)
	50 ⁽³⁾	16/04/2018	Ordinary Moncler S.p.A. shares	326.444	08/05/2019 “rc” 09/05/2019 “BoD/cb”		35,53	(3)

(1) The rights allocated on 04/05/2018 within the scope of the “2018-2020 Performance Shares Plan” are subject to a three-year vesting period; their exercise is subject to the performance of the cumulative 2018-2020 EPS (Earning Per Share), as resulting from the consolidated financial statements of such financial years, compared to the EPS Target set forth in the 2018-2020 Business Plan and to the other conditions established in the Regulation of the Plan.

(2) Of which 4 consultants, 35 Executives e 37 Managers.

- (3) The rights allocated on 09/05/2019 within the scope of the “2018-2020 Performance Shares Plan” are subject to a three-year vesting period; their exercise is subject to the performance of the cumulative 2019-2021 EPS (Earning Per Share), as resulting from the consolidated financial statements of such financial years, compared to the EPS Target set forth in the 2019-2021 Business Plan and to the other conditions established in the Regulation of the Plan
- (4) Of which 3 consultants, 23 Executives and 24 Managers.

		BOX 2 "2015 Performance Stock Option Plan"							
		Stock option							
Name and surname or category	Office	Section 1 Options relating to plans, currently valid, approved on the basis of previous shareholders' meeting resolutions							
		Shareholders' Meeting resolution date	Instrument description	Options held at the end of the previous Fiscal Year	Options exercised	Assignment date	Exercise price	Market value of the stocks underlying the assignment date	Period of the possible exercise
Key People	7 ⁽²⁾	12/05/2015	Ordinary Moncler S.p.A. shares	110.300	68.300	11/05/2015 "rc" 12/05/2015 "BoD/cb"	16,34	16,21	⁽¹⁾

(1) The options allocated on 12/05/2015 within the plan "Performance Stock Option 2015" are subject to a three-year vesting period, and their exercise is subject to the achieving of the performance targets connected to 2017 EBITDA, as resulting from the consolidated financial statements of such fiscal year and other terms and conditions of the Plan's Regulation. Therefore, the exercise period has been started at the end of February 2018 and it will end on 30 June 2020 (expiration date).

(2) Of which 1 consultant.