



Shareholders' AGM of April 24, 2018

## **POINT 2 OF THE AGENDA**

Remuneration report in accordance with article 123-ter of the consolidated Finance Act. Resolutions thereon.

### Introduction

This Report, prepared in accordance with Article 123-ter of the CFA and Article 84 of the Issuers' Regulation, illustrating the Remuneration Policy of the company, was approved on March 19, 2018 by the Board of Directors of the company, with the expression of a favourable opinion by the Remuneration Committee.

The Remuneration Report was prepared in accordance with the template established by the Issuers' Regulation and comprises two sections:

- → <u>Section I):</u> outlines the remuneration policy of the members of the Board of Directors and the managers with strategic responsibilities, in addition to the procedures utilised for the adoption and implementation of the policy;
- → <u>Section II):</u> outlines in detail the remuneration of the Directors and Statutory Auditors of the company, in addition to their remuneration for 2017, breaking down each of the relative items. Section II in addition reports, in accordance with Article 84-quater, paragraph 4 of the Issuers' Regulation, details on investments held in the company by Directors, by Statutory Auditors, in addition to closely linked individuals, on the basis of communications received from the former.

The Board of Directors and the Board of Statutory Auditors in office at the date of this report comprised:

## **Board of Directors:**

		Office held on the Committees						
Name and Surname	Office held on the Board	Remuneration Committee	Control and Risks Committee					
Marco Boglione	Chairman							
Daniela Ovazza	Non-executive Vice Chairman	Member						
Giovanni Crespi	Chief Executive Officer							
Paola Bruschi	Director							
Paolo Cafasso	Director							
Elisa Corghi	Independent and non-executive director	Member	Member					
Alessandro Gabetti	Non-Executive Director							
Renate Hendlmeier	Independent and non-executive director	Member	Chairman					
Adriano Marconetto	Independent and non-executive director	Member	Member					
Carlo Pavesio	Non-Executive Director	Chairman						
Elisabetta Rolando	Director							
Franco Spalla	Director							

In 2017, the Board of Directors has identified, two Managers with strategic responsibilities: the Vice President Sales, Lorenzo Boglione and in charge as Executive Officer in BasicTrademark S.A., Superga Trademark S.A. and Basic Properties America S.A. and BasicItalia's Chief Executive Officer Alessandro Boglione.

## **Board of Statutory Auditors**

Name and Surname	Office held on the Board					
Maria Francesca Talamonti	Chairman					
Sergio Duca	Statutory Auditor					
Alberto Pession	Statutory Auditor					
Giulia De Martino	Alternate Auditor					
Maurizio Ferrero	Alternate Auditor					

The Remuneration Policy, outlined at Section I of this Report, was submitted for the consultative vote of the Shareholders' AGM called, for among other matters, the approval of the 2017 Annual Accounts, in single call for April 24, 2018. In accordance with Article 123-ter, paragraph 6 of the Consolidated Finance Act, the Shareholders' AGM in fact must express a non-binding opinion (in favour or against) concerning the first section of the Remuneration Report.

This document is available for consultation, at the registered office, on the company website <a href="https://www.basicnet.com">www.basicnet.com</a>, 2018 Shareholders' AGM section, in addition to the centralised authorised storage mechanism 1Info, <a href="https://www.linfo.it">www.linfo.it</a>.

## SECTION I

a. Boards or parties involved in the preparation and approval of the remuneration policy, specifying the respective roles, in addition to the Boards or parties responsible for the correct implementation of the policy.

The bodies involved in the preparation, approval and implementation of the remuneration policy are the following:

- the Shareholders' Meeting which:
  - on appointment sets the annual remuneration of each Director, in addition to the right of the Chairman and certain Directors who hold executive offices, to receive post-employment benefits;
  - annually expresses its consultative and non-binding opinion on section I of the Remuneration Report. With respect to this last task, we would like to refer to the result of the Shareholders' Meetings' vote on Section I of the 2016 Remuneration Report (27 April 2017). The proposal was approved by the majority with:
    - votes in favour: no. 28,122,622, equal to 94.14% of voters;
    - votes against: no. 1,749,544, equal to 5.86% of voters;
- the Board of Directors which:
  - defines and approves the Remuneration Policy, on the proposal on the Remuneration Committee:
  - establishes the remuneration of directors who hold executive offices, in line with the Remuneration Policy, on the proposal of the Remuneration Committee and with the favourable opinion of the Board of Statutory Auditors, including any post-employment benefits;
- the Remuneration Committee which:
  - draws up for the Board proposals on the remuneration policies;
  - periodically assess the suitability, overall consistency and actual implementation of the remuneration policy for directors and managers with strategic responsibilities (if any), using, to this end, the information provided by the Chief Executive Officer; supervises the implementation of the decisions adopted by the Board, verifying, in particular, the actual achievement of performance objectives;
  - presents to the Board proposals for the remuneration of directors who hold executive offices.
- b. Involvement of the Remuneration Committee or another Committee on the issue of remuneration. Composition (with a distinction between non-executive and independent directors), duties and procedures.

The Remuneration Committee currently in office comprises the Non-Executive Directors Carlo Pavesio – Chairman, and Daniela Ovazza, and the Non-executive and Independent Directors Elisa Corghi, Renate Hendlmeier and Adriano Marconetto. The Committee was appointed at the Board meeting of April 28, 2016. At the meeting of February 15, 2017, the Board of Directors called the non-executive and independent Director Elisa Corghi to sit on the Committee.

The Board, on appointment, considered that the knowledge and experience of the Independent Directors and the Non-Executive Directors called to sit on the Committee guarantees its independence and proper functioning.

The Committee meets on the call of the Chairman, where considered opportune or where requested by the Executive Directors or the Board of Statutory Auditors. The work of the Committee is overseen and coordinated by the Chairman.

The Remuneration Committee may access the necessary information and departments for the discharge of their duties

The proposals of the Remuneration Committee are fully reported in the minutes of the Board of Directors meetings at which they are drawn up and are reported in the minutes' book of the Remuneration Committee.

The Executives Directors do not take part in the Committee's meetings.

The Remuneration Committee presents proposals or expresses opinions to the Board of Directors on the remuneration of Executive Directors and other managers with strategic responsibilities, in addition to any proposals on the allocation of an additional remuneration component, as better defined in letter e below.

c. Details of independent experts involved in the preparation of the remuneration policy.

No independent experts were utilised in the preparation of the remuneration policy.

d. Purposes of the remuneration policy, underlying principles and any changes to the policy compared to the previous year.

The remuneration policy of BasicNet S.p.A. seeks to attract, maintain and motivate individuals with the professional qualities and capacities required by the Company and the Group. The remuneration of Executive Directors and Senior Executives is structured in such a manner so as to provide an incentive towards improving company performance, through the satisfaction and motivation of personnel.

e. Description of the fixed and variable remuneration component policies, particularly in relation to the weighting in terms of overall remuneration and a distinction between the short and long-term variable component.

The remuneration structure establishes:

- a fixed remuneration, based on the responsibility and competences related to the office held by each Director. The fixed remuneration comprises a sufficiently high percentage of total remuneration, such as to allow the Company to pursue a flexible policy in terms of additional remuneration or bonuses. In particular, the fixed component must sufficiently remunerate Directors according to the responsibilities of their individual roles, independently from any additional component or bonus;
- any additional remuneration identified by the Board of Directors, on the proposal of the Remuneration Committee. This amount is normally identified on approval of the preliminary results where advances for the key financial indicators are reported on the previous year. In addition, for the Executive Directors any additional remuneration is generally assigned to reward a strong result by the entire company, as senior management have joint responsibility and powers; otherwise, any additional remuneration or remuneration-based decisions for executives or employees should primarily reflect individual performances or team results. As such, within the total amount assigned to the Remuneration Committee, the allocations are established by the Vice Presidents of the company, having full and best visibility of the individual contributions.
- f. Policy in relation to non-monetary benefits.

In addition to the fixed component, a number of benefits may be conferred, such as, for example purposes, life or health insurance policies for Directors and/or the allocation of a motor vehicle, also for private use. In addition, the Chairman of BasicNet S.p.A., for the duration of mandate, is granted the use of a property located within the "BasicVillage" called "Foresteria – loft People on the move."

g. Description of the performance objectives upon which the variable components are based and disclosure on the link between the change in results and the change in remuneration.

The Group has not introduced remuneration plans based on an evaluation of the performance objectives or on financial instruments of any type.

#### - Clawback Clause

There are no contractual clauses which permit the company to request the repayment, in full or in part, of the variable component of the remuneration paid, determined on the basis of figures which subsequently are manifestly erroneous, also in view of that reported at point e) above, any additional remuneration is identified ex post.

h. Criteria utilised for the evaluation of the performance objectives on which the conferment of shares, options, other financial instruments or other variable remuneration components is based.

The Group has not introduced remuneration plans based on an evaluation of the performance objectives or on financial instruments of any type.

i. Information establishing the link between the remuneration policy and the pursuit of long-term corporate goals and with the risk management policy, where established.

The remuneration structure, based on a fixed component which represents a sufficiently high percentage of total remuneration, seeks to encourage a conduct which promotes the development of medium/long-term results and operations.

j. Vesting periods, any systems of deferred payment and indexing of deferred payments and the criteria utilised for the determination of these periods and, if established, *ex-post* correction mechanisms.

This is not applicable to the Group remuneration policies.

k. Clauses for the maintenance in portfolio of financial instruments after their acquisition: maintenance periods and criteria utilised for the establishment of this period.

This is not applicable to the Group remuneration policies.

I. Policy relating to benefits on termination of office, with specification of the circumstances giving rise to such rights and any link between this benefit and the Company performance.

The Board, on the indication of the Shareholders' AGM, establishes the amount of post-employment benefits through an annual allocation, also provided through a leading insurance company, on behalf of the Company, of an insurance policy, related to an annual constant premium of an amount equalling the amount of the post-employment benefit, in favour of the Chairman or other Executive Directors.

The Board may approve an indemnity in the case of the advanced conclusion of mandate to the Chairman or other Executive Directors.

The Board of Directors may sign non-competition agreements with Executive Directors for a period subsequent to the conclusion of mandate, establishing a fee for this commitment.

There is no link between such benefits and the Company performance.

m. Insurance coverage, social security or pension payments, other than obligatory payments.

Insurance coverage, social security or pension payments, other than the obligatory payments, are not provided for, with the exception of any benefits represented by life or health policies for a number of Executive Directors.

For the sake of completeness, it should be noted that, within the Group, a D&O -Directors' & Officers' Liability cover is in place for events linked to the performance of Directors' and Officers' duties, except in cases of wrongful misconduct.

n. Remuneration policy in relation to: (i) Independent Directors; (ii) Committee attendance and (iii) the discharge of particular positions (Chairman, Vice Chairman).

The remuneration of the Board of Directors is established by the Shareholders' AGM and is allocated equally among Directors.

Non-executive Directors and Independent Directors called to the Control and Risks Committee and the Remuneration Committee are allocated, on the approval of the Board of Directors and with the favourable opinion of the Board of Statutory Auditors, a fixed annual fee based on the commitment required.

Directors assigned particular roles or responsibilities (Chairman of the Board of Directors, Chief Executive Officer, Executive Directors) are allocated a remuneration, on the proposal of the Remuneration Committee, based on a motion of the Board of Directors, with the favourable opinion of the Board of Statutory Auditors. This remuneration takes into account any employee-based component, in addition to remuneration concerning offices held in subsidiary companies.

o. Remuneration policy established using the policies of other companies as a benchmark, and the criteria utilised for the choice of these companies.

For the setting of the remuneration policy, BasicNet did not refer to the remuneration policies of other companies.

## **SECTION 11**

The items comprising the remuneration of Directors, Corporate Boards and Managers with strategic responsibilities of the Company is outlined below.

The remuneration structure of the members of the Board of Directors of BasicNet S.p.A., in office at the date of the Report, provides for:

### Fixed Remuneration

- for all Directors: an annual fee of Euro 20 thousand, approved by the Shareholders' AGM of April 28, 2016:
- of r Senior Directors, including the Executive Officer for Financial Reporting and the Director in charge of the Internal Control System: a fixed fee approved, as per Article 2389 of the Civil Code, by the Board of Directors on the proposal of the Remuneration Committee, having consulted with the Board of Statutory Auditors, at the meeting of May 13, 2016.

  This remuneration was established taking into account also that the Non-Executive Vice Chairman Franco Spalla and the Executive Directors Paola Bruschi, Paolo Cafasso and Elisabetta Rolando, and the Managers with strategic responsibilities Lorenzo Boglione e Alessandro Boglione, are also Executives of BasicNet S.p.A. and hold positions on the Board of Directors of other subsidiaries;

#### Committee Remuneration

Each member of the Remuneration Committee and the Control and Risks Committee receives a fixed fee of Euro 5 thousand gross annually, determined at the Board of Directors' meeting of May 13, 2016;

### · Bonuses and other incentives

For 2017, no bonuses or other incentives were granted to the Executive Directors.

## · Non-monetary benefits

In the Board meeting May 13, 2016, on the proposal of the Remuneration Committee and with the favourable opinion of the Board of Statutory Auditors, the following non-monetary benefits were awarded:

- for the Chairman of the Board of Directors, Marco Boglione:
  - a) confirmation of a "term-life constant capital" life policy for an ensured capital amount of Euro 1.5 million:
  - b) confirmation of the benefit of use of the residential unit located in the "BasicVillage" called "Foresteria – Loft People on the move" and relative expenses, of a normal value of Euro 85 thousand annually;
- for the Chief Executive Officer, Giovanni Crespi:
  - a) a "term-life constant capital" life policy for an ensured capital amount of Euro 1.5 million. The policy was subscribed from 2017 and therefore shall be included in the remuneration relating to this year.

## · Post-employment benefits

The Board of Directors on May 13, 2016, as approved by the Shareholders' AGM of April 28, 2016, on appointment also approved, on the proposal of the Remuneration Committee and with the favourable opinion of the Board of Statutory Auditors:

- for the Chairman of the Board of Directors, Marco Boglione:
  - an annual allocation of Euro 500 thousand as Post-Employment Benefits, proposing the assignment, from a leading insurance company, in the name of the company, of an insurance policy, related to an annual constant premium of an amount equal to the amount of the post-employment benefit approved and the assignment as beneficiary of the capital guaranteed on maturity of the policy the same insured Director, or persons indicated by him in the case of death, granting to these parties the right to receive any gains from the insurance policy, to be considered as supplements of the above-stated indemnity.

## Indemnity of the Directors in case of dismissal or termination of employment following a public purchase offer

The Board of Directors, in the meeting of May 13, 2016, and on the proposal of the Remuneration Committee, and with the favourable opinion of the Board of Statutory Auditors, decided that on conclusion of office or of the duties conferred for just cause or revocation without just cause, the following is allocated:

- for the Chairman of the Board of Directors, Marco Boglione:
  - an all-inclusive indemnity, which according to the time of interruption of mandate (the "Event") during the three-year period, will amount to: (i) an amount equal to the difference between the overall remuneration indicated above at letters a), b) and c), matured at the date of the Event, and the overall remuneration indicated above on an annual basis, in addition to a fixed sum of Euro 2 million, gross of withholding taxes, where the Event takes place during 2016; (ii) an amount equal to the overall remuneration indicated above at letters a), b) and c), matured at the date of the Event, in addition to a fixed sum of Euro 1.750 million, gross of withholding taxes, where the Event occurs during 2017; and (iii) an amount equal to the overall remuneration indicated above at letters a), b) and c), matured at the date of the Event, in addition to a fixed sum of Euro 1.5 million, gross of withholding taxes, where the Event occurs during 2018 or on a subsequent date until the conclusion of mandate;
- for the Chief Executive Officer, Giovanni Crespi:
  - in the case in which the mandate of the Chief Executive Officer is not reviewed for a further three-year period, unless for just cause, a total gross indemnity of Euro 150 thousand.

#### Non-competition agreement

The Board of Directors of the company, at the meeting of April 28, 2016, subsequent to the appointment of the Executive Boards and the granting of relative powers, noting the lapsing of the duties and powers granted to the current Director Franco Spalla, allocated under previous mandates, as the Chief Executive Officer of the company, implemented the motion undertaken at the meeting of April 29, 2013, on the basis of which, against the obligation of the then Chief Executive Officer Franco Spalla to abstain from carrying out, directly or indirectly, activities in competition with the company or the BasicNet Group, throughout the European Union for a period of three years from conclusion of the office of Director or the substantial reduction of the duties conferred to him, or a change of role except in the case of termination of mandate or employment for just cause from the time of the latter of these events if not contemporaneous, that the company would pay in three equal annual instalments, the first of which on the verification of any of the events listed above and the two successive instalments on any anniversary of this date, an amount of Euro 1.5 million, which therefore matured at the maintenance of the agreement in three annual rates of € 500 thousand each.

In a second time, it was proposed to Mr. Spalla, who accepted, to amend the payment maturities on the basis of six years, rather than three, to be paid by May 10 of each year from May 2016. On the basis of the non-competition agreement, which became executive, in the case of his passing, any residual instalments should be paid to the heirs of Mr. Franco Spalla. This risk is covered by a specific insurance policy with BasicNet S.p.A. as the beneficiary.

# <u>Table 1 – Remuneration paid to Directors, Statutory Auditors, General Managers and and to other executives with strategic responsibilities.</u>

The following table breaks down the remuneration of Directors, Statutory Auditors, General Managers and, at an aggregate level, other Managers with strategic responsibilities. Separate indication is provided of remuneration received from subsidiaries and/or associated companies. All parties which during the year have held the above offices are included, even if for a portion of the year. Remuneration concerns that accrued in the year. Post-employment indemnity is indicated for the period in which it matured, even if not paid, for those concluding employment during the year or for those reaching the end of mandate and/or contract.

	D	escription of offi	ice	Fixed Remuneration					ity variable neration				
		Period of		Emoluments approved by Shareholders'	Remuneration as per ex Art. 2389		Remuneration for committee	Bonuses and other	Profit	Non- monetary	Other		Post-employmen
Name and Surname	Office held	office	Concl. of office	AGM	СС	Employee	participation	incentives	sharing	benefits	remuneration	Total	benefits
Directors													
Marco	Chairman	01/01/2017-	approv. 2018										
Boglione (1)		31/12/2017	accounts										
(I) Remuneration from con (II) Remuneration from sul				20.000	876.000					107.065	500.000	1.503.065	
Total	usidiaries and assoc	iates		20.000	876.000					107.065	500.000	1.503.065	
Daniela	Var. Chairman	01/01/2017-	approv. 2018										
Ovazza (*)	Vice Chairman	31/12/2017	accounts										
(I) Remuneration from con				20.000			5.000					25.000	
(II) Remuneration from sul	bsidiaries and assoc	iates		20.000			5.000					25.000	
Total	Chief Executive	01/01/2017-	approv. 2018	20.000			5.000					25.000	
Crespi Gianni (2)	Officer	31/12/2017	accounts										
(I) Remuneration from con	mpany preparing the			20.000	450.000					46.927		516.927	
(II) Remuneration from sul	bsidiaries and assoc	iates											
Total		-		20.000	450.000					46.927		516.927	
Paola	Director	01/01/2017-	approv. 2018										
Bruschi (3)		31/12/2017	accounts										
(I) Remuneration from con				20.000	5.000	110.602						135.602	
(II) Remuneration from sul	bsidiaries and assoc	iates		30.000	F 000	110 000					2.000 2.000	2.000	
Total Paolo		01/01/2017-	approv. 2018	20.000	5.000	110.602					2.000	137.602	
Cafasso (4)	Director	31/12/2017	accounts										
(I) Remuneration from con				20.000	35.000	90.120						145.120	
(II) Remuneration from sul	bsidiaries and assoc	iates			70.000							70.000	
Total Elisa	ladanadas.	01/01/2017	2010	20.000	105.000	90.120						215.120	
Elisa Corghi (**)	Independent Director	01/01/2017- 31/12/2017	approv. 2018 accounts										
(I) Remuneration from con			accounts	20.000			9.370					29.370	
(II) Remuneration from sul													
Total				20.000			9.370					29.370	
Alessandro		01/01/2017-	approv. 2018										
Gabetti (***)	Director	31/12/2017	accounts										
(I) Remuneration from con				20.000								20.000	
(II) Remuneration from sul Total	osidiaries and assoc	iates		20.000								20.000	
Renate	Independent	01/01/2017-	approv. 2018	20.000								20.000	
Hendlmeier (****)	Director	31/12/2017	accounts										
(I) Remuneration from con				20.000			10.000					30.000	
(II) Remuneration from sul Total	bsidiaries and assoc	iates		20.000			10.000					30.000	
Adriano	Independent	01/01/2017-	approv. 2018	20.000			10.000					30.000	
Marconetto (*****)	Director	31/12/2017	accounts										
(I) Remuneration from con	mpany preparing the	e accounts		20.000			10.000					30.000	
(II) Remuneration from sul	bsidiaries and assoc	iates											
Total				20.000			10.000					30.000	
Carlo Pavesio(*****)	Director	01/01/2017-	approv. 2018										
		31/12/2017	accounts	20.000			F 000					35.000	
(I) Remuneration from con (II) Remuneration from sul				20.000			5.000					25.000	
Total	balularies and assoc	iaces		20.000			5.000					25.000	
Elisabetta		01/01/2017-	approv. 2018										
Rolando (5)	Director	31/12/2017	accounts										
(I) Remuneration from con	npany preparing the	e accounts		20.000		80.437						100.437	
(II) Remuneration from sul				120.000								120.000	
Total				140.000		80.437						220.437	
		01/01/2017-											
Franco	Vice Chairman	31/10/2017											
Spalla (6)		31/10/2017-	approv. 2018										
	Director	31/12/2017	accounts			55.886							
(I) Remuneration from con (II) Remuneration from sul				20.000	100.000	55.886				13.514		189.400	
(II) Remuneration from sul Total	usidiaries and assoc	iates		20.000	100.000	55.886				13.514		189.400	
Manager with strategic				20.000	100.000	33.300				15.514		105.400	
responsibilities (7)													
(I) Remuneration from con	mpany preparing the	e accounts				189.195						189.195	
(II) Remuneration from sul					50.724							50.724	
Total					50.724	189.195						239.919	

#### NOTE:

- (1): "Non-monetary benefits" relate to a "term-life constant capital" life policy for an insured capital amount of Euro 1.5 million, for Euro 22,065, and the use of the residential unit located at the "BasicVillage" called "Foresteria Loft People on the move" and the relative expenses, of a normal value of Euro 85 thousand annually.
  - "Other remuneration" relates to the annual allocation of Post-employment benefits.
- (2): non-monetary benefits refer to a "term-life constant capital" life policy for an insured capital amount of Euro 1,5 million;
- (3): The remuneration as per Article 2389 of the Civil Code concerns the office of Director in charge of the internal control and risks management system, allocated by the Board of Directors at the meeting of April 28, 2016.
  The other remuneration is received as a member of the Supervisory Board of the subsidiary BasicItalia S.p.A. (appointment of April 28, 2016).
- (4): the remuneration as per Article 2389 of the Civil Code relates to the position of Executive Officer for Financial Reporting, allocated by the Board of Directors at the meeting of April 28, 2016.
  The remuneration from other subsidiaries relates principally to the role of legal representative for BasicItalia S.p.A. (Euro 20,000) and at the Italian branches Superga Trademark S.A. (Euro 10,000) and Basic Trademark S.A. (Euro 10,000) and as Director with specific powers of BasicVillage S.p.A. (Euro 30,000).
- (5): remuneration from subsidiaries as Chairman of the Board of Directors of BasicItalia S.p.A.
- (6): Non-executive Vice Chairman, with responsibility for corporate operations, until October 31, 2017, Director from November 1, 2017. The remuneration for office of Vice Chairman (amount calculated on the Euro 120 thousand annually under the BoD motion of May 13, 2016), and the non-monetary benefits refer to a "term-life constant capital" life policy for an insured capital amount of Euro 1 million were received until October 31, 2017.
  As detailed on page 9 of this report, during the year the portion relating to the non-competition agreement amounting to 500 thousand euros accrued. (The amount has not been shown in the present table because it is indicated in full in the Table of Section II of the Report for the 2016 financial year).
- (7): with reference to two managers with strategic responsibilities
- (\*) Euro 5,000 for the Remuneration Committee
  (\*\*) Euro 5,000 for the Control and Risks Committee and 4,369 for the Remuneration Committee from February 15,2017
  (\*\*\*) Euro 5,000 for the Control and Risks Committee
  (\*\*\*\*) Euro 5,000 for the Control and Risks Committee and Euro 5,000 for the Remuneration Committee
  (\*\*\*\*\*) Euro 5,000 for the Remuneration Committee and Euro 5,000 for the Control and Risks Committee
  (\*\*\*\*\*\*) Euro 5,000 for the Remuneration Committee

Statutory Auditors	De	scription of off	ice	Fix	ked Remuneration			Non-equ	ity variable				
Name and Surname	Office held	Period of office	Concl. of office	Emoluments approved by Shareholders' AGM	Remuneration as per ex Art. 2389 CC	Employee	Remuneration for committee participation	and other	Profit sharing	Non- monetary benefits	Other remuneration	Total	Post-employment benefits
Maria Francesca		01/01/2017-	approv. 2018										
Talamonti	Chairman	31/12/2017	accounts										
(I) Remuneration from com	pany preparing the	accounts		36.000								36.000	
(II) Remuneration from sub	sidiaries and associ	ates											
Total				36.000								36.000	
Carola Alberti (8)	Statutory Auditor	01/01/2017- 27/04/2017	approv. 2018 accounts										
(I) Remuneration from com	pany preparing the	accounts		8.000								8.000	
(II) Remuneration from sub	sidiaries and associa	ates		4.200								4.200	
Total				12.200								12.200	
Massimo Boidi (9)	Statutory Auditor	01/01/2017- 27/04/2017	approv. 2018 accounts										
(I) Remuneration from com	pany preparing the	accounts		8.000								8.000	
(II) Remuneration from sub	sidiaries and associa	ates		24.200								24.200	
Total				32.200			ĺ					32.200	
Sergio Duca	Statutory Auditor	27/04/2017- 31/12/2017	approvazione bilancio 2018										
(I) Remuneration from com	pany preparing the	accounts		16.000								16.000	
(II) Remuneration from sub	sidiaries and associa	ates		-								-	
Total				16.000								16.000	
Alberto Pession	Statutory Auditor		approvazione bilancio 2018										
(I) Remuneration from com				16.000								16.000	
(II) Remuneration from sub	sidiaries and associ	ates		-									
Total				16.000								16.000	

## NOTE:

- (8): remuneration from subsidiaries as Statutory Auditor of BasicVillage S.p.A.
- (9): Remuneration from subsidiaries: received as the Chairman of the Board of Statutory Auditors of BasicItalia (Euro 18,000) and BasicVillage S.p.A. (6.200 Euro).

# <u>Investments held by the members of the Board of Directors and Control Boards and by Senior Executives</u>

Name and Surname	Office held	Number of shares held on 31.12.2016	Number of shares purchased in 2017	Number of shares sold in 2017	Number of shares held on 31.12.2017
Marco BOGLIONE(*)	Presidente	22.614.169		2.096.436	20.517.733
Giovanni CRESPI	Director	58.200	30.000		88.200
Alessandro GABETTI (**)	Director	796.350			796.350
Renate HENDLMEIER	Director	2.000			2.000
Carlo PAVESIO	Director	100.000			100.000

<sup>(\*) 20,206,065</sup> shares held through the subsidiary BasicWorld S.r.l. and 311,668 held directly The nr. 2,096,436 shares were trasferred to two Newcos as the result of the division of 23 June 2017. Due the division Mr. Marco Boglione is sole partner of BasicWorld Srl

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Given that, in accordance with Article 123-ter, paragraph 6 of the Consolidated Finance Act, the Shareholders' Meeting must express a non-binding opinion (in favour or against) concerning the first section of the Remuneration Report, we propose a favourable vote on "Section I", adopting the following motion:

The Shareholders' AGM,

- noting the Remuneration Report prepared by the Board of Directors in accordance with Article 123ter of the Consolidated Finance Act and the indications of Article 84-quater of the Issuers' Regulation;
- having examined "Section I" concerning the policy of the company in relation to remuneration and the procedures utilised for the adoption of this policy;

#### **RESOLVES**

to approve "Section I" of the Remuneration Report".

for the Board of Directors

The Chairman

Marco Daniele Boglione

Turin, March 19, 2018

<sup>(\*\*) 225,000</sup> held by spouse