

TABLE 3A - INCENTIVE PLANS BASED ON FINANCIAL INSTRUMENTS, OTHER THAN STOCK OPTIONS, BENEFITING MEMBERS OF THE ADMINISTRATION AND CONTROL BODIES, THE GENERAL MANAGER AND OTHER KEY MANAGERS OF THE GROUP

Name and Surname	Office held	Plan	Financial instruments assigned in previous periods not already vested		Financial instruments assigned in the period			Share Market Price at Grant Date
			No. of financial instruments	Vesting period	No. of financial instruments	FV at Grant Date	Vesting Period	
Enrico Vita	CEO & Managing Director	New Performance Stock Grant 28 April 2014	-	-	-	-	-	-
		New Performance Stock Grant 29 April 2015	-	-	-	-	-	-
		New Performance Stock Grant 27 April 2016	-	-	-	-	-	-
		New Performance Stock Grant 27 April 2017	120,000	Jun-20	-	-	-	-
		New Performance Stock Grant 2 May 2018	140,000	Jun-21	-	-	-	-
		Stock Grant Plan 7 May 2019	-	-	140,000	16.28	Mar-22	5/7/2019
Total			260,000	-	140,000	-	-	-
Other Key Managers with strategic responsibilities of the Group (9)		New Performance Stock Grant 29 April 2015	-	-	-	-	-	-
		New Performance Stock Grant 22 October 2015	-	-	-	-	-	-
		New Performance Stock Grant 27 April 2016	-	-	-	-	-	-
		New Performance Stock Grant 27 April 2017	225,000	Jun-20	-	-	-	-
		New Performance Stock Grant 25 October 2017	30,000	Jun-20	-	-	-	-
		New Performance Stock Grant 2 May 2018	211,000	Jun-21	-	-	-	-
Stock Grant Plan 7 May 2019	-	-	187,000	16.28	Mar-22	5/7/2019	16.79	
Grand Total			726,000	-	327,000	-	-	-

⁽¹⁾ Average weighted market price at the exercise.

Financial instrument vested in the period and not assigned	Financial instrument vested in the period and assigned	Financial instruments exercised in the period		Financial instruments expired/ canceled in the period	Financial instruments held at the end of the period	Financial instruments pertained to FY 2018 (FV EUR/1000)
		No. of financial instruments	Avg market price at the dates of exercises			
-	-	138,000	19.34	-	-	-
-	-	150,000	22.23	-	-	-
-	135,600	12,000	22.77	-	123,600	128
-	-	-	-	-	120,000	341
-	-	-	-	-	140,000	505
-	-	-	-	-	140,000	379
-	135,600	300,000	-	-	523,600	1,353
-	-	41,250	20.16 ⁽¹⁾	-	-	-
-	-	37,500	19.78 ⁽¹⁾	-	-	-
-	152,550	104,955	21.58 ⁽¹⁾	-	47,595	144
-	-	-	-	-	225,000	639
-	-	-	-	-	30,000	104
-	-	-	-	8,333	202,667	762
-	-	-	-	20,000	167,000	452
-	288,150	483,705	-	28,333	1,195,862	3,454

TABLE 3B - CASH BASED INCENTIVE PLANS BENEFITING THE DIRECTORS, THE STATUTORY AUDITORS, THE CHIEF EXECUTIVE OFFICER/GENERALMANAGER AND THE OTHER KEY MANAGERS OF THE GROUP

Name and Surname	Office Held	Plan	Bonus pertaining to the year			Bonus pertaining to previous year			Other bonuses
			Payable/ Paid	Deferred	Deferment period	No longer payable	Payable/ Paid	Still deferred	
Enrico Vita	CEO and General Manager	MBO Plan 2019	€ 1,260 ^(*)	-	-	-	-	-	-
Other Key Managers with Strategic responsibilities of the Group (9)		MBO Plan 2019	€ 1,991 ^(**)	-	-	-	-	-	€ 425
Total			€ 3,251	-	-	-	-	-	€ 425

^(*) Calculated excluding the impact of the multiplier/demultiplier subject to individual goals.

^(**) Calculated excluding the impact of the multiplier/demultiplier subject to the outcomes of Performance Development Review 2019.

Table 7-ter - Shareholdings of the Directors, the Statutory Auditors, the Chief Executive Officer/ General Manager and the other Key Managers of the Group

TABLE I: EQUITY INVESTMENTS OF THE MEMBERS OF THE ADMINISTRATIVE AND CONTROL BODIES AND GENERAL MANAGERS

First and last name	Office	Investee company	No. of shares owned at 12.31.2018	No. of shares purchased/ subscribed	No. of shares sold	No. of shares owned at 12.31.2019
Giovanni Tamburi	Director	Amplifon S.p.A.	6,038,036 ⁽¹⁾	-	-	6,038,036 ⁽¹⁾

⁽¹⁾ Shares held by the subsidiary Tamburi Investment Partners S.p.A.

As at 31 December 2018, no members of the Administration and Control Bodies, including the General Manager and no Key Manager of the Issuer had shareholdings in the issuer with the exclusion:

- of significant shareholdings as indicated in the Corporate Governance Report; and
- of any exercises of stock options/Performance Stock Grants as indicated in the tables above.