

MEDIASET

Mediaset Group Compensation Report

Written pursuant to Article 123-ter of Legislative Decree No. 58 of 24 February 1998, and pursuant to Article 84-quater of the Issuers Regulations, Consob Resolution No.11971 of 14 May 1999 and in accordance with Attachment 3A Charts 7-bis and 7-ter of said Regulations.



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Below is Section II of the Compensation Report, detailing the concrete methods for paying the components of the compensation for the executive bodies and key management personnel in 2019, in compliance with the principles of the compensation policy for the same year.

The definition and approval of Section I, which addresses the principles and procedures applicable to the compensation policy for 2020, is entrusted to the relevant governance bodies of the acquiring company, in light of the international incorporation of Mediaset S.p.A. and Mediaset España Comunicación S.A. into Mediaset Investment N.V., which will take on the name 'MFE - MEDIAFOREUROPE N.V.' when the incorporation is complete.



SECTION II

Part one

This section of the Report provides a description of the implementation of the policy for 2019 for Delegated Bodies and Executives with Strategic Responsibilities.

Delegated bodies

1.1. Chairman

Fedele Confalonieri received a compensation that breaks down as follows:

- **fixed component**: EUR 1,800,000.00, corresponding to the compensation for the position held for the entire year 2019 (including the compensation received as Chairman of the Board of Directors). The Chairman also received compensation of EUR 75,000.00 as a Board Director at the subsidiary Mediaset España;
- benefits: the non-monetary benefits package allocated to the Chairman was EUR 17,741.52.

1.2. Deputy Chairman and Chief Executive Officer

Mr Pier Silvio Berlusconi received a compensation that breaks down as follows:

- **fixed component**: EUR 1,411,738.82, of which gross annual compensation was EUR 371,738.82 and compensation for the position held throughout 2019 was EUR 1,040,000.00 (including compensation received as a Board Director).
- variable short-term component: EUR 287,500;
- variable medium/long-term component: on 12 July 2019, in implementing the medium/long-term plan, the Board of Directors of Mediaset assigned 180,684 shares, to which can be added the 334,312 shares assigned in 2017 and 2018; in addition, in September, 129,353 Mediaset shares were assigned to the Board Director, corresponding to shares assigned in 2016;
- **benefits**: the non-monetary benefits package allocated to the Deputy Chairman was EUR 3,653.85;
- other payments: no one-off bonus was paid in 2019.



2. Key Management Personnel

Key managers are:

Last name	First name	Position at company
Marco	Giordani	General Manager of Administration, Finance, Control and Business Development at Mediaset S.p.A., Chief Executive Officer of RTI S.p.A., Chairman of Monradio S.r.I., Chairman of RadioMediaset S.p.A. and Chairman of Radio Virgin Italy S.p.A.
Gina	Nieri	Director of Department of Institutional and Legal Affairs and Strategic Analysis at Mediaset S.p.A. and Deputy Chairwoman of RTI S.p.A.
Niccolò	Querci	Central Manager of Human Resources, Procurement, and Services at Mediaset S.p.A., Deputy Chairman of RTI S.p.A., and Deputy Chairman of Publitalia '80 S.p.A.
Stefano	Sala	Chief Executive Officer of Publitalia '80 S.p.A., Chief Executive Officer of Digitalia '08 S.r.l., of Pulieurope Limited, Deputy Chairman of Mediamond S.p.A. and Chairman of Videowall S.r.l.

Marco Giordani received a compensation that breaks down as follows:

- **fixed component**: EUR 996,939.21, of which gross annual compensation as an employee of Mediaset was EUR 956,939.21 and compensation as a Board Director was EUR 40,000. He also received compensation of EUR 75,000 as a Board Director of the subsidiary Mediaset España;
- variable short-term component: EUR 238,000;
- **variable medium/long-term component**: on 12 July 2019, in implementing the medium/long-term plan, the Board of Directors of Mediaset assigned 144,546 shares, to which can be added the 267,450 shares assigned in 2017 and 2018; in addition, in September, 103,482 Mediaset shares were assigned to the Board Director, corresponding to shares assigned in 2016;
- **benefits**: the non-monetary benefits package allocated was EUR 5,592.34.
- **other payments**: EUR 100,000, as a consideration in light of the Non-Competition Agreement (in Table 1, in the second part of this section, this amount is included in fixed compensation from employment).

No one-off bonus was paid in 2019.

Gina Nieri received a compensation that breaks down as follows:

- **fixed component**: EUR 946,164.76, of which gross annual compensation as an employee of Mediaset was EUR 906,164.76 and compensation as a Board Director was EUR 40,000.00. He also received compensation of EUR 75,000 as a Board Director of the subsidiary Mediaset España;
- variable short-term component: EUR 187,500;
- variable medium-long-term component: on 12 July 2019, in implementing the medium/long-term plan, the Board of Directors of Mediaset assigned 108,410 shares, to which can be added the



167,156 shares assigned in 2017 and 2018; in addition, in September, 64,676 Mediaset shares were assigned to the Board Director, corresponding to shares assigned in 2016;

- **benefits**: the non-monetary benefits package allocated was EUR 5,138.78.
- **other payments**: EUR 100,000, as a consideration in light of the Non-Competition Agreement (in Table 1, in the second part of this section, this amount is included in fixed compensation from employment).

No one-off bonus was paid in 2019.

Niccolò Querci received a compensation that breaks down as follows:

- **fixed component**: of EUR 1,038,292.47 of which gross annual compensation as an employee of R.T.I. was EUR 998,292.47 and compensation as a Board Director of Mediaset was EUR 40,000; He also received compensation of EUR 75,000 as a Board Director of the subsidiary Mediaset España;
- variable short-term component: EUR 183,625;
- variable medium/long-term component: on 12 July 2019, in implementing the medium/long-term plan, the Board of Directors of Mediaset assigned 117,444 shares, to which can be added the 91,935 shares assigned in 2017 and 2018; in addition, in September, 35,572 Mediaset shares were assigned to the Board Director, corresponding to shares assigned in 2016;
- **benefits**: the non-monetary benefits package allocated was EUR 5,411.65.
- **other payments**: EUR 100,000, as a consideration in light of the Non-Competition Agreement (in Table 1, in the second part of this section, this amount is included in fixed compensation from employment).

No one-off bonus was paid in 2019.

Stefano Sala received a compensation that breaks down as follows:

- **fixed component**: EUR 1,676,108.91, of which gross annual compensation as an employee of Publitalia '80 was EUR 1,336,108.91, compensation as a Board Director of Mediaset was EUR 40,000.00 and compensation for the position held at Publitalia '80 was EUR 300,000.00 for the whole year.
- variable short-term component: EUR 472,500;
- variable medium-long-term component: on 12 July 2019, in implementing the medium/long-term plan, the Board of Directors of Mediaset assigned 325,230 shares, to which can be added the 534,899 shares assigned in 2017 and 2018; in addition, in September, 77,612 Mediaset shares were assigned to the Board Director, corresponding to shares assigned in 2016;
- **benefits**: the non-monetary benefits package allocated was EUR 4,250.04.
- **other payments**: EUR 200,000, as a consideration in light of the Non-Competition Agreement (in Table 1, in the second part of this section, this amount is included in fixed compensation from employment).

No one-off bonus was paid in 2019.



3. Board of Statutory Auditors

The Shareholders' Meeting allocates fixed compensation to each member of the Board of Statutory Auditors.

The Shareholders' Meeting of 28 June 2017 confirmed Mr Mauro Lonardo as the Chairman of the Board of Statutory Auditors and appointed Mr Ezio Maria Simonelli and Ms Francesca Meneghel as regular auditors, establishing an annual gross compensation of EUR 60,000 for the regular auditors and of EUR 90,000 for the Chairman. Pursuant to the Bylaws, the members of the Board of Statutory Auditors are entitled to being reimbursed the expenses incurred to fulfil the assignment.

The Board of Statutory Auditors as appointed will remain in office until the Shareholders' Meeting to approve the 2019 financial statements.



Part two

Compensation tables

Part two provides a breakdown of compensation paid during the Reference Year, for any purpose and in any form, by the company, subsidiaries and associates.

Table 1: Compe	ensation paid t	o members of a	idministrative ar	nd control	bodies, general r	nanage	ers and other	key managem	ent personne	l (*)				
First and last name	Office	Period office held	Termination of office		Fixed compensation		Compensati on for participatio n in committees	Variable n comper		Non- monetary benefits	Other compensa tion	Total	Fair value of equity compensation	Leaving/end of office benefits
								Bonuses and other incentives	Share of profits					
Fedele Confalonieri	Chairman Bod	01/01/2019	Approval of 2020 Financial Statements											
				(SM)	60.000,00	(EC)								
				(fees)		(CRSC)								
Partial compen	sation in comp	any preparing	the accounts	(exp.)		(GNC)								
				(spec.)	1.740.000,00	(CC)								
				(comp.)		(RPC)								
(i) Compensation	on in company	preparing the a	accounts		1.800.000,00					17.741,52		1.817.741,52		
										1		ı		
				(SM)	75.000,00		8.000,00							
Partial compen	estion from a	haidiariae and s	inton	(fees)	36.000,00	(CRSC,	20.000,00							
Pai tiai compen	ISALIOII II OIII SU	insididi les dilu c	issociates	(exp.) (spec.)		(CC)	12.000,00							
				(comp.)		(RPC)	12.000,00							
(ii) Compensati	ion from subsid	fiaries and asso	ciates	(comp.)	111.000.00		40.000.00					151.000.00		
co, compensari		2114 4330								!			1	
(iii) Total					1.911.000,00		40.000,00			17.741,52		1.968.741,52		

^(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A. (**) This amount was paid by virtue of an administrative relationship

Table 1: Compensation paid to members of administrative and control bodies, general managers and other key management personnel (*)

First and last name	Office	Period office held	Termination of office		Fixed compensation		Compensati on for participation in committees	Variable no compen		Non- monetary benefits (***)	Other compensa tion	Total	Fair value of equity compensation	Leaving/end of office benefits
								Bonuses and other incentives	Share of profits					
Pier Silvio Berlusconi	Deputy Chairman and Chief Executive Officer	01/01/2019	Approval of 2020 Financial Statements											
				(SM)	40.000,00	(EC)								
				(fees)		(CRSC)								
Partial comp	ensation in compa	ny preparing t	he accounts	(exp.)		(GNC)								
				(spec.)	1.000.000,00	(CC)								
				(comp.	371.738,82	(RPC)								
(i) Compensa	tion in company p	reparing the a	ccounts		1.411.738,82			287.500,00		3.653,85		1.702.892,57	552.075,00	
				(SM)		(EC)								
				(fees)		(CRSC)								
Partial comp	ensation from sub	sidiaries and a	ssociates	(exp.)		(GNC)								
				(spec.)		(CC)								
				(comp.		(RPC)								
(ii) Compensa	ation from subsidia	aries and assoc	iates											
(iii) Total					1.411.738.82			287,500,00		3.653.85		1.702.892,57	552.075.00	
	anagement nerce			1416						(EC) Executi				

^(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.

(SM) compensation decided at Shareholders' Meeting (fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

 $(spec.)\ compensation\ for\ carrying\ out\ specific\ responsibilities\ (pursuant\ to\ art.\ 2389,\ paragraph\ 3,\ of\ the\ Civil\ Code)$

(comp.) Fixed employee compensation

(EC) Executive Committee

(CRSC) Control. Risk and Sustainability Committee

(GNC) Governance and Nominations Committee (CC) Compensation Committee

⁽SM) compensation decided at Shareholders' Meeting

⁽fees) attendance fees for participation at Board of Directors meetings
(exp.) lump-sum reimbursement for expenses
(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

⁽comp.) fixed employee compensation including non-competition agreement

⁽EC) Executive Committee

⁽CRSC) Control, Risk and Sustainability Committee (GNC) Governance and Nominations Committee

⁽CC) Compensation Committee (RPC) Related Party Committee

^(**) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020)

^(***) The amount was paid to the recipient as an employee



Table 1: Compensation paid to members of administrative and control bodies, general managers and other key management personnel (*)

First and last name	Office	Period office held	Termination of office		Fixed compensation	Compensati on for participation in committees		non-equity nsation	Non-monetary benefits	Other compensatio n	Total	Fair value of equity compensation	Leaving/end of office benefits	
								Bonuses and other incentives	Share of profits					
Berlusconi Marina	Director	01/01/2019	2020 Financial											
Partial comp	ensation in co	mpany prepari		(SM) (fees) (exp.) (spec.) (comp.)		(EC) (CRSC) (GNC) (CC) (RPC)								
(i) Compensa	ition in compa	ny preparing t	he accounts		40.000,00							40.000,00		
				(SM)		(EC)								

	(spec.)		(CC)				1
	(comp.)		(RPC)				
(ii) Compensation from subsidiaries and associates							
(iii) Total		40.000,00				40.000,00	

 $(*) \ \mathsf{The \ key \ management \ personnel \ of \ the \ Mediaset \ \mathsf{Group \ hold \ positions \ as \ Board \ Directors \ at \ Mediaset \ \mathsf{S.p.A.}}$

(SM) (fees)

(exp.)

(SM) compensation decided at Shareholders' Meeting

Partial compensation from subsidiaries and associates

(fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

(comp.) Fixed employee compensation

(EC) Executive Committee (CRSC) Risk and Control Committee

(CNG) Governance and Nominations Committee

(CC) Compensation Committee

(RPC) Committee of Independent Directors for Related-Party Transaction

Table 1: Con	npensation pa	id to members	of administrativ	e and control bodies, general man	agers and oth	er key mana	gement perso	nnel (*)				
First and last name	Office	Period office held	Termination of office	Fixed compensatio n (**)	Compensati on for participatio n in committees		non-equity ensation	Non- monetary benefits	Other compensatio n	Total	Fair value of equity compensatio n	Leaving/en d of office benefits
						Bonuses and other incentives	Share of profits					
Marina Brogi	Director	01/01/2019	Approval of 2020 Financial Statements									

51/12/2019 Statements								
	(SM)	40.000,00	(EC)					
	(fees)	40.000,00	(CRSC)	24.000,00				
Partial compensation in company preparing the accounts	(exp.)		(GNC)					
	(spec.)		(CC)	21.000,00				
	(comp.)		(RPC)	20.000,00				
(i) Compensation in company preparing the accounts		40.000,00		65.000,00			105.000,00	
	(SM)		(EC)					
	(fees)		(CRSC)					
Partial compensation from subsidiaries and associates	(exp.)		(GNC)					
	(spec.)		(CC)					
	(comp.)		(RPC)					

(ii) compensation ir oin sabsidiaries and associates						
(iii) Total	40,000,00	65,000.00			105.000.00	

 $(*) \ \ \text{The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.}$

(SM) compensation decided at Shareholders' Meeting (fees) Attendance fees for participation at Board of Directors meetings $\,$

(exp.) lump-sum reimbursement for expenses

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code) (comp.) Fixed employee compensation

(**) The expenses incurred as a result of the office amount to EUR 5,896.56, of which EUR 1,729.41 was paid in 2020

(CRSC) Control, Risk and Sustainability Committee (GNC) Governance and Nominations Committee

(CC) Compensation Committee



Table 1: Compensation paid to members of administrative and control bodies, general managers and other key management personnel (*) Compensat Fair value o on for Non-Leaving/end First and last Period office Termination o Fixed Variable non-equity Other eauity of office benefits Office participatio onetary Total compensation compensation npensatio compensati benefits n committees Share of other profits incentives Approval of Andrea 01/01/2019 2020 Financial Canepa 31/12/2019 Statements (SM) 40.000,00 (EC) (fees) (CRSC (GNC) Partial compensation in company preparing the accounts (exp.) (spec.) 28,000,00 (comp.) (RPC) (i) Compensation in company preparing the accounts 40.000,00 28.000,00 68.000,00 (SM) (EC) (fees) Partial compensation from subsidiaries and associates (exp.) (spec.) (GNC) (CC) (ii) Compensation from subsidiaries and associates (iii) Total 40.000,00 28.000,00 68.000,00

(SM) compensation decided at Shareholders' Meeting

(fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

(comp.) fixed employee compensation

(CRSC) Control, Risk and Sustainability Committee

(GNC) Governance and Nominations Committee

(CC) Compensation Committee

(RPC) Related Party Committee

First and last name	Office	Period office held	s of administrative Termination of office		Fixed compensation (**)		Compensati on for participation in committees	Variable	non-equity	Non- monetary benefits	Other compensatio n	Total	Fair value of equity compensatio n	Leaving/en d of office benefits
								Bonuses and other incentives	Share of profits					
Raffaele Cappiello	Director	01/01/2019	Approval of 2020 Financial Statements											
Darkiel			ring the accounts	(SM) (fees)		(EC) (CRSC)	20.000,00							

(exp.)		(GNC)	20.000,00							
(spec.)		(CC)								
(comp.)		(RPC)								
	40.000,00		20.000,00					60.000,00		
(SM)		(EC)								
(fees)		(CRSC))							
(exp.)		(GNC)								
(spec.)		(CC)								
(comp.)		(RPC)								
	(spec.) (comp.) (SM) (fees) (exp.) (spec.) (comp.)	(spec.) (comp.) 40.000,00 (SM) (fees) (exp.) (spec.)	(Spec.) (CC) (comp.) (RPC) (SM) (EC) (fees) (CRSC) (exp.) (GNC) (spec.) (CC)	(spec.) (CC) (comp.) (RPC) 40.000,00 20.000,00 (SM) (EC) (flees) (CRSC) (exp.) (GNC) (spec.) (CC)	(Spec.) (CC) (comp.) (RPC) 40.000,00 20.000,00 (SM) (EC) (flees) (CRSC) (exp.) (GNC) (spec.) (CC)	(spec.) (CC) (comp.) (RPC) 40.000,00 20.000,00 (SM) (EC) (flees) (CRSC) (exp.) (GNC) (spec.) (CC)	(Spec.) (CC) (comp.) (RPC) 40.000,00 20.000,00 (SM) (EC) (flees) (CRSC) (exp.) (GNC) (spec.) (CC)	(Spec.) (CC) (comp.) (RPC) 40.000,00 20.000,00 (SM) (EC) (flees) (CRSC) (exp.) (GNC) (spec.) (CC)	(Spec.) (CC) (Comp.) (RPC) (COmp.) (RPC) (COmp.) (RPC)	(Spec.) (CC) (Comp.) (RPC) (COmp.) (RPC) (COmp.) (RPC)

40.000,00 20.000,00 (iii) Total 60.000,00

(SM) compensation decided at Shareholders' Meeting

(fees) Attendance fees for participation at Board of Directors meetings (exp.) lump-sum reimbursement for expenses

 $(spec.)\ compensation\ for\ carrying\ out\ specific\ responsibilities\ (pursuant\ to\ art.\ 2389,\ paragraph\ 3,\ of\ the\ Civil\ Code)$ (comp.) fixed employee compensation

(**) The expenses incurred as a result of the office amount to EUR 11,069.91

(EC) Executive Committee

(CRSC) Control, Risk and Sustainability Committee (GNC) Governance and Nominations Committee

(CC) Compensation Committee

^(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.

 $^{(*) \ \ \}text{The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.}$



First and last name	Office	Period office held	Termination of office		Fixed compensation (**)		Compensati on for participation in committees	Variable n comper		Non- monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
								Bonuses and other incentives	Share of profits					
Costanza Esclapon de Villeneuve	Director	01/01/2019	Approval of 2020 Financial Statements											
Partial compens	sation in compa	any preparing t	he accounts	(SM) (fees) (exp.) (spec.) (comp.)		(EC) (CRSC) (GNC) (CC) (RPC)	21.000,00							
(i) Compensatio	on in company p	oreparing the a	ccounts	` '	40.000,00		21.000,00					61.000,00		
Partial compens	sation from sub	sidiaries and a	associates	(SM) (fees) (exp.) (spec.) (comp.)		(EC) (CRSC) (GNC) (CC) (RPC)								
(ii) Compensation	on from subsid	iaries and asso	ociates											
(iii) Total					40.000.00		21.000.00					61.000.00		

^(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A. (SM) compensation decided at Shareholders' Meeting

(EC) Executive Committee

(CRSC) Control, Risk and Sustainability Committee

(GNC) Governance and Nominations Committee (CC) Compensation Committee

(RPC) Related Party Committee

First and last name	Office	Period office held	Termination of office		Fixed compensatio n		for participation in committees	Variable n comper		Non- monetary benefits	Other compensatio n	Total	Fair value of equity compensatio n	Leaving/end of office benefits
								Bonuses and other incentives	Share of profits					
Giulio Gallazzi	Director	01/01/2019	2020 Financial											
				(SM)	40.000,00									
Partial comp	ensation in co	mnany nranar	ing the accounts	(fees)		(CRSC) (GNC)								
i di tidi comp	rensution in ee	лпрану ргераг	ing the accounts	(spec.)		(CC)								
				(comp.		(RPC)	12.000,00							
(i) Compensa	ation in compa	ny preparing t	he accounts		40.000,00		12.000,00					52.000,00		
				(SM)		(EC)								
				(fees)		(CRSC)								
Partial comp	tial compensation from subsidiaries and associate					(GNC)								
						(CC)								
				(comp.		(RPC)								
(ii) Compens	ation from sul	bsidiaries and a	issociates											
(iii) Total					40.000,00		12.000,00					52.000,00		

 $^{(*) \ \ \}text{The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.}$

(fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code) (comp.) Fixed employee compensation

(EC) Executive Committee

(CRSC) Control, Risk and Sustainability Committee

(GNC) Governance and Nominations Committee

(CC) Compensation Committee

⁽fees) Attendance fees for participation at Board of Directors meetings (exp.) lump-sum reimbursement for expenses

⁽spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

⁽comp.) Fixed employee compensation
(**) The expenses incurred as a result of the office amount to EUR 1,820.00

⁽SM) compensation decided at Shareholders' Meeting



First and last name	Office	Period office held	Termination of office		Fixed compensation		Compensati on for participation in committees	Variable no compens		Non- monetary benefits (***)	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
								Bonuses and other incentives (**)	Share of profits					
Marco Giordani	Director	01/01/2019	Approval of 2020 Financial											
Giordani		31/12/2019												
				(SM)	40.000,00	(EC)					1			
				(fees)	40.000,00	(CRSC)								
Partial comp	ensation in c	omnany nrona	ring the accoun			(GNC)								
i di tidi comp	ensacion in c	ompany prepa	ing the account	(spec.)		(CC)								
				(comp.)	1.056.939,21									
(i) Compensa	ation in comp	any preparing	the accounts	,	1.096.939,21	, .,		238.000,00		5.592,34		1.340.531,55	441.660,00	
				(SM)	75.000,00	(EC)	8.000,00							
				(fees)	40.000,00	(CRSC)	20.000,00							
						(0110)								
Partial comp	ensation from	n subsidiaries a	and associates	(exp.)		(GNC)								
Partial comp	ensation from	n subsidiaries a	and associates	(exp.) (spec.)		(CC)								
Partial comp	ensation fror	n subsidiaries a	and associates											
		n subsidiaries a		(spec.)	115.000,00	(CC)	28.000,00					143.000,00		

 $^{(*) \ \}mathsf{The \ key \ management \ personnel \ of \ the \ Mediaset \ \mathsf{Group \ hold \ positions \ as \ Board \ Directors \ at \ Mediaset \ \mathsf{S.p.A.}}$

(SM) compensation decided at Shareholders' Meeting

(fees) Attendance fees for participation at Board of Directors meetings $\,$

(exp.) lump-sum reimbursement for expenses

 $(spec.)\,compensation\,for\,carrying\,out\,specific\,responsibilities\,(pursuant\,to\,art.\,2389,\,paragraph\,3,\,of\,the\,Civil\,Code)$

(comp.) fixed employee compensation including non-competition agreement

(EC) Executive Committee (CRSC) Control, Risk and Sustainability Committee (GNC) Governance and Nominations Committee (CC) Compensation Committee

(RPC) Related Party Committee

Table 1: Compensation paid to members of administrative and control bodies, general managers and other key management personnel (*)

First and last name	Office	Period office held	Termination of office		Fixed compensation	-	Compensati on for participation in committees		non-equity nsation	Non- monetary benefits	Other compensation	Total	Fair value of equity compensation	of office
								Bonuses and other incentives	Share of profits					
Francesca Mariotti	Director	01/01/2019	Approval of 2020 Financial Statements											
Partial compe	ensation in cor	mpany prepari	ng the accounts	(SM) (fees) (exp.) (spec.) (comp.)	40.000,00	(EC) (CRSC) (GNC) (CC) (RPC)	15.000,00 21.000,00							
(i) Compensa	tion in compa	ny preparing th	he accounts		40.000,00		36.000,00					76.000,00		

	(SM)		(EC)					
	(fees)		(CRSC)					
Partial compensation from subsidiaries and associates	(exp.)		(GNC)					
	(spec.)		(CC)					
	(comp.)		(RPC)					
(ii) Compensation from subsidiaries and associates								
(iii) Total		40.000,00		36.000,00			76.000,00	

(fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code) (comp.) Fixed employee compensation

(EC) Executive Committee (CRSC) Control, Risk and Sustainability Committee (GNC) Governance and Nominations Committee (CC) Compensation Committee (RPC) Related Party Committee

^(**) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020)

(***) The amount was paid to the recipient as an employee

^(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A. (SM) compensation decided at Shareholders' Meeting



Table 1: Compensation paid to members of administrative and control bodies, general managers and other key management personnel (*) Compensati Non-Fair value of on for Leaving/end First and Period office Termination o Fixed Variable non-equity onetar Other equity of office benefits Office participation Total compensation benefits (***) office compensation compensatio n committees Share of other profits 01/01/2019 Approval of 2020 Financia Director 31/12/2019 Statements (SM) 40.000,00 (EC) (fees) (CRSC Partial compensation in company preparing the accou (GNC) (exp.) (CC) 1.006.164,76 comp (RPC) 1.046.164,76 (i) Compensation in company preparing the accounts 187.500,00 5.138,78 1.233.664,76 290.978,00 (SM) 75.000,00 (EC) Partial compensation from subsidiaries and associates (fees) (CRSC 36.000,00 (exp.) (GNC) (nominated Board Member of the Mediaset company (spec. (CC) España Comunicación, S.A. on 18/04/2018) comp (RPC) 111.000,00 (ii) Compensation from subsidiaries and associates 111.000,00 1.157.164,76 187.500,00 (iii) Total 5.138,78 1.349.803,54 290.978,00

(SM) compensation decided at Shareholders' Meeting

(fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

 $(spec.)\ compensation\ for\ carrying\ out\ specific\ responsibilities\ (pursuant\ to\ art.\ 2389,\ paragraph\ 3,\ of\ the\ Civil\ Code)$

(comp.) fixed employee compensation including non-competition agreement

(EC) Executive Committee

(CRSC) Control. Risk and Sustainability Committee

(GNC) Governance and Nominations Committee

(CC) Compensation Committee (RPC) Related Party Committee

Table 1: Com	pensation pai	id to members	of administrativ	e and control bodies,	general ma	anagers and o	ther key	management p	ersonnel (*)	ļ

First and last name	Office	Period office held	Termination of office	,	Fixed compensation (**)		Compensati on for participatio n in committees	Variable n comper		Non- monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
								Bonuses and other incentives	Share of profits					
Danilo Pellegrino	Director	01/01/2019	Approval of 2020 Financial Statements											
Partial comp	ensation in co	mpany prepar	ing the accounts	(SM) (fees) (exp.) (spec.) (comp.)	40.000,00	(EC) (CRSC) (GNC) (CC) (RPC)								
(i) Compensa	ation in compa	ıny preparing t	he accounts		40.000,00							40.000,00		
Partial comp	ensation from	n subsidiaries a	nd associates	(SM) (fees) (exp.) (spec.) (comp.)		(EC) (CRSC) (GNC) (CC) (RPC)								
(ii) Compensi	ation from sul	osidiaries and a		(22.11)		0)								

(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.

40,000,00

(**) For the period covered, the payment is made directly to the relevant company

(SM) compensation decided at Shareholders' Meeting (fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

(EC) Executive Committee

(CRSC) Control, Risk and Sustainability Committee (GNC) Governance and Nominations Committee

40.000,00

(CC) Compensation Committee (RPC) Related Party Committee

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

(comp.) Fixed employee compensation

(iii) Total

^(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.

^(**) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020)

^(***) The amount was paid to the recipient as an employee



Table 1: Compensation paid to members of administrative and control bodies, general managers and other key management personnel (*)

First and last name	Office		Termination of office		Fixed compensation		Compensati on for participatio n in committees	Variable no compens		Non- monetary benefits (***)	Other compensation	Total	Fair value of equity compensatio n	Leaving/end of office benefits
								other incentives (**)	Share of profits					
Niccolo' Querci	Director	01/01/2019	Approval of 2020 Financial Statements											
				(SM)	40.000,00	_								
Partial comp	onsation in co	mnany propari	ng the accounts	(fees)		(CRSC)								
r ai tiai comp	ensationinco	прапу ргерап	-	(spec.)		(CC)								
				(comp.)		(RPC)								
(i) Compensa	tion in compa	ny preparing ti	he accounts		40.000,00							40.000,00	207.846,00	
										1		r	i	
				(SM)	75.000,00									
Partial comp	ensation from	subsidiaries ar		(fees)	36.000,00									
				(exp.)		(GNC)								
		of the Medias		(spec.)		(CC)	12.000,00							
		on 18/04/20:		(comp.)	1.098.292,47	(RPC)								
(ii) Compensi	ation from sub	sidiaries and a	ssociates		1.209.292,47		12.000,00	183.625,00		5.411,65		1.410.329,12		

1.249.292,47 12.000,00 183.625,00 5.411,65

(iii) Total

(EC) Executive Committee

(CRSC) Control, Risk and Sustainability Committee

(GNC) Governance and Nominations Committee

1.450.329,12 207.846,00

(CC) Compensation Committee

(RPC) Related Party Committee

Table 1: Compensation paid to members of administrative and control bodies, general managers and other key management personnel (*)

Table 1. Collipe	iisatioii paiu i	o members or a	idiffillisti ative ai	iu conti oi	boules, general	managers	s and other key i	nanayement p	ersonner()					
First and last name	Office	Period office held	Termination of office		Fixed compensation		Compensation for participation in committees	Variable r compe		Non- monetary benefits (***)	Other compensatio n	Total	Fair value of equity compensation	Leaving/end of office benefits
								Bonuses and						
								other	Share of					
								incentives	profits					
								(**)						
			Approval of											
Stefano	Director	01/01/2019	2020											
Sala	Director		Financial											
		31/12/2019	Statements											
							ı	1						
				(SM)	40.000,00	,								
				(fees)		(CRSC)								
Partial compens	sation in com	pany preparing	the accounts	(exp.)		(GNC)								
				(spec.)		(CC)								
				(comp.)		(RPC)								
(i) Compensatio	n in company	preparing the a	accounts		40.000,00							40.000,00	913.201,00	
				(SM)	16.000,00	(EC)								
				(fees)		(CRSC)								
Partial compens	sation from si	ubsidiaries and a	associates	(exp.)		(GNC)								
				(spec.)	284.000,00	(CC)								
				(comp.)	1.536.108,91	(RPC)								
(ii) Compensatio	on from subsi	diaries and asso	ciates		1.836.108,91			472.500,00		4.250,04		2.312.858,95		
						•	•	•						
(iii) Total					1.876.108,91			472.500,00		4.250,04		2.352.858,95	913.201,00	
(8) The Leaves					no no Donard Dire					•	(FC) Eugenstine	C		

^(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.

(EC) Executive Committee

(CRSC) Control, Risk and Sustainability Committee (GNC) Governance and Nominations Committee

(CC) Compensation Committee

^(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.

^(**) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020)

^(***) The amount was paid to the recipient as an employee

⁽SM) compensation decided at Shareholders' Meeting

⁽fees) Attendance fees for participation at Board of Directors meetings

⁽exp.) lump-sum reimbursement for expenses

⁽spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

⁽comp.) fixed employee compensation including non-competition agreement

^(**) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020)

^(***) The amount was paid to the recipient as an employee

⁽SM) compensation decided at Shareholders' Meeting

⁽fees) Attendance fees for participation at Board of Directors meetings

⁽exp.) lump-sum reimbursement for expenses

⁽spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

⁽comp.) fixed employee compensation including non-competition agreement



Table 1: Compensation paid to members of administrative and control bodies, general managers and other key management personnel (*) Compensati on for Non-Fair value of eaving/en First and Period office Termination of Fixed Variable non-equity Other participation in committees monetary benefits equity compensation of office benefits Office Total compensation Share of other profits incentives Carlo 01/01/2019 Approval of 2020 Financial Director Secchi 31/12/201 Statements (SM) 40.000,00 (EC) (fees) (CRSC) 32.000,00 Partial compensation in company preparing the accounts (exp.) (GNC) 15.000,00 (spec.) (CC) 15.000,00 comp.) (RPC) (i) Compensation in company preparing the accounts 40.000.00 102.000,00 (SM) (EC) (fees) (CRSC) Partial compensation from subsidiaries and associates (GNC) (exp.) spec.) (CC) (RPC) comp.) (ii) Compensation from subsidiaries and associates (iii) Total 40.000,00 62.000,00 102.000,00

(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.

(SM) compensation decided at Shareholders' Meeting

(fees) attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

(comp.) Fixed employee compensation

(EC) Executive Committee

(CRSC) Risk and Control Committee

(CNG) Governance and Nominations Committee

(CC) Compensation Committee

(RPC) Committee of Independent Directors for Related-Party Transactions

Bonuses and other incentives	First and last name	pensation paid to Office	Termination of office	Fixed compensation (**)	Compensati on for participation in committees	Variable n	on-equity	Non- monetary benefits	Other compensatio n	Total	Fair value of equity compensation	Leaving/end of office benefits
Mauro Chmn BSA 01/01/2019 2019 Lonardo Financial						other	Share of					
		CIIIIII BSA	2019 Financial									

	(SM)	90.000,00	(EC)				ĺ
	(fees)		(CRSC)				ĺ
Partial compensation in company preparing the accounts	(exp.)		(GNC)				İ
	(spec.)		(CC)				ĺ
	(comp.)		(RPC)				
(i) Compensation in company preparing the accounts		90.000,00				90.000,00	
	(SM)		(EC)				
							i

	(fees)		(CRSC				ĺ
Partial compensation from subsidiaries and associates	(exp.)		(GNC)				ĺ
	(spec.)		(CC)				ĺ
	(comp.)		(RPC)				l
(ii) Compensation from subsidiaries and associates							
(III) Total		00 000 00				00 000 00	

 $^{(*) \ \ \}text{The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A.}$

(SM) compensation decided at Shareholders' Meeting

(fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

(comp.) Fixed employee compensation

(**) The expenses incurred as a result of the office amount to EUR 9,115.67

(EC) Executive Committee

(CRSC) Risk and Control Committee

(CNG) Governance and Nominations Committee

(CC) Compensation Committee

(RPC) Committee of Independent Directors for Related-Party Transactic



Table 1: Com	pensation pa	id to members	s of administrati	ve and cor	itrol bodies, ge	neral m	anagers and othe	r key manage	ment person	nel (*)				
First and last name	Office	Period office held	Termination of office		Fixed compensatio n		Compensation for participation in committees	Variable r compe		Non- monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
								Bonuses and other incentives	Share of profits					
Francesca Meneghel	Reg Auditor	01/01/2019	2019 Financial											
				(SM)	60.000,00	(FC)								
				(fees)	00.000,00	(CRSC								
Partial comp	ensation in co	ompany prepa	ring the account			(GNC)								
		, ,		(spec.)		(CC)								
				(comp.)		(RPC)								
(i) Compensa	ation in comp	any preparing	the accounts		60.000,00							60.000,00		
											•		•	•
				(SM)	500,00	(EC)								
				(fees)		(CRSC								
Partial comp	ensation fror	n subsidiaries	and associates	(exp.)		(GNC)								
				(spec.)		(CC)								
				(comp.)		(RPC)								
(ii) Compens	ation from su	bsidiaries and	associates		500,00							500,00		
				1			ı							
(iii) Total					60.500,00							60.500,00		

(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A. (SM) compensation decided at Shareholders' Meeting

(fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code)

(comp.) Fixed employee compensation

(EC) Executive Committee (CRSC) Risk and Control Committee (CNG) Governance and Nominations Committee (CC) Compensation Committee

(RPC) Committee of Independent Directors for Related-Party Transactions

							Compensati							
First and last name		Termination of office		Fixed compensation		on for participatio n in committees	Variable n compe		Non- monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits	
								Bonuses and other incentives	Share of profits					
Simonelli Ezio Maria	Reg Auditor	01/01/2019	Approval of 2019 Financial Statements											
		31/12/2019	Statements											
				(SM)	60.000,00	(EC)								
				(fees)		(CRSC								
artial compe	ensation in co	ompany prepai	ring the account:	(exp.)		(GNC)								
				(spec.)		(CC)								
				(comp.)		(RPC)								
) Compensa	tion in compa	any preparing	the accounts		60.000,00							60.000,00		
				(SM)	1.000,00									
				(fees)		(CRSC								
artial compe	ensation fron	n subsidiaries a	and associates	(exp.)		(GNC)								
				(spec.)		(CC)								
				(comp.)		(RPC)								
	ation from cu	bsidiaries and	accoriates	I	1.000,00	l	l		l	1	1	1.000.00	1	

 $(*) \ {\it The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A. } \\$

(SM) compensation decided at Shareholders' Meeting

(fees) Attendance fees for participation at Board of Directors meetings

(exp.) lump-sum reimbursement for expenses

(spec.) compensation for carrying out specific responsibilities (pursuant to art. 2389, paragraph 3, of the Civil Code) (comp.) Fixed employee compensation

(EC) Executive Committee (CRSC) Risk and Control Committee

(CNG) Governance and Nominations Committee

(CC) Compensation Committee

(RPC) Committee of Independent Directors for Related-Party Transactions



TABLE 3A: Incentive plans based on financial instruments, other than stock options, in favour of the members of the Board of Directors, general managers and other key management personnel

Pier Silvio and Cl	eputy Chairman d Chief Executive Officer 2 P	Plan (*)	Financial in assigned during financial year during the fi Number and type of financial instruments	g the preceding rs not vested nancial year Vesting Period		Fair value at the assignation date	Vesting		Market price of shares underlying	Financial instruments vested during the financial year and not Number and type of financial instruments	Financial instru during the fina that can be Number and	ancial year and attributed Value at	Financial instruments for the financial year Fair value
Pier Silvio and CI Berlusconi (i) Compensation in the company preparing the	eputy Chairman d Chief Executive Officer 2 P	Plan (*)	financial year during the fi Number and type of financial	rs not vested nancial year Vesting Period	Number and type of financial					during the financial year and not Number and type of	that can be	value at	the financial year
Pier Silvio and CI Berlusconi (i) Compensation in the company preparing the	eputy Chairman d Chief Executive Officer 2 P		during the fi Number and type of financial	nancial year Vesting Period	of financial					year and not Number and type of	Number and	Value at	year
Pier Silvio and CI Berlusconi (i) Compensation in the company preparing the	eputy Chairman d Chief Executive Officer 2 P		Number and type of financial	Vesting Period	of financial					Number and type of			,
Pier Silvio and CI Berlusconi (i) Compensation in the company preparing the	eputy Chairman d Chief Executive Officer 2 P		type of financial	Period	of financial								Fair value
Pier Silvio and Cl Berlusconi (i) Compensation in the company preparing the	d Chief Executive Officer		financial			assignation date	Period	date	shares underlying	financial instruments			
Pier Silvio and CI Berlusconi (i) Compensation in the company preparing the	d Chief Executive Officer				instruments					ents		maturity date	
Pier Silvio and Cl Berlusconi (i) Compensation in the company preparing the	d Chief Executive Officer		instruments						the assignment of	1	financial	(**)	
Pier Silvio and Cl Berlusconi (i) Compensation in the company preparing the	d Chief Executive Officer	2015 - 2017							options	1	instruments		
Berlusconi (i) Compensation in the company preparing the	Officer 2	2015 - 2017					I						
(i) Compensation in the company preparing the	2 P M	2015 - 2017											
the company preparing the	P M	2015 - 2017											
preparing the	M												
		Plan (General								1			
accounts		Meeting .								1			
		esolution of					1		1	i l	1		
		29 April 2015)								1	129.353	367.802,00	
		2015-2017											
		Plan								i			
		Shareholders'								1			
			142,572							1			
			Freely							1			
		29 April 2015)		27/06/2017						1			
			shares	30/06/2020									196.578
		2018-2020								1			
		Plan								1			
		Shareholders'								1			
			191,740							1			
			Freely							i			
				11/09/2018						i			206.00
l —		***)	shares	30/09/2021									206.093
		2018-2020 Plan								i			
		Shareholders'								1			
		Meeting					l		l	i l	1		
		esolution of			180,684		l		l	i l	1		
		27 June 2018)					12/03/2019		1	i l	1		
		***)			Freely assigned shares	2 8114	31/03/2019	12/03/2019	2,7673	i l			149.404
(ii) Compensation		,			310103	2,0114	31,03/2022	12,03,2019	2,1013	1			149.40
from subsidiaries and							ĺ			i	1		
associates							ĺ			i l			
(iii) Total			334.312										

^(*) More information on the plans is available in the relevant documents on the Company's website (www.mediaset.it)

TABLE 3A: Incentive plans based on financial instruments, other than stock options, in favour of the members of the Board of Directors,

general mana	agers and ot	her key manage	ment pers	onnel									
			Financial in assigned o preceding finar vested during	luring the ncial years not the financial		nancial instrument:				Financial instruments vested during the financial year and not attributed	during the fir	ruments vested nancial year and ne attributed	Financial instruments for the financial year
First and last name	Office	Plan (*)		Vesting Period		Fair value at the assignation date	Vesting Period	Assignation date	Market price of shares underlying the assignment of	Number and type of financial instruments	Number and type of financial instruments	Value at maturity date (**)	Fair value
Marco Giordani	Board Director												
(i) Compensation in the company preparing the accounts		2015 - 2017 Plan (General Meeting resolution of 29 April 2015)									103.482	294.241,00	
		2015-2017 Plan (Shareholders' Meeting resolution of 29 April 2015) (***)		27/06/2017 30/06/2020							103.402	254.242,00	157.263
			assigned	11/09/2018 30/09/2021									164.874
		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)			144,546 Freely assigned shares	2,8114	12/03/201 9 31/03/202 2	12/03/2019	2,7673				119.523
(ii) Compensation from subsidiaries and associates													
(iii) Total			267.450		144.546							294.241,00	441.660

^(*) More information on the plans is available in the relevant documents on the Company's website (www.mediaset.it)

^(**) Lock-up clauses

^(***) Implementation of the third cycle of the 2015-2017 and 2018-2020 plans has been suspended based on the Shareholders' Meeting's decision of 7 June 2019

^(**) Lock-up clauses

^(***) Implementation of the third cycle of the 2015-2017 and 2018-2020 plans has been suspended based on the Shareholders' Meeting's decision of 7 June 2019



TABLE 3A: Incentive plans based on financial instruments, other than stock options, in favour of the members of the Board of Directors,

First and last name	Office	Plan (*)	Financial in assigned of preceding final vested during ye Number and type of financial	luring the ncial years not the financial ar Vesting Period	Number and type of	Fair value at the		during the finance Assignation date	Market price of shares underlying the assignment of	Financial instruments vested during the financial year and not attributed Number and type of financial instruments	during the fin	ancial year and	Financial instruments for the financial year Fair value
			instruments		instruments	usic			options		instruments		
Gina Nieri	Board Director												
(i) Compensation in the company preparing the accounts		2015 - 2017 Plan (General Meeting resolution of 29 April 2015)									64.676	183.900,00	
		2015-2017 Plan (Shareholders' Meeting resolution of 29 April 2015) (***)	71,286 Rights for the assignment of free shares	27/06/2017 30/06/2020									98.28
		Meeting resolution of 27 June 2018)	95,870 Freely assigned shares	11/09/2018 30/09/2021									103.04
		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)			108,410 Freely assigned shares	2,8114	12/03/201 9 31/03/202 2	12/03/2019	2,7673				89.642
(ii) Compensation from subsidiaries and associates													
(iii) Total			167.156		108.410							183.900,00	290.978

^(*) More information on the plans is available in the relevant documents on the Company's website (www.mediaset.it)

TABLE 3A: Incentive plans based on financial instruments, other than stock options, in favour of the members of the Board of Directors,

general mana	gers and ot	her key manag	gement per	sonnel									
			Financial in	struments	F	inancial instrument	s assigned dur	ing the financial y	ear	Financial instruments vested	Financial inst	ruments vested	Financial
			assigned of	furing the						during the financial year and	during the fir	ancial year and	instruments fo
			preceding finar	ncial years not						not attributed	that can b	e attributed	the financial
			vested during	the financial									year
			VQ.	ar									
First and last name	Office	Plan (*)		Vesting	Number and	Fair value at the		Assignation		Number and type of financial		Value at	Fair value
				Period	type of	assignation date	Period	date	shares	instruments	type of	maturity date	
			financial		financial				underlying the		financial	(**)	
			instruments		instruments				assignment of		instruments		
									options				
						•					'		
Niccolò Querci	Board Director												
(i) Compensation													
in the company													
preparing the		2015 - 2017 Plan											
accounts		(General Meeting											
		resolution of 29											
		April 2015)									35,572	101.145,00	d
-		April 2013)									33.312	101.1-15,00	1
		2015-2017 Plan											
		(Shareholders'	39,207										
		Meeting resolution	Rights for the										
		of 29 April 2015)	assignment of	27/06/2017									
		(***)		30/06/2020									54.059
-		,	rice shares	30/00/2020									34.03.
		2018-2020 Plan											
		(Shareholders'	52,728										
		Meeting resolution	Freely										
		of 27 June 2018)		11/09/2018									
		(***)	shares	30/09/2021									56.675
		2018-2020 Plan											
		(Shareholders'	1	1	117.444			l					
		Meeting resolution	1	1	Freely			l					
		of 27 June 2018)	1		assigned		12/03/2019					1	
		(***)	l		shares	2 81 14	31/03/2019	12/03/2019	2,7673			1	97.112
(ii) Compensation		, ,		 	Sindi C3	2,3114	31/03/2022	12/03/2019	2,1613			-	
from subsidiaries			1		1							1	
and associates			l	1	1	1			1		ĺ	l	1
			91.935										
(iii) Total			71.935		117.444	L			L			101.145,00	207.846

^(*) More information on the plans is available in the relevant documents on the Company's website (www.mediaset.it)

^(**) Lock-up clauses

^(***) Implementation of the third cycle of the 2015-2017 and 2018-2020 plans has been suspended based on the Shareholders' Meeting's decision of 7 June 2019

^(**) Lock-up clauses

^(***) Implementation of the third cycle of the 2015-2017 and 2018-2020 plans has been suspended based on the Shareholders' Meeting's decision of 7 June 2019



TABLE 3A: Incentive plans based on financial instruments, other than stock options, in favour of the members of the Board of Directors, general managers and other key management personnel

general mana	igers and ot	her key manage											
			Financial in assigned of preceding finar vested during yea	luring the icial years not the financial	!	Financial instrume	nts assigned du	ring the financial	year	Financial instruments vested during the financial year and not attributed	during the fir	ruments vested nancial year and ne attributed	Financial instruments for the financial year
First and last name	Office		Number and type of financial instruments	Vesting Period	Number and type of financial instruments	Fair value at the assignation date		Assignation date	Market price of shares underlying the assignment of ontions	Number and type of financial instruments	Number and type of financial instruments	Value at maturity date (**)	Fair value
Stefano Sala	Board Director												
(i) Compensation in the company preparing the accounts		2015 - 2017 Plan (General Meeting resolution of 29 April 2015)									77.612	220.682,00	
		(Shareholders' Meeting resolution of	228,115 Rights for the assignment of free shares	27/06/2017 30/06/2020									314.525
		(Shareholders' Meeting resolution of	306,784 Freely assigned shares	11/09/2018 30/09/2021									329.749
(ii) Compensation from subsidiaries		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)			325,230 Freely assigned shares	2,8114	12/03/2019 31/03/2022	12/03/2019	2,7673	3			268.92
and associates (iii) Total			534,899		325.230							220.682,00	913.20

^(*) More information on the plans is available in the relevant documents on the Company's website (www.mediaset.it)

^(***) Implementation of the third cycle of the 2015-2017 and 2018-2020 plans has been suspended based on the Shareholders' Meeting's decision of 7 June 2019



TABLE 3B:

 $Monetary\ incentive\ plans\ for\ members\ of\ the\ administrative\ body,\ general\ directors\ and\ other\ key\ management\ personnel$

First and last name	Office	Plan	2019	9 bonus			Bonuses of previous	years	Other bonuses
Pier Silvio Berlusconi	Deputy Chairman and Chief Executive Officer		Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
(i) Compensation in the company preparing the	Plan A (date of relative resolution)		287.500,00						
accounts	Plan B (date of relative resolution) Plan C (date of relative resolution)								
(ii) Compensation from subsidiaries and	Plan A (date of relative resolution)								
associates	Plan B (date of relative resolution)								
(iii) Total			287.500,00						

(*) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020)

TABLE 3B

Monetary incentive plans for members of the administrative body, general directors and other key management personnel

First and last name	Office	Plan	2019 bonus Pavable/Paid (*) Deferred Deferral period (Bon	uses of previous ye	ars	Other bonuses
Marco Giordani	Board Director		Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
Compensation in the company preparing the accounts	Plan A (date of relative resolution) Plan B (date of relative resolution) Plan C (date of relative resolution)		238.000,00						
Compensation from subsidiaries and associates	Plan A (date of relative resolution) Plan B (date of relative resolution)								
(iii) Total			238.000,00						

(*) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020)

TABLE 3B

Monetary incentive plans for members of the administrative body, general directors and other key management personnel

First and last name	Office	Plan	2	019 bonus		В	onuses of previous year	s	Other bonuses
Gina Nieri	Board Director		Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
(i) Compensation in the company	Plan A (date of relative resolution)		187.500,00						
	Plan B (date of relative resolution)								
	Plan C (date of relative resolution)								
(ii) Compensation from	Plan A (date of relative resolution)								
subsidiaries and associates	Plan B (date of relative resolution)								
(iii) Total			187.500,00)					

(*) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020)



TABLE 3B

 $Monetary\ incentive\ plans\ for\ members\ of\ the\ administrative\ body,\ general\ directors\ and\ other\ key\ management\ personnel$

First and last name	Office	Plan	2019 bonus Payable/Paid (*) Deferred Deferral period			Bon	uses of previous ye	ars	Other bonuses
Niccolò Querci	Board Director		Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
Compensation in the company	resolution) Plan B (date of relative								
	resolution) Plan C (date of relative resolution)								
Compensation	Plan A (date of relative resolution)		183.625,00						
subsidiaries and associates	Plan B (date of relative resolution)								
(iii) Total			183.625,00)					

 $^{(*) \} The \ amount, \ based \ on \ the \ new \ Annual \ Incentive \ System, \ was \ paid \ to \ the \ recipient \ as \ an \ employee \ (accrued \ 2019, \ paid \ 2020)$

TABLE 3B

Monetary incentive plans for members of the administrative body, general directors and other key management personnel

First and last name	Office	Plan	2019 bonus				Bonuses of previous	s years	Other bonuses
Stefano Sala	Board Director		Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
(i) Compensation in the company	Plan A (date of relative resolution)								
preparing the accounts	Plan B (date of relative resolution)								
	Plan C (date of relative resolution)								
(ii) Compensation from subsidiaries and	Plan A (date of relative resolution)		472.500,00						
associates	Plan B (date of relative resolution)								
(iii) Total			472.500,00						

^(*) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020)



SCHEDULE NO. 7, PART THREE: Schedule with information on shareholdings of members of administrative and control bodies, general managers and other key managers.

<u>Table 1</u>

SHAREHOLDINGS OF MEMBERS OF ADMINISTRATIVE AND CONTROL BODIES AND GENERAL MANAGERS

First and last name	Office	Investee	Number of shares held at the end of the previous year	Number of shares purchased	shares sold	Number of shares held at the end of the current year
			(31/12/2018)			(31/12/2019)
Confalonieri Fedele	Chairman of the Board of Directors	Mediaset S.p.A.	400.000	-	-	400.000
Berlusconi Pier Silvio	Deputy Chairman and Chief Executive Officer		62.984	129.353(1)	58.533	133.804
Berlusconi Marina	Director	Mediaset S.p.A.	320.000 (2)		-	320.000 (2)
Giordani Marco	Director	Mediaset S.p.A.	69.991	103.482(1)	46.826	126.647
Nieri Gina	Director	Mediaset S.p.A.	16.916	64.676(1)	29.266	52.326
Querci Niccolo'	Director	Mediaset S.p.A.	20.708	35.572(1)	34.166	22.114
Sala Stefano	Director	Mediaset S.p.A.	13.699	77.612(1)	75.789	15.522

⁽¹⁾ shares assigned from the accrual of rights (2016 financial year) assigned by medium/long-term incentive and loyalty plan 2015 - 2017.

The information in Table 2 is included in Table 1 as key management personnel of the Mediaset Group are also Directors of Mediaset S.p.A.

For the Board of Directors
The Chairman

⁽²⁾ shares purchased through the subsidiary.