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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.

Contents

SECTION II 4

1.Delegated bodies..... 4

 1.1. Chairman..... 4

 1.2.Deputy Chairman and Chief Executive Officer 4

2.Key Management Personnel 5

3.Board of Statutory Auditors 7

4.Compensation tables..... 8

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.l., 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: 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	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	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 31/12/2019	Approval of 2020 Financial Statements									
				(SM)	60.000,00	(EC)						
				(fees)		(CRSC)						
				(exp.)		(GNC)						
				(spec.)	1.740.000,00	(CC)						
				(comp.)		(RPC)						
(i) Compensation in company preparing the accounts					1.800.000,00					17.741,52		1.817.741,52
				(SM)	75.000,00	(EC)	8.000,00					
				(fees)	36.000,00	(CRSC)	20.000,00					
				(exp.)		(GNC)						
				(spec.)		(CC)	12.000,00					
				(comp.)		(RPC)						
(ii) Compensation from subsidiaries and associates					111.000,00		40.000,00					151.000,00
(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

(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	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits (***)	Other compensation	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 31/12/2019	Approval of 2020 Financial Statements									
				(SM)	40.000,00	(EC)						
				(fees)		(CRSC)						
				(exp.)		(GNC)						
				(spec.)	1.000.000,00	(CC)						
				(comp.)	371.738,82	(RPC)						
(i) Compensation in company preparing the accounts					1.411.738,82					287.500,00		3.653,85
				(SM)		(EC)						
				(fees)		(CRSC)						
				(exp.)		(GNC)						
				(spec.)		(CC)						
				(comp.)		(RPC)						
(ii) Compensation from subsidiaries and associates												
(iii) Total					1.411.738,82					287.500,00		3.653,85

(*) 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

(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	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
						Bonuses and other incentives	Share of profits					
Berlusconi Marina	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements									
				(SM)	40.000,00	(EC)						
Partial compensation in company preparing the accounts				(fees)		(CRSC)						
				(exp.)		(GNC)						
				(spec.)		(CC)						
				(comp.)		(RPC)						
(i) Compensation in company preparing the accounts					40.000,00					40.000,00		
				(SM)		(EC)						
Partial compensation from subsidiaries and associates				(fees)		(CRSC)						
				(exp.)		(GNC)						
				(spec.)		(CC)						
				(comp.)		(RPC)						
(ii) Compensation from subsidiaries and associates												
(iii) Total					40.000,00					40.000,00		

(*) 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
 (GNC) Governance and Nominations Committee
 (CC) Compensation Committee
 (RPC) Committee of Independent Directors for Related-Party Transaction

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 (**)	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
						Bonuses and other incentives	Share of profits					
Marina Brogi	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements									
				(SM)	40.000,00	(EC)						
Partial compensation in company preparing the accounts				(fees)	40.000,00	(CRSC)	24.000,00					
				(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)						
Partial compensation from subsidiaries and associates				(fees)		(CRSC)						
				(exp.)		(GNC)						
				(spec.)		(CC)						
				(comp.)		(RPC)						
(ii) Compensation from subsidiaries and associates												
(iii) Total					40.000,00		65.000,00			105.000,00		

(*) 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
 (**) 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

(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		Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
				(SM)	(EC)		Bonuses and other incentives	Share of profits					
Andrea Canepa	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements										
Partial compensation in company preparing the accounts				(SM)	40.000,00	(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)	28.000,00						
				(spec.)		(CC)							
				(comp.)		(RPC)							
(i) Compensation in company preparing the accounts					40.000,00		28.000,00				68.000,00		
Partial compensation from subsidiaries and associates				(SM)		(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
(ii) Compensation from subsidiaries and associates													
(iii) Total					40.000,00		28.000,00				68.000,00		

(*) 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) 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 (**)		Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
				(SM)	(EC)		Bonuses and other incentives	Share of profits					
Raffaele Cappiello	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements										
Partial compensation in company preparing the accounts				(SM)	40.000,00	(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)	20.000,00						
				(spec.)		(CC)							
				(comp.)		(RPC)							
(i) Compensation in company preparing the accounts					40.000,00		20.000,00				60.000,00		
Partial compensation from subsidiaries and associates				(SM)		(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
(ii) Compensation from subsidiaries and associates													
(iii) Total					40.000,00		20.000,00				60.000,00		

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

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

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 (**)	Compensation on for participation in committees	Variable non-equity compensation		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 31/12/2019	Approval of 2020 Financial Statements									
Partial compensation in company preparing the accounts				(SM) 40.000,00	(EC)	(CRSC) 21.000,00						
				(fees)	(CRSC)							
				(exp.)	(GNC)							
				(spec.)	(CC)							
				(comp.)	(RPC)							
(i) Compensation in company preparing the accounts				40.000,00		21.000,00				61.000,00		
Partial compensation from subsidiaries and associates				(SM)	(EC)							
				(fees)	(CRSC)							
				(exp.)	(GNC)							
				(spec.)	(CC)							
				(comp.)	(RPC)							
(ii) Compensation from subsidiaries and associates												
(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
 (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

(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	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
						Bonuses and other incentives	Share of profits					
Giulio Gallazzi	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements									
Partial compensation in company preparing the accounts				(SM) 40.000,00	(EC)	(CRSC) 12.000,00						
				(fees)	(CRSC)							
				(exp.)	(GNC)							
				(spec.)	(CC)							
				(comp.)	(RPC)	12.000,00						
(i) Compensation in company preparing the accounts				40.000,00		12.000,00				52.000,00		
Partial compensation from subsidiaries and associates				(SM)	(EC)							
				(fees)	(CRSC)							
				(exp.)	(GNC)							
				(spec.)	(CC)							
				(comp.)	(RPC)							
(ii) Compensation from subsidiaries and associates												
(iii) Total				40.000,00		12.000,00				52.000,00		

(*) 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) 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		Compensation for participation in committees	Variable non-equity compensation		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 31/12/2019	Approval of 2020 Financial Statements										
Partial compensation in company preparing the accounts				(SM)	40.000,00	(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)	1.056.939,21	(RPC)							
(i) Compensation in company preparing the accounts					1.096.939,21			238.000,00		5.592,34		1.340.531,55	441.660,00
Partial compensation from subsidiaries and associates				(SM)	75.000,00	(EC)	8.000,00						
				(fees)	40.000,00	(CRSC)	20.000,00						
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
(ii) Compensation from subsidiaries and associates					115.000,00		28.000,00					143.000,00	
(iii) Total					1.211.939,21		28.000,00	238.000,00		5.592,34		1.483.531,55	441.660,00

(*) 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

(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		Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
							Bonuses and other incentives	Share of profits					
Francesca Mariotti	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements										
Partial compensation in company preparing the accounts				(SM)	40.000,00	(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)	15.000,00						
				(spec.)		(CC)	21.000,00						
				(comp.)		(RPC)							
(i) Compensation in company preparing the accounts					40.000,00		36.000,00					76.000,00	
Partial compensation from subsidiaries and associates				(SM)		(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
(ii) Compensation from subsidiaries and associates													
(iii) Total					40.000,00		36.000,00					76.000,00	

(*) 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) 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	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits (***)	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
						Bonuses and other incentives (**)	Share of profits					
Gina Neri	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements									
Partial compensation in company preparing the accounts				(SM) 40.000,00 (EC)								
				(fees) (CRSC)								
				(exp.) (GNC)								
				(spec.) (CC)								
				(comp.) 1.006.164,76 (RPC)								
(i) Compensation in company preparing the accounts				1.046.164,76			187.500,00		5.138,78	1.233.664,76	290.978,00	
Partial compensation from subsidiaries and associates				(SM) 75.000,00 (EC)								
				(fees) 36.000,00 (CRSC)								
				(exp.) (GNC)								
				(spec.) (CC)								
				(comp.) (RPC)								
(ii) Compensation from subsidiaries and associates				111.000,00						111.000,00		
(iii) Total				1.157.164,76			187.500,00		5.138,78	1.349.803,54	290.978,00	

(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A. (EC) Executive Committee
 (**) The amount, based on the new Annual Incentive System, was paid to the recipient as an employee (accrued 2019, paid 2020) (CRSC) Control, Risk and Sustainability Committee
 (***) The amount was paid to the recipient as an employee (GNC) Governance and Nominations Committee
 (SM) compensation decided at Shareholders' Meeting (CC) Compensation Committee
 (fees) Attendance fees for participation at Board of Directors meetings (RPC) Related Party Committee
 (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 (*)

First and last name	Office	Period office held	Termination of office	Fixed compensation (**)	Compensation for participation in committees	Variable non-equity compensation		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 31/12/2019	Approval of 2020 Financial Statements									
Partial compensation in company preparing the accounts				(SM) 40.000,00 (EC)								
				(fees) (CRSC)								
				(exp.) (GNC)								
				(spec.) (CC)								
				(comp.) (RPC)								
(i) Compensation in company preparing the accounts				40.000,00						40.000,00		
Partial compensation from subsidiaries and associates				(SM) (EC)								
				(fees) (CRSC)								
				(exp.) (GNC)								
				(spec.) (CC)								
				(comp.) (RPC)								
(ii) Compensation from subsidiaries and associates												
(iii) Total				40.000,00						40.000,00		

(*) The key management personnel of the Mediaset Group hold positions as Board Directors at Mediaset S.p.A. (EC) Executive Committee
 (**) For the period covered, the payment is made directly to the relevant company (CRSC) Control, Risk and Sustainability Committee
 (SM) compensation decided at Shareholders' Meeting (GNC) Governance and Nominations Committee
 (fees) Attendance fees for participation at Board of Directors meetings (CC) Compensation Committee
 (exp.) lump-sum reimbursement for expenses (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

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	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits (***)	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
						Bonuses and other incentives (**)	Share of profits					
Niccolo Querci	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements									
				(SM)	40.000,00	(EC)						
				(fees)		(CRSC)						
				(exp.)		(GNC)						
				(spec.)		(CC)						
				(comp.)		(RPC)						
(i) Compensation in company preparing the accounts					40.000,00					40.000,00	207.846,00	
				(SM)	75.000,00	(EC)						
				(fees)	36.000,00	(CRSC)						
				(exp.)		(GNC)						
				(spec.)		(CC)	12.000,00					
				(comp.)	1.098.292,47	(RPC)						
(ii) Compensation from subsidiaries and associates					1.209.292,47	12.000,00	183.625,00	5.411,65		1.410.329,12		
(iii) Total					1.249.292,47	12.000,00	183.625,00	5.411,65		1.450.329,12	207.846,00	

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

(EC) Executive Committee

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

(CRSC) Control, Risk and Sustainability Committee

(GNC) Governance and Nominations Committee

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

(CC) Compensation Committee

(SM) compensation decided at Shareholders' Meeting

(RPC) Related Party 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 including non-competition agreement

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	Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits (***)	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
						Bonuses and other incentives (**)	Share of profits					
Stefano Sala	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements									
				(SM)	40.000,00	(EC)						
				(fees)		(CRSC)						
				(exp.)		(GNC)						
				(spec.)		(CC)						
				(comp.)		(RPC)						
(i) Compensation in company preparing the accounts					40.000,00					40.000,00	913.201,00	
				(SM)	16.000,00	(EC)						
				(fees)		(CRSC)						
				(exp.)		(GNC)						
				(spec.)	284.000,00	(CC)						
				(comp.)	1.536.108,91	(RPC)						
(ii) Compensation from subsidiaries and associates					1.836.108,91		472.500,00	4.250,04		2.312.858,95	913.201,00	
(iii) Total					1.876.108,91		472.500,00	4.250,04		2.352.858,95	913.201,00	

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

(EC) Executive Committee

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

(CRSC) Control, Risk and Sustainability Committee

(GNC) Governance and Nominations Committee

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

(CC) Compensation Committee

(SM) compensation decided at Shareholders' Meeting

(RPC) Related Party 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 including non-competition agreement

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		Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
				(SM)	(EC)		Bonuses and other incentives	Share of profits					
Carlo Secchi	Director	01/01/2019 31/12/2019	Approval of 2020 Financial Statements		40.000,00								
				(fees)		(CRSC)	32.000,00						
				(exp.)		(GNC)	15.000,00						
				(spec.)		(CC)							
				(comp.)		(RPC)	15.000,00						
				(i) Compensation in company preparing the accounts			40.000,00		62.000,00				
Partial compensation from subsidiaries and associates						(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
				(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
 (GNC) Governance and Nominations Committee
 (CC) Compensation Committee
 (RPC) Committee of Independent Directors for Related-Party Transactions

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 (**)		Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
				(SM)	(EC)		Bonuses and other incentives	Share of profits					
Mauro Lonardo	Chmn BSA	01/01/2019 31/12/2019	Approval of 2019 Financial Statements		90.000,00								
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
				(i) Compensation in company preparing the accounts			90.000,00						
Partial compensation from subsidiaries and associates						(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
				(ii) Compensation from subsidiaries and associates									
(iii) Total				90.000,00							90.000,00		

(*) 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
 (GNC) Governance and Nominations Committee
 (CC) Compensation Committee
 (RPC) Committee of Independent Directors for Related-Party Transactions

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

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		Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
				(SM)	(EC)		Bonuses and other incentives	Share of profits					
Francesca Meneghel	Reg Auditor	01/01/2019 31/12/2019	Approval of 2019 Financial Statements										
Partial compensation in company preparing the accounts				(SM)	60.000,00	(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
(i) Compensation in company preparing the accounts					60.000,00						60.000,00		
Partial compensation from subsidiaries and associates				(SM)	500,00	(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
(ii) Compensation from subsidiaries and associates					500,00						500,00		
(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
 (GNC) Governance and Nominations Committee
 (CC) Compensation Committee
 (RPC) Committee of Independent Directors for Related-Party Transactions

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		Compensation for participation in committees	Variable non-equity compensation		Non-monetary benefits	Other compensation	Total	Fair value of equity compensation	Leaving/end of office benefits
				(SM)	(EC)		Bonuses and other incentives	Share of profits					
Simonelli Ezio Maria	Reg Auditor	01/01/2019 31/12/2019	Approval of 2019 Financial Statements										
Partial compensation in company preparing the accounts				(SM)	60.000,00	(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
(i) Compensation in company preparing the accounts					60.000,00						60.000,00		
Partial compensation from subsidiaries and associates				(SM)	1.000,00	(EC)							
				(fees)		(CRSC)							
				(exp.)		(GNC)							
				(spec.)		(CC)							
				(comp.)		(RPC)							
(ii) Compensation from subsidiaries and associates					1.000,00						1.000,00		
(iii) Total					61.000,00						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
 (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
 (GNC) 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

First and last name	Office	Plan (*)	Financial instruments assigned during the preceding financial years not vested during the financial year		Financial instruments assigned during the financial year					Financial instruments vested during the financial year and not	Financial instruments vested during the financial year and that can be attributed		Financial instruments for the financial year	
			Number and type of financial instruments	Vesting Period	Number and type of financial instruments	Fair value at the assignment date	Vesting Period	Assignment date	Market price of shares underlying the assignment of options	Number and type of financial instruments	Number and type of financial instruments	Value at maturity date (**)	Fair value	
Pier Silvio Berlusconi	Deputy Chairman and Chief Executive Officer													
(i) Compensation in the company preparing the accounts		2015 - 2017 Plan (General Meeting resolution of 29 April 2015)										129,353	367,802,00	
		2015-2017 Plan (Shareholders' Meeting resolution of 29 April 2015) (***)	142,572 Freely assigned shares	27/06/2017 30/06/2020										196,578
(ii) Compensation from subsidiaries and associates		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)	191,740 Freely assigned shares	11/09/2018 30/09/2021										206,093
		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)			180,684 Freely assigned shares		2,8114	12/03/2019 31/03/2022	12/03/2019	2,7673				
(iii) Total			334,312		180,684							367,802,00	552,075	

(*) 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

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

First and last name	Office	Plan (*)	Financial instruments assigned during the preceding financial years not vested during the financial		Financial instruments assigned during the financial year					Financial instruments vested during the financial year and not attributed	Financial instruments vested during the financial year and that can be attributed		Financial instruments for the financial year		
			Number and type of financial instruments	Vesting Period	Number and type of financial instruments	Fair value at the assignment date	Vesting Period	Assignment 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) (***)	114,058 Rights for the assignment of free shares	27/06/2017 30/06/2020										157,263	
		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)	153,392 Freely assigned shares	11/09/2018 30/09/2021											164,874
(ii) Compensation from subsidiaries and associates		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)			144,546 Freely assigned shares		2,8114	12/03/2019 31/03/2022	12/03/2019	2,7673					119,523
	(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

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

First and last name	Office	Plan (*)	Financial instruments assigned during the preceding financial years not vested during the financial year		Financial instruments assigned during the financial year				Financial instruments vested during the financial year and not attributed	Financial instruments vested during the financial year and that can be attributed		Financial instruments for the financial year	
			Number and type of financial instruments	Vesting Period	Number and type of financial instruments	Fair value at the assignment date	Vesting Period	Assignment date	Market price of shares underlying the assignment of options	Number and type of financial instruments	Number and type of financial instruments	Value at maturity date (**)	Fair value
Gina Nieri	Board Director	2015 - 2017 Plan (General Meeting resolution of 29 April 2015)									64,676	183,900,00	
			71,286 Rights for the assignment of free shares	27/06/2017 30/06/2020									98,289
			95,870 Freely assigned shares	11/09/2018 30/09/2021									
(i) Compensation in the company preparing the accounts		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)			108,410 Freely assigned shares	2,811,412	12/03/2019 31/03/2022	12/03/2019	2,767,3				89,642
(ii) 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)

(**) 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

First and last name	Office	Plan (*)	Financial instruments assigned during the preceding financial years not vested during the financial year		Financial instruments assigned during the financial year				Financial instruments vested during the financial year and not attributed	Financial instruments vested during the financial year and that can be attributed		Financial instruments for the financial year	
			Number and type of financial instruments	Vesting Period	Number and type of financial instruments	Fair value at the assignment date	Vesting Period	Assignment date	Market price of shares underlying the assignment of options	Number and type of financial instruments	Number and type of financial instruments	Value at maturity date (**)	Fair value
Niccolò Querci	Board Director	2015 - 2017 Plan (General Meeting resolution of 29 April 2015)									35,572	101,145,00	
			39,207 Rights for the assignment of free shares	27/06/2017 30/06/2020									54,059
			52,728 Freely assigned shares	11/09/2018 30/09/2021									
(i) Compensation in the company preparing the accounts		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)			117,444 Freely assigned shares	2,811,414	12/03/2019 31/03/2022	12/03/2019	2,767,3				97,112
(ii) Total			91,935		117,444						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

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

First and last name	Office	Plan (*)	Financial instruments assigned during the preceding financial years not vested during the financial year		Financial instruments assigned during the financial year					Financial instruments vested during the financial year and not attributed	Financial instruments vested during the financial year and that can be attributed		Financial instruments for the financial year	
			Number and type of financial instruments	Vesting Period	Number and type of financial instruments	Fair value at the assignment date	Vesting Period	Assignment date	Market price of shares underlying the assignment of options	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		
		2015-2017 Plan (Shareholders' Meeting resolution of 29 April 2015) (***)	228,115 Rights for the assignment of free shares	27/06/2017 30/06/2020									314.525	
		2018-2020 Plan (Shareholders' Meeting resolution of 27 June 2018) (***)	306,784 Freely assigned shares	11/09/2018 30/09/2021										329,749
(ii) Compensation from subsidiaries and associates		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					268,927
	(iii) Total		534,899		325,230							220,682,00	913,201	

(*) 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

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 years			Other bonuses
			Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
Pier Silvio Berlusconi	Deputy Chairman and Chief Executive Officer								
(i) Compensation in the company preparing the accounts	Plan A (date of relative resolution)		287.500,00						
	Plan B (date of relative resolution)								
	Plan C (date of relative resolution)								
(ii) Compensation from subsidiaries and associates	Plan A (date of relative resolution)								
	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			Bonuses of previous years			Other bonuses
			Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
Marco Giordani	Board Director								
(i) Compensation in the company preparing the accounts	Plan A (date of relative resolution)		238.000,00						
	Plan B (date of relative resolution)								
	Plan C (date of relative resolution)								
(ii) 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	2019 bonus			Bonuses of previous years			Other bonuses
			Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
Gina Nieri	Board Director								
(i) Compensation in the company preparing the accounts	Plan A (date of relative resolution)		187.500,00						
	Plan B (date of relative resolution)								
	Plan C (date of relative resolution)								
(ii) Compensation from subsidiaries and associates	Plan A (date of relative resolution)								
	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			Bonuses of previous years			Other bonuses
			Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
Niccolò Querci	Board Director								
(i) 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)								
(ii) Compensation from subsidiaries and associates	Plan A (date of relative resolution)		183.625,00						
	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 years			Other bonuses
			Payable/Paid (*)	Deferred	Deferral period	Can no longer be paid	Payable/Paid	Still deferred	
Stefano Sala	Board Director								
(i) 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)								
(ii) Compensation from subsidiaries and associates	Plan A (date of relative resolution)		472.500,00						
	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.

Table 1

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	Number of 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.

(2) shares purchased through the subsidiary.

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

