

**COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS**  
**Table no. 1 of Scheme 7 of Annex 3A to Regulation no. 11971/1999**

		BOX 1						
		"2020 Performance shares plan"						
		Financial instruments other than stock options						
Name and surname or category	Office	Section 1 Instruments relating to plans, currently valid, approved on the basis of previous shareholders' meeting resolution						
		Date of shareholders' meeting resolution	Type of financial instrument	Number of financial instruments	Assignment date	Potential purchase price of the financial instrument	Market value at the time of assignment	Vesting period
Remo Ruffini	Chairman and Chief Executive Officer	11/06/2020	Ordinary Moncler S.p.A. shares	140.845	14/06/2021 "BoD / cb"		57,12	2021-2023
Roberto Eggs	Executive Director	11/06/2020	Ordinary Moncler S.p.A. shares	17.794	14/06/2021 "BoD / cb"		57,12	2021-2023
Managers with Strategic Responsibilities	2	11/06/2020	Ordinary Moncler S.p.A. shares	61.210	14/06/2021 "BoD / cb"		57,12	2021-2023
Key People	44 <sup>(1)</sup>	11/06/2020	Ordinary Moncler S.p.A. shares	171.519	14/06/2021 "BoD / cb"		57,12	2021-2023

(1) Of which 4 consultants, 26 Executives and 14 Managers.

		BOX 1						
		"2022 Performance shares plan"						
		Financial instruments other than stock options						
Name and surname or category	Office	Section 2						
		New assignment instruments based on the resolution of: the Board of Directors to propose to the Shareholders' Meeting the competent corporate body for the implementation of the Shareholders' meeting resolution.						
		Date of shareholders' meeting resolution	Type of financial instrument	Number of financial instruments	Assignment date	Potential purchase price of the financial instrument	Market value at the time of assignment	Vesting period
Remo Ruffini	Chairman and Chief Executive Officer	21/04/2022	Ordinary Moncler S.p.A. shares	126.335	26/04/2022 "rc" 04/05/2022 "BoD"		47,26	2022-2024
Luciano Santel	Executive Director	21/04/2022	Ordinary Moncler S.p.A. shares	80.225	26/04/2022 "rc" 04/05/2022 "BoD"		47,26	2022-2024
Roberto Eggs	Executive Director	21/04/2022	Ordinary Moncler S.p.A. shares	80.225	26/04/2022 "rc" 04/05/2022 "BoD"		47,26	2022-2024
Managers with Strategic Responsibilities	4	21/04/2022	Ordinary Moncler S.p.A. shares	80.226	26/04/2022 "rc" 04/05/2022 "BoD"		47,26	2022-2024
				85.048	03/05/2023 "rc" 04/05/2023 "BoD"		67,30	2023-2025
Key People	73 <sup>(1)</sup>	21/04/2022	Ordinary Moncler S.p.A. shares	518.296	26/04/2022 "rc" 04/05/2022 "BoD"		47,26	2022-2024
	71 <sup>(2)</sup>			319.154	03/05/2023 "rc" 04/05/2023 "BoD"		67,30	2023-2025

(1) Of which 3 consultants, 51 Executives and 19 Managers.

(2) Of which 4 consultants, 48 Executives and 19 Managers.