

DIASORIN S.P.A.

INFORMATION DOCUMENT ON THE STOCK OPTION COMPENSATION PLAN
SUBMITTED FOR APPROVAL TO THE SHAREHOLDERS' MEETING OF DIASORIN S.P.A.,
PREPARED PURSUANT TO ART. 84-BIS OF REGULATION NO. 11971 APPROVED BY
CONSOB WITH RESOLUTION OF 14 MAY 1999 AND SUBSEQUENT AMENDMENTS

Saluggia, 20 March 2026

DEFINITIONS

The following definitions are used throughout this Information Document.

Ordinary Shareholders' Meeting	the Company's ordinary shareholders' meeting convened for 29 April 2026 in a single call, called to resolve (i) on the proposal to adopt the Plan (as the sixth item on the agenda of the same shareholders' meeting); and (ii) the proposal to authorize the purchase and disposal of Diasorin ordinary shares (as the seventh item on the agenda);
Actions	Diasorin ordinary shares, with a nominal value of Euro 1 (one), subject to the Plan and therefore reserved for the Beneficiaries who exercise the Options;
Beneficiary	the Recipient to whom an Option has been assigned;
Remuneration Committee	the Remuneration and Nomination Proposals Committee of the Company, which carries out advisory and propositional functions in relation to the implementation of the Plan, pursuant to the Corporate Governance Code and the Remuneration Policy adopted by the Company, as described in the Report on the Remuneration Policy and Compensation Paid prepared pursuant to Article 123-ter of the TUF, available on the Company's website https://int.diasorin.com/it (Section "Governance/Shareholders' Meeting/2026");
Exercise Communication	the communication with which the Beneficiary exercises the Options granted;
Advice	the Board of Directors <i>pro tempore</i> in office of the Company or its delegates;
Option Contract	the contract by which the Company assigns the Options to the Beneficiary, duly signed by the latter for acceptance;
Check	companies (Italian and foreign) directly or indirectly controlled by the Company pursuant to Article 93 of the TUF or that qualify as subsidiaries in accordance with the accounting standards applicable from time to time or included in the scope of consolidation;
Assignment Date	the date on which the Board resolves to grant the

	Options to the Beneficiary;
End Date of Operation	the deadline for exercising the Options identified in the Plan regulations and/or in the Option Agreement;
Initial Exercise Date	the date on which the Options become exercisable identified in the Plan regulations and/or in the Option Agreement;
Recipient	persons who, on the Grant Date, have an open-ended employment relationship with the Company or its Subsidiaries (or in any case a comparable relationship pursuant to the regulations applicable to the Company or its Subsidiaries from time to time);
DIASORIN or Company	DIASORIN S.p.A. with registered office in Saluggia (VC), Via Crescentino snc;
Information Document	this information document prepared pursuant to Article 84-bis of the Issuers' Regulation and consistent, also in the numbering of the relevant paragraphs, with the indications contained in Schedule 7 of Annex 3A of the Issuers' Regulation;
Group	DIASORIN together with its Subsidiaries;
Euronext Milan	the Euronext Milan market, organised and managed by Borsa Italiana S.p.A.;
Option	the right granted to the Recipient to purchase Shares in accordance with the provisions of the Plan; each Option confers the right to purchase one Share;
Plan	the proposal for the adoption of the " 2026 Diasorin S.p.A. Stock Option Plan" approved by the Board of Diasorin on March 20, 2026, and which will be submitted for approval to the Ordinary Shareholders' Meeting pursuant to Article 114-bis of the TUF;
Strike Price	the consideration that the Beneficiary must pay for the exercise of the Options in order to purchase the Shares;
Report	the employment relationship (or in any case a comparable relationship pursuant to the regulations applicable from time to time to the Company or its Subsidiaries) between the Recipient and, as the case may be, the Company or a Subsidiary;
Issuers' Regulation	Consob Regulation 11971/1999 as

TUF

subsequently amended;

Legislative Decree 58/1998 as subsequently amended

FOREWORD

This Information Document, prepared pursuant to Article 84-bis of the Issuers' Regulation and consistent, also in the numbering of the relevant paragraphs, with the indications contained in Schedule 7 of Annex 3A of the same Issuers' Regulation, concerns the proposal for the adoption of the " 2026 *Stock Option* Plan Diasorin S.p.A." approved by the Board of the Company on March 20, 2026, on the proposal of the Remuneration Committee.

The aforementioned proposal for the adoption of the "*2026 Stock Option Plan Diasorin S.p.A.*" will be submitted for approval to the Ordinary Shareholders' Meeting of the Company called for April 29, 2026 in a single call, as the third item on the agenda of the same Shareholders' Meeting.

As of the date of this Information Document, the proposal to adopt the " 2026 Stock Option Plan of Diasorin S.p.A." has not yet been approved by the Ordinary Shareholders' Meeting.

Therefore:

- (i) this Information Document has been drawn up exclusively on the basis of the content of the proposal for the adoption of the "Implementation Plan" *Stock Options* 2026 Diasorin S.p.A." approved by the Board of Directors of the Company on March 20, 2026, on the proposal of the Remuneration Committee;
- (ii) any reference to the Plan (as defined above) contained in this Information Document shall be understood as referring to the proposal for the adoption of the "Financing Plan". *Stock Options* 2026 Diasorin S.p.A."

This Information Document will be updated, where necessary and within the terms and in the manner prescribed by current legislation, if the proposal to adopt the " 2026 Diasorin S.p.A. *Stock Option* Plan" is approved by the Ordinary Shareholders' Meeting and in accordance with the content of the resolutions adopted by the same Ordinary Shareholders' Meeting and by the bodies competent to implement the Plan.

The Plan is to be considered of "particular importance" pursuant to Article 114-bis, paragraph 3 of the TUF and Article 84-bis, paragraph 2 of the Issuers' Regulation, as it may be addressed to certain Recipients who hold top positions at Diasorin.

1. THE RECIPIENTS OF THE PLAN

1.1 The name of the recipients who are members of the board of directors or of the management board of the issuer of financial instruments, of the parent companies of the issuer and of the companies directly or indirectly controlled by it.

Please refer to what is specified in Paragraph 1.2 below.

1.2 The categories of employees or collaborators of the issuer of financial instruments and of the parent companies or subsidiaries of such issuer.

The Plan is intended for persons who, on the Grant Date, have an open-ended employment relationship with the Company or its Subsidiaries (or in any case a comparable relationship pursuant to the regulations applicable to the Company or its Subsidiaries from time to time).

In line with the remuneration policy for the year 2026 submitted for approval by the Ordinary Shareholders' Meeting at the same time as this Information Document, persons who qualify as Executives with Strategic Responsibilities, including the CEO/General Manager, the Chief Commercial Officer and the other Executives with Strategic Responsibilities identified by the Board of Directors, may also benefit from the Plan.

It cannot be excluded that the Beneficiaries identified by the Board within the category of Recipients may also hold the position of director in the Company or in the Subsidiaries.

1.3 The name of the persons benefiting from the plan belonging to the following groups:

a) general managers of the issuer of financial instruments;

In line with the remuneration policy for the year 2026 submitted for approval to the Ordinary Shareholders' Meeting at the same time as this Information Document, the CEO/General Manager may also benefit from the Plan.

b) other executives with strategic responsibilities of the issuer of financial instruments that are not "smaller", pursuant to Article 3, paragraph 1, letter f) of Regulation no. 17221 of 12 March 2010, in the event that they received during the year total remuneration (obtained by adding monetary compensation and remuneration based on financial instruments) higher than the highest total remuneration among those attributed to the members of the the board of directors, or the management board, and the general managers of the issuer of financial instruments;

In line with the remuneration policy for the year 2026 submitted for approval to the Ordinary Shareholders' Meeting at the same time as this Information Document, the Chief Commercial Officer and the other Executives with Strategic Responsibilities identified by the Board of Directors may also benefit from the Plan.

c) natural persons controlling the issuer of shares, who are employees or who collaborate in the issuer of shares;

Not applicable as there are no natural persons controlling Diasorin.

1.4 Description and numerical indication, separated by categories:

a) managers with strategic responsibilities other than those indicated in letter b) of paragraph 1.3;

Not applicable as at the date of this Information Document, the Plan has not yet been approved by the Ordinary Shareholders' Meeting.

b) in the case of "smaller" companies, pursuant to Article 3, paragraph 1, letter f) of Regulation no. 17221 of 12 March 2010, the indication by aggregate of all managers with strategic responsibilities of the issuer of financial instruments;

Not applicable.

c) any other categories of employees or collaborators for whom differentiated characteristics of the plan have been provided (e.g., managers, middle managers, clerical workers, etc.)

Not applicable, as as of the date of this Information Document, the Plan has not yet been approved by the Ordinary Shareholders' Meeting.

It should be noted that there are no differentiated characteristics of the Plan with reference to particular categories of Beneficiaries, nor are there any criteria for determining the Exercise Price that differ among the Beneficiaries.

2. THE REASONS FOR THE ADOPTION OF THE PLAN

2.1 The objectives to be achieved through the allocation of plans

The reasons and objectives of the Plan are the creation of value for shareholders and *retention* of key executives of the Company and its Subsidiaries. Purpose of the Plan, in continuity with the incentive and loyalty plan called "*Stock Option Plan 2025 – Diasorin S.p.A.*" approved by the Company's Shareholders' Meeting on 28 April 2025, is to continue the policy of retaining and incentivizing the Group's key employees, through their involvement in the corporate structure, and therefore to contribute to the maintenance of their specific skills in the Company through co-participation in the economic results and future development of the Company. The beneficiaries of the Plan will be executives and employees of Diasorin and its Subsidiaries identified from time to time by the Board.

With regard to incentive remuneration based on *stock option* plans, it should be noted, among other things, that the adoption of share-based remuneration plans is in line with the principles contained in the "Remuneration Policy" adopted by the Company, as described in the Report on the remuneration policy and compensation paid prepared pursuant to Article 123-ter of the TUF, available on the Company's website <https://int.diasorin.com/it> ("Governance/Shareholders' Meeting/2026" section).

2.1.1 Additional Information

The Plan provides that (i) the Options may be assigned to the Beneficiaries, identified by the Board, within a period of three years from the date of approval of the Plan regulations and (ii) the Options may be exercised during the exercise periods established in the Plan regulations and/or in the Option Agreement.

The Options granted will not be exercisable: (i) as regards half of the Options granted, before the expiry of a term of not less than three years from the Grant Date; (ii) as regards the remaining half of the Options granted, before the expiry of a term of not less than four years and six months from the Grant Date.

This period was considered the most suitable for achieving the incentive and loyalty objectives that the Plan pursues. For further information on the exercise of the Options, please refer to Paragraph 4.2 below

The Plan does not provide for a pre-established relationship between the number of Options assigned to the individual Beneficiary and the total remuneration received by the latter.

2.2 Key variables, including in the form of *Performance* considered for the purposes of awarding plans based on financial instruments

The assignment of the Options to the Beneficiaries is free of charge and their exercisability is not linked to the achievement of specific *performance objectives*.

2.2.1 Additional Information

Not applicable. The assignment of the Options is free of charge and their exercisability is not subject to the achievement of *performance objectives*.

2.3 Elements underlying the determination of the amount of compensation based on financial instruments, or the criteria for its determination

The number of Options to be assigned to each Beneficiary is established from time to time by the Board, taking into account, where appropriate, the number, category, organizational level, responsibilities and professional skills of the Beneficiaries.

2.3.1 Additional Information

The number of Options to be allocated to each Beneficiary will be determined by taking into account the factors set out in Paragraph 2.3 above.

2.4 The reasons behind any decision to assign compensation plans based on financial instruments not issued by the issuer of financial instruments, such as financial instruments issued by subsidiaries or parent companies or companies other than the group to which they belong; in the event that the aforementioned instruments are not traded on regulated markets, information on the criteria used to determine the value attributable to them

Not applicable, as the Plan is based on the grant of Options that confer the right to purchase Shares of the Company.

2.5 Assessments of significant tax and accounting implications that have affected the definition of the plans

There are no significant accounting and tax implications that have affected the definition of the Plan.

2.6 Any support for the plan by the Special Fund for the Incentive of Worker Participation in Enterprises, referred to in Article 4, paragraph 112, of Law No. 350 of 24 December 2003

The Plan does not receive any support from the Special Fund for the incentive of worker participation in companies, referred to in art. 4, paragraph 112, of Law no. 350 of 24 December 2003.

3. APPROVAL PROCESS AND TIMING OF THE ASSIGNMENT OF OPTIONS

3.1 Scope of the powers and functions delegated by the shareholders' meeting to the board of directors for the purpose of implementing the plan

On 20 March 2026, the Board, and on the proposal of the Remuneration Committee, resolved to submit to the Ordinary Shareholders' Meeting the approval of the Plan for the assignment of a maximum of 600,000 Options to the Beneficiaries of the Plan, valid for the purchase of a maximum of 600,000 Shares.

The Ordinary Shareholders' Meeting will be called upon to resolve, in addition to approving the Plan, also to grant the Board all powers necessary or appropriate to execute the Plan and in particular (by way of example and not limited to) all powers to adopt the Plan regulations, identify the Beneficiaries and determine the number of Options to be assigned to each of them, proceed with the assignments to the Beneficiaries, establish the Exercise Price of the Options as well as carry out any act, fulfilment, formality, communication that is necessary or appropriate for the purposes of the management and/or implementation of the Plan itself, with the right to delegate its powers, tasks and responsibilities regarding the execution and application of the Plan as better specified in Paragraph 3.2 below.

3.2 Indication of the persons in charge of the administration of the plan and their function and competence

The responsibility for the execution of the Plan will lie with the Board, which will be entrusted by the Ordinary Shareholders' Meeting with the management and implementation of the Plan.

The Plan provides that the Board may delegate its powers, duties and responsibilities regarding the execution and application of the Plan to the Chairman of the Board, the Deputy Chairman and/or the Chief Executive Officer, even severally. In this case, any reference contained in the Plan to the Board shall be understood as a reference to the Chairman, the Deputy Chairman or the Chief Executive Officer, it being understood that any decision relating to and/or pertaining to the assignment of the Options to the Beneficiary who is also Chairman and/or Deputy Chairman and/or Chief Executive Officer of Diasorin (as well as any other decision relating to and/or pertaining to the management and/or implementation of the Plan with regard to them) shall remain the exclusive competence of the Council.

The Remuneration Committee provides advice and proposals in relation to the implementation of the Plan, pursuant to the Corporate Governance Code and the Remuneration Policy adopted by the Company.

3.3 Any existing procedures for the revision of the plans, including in relation to any changes in the basic objectives

The Board will have the right to make any changes or additions to the Plan regulations (once they have been approved), in the most appropriate manner, that it deems useful or necessary for the best pursuit of the purposes of the Plan itself, taking into account the interests of the Beneficiaries.

The exercise of the Options is not subject to the achievement of *performance* objectives and, consequently, there are no procedures for revising the Plan in relation to any changes to the basic objectives.

Please also refer to Section 4.23 below.

3.4 Description of the methods used to determine the availability and allocation of the financial instruments on which the plans are based

The Plan provides for the assignment to the Beneficiaries of Options valid for the purchase of Shares in the Company's portfolio, in the ratio of 1 Share for every 1 Option exercised. The maximum total number of Shares to be assigned to the Beneficiaries for the execution of the Plan is set at 600,000 Shares.

The Company will make available to the Beneficiary all the Shares due to the Beneficiary following the exercise of the Options no later than 10 (ten) working days following the end of the calendar month in which the exercise took place.

3.5 The role played by each director in determining the characteristics of the aforementioned plans; possible recurrence of situations of conflicts of interest for the directors concerned

The characteristics of the Plan to be submitted for approval to the Ordinary Shareholders' Meeting pursuant to and for the purposes of Article 114-bis of the TUF, were determined collectively by the Board, on the proposal of the Remuneration Committee, which met on 12 March 2026.

It should also be noted that the proposal to adopt the Plan is in line with the "Remuneration Policy" adopted by the Company.

3.6 For the purposes of what is required by art. 84-bis, paragraph 1, the date of the decision taken by the body competent to propose the approval of the plans to the shareholders' meeting and of any proposal by the remuneration committee, if any,

The Board approved the Plan on 20 March 2026, on the proposal of the Remuneration Committee.

3.7 For the purposes of what is required by art. 84-bis, paragraph 5, letter a), the date of the decision taken by the competent body on the assignment of the instruments and of any proposal to the aforementioned body made by any remuneration committee

Not applicable, as as of the date of this Information Document, the Plan has not yet been approved by the Ordinary Shareholders' Meeting.

3.8 The market price, recorded on those dates, for the financial instruments on which the plans are based, if traded on regulated markets

Not applicable, as as of the date of this Information Document, the Plan has not yet been approved by the Ordinary Shareholders' Meeting.

3.9 In the case of plans based on financial instruments traded on regulated markets, in what terms and in what manner does the issuer take into account, in identifying the timing of the allocation of the instruments in implementation of the plans, the possible coincidence of time between:

- (i) such assignment or any decisions taken in this regard by the Remuneration Committee, and**
- (ii) the dissemination of any relevant information pursuant to art. 17 of Regulation (EU) no. 596/2014; For example, if that information is:**
 - a. not already public and capable of positively influencing market prices, or**
 - b. already published and likely to negatively influence market prices.**

The length of the time frame taken into consideration for the calculation of the Strike Price, indicated in Paragraph 4.19 below, is such as to prevent the allocation from being significantly influenced by the possible disclosure of relevant information pursuant to Article 17 of Regulation (EU) No. 596/2014.

The Plan provides that the exercise of the Options by the Beneficiaries will be suspended in the period including:

- between the day on which the meeting of the Board of Directors was held which resolved to convene the Shareholders' Meeting called to approve (i) the financial statements and at the same time the proposal for the distribution of dividends or (ii) the proposal for the distribution of extraordinary dividends; e
- the day on which the relevant meeting was actually held (inclusive).

In the event that the Shareholders' Meeting resolves to distribute a dividend, even of an extraordinary nature, the suspension period will in any case expire on the day following that of the ex-dividend date of the relevant coupon.

The Board reserves the right to suspend, at certain times of the year, the exercise of the Options by the Beneficiaries or to allow the exercise of the Options if this corresponds to the best execution of the Plan, in the interest of the Company and the Beneficiaries.

4. THE CHARACTERISTICS OF THE INSTRUMENTS ALLOCATED

4.1 A description of the forms in which compensation plans based on financial instruments are structured

The Plan provides for the free assignment of Options that allow, under the established conditions, the subsequent purchase of Shares with settlement by physical delivery. It is therefore a question of *stock options*.

Each Option granted will confer the right on the Beneficiary to purchase 1 (one) Share, regular dividend rights, against payment to the Company of the Exercise Price.

4.2 An indication of the period of effective implementation of the plan with reference also to any different cycles envisaged

The Plan provides for the assignment to the Beneficiaries of a maximum of 600,000 Options, valid for the purchase of a maximum of 600,000 Shares.

The Plan provides that the Options may be assigned to the Beneficiaries, identified by the Board, within a period of three years from the date of approval of the Plan regulations. The Options will be exercisable during the exercise periods established in the Plan regulations and/or in the individual Option Contract, it being understood that the Options granted will not be exercisable before the expiry of a term of not less than three years from the Grant Date. The Options will therefore be exercisable in the period between the Initial Exercise Date and the Final Exercise Date, as indicated in the individual Option Agreement signed between the Company and the Beneficiary. The exercise of the Options must in any case take place by the Final Exercise Date.

The Plan provides for the Beneficiaries to exercise their Options early upon the occurrence of certain events, including:

1. Change of control pursuant to art. 93 of the TUF, even if this does not result in the obligation to launch a takeover bid;
2. promotion of a public tender offer on the shares of the Companies pursuant to art. 102 et seq. of the TUF; or
3. resolution of transactions that may result in the delisting of Diasorin's ordinary shares on a regulated market.

4.3 The end of the plan

Please refer to what is specified in Paragraph 4.2 above.

4.4 The maximum number of financial instruments, including in the form of options, assigned in each fiscal year in relation to the persons identified by name or to the indicated categories

The Plan provides for the assignment to the Beneficiaries of a maximum of 600,000 Options, valid for the purchase of a maximum of 600,000 Shares.

The Plan does not have a maximum number of Options to be assigned in a fiscal year.

4.5 The methods and clauses for the implementation of the plan, specifying whether the actual allocation of the instruments is subject to the occurrence of conditions or to the achievement of certain results, including Performance; Descriptions of these conditions and results

With regard to the methods and clauses for the implementation of the Plan, please refer to the provisions of the individual points of this Information Document. In particular, as already indicated in Paragraph 2.3 above, the number of Options to be assigned to each

Beneficiary is established from time to time by the Board, taking into account, where appropriate, the number, category, organisational level, responsibilities and professional skills of the Beneficiaries.

The allocation of financial instruments is not conditional on the achievement of *performance results*.

4.6 An indication of any restrictions on the availability of the instruments assigned or on the instruments deriving from the exercise of the options, with particular reference to the terms within which the subsequent transfer to the same company or to third parties is permitted or prohibited

The Plan provides that the Options are granted on a personal basis and can only be exercised by the Beneficiaries. The Options may not be transferred (except *mortis causa*) or negotiated, pledged or other real right by the Beneficiary and/or granted as collateral, either by deed inter vivos or in application of legal provisions.

The Options will become null and void and may not be exercised following an attempted transfer or negotiation, including, but not limited to, any attempted transfer by deed inter vivos or in application of law, pledge or other right in rem, seizure and seizure of the Option.

There are no restrictions on the transfer of the Company's Shares purchased following the exercise of the Options.

4.7 The description of any termination conditions in relation to the allocation of plans in the event that the beneficiaries carry out *Hedging* which make it possible to neutralize any prohibitions on the sale of the financial instruments granted, including in the form of options, or of the financial instruments resulting from the exercise of such options

Not applicable, as there are no termination conditions in the event that the Beneficiary carries out *hedging transactions* that allow the prohibition on the sale of the Options granted to be neutralized.

However, please note what is specified in Section 4.6 above regarding the cases of cancellation of Options following their attempted transfer or negotiation.

4.8 The description of the effects determined by the termination of the employment relationship

A condition for participation in the Plan is the maintenance of the Relationship with Diasorin or a Subsidiary.

In particular, the Plan provides that, in the event of termination of the Relationship, before the exercise of the Options, due to a bad *leaver*, all the Options assigned to the Beneficiary will automatically lapse and will be deprived of any effect and validity, with the consequent release of the Company from any obligation or liability towards the Beneficiary.

The following events are included among the cases of *bad leaver* : (i) dismissal of the Beneficiary due to the occurrence of a just cause or (a) the violation by the Beneficiary of the legal provisions relating to the Relationship; (b) the criminal conviction of the Beneficiary for intentional or negligent crime; (ii) voluntary resignation of the Beneficiary not justified by the occurrence of one of the following events: (a) withdrawal from the Relationship caused by physical or mental incapacity (due to illness or accident) of the Beneficiary and/or unfitness for the benefit i; (b) death of the Beneficiary.

In the event of termination of the Relationship, prior to the exercise of the Options, due to a hypothesis of *good leaver*, the Beneficiary shall retain the right to exercise the Options granted in proportion to the duration of the Relationship following the Grant Date with respect to the period between the Grant Date and the Initial Exercise Date. The non-exercisable Options will automatically be extinguished with the consequent release of the Company from any obligation or liability.

The following events are included among the hypotheses of *good leaver*: (i) dismissal without just cause; (ii) withdrawal from the Relationship caused by physical or mental incapacity (due to illness or accident) of the Beneficiary and/or unfitness for the service; (iii) death of the Beneficiary; (iv) retirement of the Beneficiary; (v) loss of the status of Subsidiary by the Beneficiary's employer company.

The Options that have lapsed for any reason will be available to the Board, which may assign them again, provided that they are within a period of three years from the date of approval of the Plan regulations.

4.9 An indication of any other causes for cancelling plans

The Options will become null and void and may not be exercised in the event of violation of the limits set out in Section 4.6 above.

It should also be noted that, if the Exercise Notice is not received by the Company, within the terms established by the Board and indicated in the relevant Option Agreement, or if the Exercise Price due by the Beneficiary has not been paid to the Company within the established terms, the Beneficiary will definitively forfeit the right to exercise the Options assigned to him and the same will be considered definitively extinguished with release from the commitments undertaken by the of the Company and of the individual Beneficiary.

Except as indicated above, and without prejudice to what is specified in Paragraph 3.3 above, the Plan does not provide for other causes for cancellation.

4.10 The reasons relating to the possible provision of a "redemption", by the company, of the financial instruments covered by the plans, provided for pursuant to articles 2357 et seq. of the Civil Code; the beneficiaries of the redemption, indicating whether it is intended only for particular categories of employees; the effects of the termination of the employment relationship on said redemption

There are no "redemption" clauses by the Company of the Options covered by the Plan and of the Shares resulting from their exercise.

4.11 Any loans or other facilities that are intended to be granted for the purchase of shares pursuant to art. 2358, paragraph 8 of the Civil Code

Loans or other facilities for the purchase of Shares are not envisaged pursuant to art. 2358, paragraph 8, of the Civil Code.

4.12 An indication of the expected cost to the company at the date of its assignment, as determined on the basis of terms and conditions already defined, for the total amount and in relation to each instrument of the plan

Not applicable, as as of the date of this Information Document, the Plan has not yet been approved by the Ordinary Shareholders' Meeting.

4.13 An indication of any dilutive effects on capital determined by compensation plans

Since the Plan does not provide for the issue of new shares, it does not entail dilutive effects on the Company's share capital.

4.14 Any limits provided for the exercise of voting rights and for the attribution of property rights

The Plan relates to *stock options* and for the Shares resulting from the exercise of the Options there is no limit for the exercise of voting rights and for the attribution of equity rights.

4.15 In the event that the shares are not traded on regulated markets, any information useful for a complete assessment of the value attributable to them.

Not applicable as the Shares are listed on the Euronext Milan market.

4.16 Number of financial instruments underlying each option

Each Option granted, if exercised under the terms and conditions of the Plan, entitles the holder to purchase one Share.

4.17 Option Expiration

Please refer to what is specified in Paragraph 4.2 above.

4.18 Modalities (American/European), timing (e.g. periods valid for exercise) and exercise clauses (e.g. *Knock-in e Knock-out*)

The Options will have a "European" exercise mode. For the exercise periods of the Options, please refer to Paragraph 4.2 above.

4.19 The exercise price of the option or the methods and criteria for its determination, with particular regard to: a) the formula for calculating the exercise price in relation to a given market price (so-called "Exercise Price"). *fair market value*) (e.g. exercise price equal to 90%, 100% or 110% of the market price), and b) the methods of determining the market price used as a reference for determining the strike price (e.g. last price on the day prior to the assignment, average of the day, average of the last 30 days, etc.)

The Exercise Price for each Option will be established by the Board in an amount not lower than the arithmetic average of the official prices recorded on the Euronext Milan market, in the period between the Option Grant Date and the same day of the previous calendar month.

4.20 In the event that the strike price is not equal to the market price determined as set out in point 4.19.b, (*fair market value*) reasons for that difference

Not applicable.

4.21 Criteria on the basis of which different strike prices are envisaged between various subjects or various categories of recipients

Not applicable, as there are no criteria for determining the Exercise Price that differ between Beneficiaries.

4.22 Where the financial instruments underlying the options are not traded on regulated markets, an indication of the value attributable to the underlying instruments or the criteria for determining that value

Not applicable as the Shares are admitted to trading on the Euronext Milan market.

4.23 Criteria for adjustments made necessary as a result of extraordinary capital transactions and other transactions involving a change in the number of underlying instruments (capital increases, extraordinary dividends, reverse stock split and split of underlying shares, mergers and demergers, conversion transactions into other classes of shares, etc.)

In the case of extraordinary capital transactions and other transactions that may involve a change in the number of underlying instruments, the Board will make the usual adjustments where necessary according to generally accepted methodologies.

4.24 Compensation plans based on financial instruments (table)

Not applicable, as as of the date of this Information Document, the Plan has not yet been approved by the Ordinary Shareholders' Meeting.