

COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS

Table no. 1 of Scheme 7 of Annex 3A to Regulation no. 11971/1999

Date: 25/03/2019

		BOX 1						
		"2016-2018 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 instruments	Market value at the time of assignment	Vesting period
Ruffini Remo	Chairman	20/04/2016	Ordinary Moncler S.p.A. shares	420,000	06/05/2016 "cpr" 10/05/2016 "cda/oc"		14.97	(1)
Buongiovanni Sergio	Executive Director	20/04/2016	Ordinary Moncler S.p.A. shares	120,000	06/05/2016 "cpr" 10/05/2016 "cda/oc"		14.97	(1)
Santel Luciano	Executive Director	20/04/2016	Ordinary Moncler S.p.A. shares	180,000	06/05/2016 cpr 10/05/2016 "cda/oc"		14.97	(1)
Key Managers	2	20/04/2016	Ordinary Moncler S.p.A. shares	300,000	06/05/2016 "cpr" 10/05/2016 "cda/oc"		14.97	(1)
	1 ⁽³⁾			70,000	26/06/2017 "cpr" 29/06/2017 "cda/oc"		20.29	(2)
Key People	71 ⁽⁴⁾	20/04/2016	Ordinary Moncler S.p.A. shares	1,518,500	06/05/2016 "cpr" 10/05/2016 "cda/oc"		14.97	(1)
	14 ⁽⁵⁾⁽⁶⁾			254,000	26/06/2017 "cpr" 29/06/2017 "cda/oc"		20.29	(2)

- (1) The rights allocated under the plan “2016-2018 *Performance Shares Plan*” are subject to a three-year vesting period; their exercise is subject to the performance of the EPS (Earning Per Share) of the relevant three-year period, as resulting from the consolidated financial statements of such financial years and to the other conditions set forth in the Regulation of the Plan. For the first cycle of attribution (three-year period 2016-2018), reference is made to the Target EPS set forth in the Business Plan 2016-2018; the assignment period has been started on March 1, 2019;
- (2) The rights allocated on 29/06/2017 within the scope of the “2016-2018 *Performance Shares Plan*” are subject to a three-year vesting period; their exercise is subject to the performance of the cumulative 2017-2019 EPS (Earning Per Share), as resulting from the consolidated financial statements of such financial years, compared to the EPS Target set forth in the 2017-2019 Business Plan and to the other conditions established in the Regulation of the Plan;
- (3) Already beneficiary of the first cycle of attribution of the Plan;
- (4) Of which 2 consultants, 36 *Executives* and 39 *Managers*;
- (5) Of which 6 Executives and 8 *Managers*;
- (6) Of which 2 beneficiaries already included within the first cycle of attribution of the Plan.

		BOX 1						
		“2018-2020 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: <input checked="" type="checkbox"/> the Board of Directors to propose to the Shareholders’ meeting; <input type="checkbox"/> 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 instruments	Market value at the time of assignment	Vesting period
Ruffini Remo	Chairman	16/04/2018	Ordinary Moncler S.p.A. shares	186,423	04/05/2018 “cda/oc”		35.67	(1)
Buongiovanni Sergio	Executive Director	16/04/2018	Ordinary Moncler S.p.A. shares	29,591	04/05/2018 “cda/oc”		35.67	(1)
Santel Luciano	Executive Director	16/04/2018	Ordinary Moncler S.p.A. shares	118,363	04/05/2018 “cda/oc”		35.67	(1)
Key Managers	2	16/04/2018	Ordinary Moncler S.p.A. shares	177,545	04/05/2018 “cda/oc”		35.67	(1)
Key People	91 ⁽²⁾	16/04/2018	Ordinary Moncler S.p.A. shares	615,076	04/05/2018 “cda/oc”		35.67	(1)

(1) The rights allocated on 04/05/2018 within the scope of the “2018-2020 Performance Shares Plan” are subject to a three-year vesting period; their exercise is subject to the performance of the cumulative 2018-2020 EPS (Earning Per Share), as resulting from the consolidated financial statements of such financial years, compared to the EPS Target set forth in the 2018-2020 Business Plan and to the other conditions established in the Regulation of the Plan

(2) Of which 4 consultants, 45 Executives and 42 Managers.

		<p style="text-align: center;">BOX 2</p> <p style="text-align: center;">“2014 – 2018 Stock Option Plan - Italian Corporate Structures” ⁽¹⁾</p> <p style="text-align: center;"><i>Stock option</i></p>							
		<p style="text-align: center;">Section 1</p> <p style="text-align: center;">Options relating to plans, currently valid, approved on the basis of previous shareholders' meeting resolutions</p>							
Name and surname or category		Shareholders' Meeting resolution date	Instrument description	Options held at the end of the previous Fiscal Year	Options exercised	Assignment date	Exercise price	Market value of the stocks underlying the assignment date	Period of the possible exercise
Executive and Managers	3	28/02/2014	Ordinary Moncler S.p.A. shares	1,164	1,164	28/02/2014 “cda/oc”	10.2	13.27	(1)
Employees and Workers	10	28/02/2014	Ordinary Moncler S.p.A. shares	5,519	5,519	28/02/2014 “cda/oc”	10.2	13.27	(1)

(1) The options allocated on 28/02/2014 within the “*Stock Option Plan 2014-2018 - Italian Corporate Structures*” are subject to a vesting period. Subject to the achieving of the performance targets connected to the 2014-2016 EBITDA, as resulting from the consolidated financial statements of such fiscal years and other terms and conditions of the Plan’s Regulation: 1/3 (one third) of the assigned Options (first tranche) has been exercised starting from the financial statements for the year ended on December 31, 2014 approval’s date; 1/3 (one third) of the assigned Options (second tranche) has been exercised starting from the financial statements for the year ended on December 31, 2015 approval’s date; the remaining third of the assigned Options (third tranche) has been exercised starting from the financial statements for the year ended on December 31, 2016 approval’s date. Therefore, the exercise period is terminated on October 31, 2018 (expiration date).

		<p style="text-align: center;">BOX 2</p> <p style="text-align: center;">"2015 Performance Stock Option Plan"</p>							
		<i>Stock option</i>							
Name and surname or category	Office	Section 1							
		Options relating to plans, currently valid, approved on the basis of previous shareholders' meeting resolutions							
		Shareholders' Meeting resolution date	Instrument description	Options held at the end of the previous Fiscal Year	Options exercised	Assignment date	Exercise price	Market value of the stocks underlying the assignment date	Period of the possible exercise
Key Managers	1	23/04/2015	Ordinary Moncler S.p.A. shares	600,000	600,000	11/05/2015 "cpr" 12/05/2015 "cda/oc"	16.34	16.21	(1)
Key People	19(2)	23/04/2015	Ordinary Moncler S.p.A. shares	545,000(3)	434,700	11/05/2015 "cpr" 12/05/2015 "cda/oc"	16.34	16.21	(1)

(1) The options allocated on 12/05/2015 within the plan "*Performance Stock Option 2015*" are subject to a three-year vesting period, and their exercise is subject to the achieving of the performance targets connected to 2017 EBITDA, as resulting from the consolidated financial statements of such fiscal year and other terms and conditions of the Plan's Regulation. Therefore, the exercise period has been started at the end of February 2018 and it will end on 30 June 2020 (expiration date).

(2) Of which 2 advisors.

(3) The value does not include 10,000 shares which have not been assigned because of resignation.