

## COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS

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

Date: 31 March 2021

		BOX 1						
		"2018 – 2020 Performance shares plan"						
		Financial instruments other than stock options						
Name and surname or category	Office	<u>Section 1</u> 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	16/04/2018	Ordinary Moncler S.p.A. shares	186.423	04/05/2018 "BoD / cb"		35,67	(1)
Luciano Santel	Executive Director	16/04/2018	Ordinary Moncler S.p.A. shares	118.363	04/05/2018 "BoD / cb"		35,67	(1)
Roberto Eggs	Executive Director	16/04/2018	Ordinary Moncler S.p.A. shares	118.363	04/05/2018 "BoD / cb"		35,67	(1)
Managers with Strategic Responsibilities	2	16/04/2018	Ordinary Moncler S.p.A. shares	118.364	04/05/2018 "BoD / cb"		35,67	(1)
Key People	76 <sup>(2)</sup>	16/04/2018	Ordinary Moncler S.p.A. shares	691.125	08/05/2019 "rc"		35,53	(4)
	41 <sup>(3)</sup>			276.157	09/05/2019 "BoD / cb"			

(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. The plan's award began in February 2021 and will end in June 2021.

(2) Of which 4 consultants, 37 Executives and 35 Managers.

(3) Of which 2 consultants, 18 Executives and 21 Managers.

(4) The rights allocated on 09/05/2019 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 2019-2021 EPS (Earning Per Share), as resulting from the consolidated financial statements of such financial years, compared to the EPS Target set forth in the 2019-2021 Business Plan and to the other conditions established in the Regulation of the Plan.

		BOX 1						
		"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 instrument	Market value at the time of assignment	Vesting period <sup>(1)</sup>
Remo Ruffini	Chairman and Chief Executive Officer	11/06/2020	Ordinary Moncler S.p.A. shares	140.845	14/06/2021 "rc" 14/06/2021 "BoD"		57,12	
Luciano Santel	Executive Director	11/06/2020	Ordinary Moncler S.p.A. shares	120.265	05/06/2020 "rc" 11/06/2020 "BoD"		33,65	
Roberto Eggs	Executive Director	11/06/2020	Ordinary Moncler S.p.A. shares	120.265	05/06/2020 "rc" 11/06/2020 "BoD"		33,65	
		11/06/2020		17.794	14/06/2021 "rc" 14/06/2021 "BoD"		57,12	
Managers with Strategic Responsibilities	2	11/06/2020	Ordinary Moncler S.p.A. shares	120.265	05/06/2020 "rc" 11/06/2020 "BoD"		33,65	
	1	11/06/2020		46.236	14/06/2021 "rc" 14/06/2021 "BoD"		57,12	
Key People	80 <sup>(2)</sup>	11/06/2020	Ordinary Moncler S.p.A. shares	794.142	05/06/2020 "rc" 11/06/2020 "BoD"		33,65	
	56 <sup>(4)</sup>	11/06/2020		258.530	14/06/2021 "rc" 14/06/2021 "BoD"		57,12	

(1) The rights granted within the "2020 Performance Shares Plan" are subject to three-year vesting; their exercise is subject, as specified in letter l) Section I of this Report, to the performance in the three-year reference period, as resulting from the relevant consolidated financial statements and the Non-Financial Statement, of the following indicators: Net Income (pre IFRS 16), Free Cash Flow (pre IFRS 16 and net of changes in other current and non-current receivables, payables) ESG KPIs, and to the other conditions of the Plan Regulation.

(2) Of which 2 consultants, 49 Executives and 29 Managers.

(3) Of which 4 consultants, 32 Executives and 20 Managers.