

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	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
Ruffini Remo	Chairman and Chief Executive Officer	16/04/2018	Ordinary Moncler S.p.A. shares	186.423	04/05/2018 "BoD / cb"		35,67	(1)
Santel Luciano	Executive Director	16/04/2018	Ordinary Moncler S.p.A. shares	118.363	04/05/2018 "BoD / cb"		35,67	(1)
Eggs Roberto	Executive Director	16/04/2018	Ordinary Moncler S.p.A. shares	118.363	04/05/2018 "BoD / cb"		35,67	(1)
Key Managers	2	16/04/2018	Ordinary Moncler S.p.A. shares	118.364	04/05/2018 "BoD / cb"		35,67	(1)
Key People	76 (2)	16/04/2018	Ordinary Moncler S.p.A. shares	691.125	08/05/2019 "rc"		35,53	(1)
	41 (3)			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
Santel Luciano	Executive Director	11/06/2020	Ordinary Moncler S.p.A. shares	120.265	05/06/2020 “rc” 11/06/2020 “BoD”		33,65	(1)
Eggs Roberto	Executive Director	11/06/2020	Ordinary Moncler S.p.A. shares	120.265	05/06/2020 “rc” 11/06/2020 “BoD”		33,65	(1)
Key Managers	2	11/06/2020	Ordinary Moncler S.p.A. shares	120.265	05/06/2020 “rc” 11/06/2020 “BoD”		33,65	(1)
Key People	84 (2)	11/06/2020	Ordinary Moncler S.p.A. shares	661.534	05/06/2020 “rc” 11/06/2020 “BoD”		33,65	(1)

(1) The rights granted within the “2020 Performance Shares Plan” are subject to three-year vesting; their exercise is subject, as specified in letter J) 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, 46 Executives and 36 Managers.

		BOX 2							
		"2015 Performance Stock Option Plan"							
		Stock option							
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 People	4	12/05/2015	Ordinary Moncler S.p.A. shares	68.300	68.300	11/05/2015 "rc" 12/05/2015 "BoD/cb"	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 ended on 30 June 2020 (expiration date).