

**Table 3A**

2019-2021 CEO stock grant plan

| Name or category | Position                                      | BOX 1  |                                   |                                 |   |                        |                            |                |
|------------------|---|--|-----------------------------------|---------------------------------|---|------------------------|----------------------------|----------------|
|                  |   | 2019-2021 CEO stock grant plan   |                                   |                                 |   |                        |                            |                |
|                  |   | Section 1  |                                   |                                 |   |                        |                            |                |
|                  |   | Instruments associated with plans currently in effect, approved on the basis of previous shareholders' resolutions |                                   |                                 |   |                        |                            |                |
|                  |   | Date of shareholders' resolution   | Type of financial instruments     | Number of financial instruments | Grant date <sup>(1)</sup>   | Purchase price, if any | Market price at grant date | Vesting period |
| Paolo Ceretti    | Chief Executive Officer of DeA Capital S.p.A. | 18-apr-19  | Free shares of DeA Capital S.p.A. | 2,342,205                       | Board meeting of 12 May 2022 (Remuneration and Appointments Committee meeting of 11 May 2022) | 0                      | Euro: 1.320                | 2019-2021      |

<sup>(1)</sup> Note: the "grant date" was the date when the Board of Directors, having verified that the performance objectives in the plan had been reached, resolved to grant the corresponding shares to the plan beneficiaries.

2022-2024 CEO stock grant plan

| Name or category | Position                                      | BOX 1  |   |                                 |                              |                        |                            |                |
|------------------|---|--|---|---------------------------------|------------------------------|------------------------|----------------------------|----------------|
|                  |   | 2022-2024 CEO stock grant plan   |   |                                 |                              |                        |                            |                |
|                  |   | Section 2  |   |                                 |                              |                        |                            |                |
|                  |   | Instruments granted by the Board of Directors to implement the shareholders' resolution: |   |                                 |                              |                        |                            |                |
|                  |   | Date of shareholders' resolution   | Type of financial instruments   | Number of financial instruments | Grant date                   | Purchase price, if any | Market price at grant date | Vesting period |
| Paolo Ceretti    | Chief Executive Officer of DeA Capital S.p.A. | 21-apr-22  | Right to receive free shares of DeA Capital S.p.A. under certain terms and conditions | 2,000,000 <sup>(2)</sup>        | 21 April 2022 <sup>(3)</sup> | 0                      | Euro: 1.308                | 2022-2024      |

<sup>(2)</sup> Note: 2,000,000 is the maximum number of shares that can be granted to the beneficiary under the plan, without prejudice to the applicable rules of the plan. These shares will be subsequently granted after the end of the vesting period based on the achievement of the plan performance objectives.

<sup>(3)</sup> Note: to provide complete information, following the proposal of the Remuneration and Appointments Committee that met on 9 March 2022, the BoD proposed the shareholders approve the plan on 11 March 2022. The shareholders then approved the plan during the general meeting on 21 April 2022, the date indicated herein as the "grant date".

2018-2020 performance share plan for management

| Name or category | Position                                      | BOX 1  |                                   |                                     |  |                        |                            |                |
|------------------|---|--|-----------------------------------|-------------------------------------|--|------------------------|----------------------------|----------------|
|                  |   | 2018-2020 performance share plan   |                                   |                                     |  |                        |                            |                |
|                  |   | Section 1  |                                   |                                     |  |                        |                            |                |
|                  |   | Instruments associated with plans currently in effect, approved on the basis of previous shareholders' resolutions |                                   |                                     |  |                        |                            |                |
|                  |   | Date of shareholders' resolution   | Type of financial instruments     | Number of financial instruments (*) | Grant date   | Purchase price, if any | Market price at grant date | Vesting period |
| Paolo Ceretti    | Chief Executive Officer of DeA Capital S.p.A. | 19-apr-18  | Free shares of DeA Capital S.p.A. | 244,240                             | Remuneration and Appointments Committee meeting of 13 April 2022 | 0                      | Euro: 1.306                | 2018-2020      |
| Manolo Santilli  | Chief Operating Officer of DeA Capital S.p.A. | 19-apr-18  | Free shares of DeA Capital S.p.A. | 97,696                              | Remuneration and Appointments Committee meeting of 13 April 2022 | 0                      | Euro: 1.306                | 2018-2020      |

|                     |   |                  |                                   |         |  |   |             |           |  |
|---------------------|---|------------------|-----------------------------------|---------|--|---|-------------|-----------|--|
| Gianandrea Perco    | Chief Executive Officer of DeA Capital Alternative Funds SGR S.p.A. | <b>19-apr-18</b> | Free shares of DeA Capital S.p.A. | 134,333 | Remuneration and Appointments Committee meeting of 13 April 2022 | 0 | Euro: 1.306 | 2018-2020 |  |
| Other Beneficiaries |   | <b>19-apr-18</b> | Free shares of DeA Capital S.p.A. | 158,757 | Remuneration and Appointments Committee meeting of 13 April 2022 | 0 | Euro: 1.306 | 2018-2020 |  |

(\*) Including the approved adjustments to consider extraordinary dividend distributions during the vesting period. These shares were granted to beneficiaries to transfer, on 13 April 2022, the second (and last) tranche of shares under the plan.

2019-2021 performance share plan for management

| Name or category  | Position  | BOX 1  |  |  |   |                        |                            |                |
|-------------------|---|--|--|--|---|------------------------|----------------------------|----------------|
|                   |   | 2019-2021 performance share plan   |  |  |   |                        |                            |                |
|                   |   | Section 1  |  |  |   |                        |                            |                |
|                   |   | Instruments associated with plans currently in effect, approved on the basis of previous shareholders' resolutions |  |  |   |                        |                            |                |
|                   |   | Date of shareholders' resolution   | Type of financial instruments  | Number of financial instruments <sup>(4)</sup> | Grant date  | Purchase price, if any | Market price at grant date | Vesting period |
| Manolo Santilli   | Chief Operating Officer of DeA Capital S.p.A.                       | 18-apr-19  | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 112,500  | Board meeting of 18 April 2019 (Remuneration and Appointments Committee meeting of 16 April 2019) | 0                      | Euro: 1.500                | 2019-2021      |
| Gianandrea Perco  | Chief Executive Officer of DeA Capital Alternative Funds SGR S.p.A. | 18-apr-19  | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 137,500  | Board meeting of 18 April 2019 (Remuneration and Appointments Committee meeting of 16 April 2019) | 0                      | Euro: 1.500                | 2019-2021      |
| Emanuele Caniggia | Chief Executive Officer of DeA Capital Real Estate SGR S.p.A.       | 18-apr-19  | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 87,500   | Board meeting of 18 April 2019 (Remuneration and Appointments Committee meeting of 16 April 2019) | 0                      | Euro: 1.500                | 2019-2021      |

|                     |                  |  |         |   |                           |             |           |  |  |
|---------------------|------------------|--|---------|---|---------------------------|-------------|-----------|--|--|
|                     |                  |  |         |   | meeting of 16 April 2019) |             |           |  |  |
| Other Beneficiaries | <b>18-apr-19</b> | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 162,500 | Board meeting of 18 April 2019 (Remuneration and Appointments Committee meeting of 16 April 2019) | 0                         | Euro: 1.500 | 2019-2021 |  |  |

(<sup>4</sup>) Note: on 13 April 2022, the Company verified that the plan performance objectives had been reached and consequently transferred the first tranche of the plan. In line with the plan, 50% of the originally allotted units were converted into Company shares and granted to plan beneficiaries. The remaining 50% will be converted into shares and made available to beneficiaries one year after the plan vesting date. Accordingly, the units in the column correspond with the number of outstanding units at today's date.

| Name or category    | Position  | BOX 1  |                                   |                                     |  |                        |                            |                |
|---------------------|---|--|-----------------------------------|-------------------------------------|--|------------------------|----------------------------|----------------|
|                     |   | 2019-2021 performance share plan   |                                   |                                     |  |                        |                            |                |
|                     |   | Section 1  |                                   |                                     |  |                        |                            |                |
|                     |   | Instruments associated with plans currently in effect, approved on the basis of previous shareholders' resolutions |                                   |                                     |  |                        |                            |                |
|                     |   | Date of shareholders' resolution   | Type of financial instruments     | Number of financial instruments (*) | Grant date <sup>(5)</sup>  | Purchase price, if any | Market price at grant date | Vesting period |
| Manolo Santilli     | Chief Operating Officer of DeA Capital S.p.A.                       | 18-apr-19  | Free shares of DeA Capital S.p.A. | 151,215                             | Remuneration and Appointments Committee meeting of 13 April 2022 | 0                      | Euro: 1.306                | 2019-2021      |
| Gianandrea Perco    | Chief Executive Officer of DeA Capital Alternative Funds SGR S.p.A. | 18-apr-19  | Free shares of DeA Capital S.p.A. | 184,818                             | Remuneration and Appointments Committee meeting of 13 April 2022 | 0                      | Euro: 1.306                | 2019-2021      |
| Emanuele Caniggia   | Chief Executive Officer of DeA Capital Real Estate SGR S.p.A.       | 18-apr-19  | Free shares of DeA Capital S.p.A. | 117,611                             | Remuneration and Appointments Committee meeting of 13 April 2022 | 0                      | Euro: 1.306                | 2019-2021      |
| Other Beneficiaries |   | 18-apr-19  | Free shares of DeA Capital S.p.A. | 218,421                             | Remuneration and Appointments Committee meeting of 13 April 2022 | 0                      | Euro: 1.306                | 2019-2021      |

(\*) Including the approved adjustments to consider extraordinary dividend distributions during the vesting period.

(<sup>5</sup>) Note: “grant date” is the date when the Remuneration and Appointments Committee, having verified that the plan performance objectives had been reached, approved the transfer of the shares.

2020-2022 performance share plan for management

| Name or category | Position  | BOX 1  |  |                                 |   |                        |                            |                |
|------------------|---|--|--|---------------------------------|---|------------------------|----------------------------|----------------|
|                  |   | 2020-2022 performance share plan   |  |                                 |   |                        |                            |                |
|                  |   | Section 1  |  |                                 |   |                        |                            |                |
|                  |   | Instruments associated with plans currently in effect, approved on the basis of previous shareholders’ resolutions |  |                                 |   |                        |                            |                |
|                  |   | Date of shareholders’ resolution   | Type of financial instruments  | Number of financial instruments | Grant date  | Purchase price, if any | Market price at grant date | Vesting period |
| Manolo Santilli  | Chief Operating Officer of DeA Capital S.p.A.                       | 20-apr-20  | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 500,000                         | Board meeting of 12 May 2020 (Remuneration and Appointments Committee meeting of 11 May 2020) | 0                      | Euro: 1.29                 | 2020-2022      |
| Gianandrea Perco | Chief Executive Officer of DeA Capital Alternative Funds SGR S.p.A. | 20-apr-20  | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 275,000                         | Board meeting of 12 May 2020 (Remuneration and Appointments Committee meeting of 11 May 2020) | 0                      | Euro: 1.29                 | 2020-2022      |



|                     |   |                  |  |         |   |   |            |           |
|---------------------|---|------------------|--|---------|---|---|------------|-----------|
| Emanuele Caniggia   | Chief Executive Officer of DeA Capital Real Estate SGR S.p.A. | <b>20-apr-20</b> | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 200,000 | Board meeting of 12 May 2020 (Remuneration and Appointments Committee meeting of 11 May 2020) | 0 | Euro: 1.29 | 2020-2022 |
| Other Beneficiaries |   | <b>20-apr-20</b> | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 445,000 | Board meeting of 12 May 2020 (Remuneration and Appointments Committee meeting of 11 May 2020) | 0 | Euro: 1.29 | 2020-2022 |

2021-2023 performance share plan for management

| Name or category | Position                                      | <b>BOX 1</b>   |  |  |   |                               |                                   |                       |
|------------------|---|--|--|--|---|-------------------------------|-----------------------------------|-----------------------|
|                  |   | <b>2021-2023 performance share plan</b>  |  |  |   |                               |                                   |                       |
|                  |   | <b><u>Section 1</u></b>  |  |  |   |                               |                                   |                       |
|                  |   | Instruments associated with plans currently in effect, approved on the basis of previous shareholders' resolutions |  |  |   |                               |                                   |                       |
|                  |   | <b>Date of shareholders' resolution</b>  | <b>Type of financial instruments</b>   | <b>Number of financial instruments</b> | <b>Grant date</b>   | <b>Purchase price, if any</b> | <b>Market price at grant date</b> | <b>Vesting period</b> |
| Manolo Santilli  | Chief Operating Officer of DeA Capital S.p.A. | <b>20-apr-21</b>   | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 500,000                                | Board meeting of 11 May 2021 (Remuneration and Appointments Committee meeting of 15 April 2021) | 0                             | Euro: 1.478                       | 2021-2023             |

|                     |   |                  |  |         |   |   |             |           |  |
|---------------------|---|------------------|--|---------|---|---|-------------|-----------|--|
| Gianandrea Perco    | Chief Executive Officer of DeA Capital Alternative Funds SGR S.p.A. | <b>20-apr-21</b> | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 275,000 | Board meeting of 11 May 2021 (Remuneration and Appointments Committee meeting of 15 April 2021) | 0 | Euro: 1.478 | 2021-2023 |  |
| Emanuele Caniggia   | Chief Executive Officer of DeA Capital Real Estate SGR S.p.A.       | <b>20-apr-21</b> | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 275,000 | Board meeting of 11 May 2021 (Remuneration and Appointments Committee meeting of 15 April 2021) | 0 | Euro: 1.478 | 2021-2023 |  |
| Other Beneficiaries |   | <b>20-apr-21</b> | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 335,000 | Board meeting of 11 May 2021 (Remuneration and Appointments Committee meeting of 15 April 2021) | 0 | Euro: 1.478 | 2021-2023 |  |

2022-2024 performance share plan for management

| Name or category  | Position  | BOX 1   |  |                                 |   |                        |                            |                |
|-------------------|---|---|--|---------------------------------|---|------------------------|----------------------------|----------------|
|                   |   | 2022-2024 performance share plan  |  |                                 |   |                        |                            |                |
|                   |   | Section 2   |  |                                 |   |                        |                            |                |
|                   |   | Newly granted instruments by the competent body to implement the shareholders' resolution |  |                                 |   |                        |                            |                |
|                   |   | Date of shareholders' resolution  | Type of financial instruments  | Number of financial instruments | Grant date  | Purchase price, if any | Market price at grant date | Vesting period |
| Manolo Santilli   | Chief Operating Officer of DeA Capital S.p.A.                       | 21-apr-22   | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 500,000                         | Board meeting of 12 May 2022 (Remuneration and Appointments Committee meeting of 11 May 2022) | 0                      | Euro: 1.320                | 2022-2024      |
| Gianandrea Perco  | Chief Executive Officer of DeA Capital Alternative Funds SGR S.p.A. | 21-apr-22   | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 325,000                         | Board meeting of 12 May 2022 (Remuneration and Appointments Committee meeting of 11 May 2022) | 0                      | Euro: 1.320                | 2022-2024      |
| Emanuele Caniggia | Chief Executive Officer of DeA Capital Real Estate SGR S.p.A.       | 21-apr-22   | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 325,000                         | Board meeting of 12 May 2022 (Remuneration and Appointments Committee meeting of 11 May 2022) | 0                      | Euro: 1.320                | 2022-2024      |

|                     |  |                  |  |         |   |   |             |           |  |
|---------------------|--|------------------|--|---------|---|---|-------------|-----------|--|
|                     |  |                  |  |         | meeting of 11 May 2022)   |   |             |           |  |
| Other Beneficiaries |  | <b>21-apr-22</b> | Units representing the right to receive ordinary DeA Capital shares at a ratio of 1:1 under certain terms and conditions | 530,000 | Board meeting of 12 May 2022 (Remuneration and Appointments Committee meeting of 11 May 2022) | 0 | Euro: 1.320 | 2022-2024 |  |

2021-2023 Phantom stock grant plan

| Name or category             | Position | BOX 1  |                               |   |                               |                        |                            |   |
|------------------------------|----------|--|-------------------------------|---|-------------------------------|------------------------|----------------------------|---|
|                              |          | Financial instruments other than stock options (phantom stock grant)   |                               |   |                               |                        |                            |   |
|                              |          | Section 1  |                               |   |                               |                        |                            |   |
|                              |          | Instruments associated with plans currently in effect, approved on the basis of previous shareholders' resolutions |                               |   |                               |                        |                            |   |
|                              |          | Date of shareholders' resolution   | Type of financial instruments | Number of financial instruments granted | Grant date                    | Purchase price, if any | Market price at grant date | Vesting period                                  |
| Flavio Valeri <sup>(6)</sup> | N/A      | 20-apr-21  | <i>Phantom stock grant</i>    | N/A <sup>(7)</sup>                      | 1 January 2021 <sup>(8)</sup> | N/A                    | Euro: 1.156 <sup>(9)</sup> | 1 January 2021-31 December 2023 <sup>(10)</sup> |

<sup>(6)</sup> Note: non-employee worker

<sup>(7)</sup> Note: the Plan provides for the payment of a cash fee equal to the increase in the “synthetic” value of 500,000 DeA Capital S.p.A. shares in the vesting period

<sup>(8)</sup> Note: the contract with Flavio Valeri went into effect on 1 January 2021. The date of the Remuneration and Appointments Committee’s proposal was 9 March 2021. The date of the resolution whereby the Board of Directors proposed the plan approval to the shareholders was 12 March 2021

<sup>(9)</sup> Note: official closing price on 4 January 2021 (first stock market trading day of 2021)

<sup>(10)</sup> Note: in the event of early withdrawal from the contract with just cause, the exit value will be calculated on the basis of the normal value of DeA Capital S.p.A. shares (i.e., the arithmetic average of the official prices of shares on each trading day) in the quarter preceding the withdrawal on a *pro-rata temporis* basis