<u>Table 3A</u>

2019-2021 CEO stock grant plan

Name or	Position	BOX 1									
category		2019-2021 CEO stock grant plan									
		Section 1									
		Instruments as	sociated with p	lans currently in	effect, approved of	n the basis of previous	shareholders' re	solutions			
		Date of	Type of	Number of	Grant date(1)	Purchase price, if	Market price	Vesting			
		shareholders' resolution	financial instruments	financial instruments		any	at grant date	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	0	Euro: 1.320	2019-2021			
					Committee meeting of 11 May 2022)						

(¹) 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	Position	BOX 1	OX 1						
category		2022-2024 CEC) stock grant pl	an					
		Section 2							
		Instruments gr	anted by the Bo	oard of Directors	to implement the	shareholders' resolut	ion:		
		Date of	Type of	Number of	Grant date	Purchase price, if	if Market price at grant date pe Euro: 1.308 20	Vesting	
		shareholders' resolution	financial instruments	financial instruments		any	grant date	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 (²)	21 April 2022 (³)	0	Euro: 1.308	2022- 2024	

(²) 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.

(³) 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	Position	BOX 1								
category		2018-2020 per	formance shar	e plan						
		Section 1								
		Instruments as	sociated with p	lans currently in	effect, approved of	on the basis of previou	solutions			
		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	Chief Executive	19-apr-18	Free shares	134,333	Remuneration	0	Euro: 1.306	2018-2020
Perco	Officer of DeA		of DeA		and			
	Capital		Capital		Appointments			
	Alternative		S.p.A.		Committee			
	Funds SGR S.p.A.				meeting of 13			
					April 2022			
Other Beneficia	ries	19-apr-18	Free shares	158,757	Remuneration	0	Euro: 1.306	2018-2020
			of DeA		and			
			Capital		Appointments			
			S.p.A.		Committee			
					meeting of 13			
					April 2022			

(*) 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	Position	BOX 1						
category		· · ·	formance share plan					
		Section 1						
		Instruments as	sociated with plans cu	rrently in effect	, approved on the	basis of previous shareholders' resolutions		
		Date of shareholders' resolution	Type of financial instruments	Number of financial instruments (⁴)	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	0	Euro: 1.500	2019- 2021

				meeting of 16 April 2019)			
Other Beneficiaries	18-apr-19	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

(⁴) 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	Position	BOX 1							
category		2019-2021 per	formance shar	e plan					
		Section 1		-					
		Instruments as	sociated with p	lans currently in	effect, approved of	on the basis of previou	the basis of previous shareholders' resolutions		
		Date of shareholders' resolution	Type of financial instruments	Number of financial instruments (*)	Grant date(⁵)	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 Beneficiar	ies	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.

(⁵) 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.

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

2020-2022 performance share plan for management

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

2021-2023 performance share plan for management

Name or	Position	BOX 1								
category		2021-2023 per	2021-2023 performance share plan							
		Section 1								
		Instruments as	sociated with plans curr	ently in effect,	approved on the b	asis of previous s	hareholders' reso	olutions		
		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-21	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	Chief Executive	20-apr-21	Units representing	275,000	Board meeting	0	Euro: 1.478	2021-
Perco	Officer of DeA		the right to receive		of 11 May 2021			2023
	Capital		ordinary DeA Capital		(Remuneration			
	Alternative		shares at a ratio of		and			
	Funds SGR		1:1 under certain		Appointments			
	S.p.A.		terms and conditions		Committee			
					meeting of 15			
					April 2021)			
Emanuele	Chief Executive	20-apr-21	Units representing	275,000	Board meeting	0	Euro: 1.478	2021-
Caniggia	Officer of DeA		the right to receive		of 11 May 2021			2023
	Capital Real		ordinary DeA Capital		(Remuneration			
	Estate SGR		shares at a ratio of		and			
	S.p.A.		1:1 under certain		Appointments			
			terms and conditions		Committee			
					meeting of 15			
					April 2021)			
Other Benefici	aries	20-apr-21	Units representing	335,000	Board meeting	0	Euro: 1.478	2021-
			the right to receive		of 11 May 2021			2023
			ordinary DeA Capital		(Remuneration			
			shares at a ratio of		and			
			1:1 under certain		Appointments			
			terms and conditions		Committee			
					meeting of 15			
					April 2021)			

2022-2024 performance share plan for management

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

				meeting of 11 May 2022)			
Other Beneficiaries	21-apr-22	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	Position	BOX 1 Financial instruments other than stock options (phantom stock grant)									
category											
		Section 1									
		Instruments associated with plans currently in effect, approved on the basis of previous shareholders' resolutions									
		Date of shareholders'	Type of financial	Number of financial	Grant date	Purchase price, if any	Market price at grant date	Vesting period			
											resolution
				granted							
Flavio Valeri(⁶)	N/A	20-apr-21	Phantom	N/A (⁷)	1 January 2021	N/A	Euro: 1.156	1 January			
			stock grant		(8)		(⁹)	2021-31			
								December			
								2023 (10)			

(⁶) Note: non-employee worker

(⁷) 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

(⁸) 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

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

(¹⁰) 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