



**INFORMATION DOCUMENT**

**on the**

**FREE SHARE SCHEME FOR EMPLOYEES FOR THE YEAR 2021  
OF SICIT GROUP S.p.A. and SICIT CHEMITECH S.p.A.**

**pursuant to Article 84 bis and to Annex 3 A, Schedule 7, of Consob Regulation adopted by  
resolution no. 11971 of May 14<sup>th</sup>, 1999, as amended**

**TO BE SUBMITTED FOR THE APPROVAL OF THE ORDINARY SHAREHOLDERS' MEETING  
IN SINGLE CALL ON APRIL 29, 2021**

**Approved by the Board of Directors of SICIT Group S.p.A on March 12, 2021**

## DEFINITIONS

Words with a capital letter will have the meaning indicated below.

- (a) **Shareholders' Meeting** Means the shareholders' meeting of the Company, convened, in single call, for April 29, 2021.
- (b) **Allotment** Means the free of charge allotment of 100 Shares to each Beneficiary, subject to the resolution of the Board of Directors, or the decision of the body and/or the persons delegated by it to do so.
- (c) **Shares** Means SICIT's ordinary shares, without nominal value, listed on the MTA, organized and managed by Borsa Italiana S.p.A.
- (d) **Allotted Share** Means the Shares allotted to the Beneficiary on the Allotment Date by Letter of Allotment, if accepted.
- (e) **Remuneration and Nomination Committee** Means the Board Committee set up by the Company to implement the recommendations contained in the Code of Conduct of Borsa Italiana S.p.A.
- (f) **Board of Directors/Board** Means the *pro tempore* Board of Directors of the Company, or the Remuneration and Nomination Committee, or its members specifically delegated by the same, who will carry out all assessments relating to the Plan, taking all relevant decisions, and implement the provisions of the Regulations.
- (g) **Consob** Means the "Commissione Nazionale per le Società e la Borsa.
- (h) **Subsidiary** Means Sicit Chemitech S.p.A.
- (i) **Allotment Date** Means the date of the allotment of the Shares to the Beneficiaries, free of charge, by Letter of Allotment, if accepted.
- (j) **Employees** Means the persons who have an employment relationship with the Company or with the Subsidiary.
- (k) **Information Document** Means this Information Document drafted pursuant to Article 84-bis, first paragraph and the Attachment 3/A, Schedule 7 of the Issuers' Regulation.
- (l) **Group** Means SICIT and its Subsidiary.
- (m) **Letter of Allotment** Means the individual letter by means of which the Company will disclose to the Beneficiary the proposal to adhere to the Plan. This letter, together with any related attachments, shall be signed for acceptance by each Beneficiary.
- (n) **Plan** Means this plan o a free share scheme for employees for the year 2021 of Sicit Group S.p.A"
- (o) **Regulation** Means any executive Regulation of the Plan that will be approved by Board of Directors, following the approval of the Plan by Assembly, which set out the criteria, terms, and conditions for the implementation of the Plan.

- (p) **Issuers' Regulation** Means the regulation concerning the rules for issuers adopted by Consob with resolution no. 11971 of May 14th, 1999, as amended.
- (q) **Company or SICIT** Means SICIT Group S.p.A., with registered office in Via Arzignano, 80 - Chiampo (VI), registered in the Vicenza Company register, tax code and registration number 09970040961, share capital of Euro 2.462.729,90 i.v.
- (r) **TUF (Italian Consolidated Finance Law)** Means the Italian Legislative Decree no. 58 of February 24th, 1998, as amended.
- (s) **TUIR (Italian Consolidated Income Tax Law)** Means the Presidential Decree no. 917 of December 22nd, 1986, as amended.

## PREMISE

This Information Document drafted pursuant to Article 84-bis and to Schedule 7 of Annex 3 A, of the Issuers' Regulation, relates to the proposed adoption of the Plan, as approved by the Company's Board of Directors, regarding the one-off, free of charge allotment of SICIT's ordinary Shares.

At the date of this Information Document, the proposal to adopt this Plan has not been approved by SICIT's Shareholders' Meeting yet, pursuant to art. 114-bis of the TUF.

On February 26, 2021, the Board of Directors of the Company approved the proposal to grant an extraordinary award to all Employees, upon proposal and with the favorable opinion of the Remuneration and Nomination Committee. Subsequently, on 12 March 2021, the Board of Directors, also with the favorable opinion of the Remuneration and Nomination Committee, resolved to submit to the Shareholders' Meeting, pursuant to Article 114-bis of the TUF, the adoption of the Plan, which provides for the Allotment, free of charge, of Shares to all Employees, under terms and conditions established in the Plan and described in this Information Document.

The purpose of the Plan is to give a concrete sign of support and closeness of the Company to employees - its own employees and those of the Subsidiary -, as well as to further highlight the constant attention to the value of its resources, with a view to strengthening the link between the Group and employees in the long term.

The Shareholders' Meeting, called to resolve, *inter alia*, upon the Plan, has been convened for April 29th, 2021 in a single call.

For further information regarding the Shareholders' Meeting, please refer to the information report, available on the Company's website [www.sicitgroup.com](http://www.sicitgroup.com) in the Corporate Governance/Shareholders' Meetings section.

This Information Document will be updated, where necessary and in accordance with the terms and conditions prescribed by the legislation of time in force, if the proposal for the adoption of the Plan is approved by the Shareholders' Meeting and in accordance with the content of the resolutions adopted by the same Shareholders' Meeting and by the bodies and/or persons competent to implement the Plan.

Please note that, the Plan shall be considered as of "particular importance" pursuant to Articles 114-bis, paragraph 3, of the TUF and 84-bis, paragraph 2, letter a) of the Issuers' Regulation, since it is also addressed to Executives with Strategic Responsibilities of the Company and/or its Subsidiary

No member of the Board of Directors is also an employee of the Company and/or the Subsidiary.

The Shares at the service of the Plan will be made available using only treasury Shares (*azioni proprie*) already held by the Company.

This Information Document is available to the public, pursuant to art. 84-bis of the Issuers' Regulation, at the registered office and place of business of the Company, as well as on the Company's website [website www.sicitgroup.com](http://www.sicitgroup.com) in the Corporate Governance/Shareholders' Meetings section and on the authorised storage mechanism at [www.emarketstorage.com](http://www.emarketstorage.com).

## 1. RECIPIENTS

The Plan is addressed to all categories of employees (workers, white collars, middle managers, or executives) who, at the Allotment Date, are employees of the Company or the Subsidiary with a subordination employment agreement.

### **1.1. The indication of the name of the addressees who are members of the board of directors or management board of the financial instrument issuer, of the companies controlling the issuer and the companies directly or indirectly controlled by it**

The Plan provides for the participation of all employees, including managers with strategic responsibilities of the Company and/or the Subsidiary as employees of the Company. In relation to Managers with Strategic Responsibilities, it should be noted that the Shares assigned in accordance with the Plan will represent a marginal percentage of the overall remuneration treatment reserved to them.

It should be noted that, in any case, the only condition for participation in the Plan is the qualification of Employee at the Allotment Date; in no case is the participation in the Plan related to the fact that the employee is a member of the boards of directors of companies in the Group.

### **1.2. The categories of employees or collaborators of the financial instrument issuer and companies controlling or controlled by this issuer.**

The Plan is addressed to all categories of Employees of the Company or Subsidiary that are divided as follows.

- ✓ Executives;
- ✓ Middle managers;
- ✓ White collars;
- ✓ Employees.

The Plan does not provide for different conditions according to the category of Employees.

### **1.3. The name of the parties benefitting from the plan belonging to the following groups:**

- a) **general managers of the financial instrument issuer;**
- b) **other executives with strategic responsibilities of the financial instrument issuer not classed as "small", in accordance with Article 3, paragraph 1, letter f) of Regulation no. 17221 of 12 March 2010, if they have, during the course of the year, received total compensation (obtained by adding the monetary compensation to the financial instrument-based compensation) in excess of the highest total compensation assigned to the members of the board of directors or management board, and to the general managers of the financial instrument issuer;**
- c) **natural persons controlling the share issuer, who are employees or who collaborate with the share issuer.**

As already stated, the Plan is addressed to all the Employees, including Executives with

Strategic Responsibilities of the Company and/or the Subsidiary.

In any case, please note that (a) the Company does not have one or more general manager; (b) the Company is a "smaller company" (*società di minori dimensioni*) pursuant to Article 3, paragraph 1, letter f), of Regulation no. 17221 of 12 March 2010; and (c) there are no natural persons controlling the Company who are employees or who provide collaborative activities in the same.

**1.4. Description and numerical indication, broken down according to category:**

- a) **executives with strategic responsibilities other than those specified under letter b) of paragraph 1.3;**
- b) **in the case of "small" companies, in accordance with Article 3, paragraph 1, letter f) of Regulation no. 17221 of 12 March 2010, the indication for the aggregate of all executives with strategic responsibilities of the financial instrument issuer;**
- c) **any other categories of employees or collaborators for which different characteristics are envisaged for the plan (e.g. executives, middle management, employees, etc.).**

The Plan is addressed to all the Employees, including No. 1 Executive with Strategic Responsibilities and/or senior management of the Company and the Subsidiary.

There are no differentiated characteristics envisaged of the Plan.

**2. THE REASONS BEHIND THE ADOPTION OF THE PLAN**

**2.1. The objectives to be achieved by means of the attribution of plans.**

As noted in the premise, the purpose of the Plan is to give a concrete sign of support and closeness of the Company to employees – its own employees and those of the Subsidiary -, as well as to further highlight the constant attention to the value of its resources, with a view to strengthening the link between the Group and employees in the long term.

It also aims to make all Employees feel protagonist and part of the Group, encouraging the possibility of generating value to be shared, ultimately, with the Employees/ Shareholders.

**2.2. Key variables, including in the form of *performance* indicators considered in order to attribute the financial instrument-based plans.**

The Plan provides for the free of charge Allotment of the Shares to the Beneficiaries.

The Allotment is not subject to the achievement of performance targets nor is it related to other key variables.

**2.3. Elements underlying the determination of the entity of the financial instrument-based compensation, namely the criteria with which to determine it.**

The Plan provides for the free of charge Allotment of the Shares to the Beneficiaries according to the amount provided for under paragraph 4.1 below.

The number of the Allotted Shares for each Beneficiary has been defined uniformly, without any difference made on the basis of the contractual framework and/or their function and/or company organizational level.

**2.4. The reasons underlying any decision to assign financial instrument-based compensation plans not issued by the financial instrument issuer, such as financial instruments issued by subsidiaries or parent companies or third-party companies with respect to the group of origin; in the event that said instruments are not traded on regulated markets, information on the criteria used to determine the value assigned to them.**

Not applicable because the Shares to be assigned to Employees are only those issued by the Company and are traded on the MTA organized and managed by Borsa Italiana S.p.A.

**2.5. Evaluations with regards to significant tax and accounting implications which have affected the definition of the plans.**

The preparation of the Plan was not influenced by significant tax or accounting assessments.

However, it should be noted that in Italy, the Plan complies with the requirements necessary to be subject to tax benefits, within the limits set out by the regulations for widespread shareholding plans (Art. 51 of the TUIR), which provides for the exemption from taxation for income tax purposes for amount not exceeding Euro 2,065.83 in each tax period, provided that the Shares are retained by the employee for at least three years (36 months) after subscription and that they are not repurchased by the issuing company.

In this regard, it should be noted that the Plan does not provide for any constraint of non-transferability and that, therefore, if the sale takes place before this 36-month period from the Allotment Date, the amount which did not contribute to the income at the time of allotment will be subject to taxation in the tax period in which the sale takes place.

In any case, it should be noted that the tax and social security contribution regime applied to the Shares allotted free of charge will be compliant with the regulations in force from time to time in the Beneficiary's country of residence for tax purposes.

**2.6. Any support of the plan by the special Fund to encourage workers to participate in businesses, pursuant to Article 4, paragraph 112 of Italian Law no. 350 of 24 December 2003.**

The Plan does not receive any support from the Special Fund designed to encourage workers' participation in companies, as per Article 4, paragraph 112, of Law no. 350 of December 24th, 2003.

### **3. APPROVAL PROCEDURE AND TIMING FOR THE ASSIGNMENT OF INSTRUMENTS**

#### **3.1. Scope of powers and functions delegated by the Shareholders' Meeting to the Board of Directors in order to implement the plan.**

On February 26, 2021, the Board of Directors of the Company approved the proposal to grant an extraordinary award to all Employees, upon proposal and with the favourable opinion of the Remuneration and Nomination Committee.

Subsequently, on 12 March 2021, the Board of Directors, also with the favourable opinion of the Remuneration and Nomination Committee, resolved to submit to the Shareholders' Meeting, pursuant to Article 114-bis of the TUF, the adoption of the Plan, which provides for the Allotment, free of charge, of Shares to all Employees, under terms and conditions established in the Plan and described in this Information Document.

The Shareholders' Meeting, called to resolve, *inter alia*, upon the Plan, has been convened for April 29th, 2021 in a single.

In order to the Plan implementation, the Shareholders' Meeting, in addition to the approval of the Plan, will be convened to decide the conferral to the Board of Directors, with the power of sub-delegation, of all necessary and/or appropriate powers to implement the Plan, as provided for and described in the Information Document, and in particular (but not limited to), any power to: (i) approve any regulation of the Plan; (ii) identify the Employees to whom the Shares are assigned pursuant to the Plan; (iii) establish in detail the terms and conditions of Allotment to Employees and proceed with the related Allocation; and (iv) carry out any act, fulfilment, formality, communication that are necessary or appropriate for the management and/or implementation of the Plan, (v) make any changes or additions, that may be necessary in the event of a change in applicable legislation or extraordinary events that may affect the Plan, to the Plan and to the terms and conditions set out in the Information Document.

Further information regarding the Shareholders' Meeting is indicated in the information report that can be found on the Company's website [www.sicitgroup.com](http://www.sicitgroup.com) at the corporate governance/shareholders' meetings section.

Information on the criteria which will be adopted by the Board of Directors for the purposes of the decisions on the implementation of the Plan and the content of such decisions will be disclosed in accordance with the procedures set out in Article 84- bis, paragraph 5, letter a) of the Issuers' Regulation or in any case in accordance with the applicable laws and regulations.

#### **3.2. Indication of the parties appointed to administrate the plan and their function and competence.**

The Board of Directors is in charge of the Plan implementation, with the power to sub-delegate. To this end, it is entitled to avail, where necessary and/or deemed appropriate, of the collaboration of the corporate functions for their respective area.



**3.3. Any procedures in place for the review of plans, including in relation to any alteration of the basic objectives.**

At the date of approval of this Information Document there are no procedures for reviewing the Plan. The Board of Directors, with the favourable opinion of the Remuneration and Nomination Committee as well as of the Board of Statutory Auditors where applicable and for its respective function, is entitled to modify the terms and conditions of the Plan, in the event of changes of the applicable law or extraordinary events that may affect it.

**3.4. Description of the methods by which to determine the availability and assign the financial instruments on which the plans are based (e.g. free assignment of shares, capital increases with the exclusion of option rights, purchases and sales of treasury shares).**

The Plan provides for the Allotment of no.100 Shares to each Beneficiary. To this end, at the date of drafting of this Information Document, it is expected that 13,800 Shares will be assigned and, for this purpose, part of the treasury Shares, already owned by the Company for a value equal to Euro 177,330, will be allotted. This value was determined on the basis of the market value of the Shares on 4 March, equal to Euro 12.85 for Share.

**3.5. The role played by each director in determining the characteristics of said plans; any situations of conflict of interest arising concerning the relevant directors.**

The guidelines of the Plan have been approved by the Board of Directors on 26 February 2021, on the basis of a proposal and with the favourable opinion of the Remuneration and Nomination Committee. Subsequently, on 12 March 2021, the Board of Directors, also with the approval of the Remuneration and Nomination Committee, resolved to submit to the Shareholders' Meeting, pursuant to Article 114-bis of the TUF, the approval of the Plan, which provides for the free allocation of Shares to all Employees, under the terms and conditions set out in the Plan and described in this Information Document.

Since no member of the Board of Directors and of the Remuneration and Nomination Committee is an Employee of the Company and, therefore, beneficiary of the Plan, it is not considered that there is any conflict-of-interest situation.

**3.6. For the purpose of the requirements of Art. 84-bis, paragraph 1, the date of the decision taken by the competent body to propose the approval of the plans to the shareholders' meeting and any proposal of a remunerations committee, where existing.**

Please refer to paragraph 3.5.

**3.7. For the purpose of the requirements of Art. 84-bis, paragraph 5, letter a), the date of the decision taken by the competent body with regards to the assignment of instruments and the potential proposal to said body by a remunerations committee, where existing.**

The Shares will be allotted to the Employees by the Board of Directors, which may sub-delegate, once acknowledged the opinion expressed by the Remuneration and Nomination Committee as

well as of the Board of the Statutory Auditors where applicable and for its respective function, following the approval of this Information Document and the Plan by the Shareholders' Meeting.

The date of the resolution adopted by the Board of Directors in relation to the Allotment of the Shares and the date of the proposal (if any) by the Remuneration and Nomination Committee are not available at the date of this Information Document and, therefore, they will be disclosed at a later time, pursuant to article 84- bis, paragraph 5 (a), of the Issuers' Regulation.

**3.8. The market price, recorded on said dates, for the financial instruments on which the plans are based, if traded on regulated markets.**

On March 12, 2021, the date on which the Remuneration and Nomination Committee expressed its favourable opinion and the Plan, and this Information Document were approved by the Board of Directors, the closing price of the Stock Exchange was equal to Euro 13.45.

The price of the Shares at the date of the Allotment is not available to date and will be communicated pursuant to Article 84a, paragraph 5, of the Issuers Regulation.

**3.9. In the case of plans based on financial instruments traded on regulated markets, in what terms and how the issuer considers, when identifying the timing of the assignment of instruments in implementation of the plan, of the possible timing coincidence of:**

- i. **said assignment or any decisions taken in this regard by the remunerations committee; and**
- ii. **the diffusion of any significant information in accordance with article 17 of Regulation (EU) No 596/2014; for example, if such information is:**
  - a. **not already public and able to positively affect market listings, or**
  - b. **already public and able to negatively affect market listings .**

The Plan will be fully implemented in full compliance with all the applicable provisions of law and regulations of time in force, in particular regarding the disclosure obligations imposed on the Company. The Company is - and will be - committed to ensuring transparency and equal information to the market and compliance with its applicable procedures.

**4. THE CHARACTERISTICS OF THE INSTRUMENTS ASSIGNED**

**4.1. The description of the ways in which the compensation plans based on financial instruments are structured.**

At the Allotment Date, each Beneficiary will be granted with no. 100 Shares free of charge. At the Date of drafting the Plan and the Information Regulation, the number of Shares supporting the Plan is estimated at 13,800. For the execution of the Plan, the Company will use the Treasury Shares already owned.

**4.2. The indication of the period of effective plan implementation also with reference to any different cycles envisaged.**

The Plan provides for a single Allotment that will be completed during 2021, following that the Plan will cease. There is no restriction on the availability to the sale and/or transfer of the Allotted Shares.

For the purposes of the Allotment, the Company will offer to the beneficiary employees the possibility to take part to the Plan, by sending them the Letter of Allotment. Once received the Letter of Allotment, the employee shall provide its acceptance or its refusal of the adherence within the term provided for under the above-mentioned Letter of Allotment, it being understood that in the event the Beneficiary will not provide its express acceptance within the aforesaid term, its adherence will be considered as rejected. With the acceptance, each employee beneficiary must communicate the securities depository account for placing Shares. In the absence of such a last indication, the Company is entitled to sell the Allotment Shares and to pay to the Employee the related proceeds, excluding commissions and taxes. This amount will be paid into the current account where the employee's fee is normally credited.

It is considered that, following this phase completed, the Board of Directors will start the Allotment of the Shares.

#### **4.3. The plan terms.**

Please refer to paragraph 4.2.

#### **4.4. The maximum number of financial instruments, also in the form of options, assigned each tax year in relation to the entities identified or the specified categories.**

The maximum number of Shares to be granted will be determined by the Board of Directors before the effective Allotment and it will be disclosed pursuant to article 84-bis, paragraph 5 (a), of the Issuers' Regulation or, in any case, pursuant to the applicable law and regulations.

As mentioned before in Paragraph 4.1, it is estimated that 13,800 Shares will be allocated, representing, to date, to about the 4.3% of the treasury shares held by the Company.

#### **4.5. The methods and clauses for the implementation of the plan, specifying if the effective attribution of the instruments is subject to conditions being met or given results being achieved, including performance-related; a description of said conditions and results.**

Please refer to paragraphs 2.2, 4.1 and 4.2.

#### **4.6. The indication of any restrictions of availability affecting the instruments assigned or the instruments from the year of the options, with specific reference to the terms within which the subsequent transfer to the company or third parties is permitted or prohibited.**

There are no constraints of the intractability of the Share. Referring to the tax consequences of the sale of the Shares before the expiry of the period of 36 months from the Allotment, please refer to the provisions of Paragraph 2.5 above.

**4.7. The description of any termination conditions in relation to the attribution of plans in the event that the addressees should carry out hedging operations that enable the neutralisation of any prohibitions of the sale of the financial instruments assigned, also in the form of options, or financial instruments arising from the exercise of these options.**

Not applicable, as there are no restrictions on the sale of the Shares.

**4.8. The description of the effects determined by the termination of the employment.**

In the event of termination of employment relationship with the Company or Subsidiary after the Allotment Date, the Employee will remain the owner of the Allotted Share.

If the employment relationship ceases before the Allotment Date, the Employee will not be entitled to the Allotment of Shares.

**4.9. The indication of any other causes for the cancellation of the plans.**

At the date of drafting of this Information Document there are no causes for termination of the Plan. Such causes may, where appropriate, be specified in the Regulation.

**4.10. The reasons in relation to the potential provision for "redemption" by the company of the financial instruments concerned by the plans, arranged in accordance with Article 2357 et seq. of the Italian Civil Code; the beneficiaries of the redemption, specifying if it is only intended for specific categories of employees; the effects of the termination of employment on said redemption.**

No right is envisaged for the Company to redeem Shares.

**4.11. Any loans or other benefits intended to be granted for the purchase of shares in accordance with Art. 2358 of the Italian Civil Code.**

Not applicable as the Plan provides for the Allotment of Shares, free of charge.

**4.12. The indication of assessments of the forecast burden for the company on the date of the related assignment, as can be determined on the basis of the terms and conditions already defined, for the total amount and in relation to each plan instrument.**

The cost envisaged for the Company is represented by the fair value of the Allotted Shares at the Allotment Date. That cost will be determined, in accordance with the applicable law, including regulations, at the date of Allotment of the Shares. Information concerning the cost of the Plan will be disclosed pursuant to the modalities and terms set forth under article 84-bis, paragraph 5, let. a), of the Issuers' Regulation and the applicable law and regulations.

**4.13. The indication of any dilution effects on the capital determined by the compensation plans.**

There are no dilutive effects because all the Shares at the service of the Plan are already held by the Company as Treasury Shares.

**4.14. Any limits envisaged for the exercise of voting rights and the attribution of equity rights.**

There are no restrictions with respect to the exercise of voting and economic rights in relation to the Shares that will be allotted under the Plan.

**4.15. If shares are not traded on regulated markets, all information that will help fully assess the value that can be assigned to them.**

Not applicable, as the shares are traded on the MTA organized and managed by Borsa Italiana S.p.A.

**4.16. Number of financial instruments underlying each option.**

**4.17. Option maturity.**

**4.18. Method (American/European), timing (e.g. periods valid for exercise) and exercise clauses (e.g. *knock-in* and *knock-out* clauses).**

**4.19. The price for the exercise of the option or method and criteria for its determination, with specific regards:**

- a) to the formula for calculating the exercise price in relation to a given market price (the "*fair market value*") (e.g. exercise price equal to 90%, 100% or 110% of market price) and
- b) to the method used to determine the market price taken as reference for the determination of the exercise price (e.g. last price of the day prior to assignment, day average, average of the last 30 days, etc.);

**4.20. If the exercise price is not the same as the market price determined as specified in point 4.19.b ("*fair market value*"), reasons for the difference.**

**4.21. Criteria on which basis different exercise prices are envisaged for different entities or different categories of addressee entities.**

**4.22. If the financial instruments underlying the options are not traded on regulated markets, indication of the value that can be assigned to the underlying instruments or criteria used to determine said value.**

**4.23. Criteria for the adjustments necessary following extraordinary capital operations and other operations entailing the change in the number of underlying instruments (capital increases, extraordinary dividends, groupings and splitting of the underlying shares, mergers and spin-offs, conversions into other share categories, etc.).**

Paragraphs 4.16 to 4.23 (inclusive) are not applicable as the Plan is not a *stock option* plan.

**4.24. Compensation plans based on financial instruments (chart).**

**COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS**

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

Name and surname or category  (1)	Office  (only to be specified for parties named individually)	BOX 1						
		Financial instruments other than <i>stock options</i>						
		<p align="center"><u>Section 2</u></p> <p align="center">New assignment instruments on the basis of the decision:</p> <p align="center"> <input type="checkbox"/> of the board of directors to propose to the shareholders' meeting  <input type="checkbox"/> of the competent body for the implementation of the shareholders' meeting                      resolution(9)                 </p>						
		Date of the relevant meeting resolution	Type of financial instrument (12)	Number of financial instrumen tsassigned	Assignment date(10)	Instrument purchase price (if applicable)	Market price at the time of assignment	Vesting period (14)
(2)								
Notes								

(3)								
Notes								
(4)								
Notes								
(5)								
Notes								
(6)	1	N.D.	Ordinary shares of the Company	100	CDA 12/03/2021 CPR 09/03/2021	free	N.D.	Allotment Date
Notes								
(7)	All categories of employees of the company and its subsidiary	N.D.	Ordinary shares of the Company	100 for each employee	CDA 12/03/2021 CPR 09/03/2021	free	N.D.	Allotment Date
Notes								

