

**REMUNERATION POLICY AND REPORT**  
pursuant to article 123-ter of Legislative Decree No. 58/98

Issuer: **Caltagirone Editore S.p.A.**  
Website: [www.caltagironeeditore.com](http://www.caltagironeeditore.com)

Year: **2021**  
Approved by the Board of Directors on March 8, 2022

---

Pursuant to Article 123-ter of Legislative Decree 58/98, this Remuneration Policy and Report is prepared in accordance with Attachment 3A statement 7-bis.

### **Section I: Remuneration Policy**

The remuneration policy of Caltagirone Editore SpA is approved and, if necessary, revised by the Shareholders' Meeting on the proposal of the Board of Directors, which is also responsible for the correct implementation of this policy.

The Board of Directors has not deemed it necessary to set up a remuneration committee or a differing committee with competence for this area.

No independent experts were utilised in the preparation of the remuneration policy.

The remuneration policy is annual and is based on the principles of consistency with the size and activities of the Company. There were no changes to the remuneration policy most recently submitted to the Shareholders' Meeting.

1. The remuneration of the Directors is established as follows:
  - a) remuneration approved by the Shareholders' Meeting pursuant to Article 2389 first paragraph of the civil code;
  - b) remuneration approved by the Board of Directors for the Chairman Ms. Azzurra Caltagirone, in accordance with positions held pursuant to Article 2389 third paragraph of the civil code, with approval of the Board of Statutory Auditors and the Independent Directors.
  - c) remuneration established by the Board of Directors for Mr. Massimo Confortini as Chairman of the Control and Risks Committee. There are no variable remuneration components.

Performance-based remuneration has not been established, while no stock option plans have been adopted and there are no non-monetary benefits or insurance and pension coverage other than that which is mandatory.

The Company has not signed agreements with any Directors which provide indemnity in the case of resignation, dismissal, revocation of office without just cause or termination following a public purchase offer, or agreements which provide for non-monetary benefits on termination of office and no consultancy contracts have been signed for a period after the termination of office.

No agreements are in place with Directors concerning payments for non-competition commitments.

The fee of the Statutory Auditors is based on an annual sum approved by the Shareholders' Meeting.

Finally, exceptions to the above elements of the remuneration policy amid exceptional circumstances are not permitted.

At the date of the approval of the present report, the Company does not have a General Manager or other Senior executives with strategic responsibilities as defined by Attachment 1 of Consob Regulation No. 17721 of March 12, 2010 concerning provisions with related parties.

---

## Section II: Remuneration paid

### First Part

#### 1.1 Remuneration of the Board of Directors

The remuneration of the members of the Board of Directors are:

- Fixed Remuneration  
The Shareholders' Meeting, on appointment, approved for all of the Directors, for the duration of their mandate and for each Board of Directors meeting, a fee of Euro 1,000.  
The Board of Directors approved, pursuant to Article 2389 third paragraph of the Civil Code, an annual fee of Euro 100,000 for the office held by the Chairman Azzurra Caltagirone.  
The Board of Directors approved for the independent director Massimo Confortini an annual fee of Euro 25,000 for the offices of Chairman of the Control and Risks Committee.
- Variable Remuneration  
There are no variable remuneration components.  
The remuneration of the Board of Directors is not correlated to the results of the company or to the reaching of specific targets.
- Monetary benefits  
There are no monetary benefits
- Expenses reimbursement  
The Directors shall be reimbursed for all expenses incurred by them during the course of their duties.

#### 1.2 Remuneration of the Board of Statutory Auditors

The Shareholders' Meeting, on the appointment of the members of the Board of Statutory Auditors, approved a fee per annum of Euro 10,500 for the Chairman of the Board of Statutory Auditors and Euro 7,000 for each standing member and Euro 1,000 for each presence at the meetings of the Board of Directors

## Second Part

### 1 Fees

The present report details all remuneration received in 2021 by the Board of Directors and the Board of Statutory Auditors.

#### Remuneration for the members of the Board of Directors and Board of Statutory Auditors

Name and Surname	Office Held	Period	Maturity	Fixed Remuneration			Remuneration for committee participation	TOTAL
				Board Emol.	Attendance Emol.	Remuneration for specific roles		
Francesco Gianni	Chairman	01/01/2021-26/04/2021	April 2021					
Francesco Gianni	Director	26/04/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					4.000	63.562		67.562
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	4.000	63.562	-	67.562
Azzurra Caltagirone	Vice Chairperson	01/01/2021-26/04/2021	April 2021					
Azzurra Caltagirone	Chairman	26/04/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					-	83.334		83.334
Remuneration from subsidiaries and associates				-	-	600.000	-	600.000
Total Remuneration				-	-	683.334	-	683.334
Albino Majore	Executive Director	01/01/2021-26/04/2021	April 2021					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					4.000	33.333		37.333
Remuneration from subsidiaries and associates				-	-	140.625	-	140.625
Total Remuneration				-	4.000	173.958	-	177.958
Alessandro Caltagirone	Director	01/01/2021-26/04/2021	April 2021					
Alessandro Caltagirone	Vice Chairperson	26/04/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					-	-		-
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	-	-	-	-
Francesco Caltagirone	Director	01/01/2021-26/04/2021	April 2021					
Francesco Caltagirone	Vice Chairperson	26/04/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					-	-		-
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	-	-	-	-
Tatiana Caltagirone	Director	01/01/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)								-
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	-	-	-	-
Massimo Confortini	Director	01/01/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					4.000		25.000	29.000
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	4.000	-	25.000	29.000

Mario Delfini	Director	01/01/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					4.000			4.000
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	4.000	-	-	4.000

Annamaria Malato	Director	01/01/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					4.000			4.000
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	4.000	-	-	4.000

Valeria Ninfadoro	Director	01/01/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					4.000			4.000
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	4.000	-	-	4.000

Giacomo Scribani Rossi	Director	01/01/2021-26/04/2021	April 2021					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					2.000			2.000
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	2.000	-	-	2.000

Federica Barbaro	Director	26/04/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)					2.000			2.000
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				-	2.000	-	-	2.000

Antonio Staffa	Statutory Auditor	01/01/2021-26/04/2021	April 2021					
Antonio Staffa	Chairman	26/04/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)				9.333	4.000			13.333
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				9.333	4.000	-	-	13.333

Dorina Casadei	Statutory Auditor	01/01/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)				7.000	4.000			11.000
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				7.000	4.000	-	-	11.000

Rosati Edoardo	Statutory Auditor	26/04/2021-31/12/2021	April 2024					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)				4.667	2.000			6.667
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				4.667	2.000	-	-	6.667

#### Resigning Statutory Auditors

Matteo Tiezzi	Chairperson Board of Statutory Auditors	01/01/2021-26/04/2021	April 2021					
Remuneration from company preparing the financial statements (Caltagirone Editore Spa)				3.500	2.000			5.500
Remuneration from subsidiaries and associates				-	-	-	-	-
Total Remuneration				3.500	2.000	-	-	5.500

## SECTION III

### Information on holdings of the members of the management and control boards and the General Manager

The shareholders with holdings as per the shareholder register and the communications received in accordance with Article 120 of the CFA, and other information available at December 31, 2021 are:

AZIONI POSSEDUTE NELL'EMITTENTE E NELLE SOCIETA' DA QUESTA CONTROLLATE  
( Pubblicazione ai sensi dell' art. 84 - quater, comma 4 del Regolamento Emittenti)

COGNOME E NOME	SOCIETA' PARTECIPATA	CAT.	TITOLO DEL POSSESSO	N. AZIONI POSSEDUTE AL 31/12/2020	MODALITA' DEL POSSESSO	N. AZIONI ACQUISTATE	N. AZIONI VENDUTE	N. AZIONI POSSEDUTE AL 31/12/2021
CALTAGIRONE AZZURRA Presidente CdA	CALTAGIRONE EDITORE SPA	ORDIN.	DIRETTO PIENA PROPRIETA'	1.869.901				1.869.901
CALTAGIRONE ALESSANDRO Vice Presidente CdA	CALTAGIRONE EDITORE SPA	ORDIN.	INDIRETTO P.P. TRAMITE SOC.CONTROLLATE	1.800.000				1.800.000
CALTAGIRONE FRANCESCO JR Vice Presidente CdA	CALTAGIRONE EDITORE SPA	ORDIN.	INDIRETTO P.P. TRAMITE SOC.CONTROLLATE	2.195.954				2.195.954
CALTAGIRONE TATIANA Consigliere	CALTAGIRONE EDITORE SPA	ORDIN.	INDIRETTO P.P. TRAMITE SOC.CONTROLLATE	2.000.000				2.000.000

Rome, March 8, 2022

**for the Board of Directors  
The Chairman  
Azzurra Caltagirone**