



## Compensation of the Chairman and Chief Executive Officer paid or granted in respect of 2020

### **Fixed compensation**

Daniel Harari received gross compensation of €390,000 in respect of the period from January 1, 2020 to December 31, 2020, as approved by the Shareholders' Meeting of April 30, 2020. This compensation was paid on a monthly basis. The fixed compensation remains unchanged since July 2017.

### **Variable compensation**

Pursuant to the policy governing the compensation of the Chairman and Chief Executive Officer for the fiscal year 2020, approved by the Shareholders' Meeting of April 30, 2020, the annual variable compensation of Daniel Harari is maintain

