

Sanlorenzo S.p.A.

Registered office in via Armezzone 3, Ameglia (SP) – Share capital € 34,594,172 fully paid-in
Company Register Riviere di Liguria – Imperia La Spezia Savona and tax code: 00142240464
www.sanlorenzoyacht.com

COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS Table no. 1 of scheme 7 of Annex 3A to Regulation no. 11971/1999

Date: 28/03/2022

| Name and surname or category | Office | BOX 2 | | | | | | | |
|-----------------------------------------------------------------------------------------------------------------|--------|---------------------------------|--------------------------------------------|----------------------------------------------|-------------------|-----------------------------------------|----------------|---------------------------------------------------------------|-------------------------------------|
| | | “2020 Stock Option Plan” | | | | | | | |
| | | <i>Stock options</i> | | | | | | | |
| | | Section 1 | | | | | | | |
| Options relating to plans, currently valid, approved on the basis of previous shareholders' meeting resolutions | | | | | | | | | |
| | | Date of meeting resolution | Description of instrument | Options held at the end of the previous year | Options exercised | Assignment date | Exercise price | Market prices of the underlying shares on the assignment date | Potential exercise period (from-to) |
| Managers with strategic responsibilities | 6 (1) | 21/04/2020 | Options over ordinary shares of Sanlorenzo | 360,924 | 16,077 | 04/12/2020 "cpr" 09/12/2020 "cda/oc" | 16.00 | 15.76 | (2) |
| Managers with strategic responsibilities | 1 | 21/04/2020 | Options over ordinary shares of Sanlorenzo | 10,615 | - | 06/07/2021 "cpr" 07/07/2021 "cda/oc" | 16.00 | 24.50 | (3) |
| Other key people | 65 (4) | 21/04/2020 | Options over ordinary shares of Sanlorenzo | 436,980 | 23,191 | 04/12/2020 "cpr" 09/12/2020 "cda/oc" | 16.00 | 15.76 | (5) |
| Other key people | 2 (6) | 21/04/2020 | Options over ordinary shares of Sanlorenzo | 38,923 | - | 06/07/2021 "cpr" 07/07/2021 "cda/oc" | 16.00 | 24.50 | (3) |
| Other key people | 1 (7) | 21/04/2020 | Options over ordinary shares of Sanlorenzo | 10,615 | - | 10/09/2021 "cpr" 10/09/2021 "cda/oc" | 16.00 | 31.00 | (9) |
| Other key people | 3 (10) | 21/04/2020 | Options over ordinary shares of Sanlorenzo | 10,614 | - | 02/11/2021 "cpr" 03/11/2021 "cda/oc" | 16.00 | 37.45 | (8) |
| Other key people | 2 (11) | 21/04/2020 | Options over ordinary shares of Sanlorenzo | 7,076 | - | 09/12/2021 "cpr" 10/12/2021 "cda/oc" | 16.00 | 35.80 | (12) |

Notes:

- (1) Of which no. 5 executives of Sanlorenzo S.p.A. e no. 1 executive of Sanlorenzo of the Americas LLC.
- (2) The Options of the 2020 Stock Option Plan assigned on 09/12/2020 are split into four tranches, each exercisable when certain targets respectively related to financial years 2020, 2021, 2022 and 2023 are reached, resulting in an average vesting period of two years. The first tranche, comprising a total of no. 90,234 options, is exercisable for three years starting from 10/12/2021, since the targets for financial year 2020 were reached. The second tranche, comprising a total of no. 90,231 options, will be exercisable for three years starting from 31/05/2022, since the targets for financial year 2021 were reached.
- (3) The Options of the 2020 Stock Option Plan assigned on 07/07/2021 are split into three tranches, each exercisable when certain targets respectively related to financial years 2021, 2022 and 2023 are reached. The first tranche, comprising a total of no. 16,514 options, is exercisable for three years starting from 07/07/2022, since the targets for financial year 2021 were reached.
- (4) Of which no. 17 executives (no. 15 of Sanlorenzo S.p.A., no. 2 of Bluegame S.r.l.), no. 40 middle-managers (“quadro” as per Italian regulation, no. 38 of Sanlorenzo S.p.A., no. 1 of Bluegame S.r.l., no. 1 of Sanlorenzo Baleari SL), no. 6 white collars of Sanlorenzo S.p.A. (“impiegato” as per Italian regulation), no. 2 consultants (no. 1 of Sanlorenzo S.p.A., no. 1 of Bluegame S.r.l.).

- (5) The Options of the 2020 Stock Option Plan assigned on 09/12/2020 are split into four tranches, each exercisable when certain targets respectively related to financial years 2020, 2021, 2022 and 2023 are reached, resulting in an average vesting period of two years. The first tranche, comprising a total of no. 109,278 options, is exercisable for three years starting from 10/12/2021, since the targets for financial year 2020 were reached. The second tranche, comprising a total of no. 109,262 options, will be exercisable for three years starting from 31/05/2022, since the targets for financial year 2021 were reached.
- (6) Of which no. 1 executive and no. 1 middle-manager (“quadro” as per Italian regulation) of Sanlorenzo S.p.A.
- (7) Of which no. 1 executive of Sanlorenzo S.p.A.
- (8) The Options of the 2020 Stock Option Plan assigned on 04/11/2021 are split into three tranches, each exercisable when certain targets respectively related to financial years 2021, 2022 and 2023 are reached. The first tranche, comprising a total of no. 1,180 options, is exercisable for three years starting from 04/11/2022, since the targets for financial year 2021 were reached.
- (9) The Options of the 2020 Stock Option Plan assigned on 10/09/2021 are split into three tranches, each exercisable when certain targets respectively related to financial years 2021, 2022 and 2023 are reached. The first tranche, comprising a total of no. 3,539 options, is exercisable for three years starting from 10/09/2022, since the targets for financial year 2021 were reached.
- (10) Of which no. 2 executives and no. 1 middle-manager (“quadro” as per Italian regulation) of Sanlorenzo S.p.A.
- (11) Of which no. 1 middle-manager (“quadro” as per Italian regulation) of Sanlorenzo S.p.A. and no. 1 consultant of Bluegame S.r.l.
- (12) The Options will be assigned upon occurrence of certain conditions in the year 2022.

Legend:

“cda/oc” refers to the Board of Directors or other competent authority.

“cpr” refers to the Remuneration Committee.