

Drawn up pursuant to article 114-bis of Legislative Decree no. 58 of 24 February 1998 and art. 84bis of the Regulation adopted by Consob with resolution no. 11971 of 14 May 1999, as subsequently amended and supplemented (the "Issuer Regulation"),

## CONTENTS

DEFINITIONS	3
INTRODUCTIONS	6
1. INTENDED RECIPIENTS	6
2. REASONS FOR THE ADOPTION OF THE PLAN	7
3. APPROVAL PROCESS AND TIMETABLE FOR ALLOCATION OF THE INSTRUMENTS	9
4. CHARACTERISTICS OF THE FINANCIAL INSTRUMENTS ALLOCATED	12
4.24 TABLE	. 16

#### DEFINITIONS

Unless otherwise expressly prescribed, for the purposes of this Information Document, the following terms, where capitalised, have the meaning set out below, it being understood that terms and expressions defined in the singular shall be understood to also be defined in the plural.

Chief Executive Officer	Indicates the Chief Executive Officer of the Company, identified as one of the Beneficiaries pursuant to paragraph 1 of this Information Document.					
Shareholders' Meeting	Indicates the Ordinary Shareholders' Meeting of the Company.					
Shares	The ordinary shares of the Company, without par value, listed on the Mercato Telematico Azionario (MTA) electronic share market organised and managed by Borsa Italiana S.p.A.					
Shares Allocated	Indicates the actual number of Shares allocated to each Beneficiary after the end of the Vesting Period and upon achievement of specific Performance Parameters.					
Beneficiaries	Indicates the intended recipients of the Plan, pursuant to paragraph 1 of this Information Document.					
Сар	Indicates the maximum number of Shares that may be allocated to each Beneficiary on the Allocation Date, determined based on the degree to which the Performance Parameters have been achieved					
Change of Control	Indicates a change to the share ownership structure of the Company determined as a consequence of any transaction or contractual agreement that permits a subject or a group of subjects acting in concert together to acquire control of the Company pursuant to art. 93 of the CLF or of the Subsidiary Companies pursuant to art. 2359 subsection 1 of the Italian Civil Code. Change of Control shall also mean the case in which control passes from exclusive control to joint control with other subjects					
Claw-back	A clause that permits the variable remuneration attributed to the Beneficiaries of the Plan to be recovered. Claw-back may be activated in the three years following the vesting or allocation of said variable remuneration in case of Error, in the five years following vesting or allocation of said variable remuneration in case of fraud or in relation to misconduct or negligence that have caused damage to the Company, or to behaviours put in place in breach of the laws of reference					

Nomination and Remuneration Committee	The Committee, composed exclusively of independent Directors, with the power to advise and make proposals on the subject of the remuneration of the Directors and Key Managers with Strategic Responsibilities
Board of Directors	Indicates the Board of Directors of the Company.
Delisting	Indicates the resolution by the Company Shareholders' Meeting relating to a request to remove the Shares from trading on the Mercato Telematico Azionario or, in the absence of such a request, the occurrence of circumstances such that Borsa Italiana decides to remove the Shares from trading on the Mercato Telematico Azionario
Key Managers with Strategic Responsibilities	Are the Key Managers with Strategic Responsibilities identified by the Board of Directors
Right to Receive Shares	Indicates the free and conditional right, not transferable inter vivos, to the allocation, free of charge, of a certain number of Shares at the end of the Vesting Period and upon achievement of specific Performance Parameters
Dividend Equivalent	Consists of the allocation to the Beneficiaries of additional shares at the end of the vesting period, in a number equivalent to the ordinary and extraordinary dividends distributed by INWIT during the vesting period that would have been payable on the number of shares actually attributed to the Beneficiaries as a result of the performance levels they achieved in the terms and at the conditions prescribed by the Plan
Information Document	Indicates this information document drawn up pursuant to art. 84-bis, subsection 1 of the Issuer Regulation.
EBITDA	Earnings before interest, tax, depreciation and amortisation of fixed and intangible assets. It represents a parameter that makes it possible to verify if a company (or a group of companies) generates profits through its ordinary operations
Lock-up	Indicates the period of time following the allocation of the Shares during which the vested Shares remain unavailable.
Vesting (of the Performance Shares)	The moment the board approves the financial statements of the Company (or, if the conditions for this are fulfilled, of the consolidated financial statements of the Group of which the Company is parent) for the year ending 31 December 2020, with the concurrent assessment of the degree to which the Performance Parameters have been achieved
Performance Parameters	Indicates the Performance objectives of the Plan, achievement of which is a condition for the purpose of allocating the Shares as set out in this Information Document.

Peer Group	The group of companies active in the sector of infrastructure for electronic communications (Tower Companies) within which the positioning of INWIT's share performance is measured.
Performance Shares	Indicates the promise of free allocation to the Beneficiaries of a minimum and maximum number of Rights to receive Shares upon Vesting, in a number commensurate with the fixed and variable remuneration of the Beneficiary, varying from a minimum to a maximum dependent on the degree of achievement of the Performance Parameters
Vesting Period	The period between the moment the Plan is assigned and the Vesting of the Performance Shares
Plan	Long Term share-based Incentive plan 2018-2020, approved by the Board of Directors of INWIT on 2 March 2018, based on the investigation undertaken by the Nomination and Remuneration Committee
Recurring Free Cash Flow	EBITDA – Recurring Capex – Delta Working capital – Cash Taxes – Cash Interests
Regulations	Indicates the document that establishes the terms and conditions applicable to the Plan, and which implements it. The Regulation will be established by the Board of Directors of the Company, on the proposal formulated by the Nomination and Remuneration Committee, after approval of the Plan by the Shareholders' Meeting
Issuers' Regulation	Indicates the Regulation adopted by Consob with resolution no. 11971 of 14 May 1999 and subsequent amendments
Adhesion Document	The specific document to be delivered by the Company to the Beneficiaries, with annexed Regulation constituting an integral part thereof, signature and return of which by the Beneficiaries to the Company shall constitute full and unconditional acceptance of adhesion to the Plan to all effects
Total Shareholders Return (TSR)	Indicator that measures the total return on a share as the sum of the following components: (i) capital gain: the change in the share price (the difference between the price at the beginning and end of the reference period) divided by the price determined at the start of said period; (ii) reinvested dividends: the impact of all the dividends paid and reinvested in shares at the coupon date
Value of the financial instrument	Indicates the value determined by calculating the arithmetic mean of the official prices of the ordinary shares of INWIT S.p.A. on the Mercato Telematico Azionario organised and managed by Borsa Italiana S.p.A. in the 30 calendar days before the reference time

#### INTRODUCTION

This Information Document, drawn up pursuant to art. 84-bis (Annex 3A, scheme 7) of the Issuer Regulation, has been drawn up by Infrastrutture Wireless Italiane S.p.A. (hereinafter, "INWIT" or the "Company") in order to provide information to its shareholders and to the market regarding the proposal to adopt the Long Term Share-based Incentive Plan 2018-2020 (the "Plan") approved by the Board of Directors of INWIT on 2 March 2018, based on the investigation carried out by the Nomination and Remuneration Committee. This is a new measure for INWIT, which currently does not have a long-term variable remuneration tool.

The proposal to adopt the Plan will be submitted - pursuant to art. 114-bis of legislative decree 58 of 24 February 1998 (the "**CLF**") - to the Ordinary Shareholders' Meeting of the Company called for 13 April 2018, in a single call, (the "**Shareholders' Meeting**") for approval.

It should be noted that the Plan is to be considered a matter "of major significance" pursuant to art. 114bis, subsection 3 of the CLF and of article 84-bis, subsection 2 of the Issuer Regulation (adopted with Consob resolution 11971/1999 and subsequent amendments).

Information not available at the time the proposal is to be approved by the Shareholders' Meeting will in due course be disseminated in the ways prescribed by the applicable regulations.

This Information Document is made available to the public at the registered offices of INWIT S.p.A., Via Giorgio Vasari 19, Milan, on the company website at www.INWIT.it (in the Governance section - Shareholders' Meeting 2018) and through the "1INFO" authorised storage portal (www.1Info.it).

#### **1. INTENDED RECIPIENTS**

#### 1.1 Names of the intended recipients who are members of the Board of Directors of INWIT

The Plan applies to the Chief Executive Officer who will be appointed by the Board of Directors after the renewal of the body by the Shareholders' Meeting called for 13 April 2018.

## 1.2 Categories of employees or collaborators of the Issuer or the Issuer's controlling companies or subsidiaries of the Issuer

The Key Managers with Strategic Responsibilities and other Managers who have critical roles, identified at the absolute discretion of the Board of Directors, having obtained the opinion of the Nomination and

Remuneration Committee on those issues within its remit are the beneficiaries. This Document does not indicate the names of the Key Managers with Strategic Responsibilities included among the Beneficiaries because their identification as Beneficiaries is determined solely on the basis of the role they cover within the Company organisation.

# 1.3 Indication of the names of Beneficiaries in the groups indicated in point 1.3, letters a), b) and c) of Annex 3A, Chart 7, of the Issuers' Regulations

See the provisions of preceding paragraph 1.2

## 2. REASONS FOR THE ADOPTION OF THE PLAN

#### 2.1 and 2.1.1 Objectives to be achieved by application of the Plans

INWIT, in line with market best practices adopted by companies, believes that share-based remuneration plans constitute an effective tool to improve the Company's performance and to incentivise and retain the managers who play key roles in achieving the objectives contained in the strategic plan.

The adoption of share-based remuneration plans also complies with the recommendations of the Corporate Governance Code, art. 6 of which recognises that such plans represent a suitable tool to enable the interests of the executive directors and managers with strategic responsibilities in listed companies to be aligned with those of the shareholders, allowing the company to pursue its priority objective of creating value over the medium-long term. The Plan has the following aims:

- to align the interests of the Beneficiaries with those of the shareholders, through the use of incentive tools;
- to develop strong engagement by Beneficiaries with the achievement of the growth objectives defined in the strategic plan over the next three-year period;
- to increase the weight of the variable component of the total remuneration of the Beneficiaries that is linked to the achievement of the performance parameters, pursuant to the recommendations of the Corporate Governance Code.

The Plan develops over a 3-year period coherent with the period covered in the Company's 2018-2020 Strategic Plan (the "Strategic Plan").

# 2.2 and 2.2.1 Key variables, including performance indicators, considered for the purpose of the application of the Plan based on financial instruments

The Long-Term Share-based Incentive Plan 2018-2020 is a share-based performance plan that allocates to the Beneficiaries Rights to receive shares free of charge at the end of the three-year period (the vesting period).

The vesting of the Rights is dependent on the achievement of specific Performance Parameters, and namely: (i) Total Shareholders Return for INWIT and (ii) the accumulated Recurring Free Cash Flow of INWIT, with respective weights of 60% and 40%.

The mechanisms by which the performance parameters operate shall be defined in the Regulation that will be approved in due course by the Board of Directors, after the approval of the Plan by the Shareholders' Meeting on 13 April 2018.

## 2.3. and 2.3.1. Factors involved in determining the amount of remuneration based on financial instruments, or criteria for its determination

The incentive levels envisaged for the Beneficiaries are defined in relation to the role they cover and their fixed remuneration, in line with the principles of the remuneration policy adopted by the Company.

The Allocation of Rights will be carried out by the Board of Directors of the Company, after having obtained the opinion of the Nomination and Remuneration Committee on those matters within its competence, subject to approval of the Plan by the Shareholders' Meeting.

The number of Performance Shares awarded to each Beneficiary on target at the moment the Plan is assigned (and resulting from the individual Allocation Scorecard) corresponds to a percentage of the person's Base Salary expressed in Shares at their price on that date, multiplied by the number of business years from allocation to vesting (the vesting period).

In particular, it should be noted that the number of Performance Shares allocated to the Chief Executive Officer is equivalent to 50% of his fixed remuneration, if the target level is reached, or 75% if the achievement should be at maximum (cap).

For the other Beneficiaries, the number of Performance shares allocated can be equivalent to 25% of the fixed remuneration, if the target level is reached, or 37.5% if the achievement should be at maximum (cap). If the performance parameters are not achieved, the shares will not be allocated.

2.4 Reasons for any decision to attribute compensation plans based on financial instruments not issued by the issuer, such as financial instruments issued by companies that control, or are controlled by the issuer, or by companies that are not part of its group; if the aforementioned instruments are not traded on regulated markets, information on the criteria used for the determination of the value attributable to them.

Not applicable. The Plan is based solely on Company Shares.

2.5. Evaluation of significant tax and accounting implications that have influenced the design of the Plans

There have been no significant tax and accounting implications that have influenced the design of the Plan.

# 2.6. Any support for the Plan from the special Fund for encouraging employee ownership of firms, pursuant to Art. 4, subsection 112 of Law no. 350 of 24 December 2003

The Plan does not receive support from the special Fund for encouraging employee ownership of firms, pursuant to Art. 4, subsection 112 of Law no. 350 of 24 December 2003.

### 3. APPROVAL PROCESS AND TIMETABLE FOR ALLOCATION OF THE INSTRUMENTS

# 3.1. Scope of the powers and functions delegated by the Shareholders' Meeting to the Board of Directors for the implementation of the Plan

On 2 March, the Board of Directors, on the proposal formulated by the Nomination and Remuneration Committee, approved the general approach of the Plan and resolved to submit the Plan to the Shareholders' Meeting called for 13 April 2018 for approval.

The Shareholders' Meeting will be asked to confer on the Board of Directors all necessary and opportune powers to implement the Plan, in accordance with the principles laid down in this Information Document. The decisions about the Plan will be taken by the Board after having obtained the opinion of the Nomination and Remuneration Committee.

In particular, and merely as an example, the Board of Directors may, after having obtained the opinion of the Nomination and Remuneration Committee: (i) approve (and if necessary update) the Regulation, (ii) identify the Beneficiaries, also determining the number of Performance Shares to be allocated to each; (iii) amend the Performance Parameters on which the allocation of Shares is based, if the Strategic Plan and/or perimeter of the Company's business should be changed; (iv) establish all other terms and conditions for the execution of the Plan.

The Board of Directors may also decide to allocate the Shares to the Beneficiaries before the end of the Vesting Period in cases of Change of Control or Delisting of the Company, as set out in the Regulations, after having obtained the opinion of the Nomination and Remuneration Committee.

# 3.2. Information on the persons charged with administering the Plan and their functions and duties

The administration of the Plan is the responsibility of the Board of Directors, which shall avail itself of the company departments for those aspects within their competence, and may also delegate to the Chief Executive Officer all or some of its powers with regard to the implementation of the Plan for the remaining Beneficiaries.

# 3.3. Procedures for revising the Plan, including with regard to any changes in the underlying objectives

If extraordinary situations involving the Company should arise, or if there are changes in the regulatory framework that impact on the Plan, the Board of Directors shall be entitled, based on the opinion of the Nomination and Remuneration Committee and without the need for further involvement of the Shareholders' Meeting, to make any amendments and additions to the Regulations needed to maintain unchanged the substantial and economic content of the Plan, within the limits permitted by the decisions taken by the Shareholders' Meeting on 13 April 2018 (including the maximum number of Shares to service the Plan) and by the law applicable from time to time.

## 3.4. Description of how the availability and allocation of the financial instruments on which the Plan is based were established

The Plan prescribes that Rights to receive Shares will be allocated to the Beneficiaries free of charge; the allocation of these Shares will be carried out using treasury shares obtained through buy-backs pursuant to articles 2357 and 2357-ter of the Italian Civil Code, which will be subject to the authorisation of the Ordinary Shareholders' Meeting on 13 April 2018. To this end, in fact, the Board of Directors resolved, on 2 March 2018, to submit the proposal to authorise the buy back and making available of treasury shares to service the Plan to the Shareholders' Meeting.

The Shares may be allocated at the end of the Vesting Period if the Performance Parameters have been satisfied.

At the moment of Vesting of the Performance Shares, additional shares will be allocated the Beneficiaries (dividend equivalent), in a number equivalent to the ordinary and extraordinary dividends distributed by INWIT during the Vesting Period that would have been payable on the number of shares actually attributed to the Beneficiaries as a result of the performance levels they achieved in the terms and at the conditions prescribed by the Plan. The shares allocated as dividend equivalent will not be subject to lock-up.

# 3.5. Role played by each director in determining the characteristics of the Plan; any conflict of interest involving the directors concerned

The investigation for the architecture of the Plan was undertaken by the Nomination and Remuneration Committee with the support of the Human Resources Department and the company management.

The Board of Directors resolved (in the absence of the Chief Executive Officer) on the proposal formulated by the Nomination and Remuneration Committee, after having acquired the opinion of the Board of Statutory Auditors pursuant to art. 2389, subsection 3 of the Italian Civil Code.

The subsequent board decisions approving the Regulations and the attribution of the Performance Shares, and every determination connected with the administration of the Plan, shall be adopted in accordance

with the regulations on Directors' interests, on transactions with related parties and on the remuneration of directors assigned to hold particular offices, insofar as they are applicable.

# 3.6. Date of the decision taken by the body competent to propose the approval of the plans to the shareholders' meeting and of any proposal of any remuneration committee.

The Board of Directors, based on a proposal formulated by the Nomination and Remuneration Committee after its investigation of the architecture of the Plan in its meetings on 1, 21 and 26 February 2018, resolved, in its meeting on 2 March 2018, to submit the Plan for approval to the Company Shareholders' Meeting to be called.

# 3.7. Date of the decision taken by the competent body concerning the award of the financial instruments and any proposal made to such body by the remuneration committee, if any

The Plan is subject to the approval of the Shareholders' Meeting called for 13 April 2018. Subsequently, if the Plan should be approved, the Board of Directors will meet to take the relevant decisions for implementing the Plan itself, after the Nomination and Remuneration Committee has considered the text of the Regulation.

## 3.8 Market price on the above-mentioned dates of the financial instruments on which the Plans are based, if traded on regulated markets

The official price of the Shares on the Electronic Share Market (MTA) organised and managed by Borsa Italiana S.p.A. was:

- 1 February 2018 5.7805 euros.
- 21 February 2018 5.4887 euros.
- 26 February 2018 5.7026 euros.
- 2 March 2018 5.6083 euros.

3.9. Time limits and procedures considered by the Issuer in identifying the calendar for the award of the financial instruments in implementing the Plan, of the possible coincidence between (i) such award or any decisions taken in this respect by the remuneration committee and (ii) the dissemination of any relevant information pursuant to article 114, subsection 1 of the Legislative Decree no. 58 of 24 February 1998.

The effective transfer of the Shares that are categorised as Performance Shares to the Beneficiaries shall take place upon their Maturity, subject to the non-discretional assessment of the degree to which the Performance Parameters have been achieved, and without prejudice to their subsequent Lock-up. In light of the above, the Company does not envisage preparing any particular safeguard in relation to the situations referred to above, while respecting the applicable regulations.

#### 4. CHARACTERISTICS OF THE FINANCIAL INSTRUMENTS ALLOCATED

## 4.1 Description of the forms in which the remuneration plans based on financial instruments are structured.

The Plan prescribes the allocation to the Beneficiaries, free of charge, of Performance Shares corresponding to a maximum number of Shares which will actually be transferred to them upon Vesting at the end of the Vesting Period, in variable number, based on the level to which the Performance Parameters have been achieved. The Performance Shares may not be transferred or subjected to any limitations or constitute the object of any other acts to dispose thereof by the Beneficiaries.

At the end of the Vesting Period, the Beneficiaries will be allocated additional shares in a number equivalent to the ordinary and extraordinary dividends distributed by INWIT during the vesting period (dividend equivalent) that would have been payable on the number of shares actually attributed to the Beneficiaries as a result of the performance levels they achieved in the terms and at the conditions prescribed by the Plan.

# 4.2 Period of actual implementation of the Plan with reference also to any different cycles envisaged

The Plan prescribes a single allocation cycle, it remaining the case that the Board of Directors may, based on a proposal formulated by the Chief Executive Officer, allocate Performance Shares during the Vesting Period, according to the rules that will be defined in the Regulation, in any event not after the month of January 2019, and within the maximum limit of 400,000 Shares reserved to service the Plan.

Upon the Vesting of the Performance Shares, the Board of Directors shall ascertain the degree to which the Performance Parameters have been achieved, and hence the number of Shares to be transferred to the Beneficiaries free of charge, including the "dividend equivalent" shares, subject to the subsequent lockup.

### 4.3 Expiration of the Plan

The Plan shall expire in 2020 upon the Vesting of the Performance Shares, with consequent crediting of the Shares to the securities accounts of the Beneficiaries.

At the end of the vesting period, the Plan prescribes that 50% of the Shares Allocated to the Chief Executive Officer and 30% of the Shares allocated to the other Beneficiaries shall be subject to lock-up from the end of the Vesting Period. During this period the Allocated Shares subject to lock-up may not be transferred and/or sold, other than in *mortis causa*, nor may they be subject to any restrictions of any kind. If the Vesting Period should be accelerated following a Change of Control or Delisting of the Company, the Allocated Shares will not be subject to any lock-up.

# 4.4 Maximum number of shares allocated in each tax year to persons identified by name or indicated by category

The Plan permits the allocation of Performance Shares - without exceeding the maximum number of Shares to service the Plan, in total 400,000 - until the end of January 2019 (included).

Apart from the case of Change of Control, or the Delisting of the Company, all the Performance Shares allocated (and not cancelled) will vest identically the moment the board approves the financial statements of the Company (or, if the conditions for this are fulfilled, of the consolidated financial statements of the Group of which the Company is parent) for the year ending 31 December 2020, with the concurrent assessment of the degree to which the Performance Parameters have been achieved.

# 4.5 Plan implementing procedures and clauses, specifying whether actual allocation of the financial instruments is subject to the fulfilment of conditions or to the achievement of specific results, including performance results; description of these results and conditions

The Performance Shares shall vest in variable number, depending on the degree to which the Performance Parameters - described in paragraph 2.2 and 2.2.1 - have been achieved, as ascertained by the Board of Directors when it approves the financial statements of the Company (or, if the conditions for this are fulfilled, of the consolidated financial statements of the Group of which the Company is parent) for the year ending 31 December 2020, or earlier, in case of Change of Control or Delisting of the Company.

# 4.6 Indication of any availability restrictions on the financial instruments allocated, with particular reference to the terms within which it is permitted or prohibited to subsequently transfer them to the company itself or to third parties.

The *Performance Shares* will be allocated to the Beneficiaries on a personal basis, and cannot be transferred or subject to restrictions, nor may they constitute the object of any other act of disposal. After Vesting, 50% of the Shares Allocated to the Chief Executive Officer and 30% of the Shares Allocated to the remaining Beneficiaries, credited to the individual securities accounts of the Beneficiaries, shall be subject to lock up periods of 24 months and 12 months, respectively. In the eventuality of their transfer *mortis causa*, and of Change of Control, the Allocated Shares will not be subject to any restriction.

Furthermore, INWIT operates a contractual clawback mechanism that enables the variable remuneration (including shares) allocated to the Executive Directors and the other Beneficiaries to be recovered. Clawback may be activated in the three years following the vesting or allocation of said variable remuneration in case of error; in the five years following vesting or allocation of said variable remuneration in case of fraud or in relation to misconduct or negligence that have caused damage to the Company or behaviours put in place in breach of the laws of reference.

## 4.7 Any resolutory conditions which apply in relation to the allocation under the plans in the event that the beneficiaries engage in hedging transactions to neutralise any prohibitions on the sale of the financial instruments assigned to them

Not provided for

### 4.8 Description of the effects arising from termination of employment

Possible causes of early termination shall be disciplined by the Regulation for the implementation of the Plan.

#### 4.9 Indication of any other grounds for cancellation of the Plans

The Plan does not prescribe any grounds for its cancellation.

# 4.10. Reasons for an option for the company to "buy back" the financial instruments underlying the plan, introduced pursuant to article 2357 et seq. of the Italian Civil Code

The plan does not envisage shares buy-back by the Company.

## 4.11. Any loans or other credit facilities that are to be granted for the subscription of the shares pursuant to Article 2358, subsection 3 of the Italian Civil Code

Not applicable.

# 4.12. Indication of the cost the company is expected to incur at the time of the allocation of the shares, as may be determined on the basis of predefined terms and condition, in total and for each financial instrument in the plan

At the date of this document, it is not possible to indicate the exact amount of the expected cost of the Plan for the Issuer, as this cost depends on the maximum number of *Performance Shares* actually allocated, determined in the way described above, and the degree to which the *Performance* Parameters are achieved.

Pursuant to IFRS 2 (*Share-based payment*), the Company will measure the fair value of the allocated Performance Shares throughout the vesting period. This amount will be recognised *pro-rata temporis* in the separate profit and loss account throughout the vesting period with an item in personnel costs as a counter-entry to a net equity reserve. The personnel costs thus identified shall be deductible for IRES (corporation tax) purposes by the Company.

### 4.13 Any capital dilution effects caused by the remuneration plans

A maximum of 400,000 shares are destined to service the Plan. These will be acquired on the market after authorisation by the shareholders' meeting on 13 April 2018 to which the operation will be submitted. So, the Plan will have no dilution effects on INWIT's capital.

## 4.14 Any restrictions on the exercise of voting rights and the allocation of property rights

No restrictions on the exercise of voting rights and the allocation of property rights, apart from the lock-up applicable to the Allocated Shares as specified in point 4.6 above.

# 4.15 If the shares are not traded on regulated markets, all the information needed to properly assess the value attributed to them.

Not applicable: the Shares are traded on the Electronic Share Market (Mercato Telematico Azionario), organised and managed by Borsa Italiana S.p.A..

#### 4.24 TABLE

A more detailed version of the Table annexed to Scheme 7 of annex 3A of the Issuer Regulation will be provided at the moment the Shares are allocated and updated from time to time in the Plan implementation phase, pursuant to art. 84-bis, subsection 5. lett. a) of the Issuer Regulation.

#### REMUNERATION PLANS BASED ON FINANCIAL INSTRUMENTS

Tables no.1 of Chart 7 of Appendix 3A of the Regulations no.11971/1999

#### FRAMEWORK 1

#### Financial instruments other than stock options (8)

#### Section 1

Instruments relating to currently valid plans, approved on the basis of previous resolutions of the Shareholders' Meeting

Name and surname or category	Position	Date of resolution by the Shareholders' Meeting	Type of financial instruments	Number of financial instruments	Allocation date	Purchase price, if applicable, of the instruments	Market price on allocation	Vesting Period
1	(indicate only for the subjects reported by name)		12		10			14

| ٦ | NA |
|---|----|----|----|----|----|----|----|----|
| r | NA |

#### FRAMEWORK

1

Financial instruments other than stock options (8)

#### Section 2

Financial instruments newly allocated based on the decision made:



by the BoD on the proposal formulated by the Shareholders' Meeting

by the body competent for implementation of the resolution of the Shareholders' Meeting

Name and surname or category	Position	Date of resolution by the Shareholders' Meeting	Type of financial instruments	Number of financial instrument S	Allocation date	Purchase price, if applicable, of the instruments	Market price on allocation	Vesting Period
1	(indicate only for the subjects reported by name)		12		10			14

Chief Executive Officer	ΝΔ	INWIT S.p.A. ordinary shares	ΝΔ	NA	NA	NA	NA
Dirigenti con Responsabilità Strategiche e altri Beneficiari	ND	azioni ordinarie INWIT S.p.A.	ND	ND	ND	ND	ND