



Shareholders' Meeting 27 April 2023 SUMMARY OF THE VOTING

Item 1 on the Agenda

Approval of the Financial Statement of Salcef Group S.p.A. as at 31 December 2022. Presentation of the consolidated financial statements as at 31 December 2022 and of the consolidated statement containing non-financial information pursuant to Legislative Decree No. 254 of 30 December 2016. Reports of the Board of Directors, of the Board of Statutory Auditors and of the independent auditors.

	No. Shares	% Shares represented at Shareholders' Meeting	% Share Capital	n. votes	% votes represented at Shareholders' Meeting	% Voting rights
Shareholders' Meeting Quorum	47.518.227	100%	76,151%	74.834.929	100%	83,413%
Shares for which AR has voting instructions on the item (approval quorum):	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%
Shares for which AR did not have voting instructions:	0	0,000%	0,000%	0	0,000%	0,000%
	No. Shares	% attending the voting	% Share Capital	n. votes	% attending the voting	% Voting rights
Votes for	47.449.645	99,856%	76,041%	74.766.347	99,908%	83,336%
Votes Against	50.000	0,105%	0,080%	50.000	0,067%	0,056%
Abstentions	18.582	0,039%	0,030%	18.582	0,025%	0,021%
Total	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%

Item 2 on the Agenda

Allocation of the year's profit. Related and consequent resolutions

	No. Shares	% Shares represented at Shareholders' Meeting	% Share Capital	n. votes	% votes represented at Shareholders' Meeting	% Voting rights
Shareholders' Meeting Quorum	47.518.227	100%	76,151%	74.834.929	100%	83,413%
Shares for which AR has voting instructions on the item (approval quorum):	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%
Shares for which AR did not have voting instructions:	0	0,000%	0,000%	0	0,000%	0,000%
	No. Shares	% attending the voting	% Share Capital	n. votes	% attending the voting	% Voting rights
Votes for	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%
Votes Against	0	0,000%	0,000%	0	0,000%	0,000%
Abstentions	0	0,000%	0,000%	0	0,000%	0,000%
Total	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%

Item 3 on the Agenda

Authorisation to purchase and dispose of treasury shares pursuant to articles 2357 et seq. of the Italian Civil Code, as well as article 132 of Legislative Decree no. 58 of 24 February 1998 and article 144-bis of the Consob Regulation adopted by resolution no. 11971/1999 and subsequent amendments, subject to withdrawal of the authorisation granted by the Shareholders' Meeting of 29 April 2022 for the part not executed. Related and consequent resolutions;

	No. Shares	% Shares represented at Shareholders' Meeting	% Share Capital	n. votes	% votes represented at Shareholders' Meeting	% Voting rights
Shareholders' Meeting Quorum	47.518.227	100%	76,151%	74.834.929	100%	83,413%
Shares for which AR has voting instructions on the item (approval quorum):	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%
Shares for which AR did not have voting instructions:	0	0,000%	0,000%	0	0,000%	0,000%
	No. Shares	% attending the voting	% Share Capital	n. votes	% attending the voting	% Voting rights
Votes for	47.246.717	99,429%	75,716%	74.563.419	99,637%	83,110%
Votes Against	271.510	0,571%	0,435%	271.510	0,363%	0,303%
Abstentions	0	0,000%	0,000%	0	0,000%	0,000%
Total	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%

Item 4.1 on the Agenda

Report on Remuneration Policy for 2023 and remuneration paid in 2022: Approval of the first section of the report pursuant to article 123-ter paragraph 3-bis and 3-ter, of the Legislative Decree No. 58/1998;

	No. Shares	% Shares represented at Shareholders' Meeting	% Share Capital	n. votes	% votes represented at Shareholders' Meeting	% Voting rights
Shareholders' Meeting Quorum	47.518.227	100%	76,151%	74.834.929	100%	83,413%
Shares for which AR has voting instructions on the item (approval quorum):	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%
Shares for which AR did not have voting instructions:	0	0,000%	0,000%	0	0,000%	0,000%
	No. Shares	% attending the voting	% Share Capital	n. votes	% attending the voting	% Voting rights
Votes for	45.262.689	95,253%	72,536%	72.579.391	96,986%	80,899%
Votes Against	2.255.538	4,747%	3,615%	2.255.538	3,014%	2,514%
Abstentions	0	0,000%	0,000%	0	0,000%	0,000%
Total	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%

Item 4.2 on the Agenda

Report on Remuneration Policy for 2023 and remuneration paid in 2022: Related resolutions on the second section of the report pursuant to article 123-ter paragraph 6, of the Legislative Decree No. 58/1998.

	No. Shares	% Shares represented at Shareholders' Meeting	% Share Capital	n. votes	% votes represented at Shareholders' Meeting	% Voting rights
Shareholders' Meeting Quorum	47.518.227	100%	76,151%	74.834.929	100%	83,413%
Shares for which AR has voting instructions on the item (approval quorum):	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%
Shares for which AR did not have voting instructions:	0	0,000%	0,000%	0	0,000%	0,000%

	No. Shares	% attending the voting	% Share Capital	n. votes	% attending the voting	% Voting rights
Votes for	45.732.108	96,241%	73,289%	73.048.810	97,613%	81,422%
Votes Against	1.786.119	3,759%	2,862%	1.786.119	2,387%	1,991%
Abstentions	0	0,000%	0,000%	0	0,000%	0,000%
Total	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%

Item 5 on the Agenda

Approval pursuant to Article 114-bis of Legislative Decree 58/1998 of the 2023-2026 Stock Grant Plan concerning ordinary shares of Salcef Group S.p.A. reserved for directors with strategic responsibilities and/or other employees, collaborators and other managerial figures of Salcef Group S.p.A. and/or its subsidiaries pursuant to Article 93 of Legislative Decree 58 of 24 February 1998. Related and consequent resolutions.

	No. Shares	% Shares represented at Shareholders' Meeting	% Share Capital	n. votes	% votes represented at Shareholders' Meeting	% Voting rights
Shareholders' Meeting Quorum	47.518.227	100%	76,151%	74.834.929	100%	83,413%
Shares for which AR has voting instructions on the item (approval quorum):	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%
Shares for which AR did not have voting instructions:	0	0,000%	0,000%	0	0,000%	0,000%

	No. Shares	% attending the voting	% Share Capital	n. votes	% attending the voting	% Voting rights
Votes for	43.662.625	91,886%	69,972%	70.979.327	94,848%	79,115%
Votes Against	3.855.602	8,114%	6,179%	3.855.602	5,152%	4,298%
Abstentions	0	0,000%	0,000%	0	0,000%	0,000%
Total	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%

Item 6 on the Agenda

Approval pursuant to Article 114-bis of Legislative Decree 58/1998 of the 2023-2024 Performance Shares Plan concerning ordinary shares of Salcef Group S.p.A. reserved for directors with strategic responsibilities of Salcef Group S.p.A. and/or its subsidiaries pursuant to Article 93 of Legislative Decree 58 of 24 February 1998. Related and consequent resolutions.

	No. Shares	% Shares represented at Shareholders' Meeting	% Share Capital	n. votes	% votes represented at Shareholders' Meeting	% Voting rights
Shareholders' Meeting Quorum	47.518.227	100%	76,151%	74.834.929	100%	83,413%
Shares for which AR has voting instructions on the item (approval quorum):	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%
Shares for which AR did not have voting instructions:	0	0,000%	0,000%	0	0,000%	0,000%
	No. Shares	% attending the voting	% Share Capital	n. votes	% attending the voting	% Voting rights
Votes for	43.662.625	91,886%	69,972%	70.979.327	94,848%	79,115%
Votes Against	3.855.602	8,114%	6,179%	3.855.602	5,152%	4,298%
Abstentions	0	0,000%	0,000%	0	0,000%	0,000%
Total	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%

Item 7 on the Agenda

Adoption of the Shareholders' Meeting Regulations. Related and consequent resolutions.

	No. Shares	% Shares represented at Shareholders' Meeting	% Share Capital	n. votes	% votes represented at Shareholders' Meeting	% Voting rights
Shareholders' Meeting Quorum	47.518.227	100%	76,151%	74.834.929	100%	83,413%
Shares for which AR has voting instructions on the item (approval quorum):	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%
Shares for which AR did not have voting instructions:	0	0,000%	0,000%	0	0,000%	0,000%
	No. Shares	% attending the voting	% Share Capital	n. votes	% attending the voting	% Voting rights
Votes for	47.490.659	99,942%	76,107%	74.807.361	99,963%	83,382%
Votes Against	27.568	0,058%	0,044%	27.568	0,037%	0,031%
Abstentions	0	0,000%	0,000%	0	0,000%	0,000%
Total	47.518.227	100,000%	76,151%	74.834.929	100,000%	83,413%