

Document Type: *Regulation*

Procedure for the presentation by the Board of Directors of a list of candidates for the renewal of the corporate bodies

Competent Structure: Board of Directors

Date: 25 February 2022

Version n. 1

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1 PURPOSE AND SCOPE OF APPLICATION

This Procedure is designed to govern *ex ante* the various stages in the process of identifying candidates for the lists submitted by the Board of Directors of illimity Bank S.p.A. (hereinafter also “illimity” or the “Bank”) for renewing the corporate bodies, as set forth in the applicable *pro tempore* Bylaws, and to govern the contribution made by the various parties involved.

More specifically, the Procedure describes the process that must be followed in creating the list, detailing the chronological order and the contribution of the parties participating in their various ways, in order to mitigate the risk that the submission of a list by the Board of Directors may lead to self-reference, self-perpetuation and a lack of transparency in the process for selecting candidates and forming the list, with the possible result of altering the mechanisms ensuring a proper competition between lists.

Furthermore, the Procedure is also designed to mitigate the risk that persons acting in concert may not be properly identified – pursuant to the provisions governing mandatory public tender offers set forth in articles 106 and 109 of Legislative Decree no. 58 of 24 February 1998 (the Consolidated Law on Finance or “TUF”) – as well as the risk that any connections between lists pursuant to article 147-ter of the TUF may not be properly identified and thereby also affect the proper identification of the Bank’s related parties.

The Procedure assumes particular importance for the Bank, characterised as it is by the absence of any ownership concentration, which could lead to:

- the risk of asymmetries in information between shareholders and management; and
- greater difficulties being encountered by a widespread shareholder base in selecting candidates for the corporate bodies.

In addition, the provisions of the current Bylaws and the Procedure appear to be in line with the expectations of international investors, who are more familiar with the practice of submitting candidates, also by the Board of Directors, in the context of public companies with a widespread shareholder base.

2 LEGISLATIVE CONTEXT

The Procedure has been drawn up pursuant to the corporate Bylaws, the 2020 Corporate Governance Code and Circular no. 285 of 17 December 2013 “*Supervisory Provisions for Banks*” (Title IV, Chapter 1, Section IV) (respectively the “**Bylaws**”, the “**Corporate Governance Code**” and “**Circular 285**”), as well as by taking into consideration Consob Alert no. 1/22 of 21 January 2022 (the “**Alert**”).

3 GLOSSARY

Definitions	
Alert	Alert no. 1/22 issued by Consob on 21 January 2022.
Circular 285	Bank of Italy Circular no. 285 of 17 December 2013 “ <i>Supervisory Provisions for Banks</i> ” as amended.
Corporate Governance Code	The Corporate Governance Code of January 2020 approved by the Corporate Governance Committee set up, in its present form, in June 2011, by the Business Associations (ABI, ANIA, Assonime, Confindustria), Borsa Italiana S.p.A. and the Association of Professional Investors (Assogestioni).
Independent Director	A director holding the independence requirements established by applicable legislation and the Bylaws (cf. article 16) who is not a member of the Audit and Internal Control Committee.
List	The list of candidates submitted by the Board of Directors, pursuant to the applicable <i>pro tempore</i> Bylaws.
Nominating Committee	The Board committee in charge of nominating or co-opting members of the Board of Directors and the self-assessment of corporate bodies, set up by the Board of Directors pursuant to applicable laws and regulations, also those of a supervisory nature, and the Corporate Governance Code of Borsa Italiana S.p.A..
Procedure	The procedure for approving the list of candidates submitted by the Board of Directors for the renewal of the corporate bodies.

Abbreviations	
Board	Board of Directors
TUB	Consolidated Law on Banking
TUF	Consolidated Law on Finance

4 GUIDELINES

The following is a list of the criteria that must be followed on the submission of a list of candidates by the Board of Directors (the “**List**”). More specifically, such List:

- must be drawn up and submitted by means that ensure the maximum transparency and documentability of the candidate selection process;
- must never jeopardise the appointment of members expressed by the minority shareholders;
- must be formed in accordance with regulations on the conflict of interest of the directors;
- must ensure the overall suitability of the corporate body from both a qualitative and quantitative standpoint, taking into consideration the differences between the various positions to be held (e.g. Audit and Internal Control Committee, Chief Executive Officer, Chair of the Board of Directors, etc.), with particular reference to the document on the Orientation of the Board of Directors on the optimum qualitative and quantitative composition of the Board;
- must ensure compliance, both in relation to the individual candidates and the body as a whole, with the directors’ fit and proper requirements set forth in applicable laws and regulations, with the corporate Bylaws and with best market practice, including compliance with gender balance, and must ensure the presence of an adequate number of Independent Directors;
- must be prepared, also as the result of any involvement by the shareholders in the formation process, in accordance with best market practice and in compliance with applicable laws and regulations, including the principle of parity of treatment of shareholders in the dissemination of information, and with the stakeholder dialogue and engagement policy (*Policy for managing Dialogue with shareholders*);
- must be formed by assigning a central role to the Nominating Committee, the majority of whose members are Independent Directors, which must assist the Board of Directors in the formation and submission process.

5 GENERAL INFORMATION

5.1 MANAGEMENT AND CONTROL SYSTEM

Following the adoption of the relative resolution by the Shareholders’ Meeting of 21 February 2022, the Bank uses the “one-tier” system of management and control pursuant to articles 2409-*sexiesdecies* et seq. of the Italian civil code.

It is managed by the Board of Directors (also the “**Board**”), which is appointed by the Shareholders’ Meeting, and 3 (three) of the Board’s members, designated by the Shareholders’ Meeting, form the Audit and Internal Control Committee, set up within the Board itself.

5.2 NUMBER OF DIRECTORS AND TERM

The Board of Directors consists of an odd number of members between 9 (nine) and 15 (fifteen), 3 (three) of whom form the Audit and Internal Control Committee. The Shareholders’ Meeting establishes the number within these limits.

Directors remain in office for the period established on appointment and in any case no longer than 3 (three) financial years and their term expires on the date of the Shareholders' Meeting called to approve the financial statements relating to the last financial year for which they hold office; they can be re-elected and may be removed by the Shareholders' Meeting at any time, in accordance with the provisions of law.

5.3 MINIMUM REQUIREMENTS FOR THE LIST PRESCRIBED BY THE BANK'S BYLAWS

Members of the Board of Directors are elected on the basis of lists of candidates and by using a voting system that ensures that the Shareholders' Meeting appoints persons who are also members of the Audit and Internal Control Committee. Reference should be made to paragraph 7 for a more detailed description of the procedure for appointing candidates, which is governed by article 14 of the Bylaws.

The following are entitled to submit lists, in compliance with the provisions of article 14 of the Bylaws and applicable laws and regulations:

- (i) shareholders who, on their own or together with other shareholders, are holders of a total number of shares representing at least the minimum portion of share capital entitled to vote at ordinary shareholders' meetings of the Bank as set by Consob; and
- (ii) the Board of Directors, subject to the non-binding opinion of the Nominating Committee.

The List submitted by the Board of Directors, which is the subject of this present document, must comply – together with the lists submitted by shareholders – with the following requirements of article 14 of the Bylaws.

The List must include a total number of candidates not exceeding 15 (fifteen) in number. The candidates stated on the List must not be included on any other list, failing which they will be ineligible.

The names stated on the lists shall be divided into two separate sections, both ordered sequentially (namely with candidates assigned a number from one onwards in each section):

- the first section shall consist of the candidates, not exceeding 14 (fourteen) in number, standing for the position of member of the Board of Directors who are not also standing for the position of member of the Audit and Internal Control Committee;
- the second section shall consist solely of candidates, not to exceed 5 (five) in number, who are standing both for the position of member of the Board of Directors and for the position of member of the Audit and Internal Control Committee.

The List, which must contain at least 9 (nine) candidates (being the minimum number of Board members prescribed by the Bylaws), must satisfy the following conditions:

- in order to comply with the minimum number of Independent Directors as per article 16, paragraph 2 of the Bylaws, the first section of the List must contain, with express indication, a minimum number of 4 (four) candidates holding the independence requirements set forth in the above-mentioned paragraph 2 of article 16 of the Bylaws. These candidates for the position of Independent Director may not be stated within the last part of the sequential numeration of the first section of the List. It is understood that all the candidates in the

second section of the List must hold the independence requirement set forth in article 16 of the Bylaws;

- in order to ensure gender balance in accordance with applicable laws and regulations, each section of the List must provide for the existence of candidates of both genders, so that at least 2/5 (two fifths) of the candidates indicated – rounded up in the case of a non-whole number – shall belong to the lesser represented gender, or whatever composition is required to comply with applicable laws and regulations;
- the candidates stated on the List, in both the first and second sections, must be fit and proper for holding office, and in particular must meet the integrity and professionalism requirements provided by applicable *pro tempore* laws and regulations and the Bylaws.

The candidates on the List must be chosen in order to satisfy, both individually and taken as a whole, the orientations formulated by the Bank's Board of Directors on the optimum qualitative and quantitative composition of the corporate bodies.

5.4 DEADLINE FOR FILING THE LIST

At the latest by the 40th day preceding the date of the Shareholders' Meeting (the day on which the Shareholders' Meeting convened to renew the corporate bodies is called), the List must be finalised by the Board of Directors in order to be able to proceed with the filing of such at the Company's registered office, in compliance with the requirements of the Bylaws, not later than the 30th day preceding the date of the Shareholders' Meeting.

5.5 DEADLINE FOR PUBLISHING THE LIST

In accordance with the Bylaws, the Board of Directors undertakes to publish the List at the same time as the notice of call of the Shareholders' Meeting is published (if possible) and, in any case, the List must be published no later than the 30th day preceding the date of the Shareholders' Meeting, by the means and within the time periods provided by applicable *pro tempore* laws and regulations, including those of a supervisory nature.

In particular, the List shall be published on a timely basis simultaneous with the publication of the notice of call to the Shareholders' Meeting, or, if that is not possible, shall be published no later than 30 (thirty) days before the date of the Shareholders' Meeting (article 14, paragraph 2.6 of the Bylaws) with an indication of the candidates for the positions of Chair and Chief Executive Officer.

6 MEANS OF FILING THE LIST

6.1 ROLE OF THE NOMINATING COMMITTEE

The Procedure assigns a central role to the Nominating Committee which, in fact, is called to assist the Board in preparing and submitting the List, on which it must express a favourable, non-binding, opinion prior to its approval by the Board of Directors. In particular, taking into consideration the contribution already provided in the self-assessment process carried out by the Board of Directors and in the formulation of the orientations of the Board of Directors on an optimum qualitative and quantitative composition, the Nominating Committee supports the Board of Directors in providing specific recommendations on the candidates and their respective *curricula* compared to the profiles required for an optimum composition of the bodies and in scrutinising the proposed candidates.

The Nominating Committee performs the activities required in preparing and submitting the List with a possibly amended composition (if not consisting exclusively of Independent Directors) in order to ensure the maximum transparency and objectivity in the procedure for approving the List. In particular, directors who do not qualify as Independent Directors (pursuant to article 16 of the Bylaws) may not take an active part in these activities and the decisions of the Committee that are not adopted unanimously require the specific indication of any opposing votes and abstentions together with the relative reasons.

The following is prescribed in the case of any composition amended by the Nominating Committee:

- if a member of the Nominating Committee is not an Independent Director, he or she shall be replaced by: (i) the Chair of the Board of Directors, if he or she is an Independent Director and not already included among the Independent Directors of the Nominating Committee; conversely, (ii) an Independent Director chosen by the Board of Directors on the basis of a resolution approved by an absolute majority or with the different majority set forth in the regulation of the Nominating Committee for its constitution. If there is more than one member of the Nominating Committee who is not an Independent Director, the above-mentioned criteria shall be applied jointly, and if the Chair of the Board of Directors is not an Independent Director or is already included among the Independent Directors of the Nominating Committee the Board will select the number of Independent Directors required to increase the composition of the Nominating Committee in order that this Procedure can be applied;
- the Chair of the Nominating Committee, who pursuant to the Committee's operating regulations must be selected from among the Independent Directors, must be assisted by the Chair of the Board of Directors, if he or she is an Independent Director, even if he or she is not already a member of the Nominating Committee, in carrying out coordinating activities and providing assistance to the Board of Directors in preparing and submitting the List.

If, on the other hand, all the members of the Nominating Committee are Independent Directors, the composition of the Nominating Committee shall remain unchanged, without prejudice in any case to the involvement of the Chair of the Board of Directors if such person is not already a member of the Committee.

6.2 DISCUSSION WITH THE SHAREHOLDERS

For the purposes of drawing up the List, the Board of Directors also takes into consideration the results of any dialogue with shareholders, which must take place in accordance with the above-mentioned *Policy for managing Dialogue with shareholders* and, in particular, the principle of parity of treatment of shareholders in the dissemination of information.

Any discussions with shareholders take place subsequent to the approval and publication of the Orientation on the optimum qualitative and quantitative composition of the corporate bodies. In general, the aim of these discussions is to create occasions for exchanging ideas on the qualitative and quantitative criteria to be adopted in practice for identifying the overall optimum composition of the corporate bodies, and the profiles most suitable for holding office as a director. On the basis of the results of any dialogue and at a later stage, the Board, with the support of the Nominating Committee, determines the actual criteria to be used to select directors and scrutinise the individual candidates.

Pursuant to the *Policy for managing Dialogue with shareholders* the Bank must document any dialogue with the shareholders in a register set up for the purpose, which shall contain the orientations indicated by the shareholders.

The Chair of the Board of Directors and the Chair of the Nominating Committee ensure that the Board of Directors is informed as to the development and significant contents of any dialogue held with the shareholders.

6.3 DETERMINATION OF THE SELECTION CRITERIA AND SCRUTINY OF THE CANDIDATES

As a first step, in order to ensure compliance with the list voting regulations, the Nominating Committee ensures that each member of the Board of Directors completes the declaration as to the existence of any connected relationships, as per Annex 1.

Taking into consideration the results of any dialogue with the shareholders, as well as the requirements of this Procedure, on the proposal of the Nominating Committee the Board may: (i) determine, if necessary, the specific actual criteria for selecting candidates ⁽¹⁾, adopting resolutions on a majority of the directors voting, excluding those abstaining (in case of a tie the Chair shall have the casting vote); or (ii) proceed directly, with the support of the Nominating Committee and after obtaining the relative (non-binding) opinion, with the selection of the profiles and candidates to be included on the List, on the basis of a timing consistent with the need to ensure that timely information is provided to shareholders and the market.

In order to perform the above activities, the Nominating Committee and/or the Board of Directors may assess whether to engage an external consultant who, on the basis of the selected criteria, may provide support in identifying a set of possible candidates.

The criteria and/or profiles identified, as well as the names of the potential candidates selected by the Nominating Committee and by the Board of Directors – possibly also taking these from the set of candidates submitted by the external consultant (if appointed) – shall take into consideration the differences relating to the various positions to be held (e.g. Independent Director or member of the Audit and Internal Control Committee). In addition, profiles must be identified for the position of Chair of the Board of Directors and, if appropriate, the positions of Chief Executive Officer and/or member of the Executive Committee.

On the basis of the criteria and/or profiles identified - as well as any set of candidates submitted by the external consultant (if appointed), as supplemented by the names of any candidates provided by the shareholders, members of the Board of Directors, managers, employees or other stakeholders – the Nominating Committee identifies the potential candidates. With the support of the General Counsel's Department, the Nominating Committee, and, if appropriate, the Compliance & AML Department, carries out a preliminary examination of the personal and professional characteristics of each candidate, including in this exercise information on any management and control positions that may have been held in other companies, as well as ensuring that the provisions of laws, regulations and the Bylaws required to hold the position for which candidates are standing are complied with (e.g. the independence requirements to be met by Independent

⁽¹⁾ The specific actual criteria adopted by the Board differ from the orientations on the optimum qualitative and quantitative criteria relating to the corporate bodies as they do not only identify the "abstract" features of the professionalism required but also set out the actual selection criteria.

Directors, the specific professionalism requirements to be met by the Chair of the Board of Directors or the fit and proper requirements to be met by members of the Audit and Internal Control Committee). In addition, the Committee ensures that the individual candidates are prepared to accept having their names put forward as candidates.

Where appropriate, the Nominating Committee may submit the names of candidates who are suitable for one or more of the professional profiles for the approval of the Board of Directors.

By the means described above, the Nominating Committee adopts resolutions on the names of candidates to be submitted to the Board of Directors in relation to the List, preparing an accompanying report as described in the following.

In accordance with the Bylaws, the Board of Directors adopts resolutions on the List on a majority of the directors voting, excluding those abstaining. In case of a tie the Chair shall have the casting vote.

This decision-making process is suitably minuted in order to ensure the maximum transparency and documentability of the procedure for identifying candidates and preparing the List. More specifically, the Nominating Committee shall draw up a detailed and reasoned report, describing the valuation processes followed for the identification both of the actual criteria used to select the candidates and of the individual potential candidates. In addition, this report must state the names of all the parties that contributed to the selection of the individual candidates (e.g. shareholders or members of the Board of Directors who provided the names of candidates). The report shall be sent to the Board of Directors with a timing that allows the Directors to analyse the results of the examination and, if necessary, ask for additions or further detail.

The Board of Directors arrives at decisions on the List by taking into consideration the results of the preliminary examination carried out by the Nominating Committee and must adequately motivate its resolution. The minutes of the meetings of the Board of Directors must note the majorities with which resolutions have been adopted during the various phases of the process, starting with the adoption of this Procedure, identifying any Board members who cast an opposing vote or abstain.

6.4 CONTROLS TO SAFEGUARD PROPER PERFORMANCE OF THE PROCEDURES

In accordance with the Alert, the following paragraphs provide a series of situations in which there is a “connection risk” arising in the case that the Board of Directors and individual shareholders holding office in the same Board (directly or indirectly, for example in the case of the relationships stated in the declaration as per Annex 1) simultaneously submit lists.

A connection risk exists if the members of the Board of Directors who have connected relationships that are material with respect to list voting regulations (“**Connected Directors**”) have taken part in activities that lead to the identification of the individual candidates to be included in a long or short list, and possibly in the activities immediately preceding the identification of the specific criteria for selecting those persons whose names are to be put forward as candidates. In particular, this risk exists for Connected Directors if they find themselves in one of the following alternative circumstances:

- a) their names are on the List of candidates submitted by the Board;
- b) they have indicated names actually included in the List submitted by the Board;
- c) they cast a favourable vote in the discussions during which the List was approved.

In these cases should such Connected Directors, or the shareholders with whom there is a connection, vote in favour of a list other than that submitted by the Board, both that list and the one submitted by the Board might be considered unsuitable for electing minority directors pursuant to article 147-ter of the TUF.

The connection risk is, on the other hand, considerably lower for Connected Directors who find themselves in the following circumstances:

- a) they only took part in the preliminary stages of the Board's self-assessment and the formulation of the orientations on the optimum qualitative and quantitative composition;
- b) they cast an opposing vote or abstained during the discussion concerning (i) the determination of the practical criteria for selecting candidates, and/or (ii) the final List. The connection risk may in any case also be considered low if a Connected Director initially cast a vote in favour of the resolution as per point (i) but then manifested reasoned dissent, casting an opposing vote or abstaining on the final resolution as per point (ii), provided that the reasoning adopted and minuted is adequate for excluding such connection. If the Connected Director fails to cast a vote due to his or her absence during the Board meeting, this shall only be considered equivalent to abstention on the presentation of adequate reasoning at the first Board meeting following that at which the relevant resolution was discussed.

The Bank shall ensure compliance with such requirements by examining the declarations made by Directors as to the existence of connected relationships (as per Annex 1), as well as by carrying out an *ex post* assessment, if the connected relationship between the shareholders and the Connected Directors emerges subsequent to the participation of the latter in the above-mentioned stages of the Procedure prior to the preparation and submission of the List by the Board (e.g. if the shareholders submit their list after that submitted by the Board). As a consequence, if the minority list obtaining the highest number of votes at the Shareholders' Meeting is connected with the Connected Directors (or with the shareholders with whom there is a connection), it may not express the name of any member of the Board of Directors, in accordance with article 14, paragraph 3 of the Bylaws.

The documentary and minuting requirements set out in the Procedure enable the Bank to carry out the steps required to ensure that the list voting regulations established in article 147-ter of the TUF have been complied with.

Regarding the requirements of the Italian civil code on any conflicts of interest of the directors, if a Board member has an interest in respect of the List submitted by the Board (e.g. if the name of one or more of the directors in office is included among the candidates of the List on which the Board must vote), such Board member may take part in the voting procedure but will be bound to comply with the requirements of article 2391 of the Italian civil code. In such cases the decision taken by the Board of Directors must be adopted on the basis of suitable reasoning.

6.5 DOCUMENTATION TO BE SUBMITTED ON FILING AND PUBLISHING THE LIST

The following documents must be prepared and published together with the List submitted by the Board of Directors, in accordance with the time periods described in this Procedure:

- a) the document accompanying the List prepared by the Board of Directors with the proposals for the Shareholders' Meeting, including appropriate detailed information (e.g. a description of the process followed to draw up the List pursuant to this Procedure), with a suitable representation of the time sequence and the contribution of the parties that participated in such; any proposals not passed unanimously by the corporate bodies; etc.);
- b) the List with the declarations as to the existence of any connected relationships completed by each member of the Board of Directors, as per Annex 1, including an indication of the percentage interest held in total by the shareholders proposing the original list from which such member had been previously taken for nomination;
- c) comprehensive information (represented in the substitute declarations and in the relative *curricula* of the candidates) on the personal and professional characteristics of each candidate included on the List, including information on any management and control positions that may have been held in other companies; and declarations in which the individual candidates express their agreement with their names being put forward as candidates and, under their own responsibility, state that there are no grounds for ineligibility or incompatibility and that the requirements of laws, regulations and the Bylaws to hold office as a member of the Bank's Board of Directors (and, if such be the case, also as a member of the Audit and Internal Control Committee) have been met, as well as, if applicable, the independence requirements pursuant to article 16, paragraph 2 of the Bylaws;
- d) any other documentation or declarations required by applicable *pro tempore* legislation, including that of a supervisory and/or regulatory nature, or useful for an overall assessment of the suitability of the candidate for the position to be held, also in accordance with any requirements published in advance by the Bank in the notice of call.

7 APPOINTMENT PROCEDURE

The appointment procedure is governed in detail by article 14 of the Bylaws, to which reference should be made.

ANNEX 1

DECLARATION AS TO THE EXISTENCE OF ANY CONNECTED RELATIONSHIPS

With reference to the list of candidates submitted by the Board of Directors of illimity Bank S.p.A. (“**illimity**” or the “**Company**”) for the renewal of the Board, in accordance with the requirements of article 147-ter, paragraph 3 of Legislative Decree no. 58 of 24 February 1998 (the Consolidated Law on Finance or “**TUF**”) and in compliance with the regulations drawn up by Consob by way of Communication no. DEM/9017893 of 26 February 2009 (the “**Communication**”), as well as Alert no. 1/22 of 21 January 2022 (the “**Alert**”),

the Director _____, born in _____ on _____, resident in _____,

WHEREAS

- A. pursuant to article 147-ter, paragraph 3 of the TUF, at least one member of the Board of Directors must be taken from the minority list which obtained the highest number of votes at the respective shareholders’ meeting and *“is not connected in any way, even indirectly, with the shareholders who submitted or voted in favour of the list obtaining the highest number of votes”*;
- B. in the Alert, Consob explains that *“the objective of this provision is to identify a wide-reaching and substantial concept of ‘connection’ ‘even indirectly’, that ensures that candidates expressed by the minorities are effectively extraneous to the majority grouping”*;
- C. in the previous Communication, Consob had listed a series of significant relationships as a means of identifying the existence of connected relationships between the shareholders submitting a “minority” list and those holding a qualifying interest in the issuer. These relationships also assume importance in identifying any connected relationships between the directors and illimity’s shareholders;
- D. in view of the submission of the list of candidates by the Board, any connected relationships between the list submitted by the Board of Directors and any lists that may be submitted by shareholders of illimity who directly or indirectly hold a position on such Board of Directors (for example through directors or corporate officers of companies of their group) must be identified;

DECLARES THAT HE/SHE

- does not hold any shares in illimity, either directly or indirectly;

or

holds, directly or indirectly, _____ shares, representing _____% of share capital. In the case of an indirect interest, the following are the parties through which such interest is held:

- believes that the following relationships, significant for identifying connected relationships between the list submitted by the Board of Directors and any lists that may be submitted by shareholders of illimity who directly or indirectly hold a position on such Board of Directors (for example through directors or corporate officers of companies of their group), exist, do not exist or exist but are not material:
 - a) family relationship with shareholders of illimity:
yes no
 - b) significant corporate relationships with shareholders of illimity (e.g. joint participation in shareholders' agreements of companies of the illimity group or third-party companies; joint control of third-party companies):
yes no yes, but not material
 - c) key positions held, also in the recent past, on the management and control bodies of companies of a group of a shareholder (or shareholders) of illimity:
yes no yes, but not material
 - d) the provision, current or in the recent past, of employment services or material consultancy services to one of the above companies (or directly for a shareholder/shareholders of illimity):
yes no yes, but not material
 - e) participation, directly or through representatives, in the list that obtained the highest number of votes in the previous election for illimity's management or control bodies:
yes no
 - f) participation, in the previous election for illimity's management or control bodies, in the submission of the list that obtained the highest number of votes or the casting of a vote for such list:
yes no
 - g) commercial, financial (where such does not form part of the financier's ordinary activity) or professional relations, current or concluded in the recent past, with shareholders of illimity that may result material for the purpose of determining the existence of a connected relationship:
yes no yes, but not material
 - h) any other relationship that is relevant for the purpose of determining the existence of a connected relationship capable of prejudicing compliance with regulations governing the list vote:
yes no yes, but not material

If such a relationship exists and is material or exists and is not material the following is a brief description of such relationship:

Place and Date

Signed
