

**CIR S.p.A. - COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS**  
**Table no. 1 of Schedule 7 of Annex 3A of Regulation no. 11971/1999**

Name or category	Position	CHART 2							
		Option grant							
		Section 1							
		Options relating to plans, currently valid, approved on the basis of previous AGM resolutions							
Date of AGM resolution	Description of instrument	Number of financial instruments underlying options awarded but not yet exercisable	Number of financial instruments underlying options exercisable but not yet exercised	Date of award by competent body	Strike price	Market price of underlying financial instruments at award date	Expiry of option		
Other CIR employees (no. 2)	Executives	13-Sep-00 (*)	Stock options		29,000	13-Sep-00	4.06	3.886	31-Mar-11
De Benedetti Rodolfo	Chief Executive Officer	30-Jan-01 (*)	Stock options		1,000,000	30-Jan-01	2.62	2.623	30-Sep-11
Other CIR employees (no. 6)	Executives	30-Jan-01 (*)	Stock options		160,000	30-Jan-01	2.62	2.623	30-Sep-11
Employees of Parent Company (no. 3)	Executives	30-Jan-01 (*)	Stock options		328,000 (1)	30-Jan-01	2.62	2.623	30-Sep-11
Other CIR employees (no. 4)	Executives	07-Sep-01 (*)	Stock options		21,400	07-Sep-01	1.28	1.121	31-Dec-11

Notes (\*): date on which the Board of Directors approved the capital increase on the strength of the authorization given by the AGM on May 12 2000.  
(1): of which 140,000 options are no longer exercisable. The beneficiaries have lapsed and the vesting conditions set out in the Regulations have expired.

**CIR S.p.A. - COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS**  
**Table no. 1 of Schedule 7 of Annex 3A of Regulation no. 11971/1999**

Name or category	Position	CHART 2							
		Option grant							
		Section 1							
		Options relating to plans, currently valid, approved on the basis of previous AGM resolutions							
Date of AGM resolution	Description of instrument	Number of financial instruments underlying options awarded but not yet exercisable	Number of financial instruments underlying options exercisable but not yet exercised	Date of award by competent body	Strike price	Market price of underlying financial instruments at award date	Expiry of option		
De Benedetti Rodolfo	Chief Executive Officer	05-Sep-03 (*)	Stock options		112,500	05-Sep-03	1.13	1.207	28-Feb-14
De Benedetti Rodolfo	Chief Executive Officer	12-Mar-04 (*)	Stock options		275,000	12-Mar-04	1.6	1.566	30-Sep-14
Piaser Alberto	General Manager	12-Mar-04 (*)	Stock options		12,000	12-Mar-04	1.6	1.566	30-Sep-14
Other CIR employees (no. 4)	Executives	12-Mar-04 (*)	Stock options		36,000	12-Mar-04	1.6	1.566	30-Sep-14
Employees of Parent Company (no. 3)	Executives	12-Mar-04 (*)	Stock options		72600 (2)	12-Mar-04	1.6	1.566	30-Sep-14
De Benedetti Rodolfo	Chief Executive Officer	06-Sep-04 (*)	Stock options		1,250,000	06-Sep-04	1.56	1.641	28-Feb-15
Piaser Alberto	General Manager	06-Sep-04 (*)	Stock options		48,000	06-Sep-04	1.56	1.641	28-Feb-15
Other CIR employees (no. 5)	Executives	06-Sep-04 (*)	Stock options		83,300	06-Sep-04	1.56	1.641	28-Feb-15
Employees of Parent Company (no. 3)	Executives	06-Sep-04 (*)	Stock options		137.400 (3)	06-Sep-04	1.56	1.641	28-Feb-15
De Benedetti Rodolfo	Chief Executive Officer	11-Mar-05 (*)	Stock options		1,350,000	11-Mar-05	2.34	2.335	30-Sep-15
Piaser Alberto	General Manager	11-Mar-05 (*)	Stock options		400,000	11-Mar-05	2.34	2.335	30-Sep-15
Other CIR employees (no. 24)	Executives/Office staff	11-Mar-05 (*)	Stock options		1,307,200	11-Mar-05	2.34	2.335	30-Sep-15
Employees of Parent Company (no. 5)	Executives/Office staff	11-Mar-05 (*)	Stock options		940.600 (4)	11-Mar-05	2.34	2.335	30-Sep-15
Employees of Subsidiaries (no. 2)	Executives/Office staff	11-Mar-05 (*)	Stock options		12,000	11-Mar-05	2.34	2.335	30-Sep-15

Notes: (\*) : date in which the Board of Directors approved the capital increase, on the strength of the authorization given by the AGM on May 12 2000.  
(2) : of which 4.600 options are no longer exercisable. The beneficiary has lapsed and the vesting conditions set out in the Regulations have expired.  
(3) : of which 18.400 options are no longer exercisable. The beneficiary has lapsed and the vesting conditions set out in the Regulations have expired.  
(4) : of which 385.600 options are no longer exercisable. The beneficiary has lapsed and the vesting conditions set out in the Regulations have expired.

**CIR S.p.A. - COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS**  
**Table no. 1 of Schedule 7 of Annex 3A of Regulation no. 11971/1999**

Name or category	Position	CHART 2							
		Option grant							
		Section 1							
		Options relating to plans, currently valid, approved on the basis of previous AGM resolutions							
Date of AGM resolution	Description of instrument	Number of financial instruments underlying options awarded but not yet exercisable	Number of financial instruments underlying options exercisable but not yet exercised	Date of award by competent body	Strike price	Market price of underlying financial instruments at award date	Expiry of option		
De Benedetti Rodolfo	Chief Executive Officer	06-Sep-05 (**)	Stock options		1,250,000	06-Sep-05	2.49	2.495	29-Feb-16
Piaser Alberto	General Manager	06-Sep-05 (**)	Stock options		300,000	06-Sep-05	2.49	2.495	29-Feb-16
Other CIR employees (no. 7)	Executives	06-Sep-05 (**)	Stock options		510,000	06-Sep-05	2.49	2.495	29-Feb-16
Employees of Parent Company (no. 3)	Executives	06-Sep-05 (**)	Stock options		595.000 (5)	06-Sep-05	2.49	2.495	29-Feb-16
Employees of Subsidiary (no. 1)	Executives	06-Sep-05 (**)	Stock options		50,000	06-Sep-05	2.49	2.495	29-Feb-16
De Benedetti Rodolfo	Chief Executive Officer	27-Apr-06	Stock options	--	1,250,000	18-May-06	2.5	2.366	31-Dec-16
Piaser Alberto	General Manager	27-Apr-06	Stock options	--	300,000	18-May-06	2.5	2.366	31-Dec-16
Other CIR employees (no. 7)	Executives	27-Apr-06	Stock options	4,800	565,200	18-May-06	2.5	2.366	31-Dec-16
Employees of Parent Company (n. 3)	Executives	27-Apr-06	Stock options	--	595.000 (6)	18-May-06	2.5	2.366	31-Dec-16
Employees of Subsidiary (no. 1)	Executives	27-Apr-06	Stock options	--	50,000	18-May-06	2.5	2.366	31-Dec-16
De Benedetti Rodolfo	Chief Executive Officer	27-Apr-06	Stock options	--	1,250,000	21-Nov-06	2.47	2.485	30-Jun-17
Piaser Alberto	General Manager	27-Apr-06	Stock options	--	300,000	21-Nov-06	2.47	2.485	30-Jun-17
Other CIR employees (n. 5)	Executives	27-Apr-06	Stock options	19,200	550,800	21-Nov-06	2.47	2.485	30-Jun-17
Employees of Parent Company (no. 3)	Executives	27-Apr-06	Stock options	--	595.000 (7)	21-Nov-06	2.47	2.485	30-Jun-17
Employees of Subsidiary (no. 1)	Executives	27-Apr-06	Stock options	--	50,000	21-Nov-06	2.47	2.485	30-Jun-17

Notes (\*\*): date in which the Board of Directors approved the capital increase, on the strength of the authorization given by the AGM on April 27 2005.

(5): of which 170,000 options are no longer exercisable. The beneficiaries have lapsed and the vesting conditions set out in the Regulations have expired.

(6): of which 170,000 options are no longer exercisable. The beneficiaries have lapsed and the vesting conditions set out in the Regulations have expired.

(7): of which 170,000 options are no longer exercisable. The beneficiaries have lapsed and the vesting conditions set out in the Regulations have expired.

**CIR S.p.A. - COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS**  
**Table no. 1 of Schedule 7 of Annex 3A of Regulation no. 11971/1999**

Name or category	Position	CHART 2							
		Option grant							
		Section 1							
		Options relating to plans, currently valid, approved on the basis of previous AGM resolutions							
Date of AGM resolution	Description of instrument	Number of financial instruments underlying options awarded but not yet exercisable	Number of financial instruments underlying options exercisable but not yet exercised	Date of award by competent body	Strike price	Market price of underlying financial instruments at award date	Expiry of option		
De Benedetti Rodolfo	Chief Executive Officer	27-Apr-07	Stock options (8)	70,000	1,680,000	15-May-07	3.0877	3.006	30-Sep-17
Piaser Alberto	General Manager	27-Apr-07	Stock options (8)	16,800	403,200	15-May-07	3.0877	3.006	30-Sep-17
Other CIR employees (no. 8)	Executives	27-Apr-07	Stock options (8)	71,150	811,350	15-May-07	3.0877	3.006	30-Sep-17
Employees of Parent Company (no. 2)	Executives	27-Apr-07	Stock options (8)	24,000	701,000 (9)	15-May-07	3.0877	3.006	30-Sep-17
Employees of Subsidiary (no. 1)	Executives	27-Apr-07	Stock options (8)	3,000	72,000	15-May-07	3.0877	3.006	30-Sep-17
De Benedetti Rodolfo	Chief Executive Officer	27-Apr-07	Stock options (8)	280,000	1,470,000	15-Oct-07	2.7344	2.713	31-Mar-18
Piaser Alberto	General Manager	27-Apr-07	Stock options (8)	67,200	352,800	15-Oct-07	2.7344	2.713	31-Mar-18
Other CIR employees (no. 8)	Executives	27-Apr-07	Stock options (8)	177,050	705,450	15-Oct-07	2.7344	2.713	31-Mar-18
Employees of Parent Company (no. 2)	Executives	27-Apr-07	Stock options (8)	96,000	629,000 (10)	15-Oct-07	2.7344	2.713	31-Mar-18
Employees of Subsidiary (no. 1)	Executives	27-Apr-07	Stock options (8)	12,000	63,000	15-Oct-07	2.7344	2.713	31-Mar-18
De Benedetti Rodolfo	Chief Executive Officer	29-Apr-08	Stock options (8)	490,000	1,260,000	16-May-08	1.6806	1.764	30-Sep-18
Piaser Alberto	General Manager	29-Apr-08	Stock options (8)	117,600	302,400	16-May-08	1.6806	1.764	30-Sep-18
Other CIR employees (no. 9)	Executives	29-Apr-08	Stock options (8)	305,800	649,200	16-May-08	1.6806	1.764	30-Sep-18
Employees of Parent Company (no. 2)	Executives	29-Apr-08	Stock options (8)	168,000	557,000 (11)	16-May-08	1.6806	1.764	30-Sep-18
Employees of Subsidiary (no. 1)	Executives	29-Apr-08	Stock options (8)	23,800	61,200	16-May-08	1.6806	1.764	30-Sep-18

*Notes*

(8): Stock options resulting from the replacement of a phantom stock option plan. Approved by the AGM on April 30 2009.

(9): of which 125,000 options are no longer exercisable. The beneficiary has lapsed and the vesting conditions set out in the Regulations have expired.

(10): of which 125,000 options are no longer exercisable. The beneficiary has lapsed and the vesting conditions set out in the Regulations have expired.

(11): of which 125,000 options are no longer exercisable. The beneficiary has lapsed and the vesting conditions set out in the Regulations have expired.

**CIR S.p.A. - COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS**  
**Table no. 1 of Schedule 7 of Annex 3A of Regulation no. 11971/1999**

Name or category	Position	CHART 2							
		Option grant							
		Section 1							
		Options relating to plans, currently valid, approved on the basis of previous AGM resolutions							
Date of AGM resolution	Description of instrument	Number of financial instruments underlying options awarded but not yet exercisable	Number of financial instruments underlying options exercisable but not yet exercised	Date of award by competent body	Strike price	Market price of underlying financial instruments at award date	Expiry of option		
De Benedetti Rodolfo	Chief Executive Officer	29-Apr-08	Stock options (12)	700,000	1,050,000	16-Oct-08	1.0718	0.9696	31-Mar-19
Piaser Alberto	General Manager	29-Apr-08	Stock options (12)	168,000	126,000	16-Oct-08	1.0718	0.9696	31-Mar-19
Other CIR employees (n. 9)	Executives	29-Apr-08	Stock options (12)	420,400	361,600	16-Oct-08	1.0718	0.9696	31-Mar-19
Employees of Parent Company (no. 2)	Executives	29-Apr-08	Stock options (12)	240,000	305.000 (13)	16-Oct-08	1.0718	0.9696	31-Mar-19
Employees of Subsidiary (no. 1)	Executives	29-Apr-08	Stock options (12)	34,000	25,500	16-Oct-08	1.0718	0.9696	31-Mar-19
De Benedetti Rodolfo	Chief Executive Officer	30-Apr-09	Stock options	910,000	840,000	15-May-09	0.9907	1.0007	30-Sep-19
Piaser Alberto	General Manager	30-Apr-09	Stock options	218,400	126,000	15-May-09	0.9907	1.0007	30-Sep-19
Other CIR employees (n. 10)	Executives	30-Apr-09	Stock options	616,000	352,200	15-May-09	0.9907	1.0007	30-Sep-19
Employees of Parent Company (no. 1)	Executives	30-Apr-09	Stock options	364,000	210,000	15-May-09	0.9907	1.0007	30-Sep-19
Employees of Subsidiary (no. 2)	Executives	30-Apr-09	Stock options	44,200	34,500	15-May-09	0.9907	1.0007	30-Sep-19
De Benedetti Rodolfo	Chief Executive Officer	30-Apr-09	Stock options	1,120,000	630,000	16-Oct-09	1.5449	1.7142	28-Feb-10
Piaser Alberto	General Manager	30-Apr-09	Stock options	268,800	151,200	16-Oct-09	1.5449	1.7142	28-Feb-10
Other CIR employees (no. 10)	Executives	30-Apr-09	Stock options	681,600	323,400	16-Oct-09	1.5449	1.7142	28-Feb-10
Employees of Parent Company (no. 1)	Executives	30-Apr-09	Stock options	384,000	216,000	16-Oct-09	1.5449	1.7142	28-Feb-10
Employees of Subsidiary (no. 2)	Executives	30-Apr-09	Stock options	73,600	41,400	16-Oct-09	1.5449	1.7142	28-Feb-10

(12): Stock options resulting from the replacement of a phantom stock option plan. Approved by the AGM on April 30 2009.

(13): of which 125.000 options are no longer exercisable. The beneficiary has lapsed and the vesting conditions set out in the Regulations have expired.

**CIR S.p.A. - COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS**  
**Table no. 1 of Schedule 7 of Annex 3A of Regulation no. 11971/1999**

Name or category	Position	CHART 2							
		Option grant							
		Section 1							
		Options relating to plans, currently valid, approved on the basis of previous AGM resolutions							
		Date of AGM resolution	Description of instrument	Number of financial instruments underlying options awarded but not yet exercisable	Number of financial instruments underlying options exercisable but not yet exercised	Date of award by competent body	Strike price	Market price of underlying financial instruments at award date	Expiry of option
De Benedetti Rodolfo	Chief Executive Officer	30-Apr-10	Stock options	1,330,000	420,000	14-May-10	1.6208	1.5012	30-Sep-20
Alberto Piaser	General Manager	30-Apr-10	Stock options	319,200	100,800	14-May-10	1.6208	1.5012	30-Sep-20
Other employees (num. 10)	Executives	30-Apr-10	Stock options	718,100	216,900	14-May-10	1.6208	1.5012	30-Sep-20
Employees of Parent Company (num.1)	Executives	30-Apr-10	Stock options	494,000	156,000	14-May-10	1.6208	1.5012	30-Sep-20
Employees of Subsidiary (num. 2)	Executives	30-Apr-10	Stock options	106,400	33,600	14-May-10	1.6208	1.5012	30-Sep-20
De Benedetti Rodolfo	Chief Executive Officer	30-Apr-10	Stock options	1,540,000	210,000	15-Oct-10	1.4982		28-Feb-21
Alberto Piaser	General Manager	30-Apr-10	Stock options	369,600	50,400	15-Oct-10	1.4982		28-Feb-21
Other employees (num. 10)	Executives	30-Apr-10	Stock options	837,800	97,200	15-Oct-10	1.4982		28-Feb-21
Employees of Parent Company (num.1)	Executives	30-Apr-10	Stock options	572,000	78,000	15-Oct-10	1.4982		28-Feb-21
Employees of Subsidiary (num. 2)	Executives	30-Apr-10	Stock options	123,200	16,800	15-Oct-10	1.4982		28-Feb-21

**CIR S.p.A. - COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS**  
Table no. 1 of Schedule 7 of Annex 3A of Regulation no. 11971/1999

		<b>CHART 1</b>						
		Financial instruments other than options (Shares on which Stock Grant Plan 2011 is based)						
		<b>Section 2</b>						
		Newly assigned instruments as per the decision of the Board of Directors in implementation of the resolution adopted by the Shareholders' Meeting						
Nome or category	Positum	Date of AGM resolution	Description of instrument	Number of financial instruments assigned to each individual or category by the competent body	Date of assignment by the Board or the competent body	Purchase price of the instruments where applicable	Market price on assignment date	Duration of the restriction on the sale of the instruments
De Benedetti Rodolfo	Chief Executive Officer	29-Apr-11	Cir share to be assigned on the vesting of the "Time-based Units" (1)	622,000	29-Apr-11	The shares will be assigned free of charge	N/A	Minimum holding 10% of the shares assigned until the 5th anniversary of the assignment date
			Cir share to be assigned on the vesting of the "Performance Units" (2)	868,000				
Piaser Alberto	General Manager	29-Apr-11	Cir share to be assigned on the vesting of the "Time-based Units" (1)	150,000	29-Apr-11	The shares will be assigned free of charge	N/A	Minimum holding 10% of the shares assigned until the 5th anniversary of the assignment date
			Cir share to be assigned on the vesting of the "Performance Units" (2)	207,000				
Other CIR employees	9 Executives	29-Apr-11	Cir share to be assigned on the vesting of the "Time-based Units" (1)	357,300 (3)	29-Apr-11	The shares will be assigned free of charge	N/A	Minimum holding 10% of the shares assigned until the 5th anniversary of the assignment date
			Cir share to be assigned on the vesting of the "Performance Units" (2)	499,200 (4)				
Employees of parent company	1 Executive	29-Apr-11	Cir share to be assigned on the vesting of the "Time-based Units" (1)	231,000	29-Apr-11	The shares will be assigned free of charge	N/A	Minimum holding 10% of the shares assigned until the 5th anniversary of the assignment date
			Cir share to be assigned on the vesting of the "Performance Units" (2)	323,000				
Employees of subsidiary	1 Executive	29-Apr-11	Cir share to be assigned on the vesting of the "Time-based Units" (1)	35,500	29-Apr-11	The shares will be assigned free of charge	N/A	Minimum holding 10% of the shares assigned until the 5th anniversary of the assignment date
			Cir share to be assigned on the vesting of the "Performance Units" (2)	49,500				

(1) The vesting of the "Time-based Units" is subject to reaching time limits

(2) The vesting of the "Performance Units" is subject to reaching time limits and objectives in terms of the Normal Value of the Shares

(3) and (4) The list of beneficiaries includes the name of a new executive who will probably be hired by CIR in May 2011. The number of Units of this executive will be recalculated on the basis of the pro-rata criterion used to assign the Units in the first place.

The Board of Directors Meeting held on April 29 2011, on the strength of the authorization given by the Shareholders' Meeting held on the same date, implemented Stock Grant Plan 2011 by assigning, free of charge, 3,342,500 conditional rights (known as Units) each of which gives the right to be assigned free of charge 1 Cir Share.

The "Initial Value" of the shares of Stock Grant Plan 2011 is € 1.6391