



FIERA MILANO

TERMINATION OF OFFICE AS GENERAL MANAGER OF MR. LUCA PALERMO

Milan, 24 May 2023 – With reference to the termination of the employment relationship with Mr. Luca Palermo, which began on 1 January 2021, due to the appointment of Francesco Conci as new Chief Executive Officer and General Manager of the Company, Fiera Milano S.p.A. (the "**Company**" or "**Fiera Milano**") announces the following.

The Board of Directors of the Company, in the meeting held today, subject to the favorable opinion of the Appointments and Remuneration Committee, the Board of Statutory Auditors and the Control and Risk Committee of Fiera Milano involved in application of art. 9.1 of the Fiera Milano S.p.A. "Procedure regarding transactions with related parties", verified the existence of the conditions for the attribution to Mr. Palermo of an indemnity for resignation incentive equal to Euro 990,000.00 in addition to severance pay and the amount due in relation to the rights accrued as part of participation in the short and medium-long term incentive plans, as reported in the Company's Remuneration Report.

This attribution was determined in line with the applicable legal and contractual provisions, as well as in compliance and in line with what is indicated in the remuneration policy, illustrated in the Remuneration Report prepared pursuant to art. 123-ter of the TUF, approved by the Board of Directors and submitted, with a favorable outcome, to the consultative vote of the Shareholders' Meeting.

To this indemnity is added an amount of Euro 10,000.00 for specific waivers made by Mr. Palermo as part of the termination of the relationship and a contribution for legal expenses of Euro 15,000. The aforementioned amounts will be disbursed within 40 days of the formalization of the termination deeds of the relationship. It should be noted that no claw back or malus clauses are applicable.

Mr. Palermo is the beneficiary of 125,998 Company shares pursuant to the 2021-2022 Performance Share Plan.

There is no non-competition obligation subsequent to the termination of the relationship and, therefore, no consideration will be due in this respect.

In this regard, the Parties announce that they have shared the opportunity to proceed with the termination of the aforementioned employment relationship. In this regard, the Company - in recognizing the professional qualities always demonstrated by Mr. Palermo - wishes him continued success in his managerial career. Mr. Palermo, for his part, sends his best wishes to the President and to the entire Fiera Milano Group.



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Fiera Milano

Fiera Milano is the domestic market leader and one of the main integrated operators worldwide in the exhibition and congress sector. The Group manages the leading exhibition site in Italy and dominates events in numerous manufacturing sectors: fashion, publishing, furniture and furnishings, home and lifestyle, mechanical tooling industry, tourism, professional hospitality, food, plant engineering and energy, construction and art. Specifically, the business of the Group is focused on the management, organisation and hosting of exhibitions and other events through ensuring the availability of equipped exhibition space, project support and related services. Its offer is completed by engineering services, stand-fitting services as well as a multichannel platform that includes web content and congresses. Fiera Milano has been listed in the STAR segment of the Euronext Milan stock market since 2002.

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