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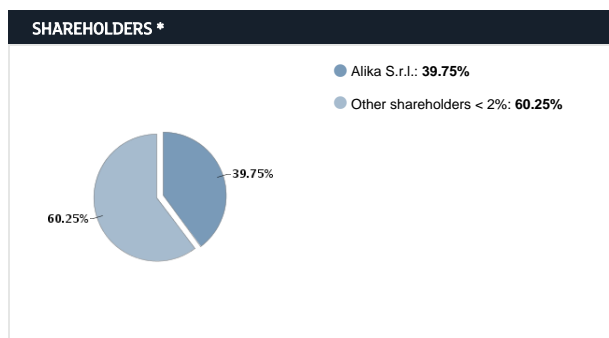
BOARD MEMBERS			C.R.C. (1)	C.C. (2)	N.C. (3)
EXECUTIVE	NON EXECUTIVE	INDEPENDENT			
✓					
✓					
✓					
✓					
✓					
✓			✓	✓	
✓			✓	✓	
✓			✓	✓	

Board members ownership
Daniele Angelucci 307,878 stocks on 5/20/19
Tatiana Rizzante 48,680 stocks on 5/20/19
Marco Cusinato 14,256 stocks on 5/3/21
Filippo Rizzante 13,600 stocks on 5/20/19

TOP MANAGEMENT
Mario Rizzante Chairman and ceo
Tatiana Rizzante Ceo
Filippo Rizzante Director
Daniele Angelucci Director
Elena Maria Previtera Director
Marco Cusinato Director

OTHER INFORMATION RELATING GOVERNANCE
Compensation
<input checked="" type="checkbox"/> Stock <input checked="" type="checkbox"/> Mbo <input checked="" type="checkbox"/> Incentivo
<input checked="" type="checkbox"/> List based voting system (BoD / MB)
Quorum for minority shareholders: 2.5%
<input checked="" type="checkbox"/> Record Date

(1): Control and Risk Committee (2): Compensation Committee (3): Nomination Committee



Source: Share Register Reply Spa Update: 4/19/19

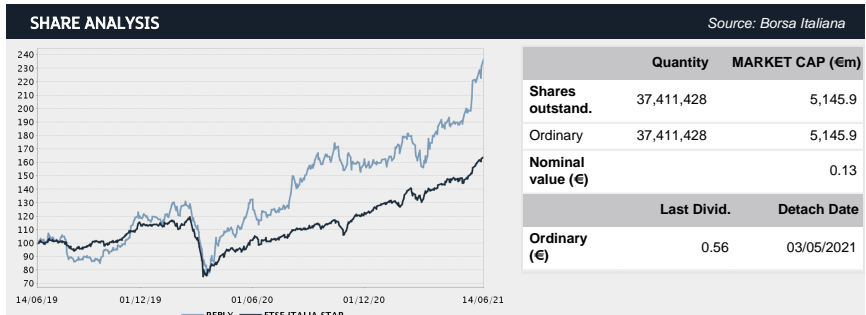
COMPANY	Auditing company * PricewaterhouseCoopers S.p.A. www.pwc.com/it
REPLY	
Corso Francia, 110 10143 TORINO	Investor Relations* Riccardo Lodigiani @: r.lodigiani@reply.com Tel.: +39 02 535761 Fax: +39 011 7495416
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ISIN	IT0005282865
Bloomberg	REY IM
Reuters	REY.MI
Industry	TECHNOLOGY
Super sector	TECHNOLOGY
Market Segment	STAR

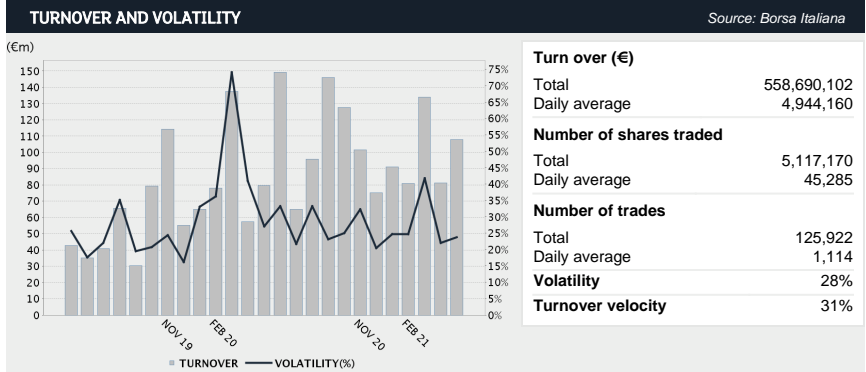
KEY FIGURES *				
€m	Annual Results		Var % '20 vs '19	Annual Results 31/12/18
	31/12/20	31/12/19		
Total Sales	1,250.19	1,182.53	5.72%	1,035.79
Ebitda	207.94	191.31	8.69%	144.84
Ebitda margin	16.63%	16.18%		13.98%
Ebit	169.53	155.32	9.15%	132.41
Ebit Margin	13.56%	13.13%		12.78%
Ebt	162.05	161.42	0.39%	139.22
Ebt margin	12.96%	13.65%		13.44%
Net Result	123.60	113.86	8.55%	99.91
E-Margin	9.89%	9.63%		9.65%

	Annual Results		Var % '20 vs '19	Annual Results 31/12/18
	31/12/20	31/12/19		
Net Financial Debt / (Cash)	-158.66	-105.03		-66.55
Net Equity	675.04	583.72	15.64%	485.30
Capital Employed	516.38	478.69	7.87%	418.75

Source: company data. The year-end closing is at December, 31. Values are expressed in Million Euro.



		Perform.	Ord	ITSTAR	Relative perf.
Last price	Ord				
11/06/2021	137.549	-2Y	130%	61%	68%
Price range (-2y)	Ord	-1Y	103%	65%	38%
MAX	140.847	-3M	40%	17%	23%
MIN	45.252	-1M	23%	12%	10%



* The above information has been provided and updated by the issuing company