

ANNUAL CONTRIBUTIONS TO THE HEALTH PLANS RESERVED FOR CURRENT EMPLOYEES

COVER	POLICYHOLDER		ELIGIBLE FAMILY MEMBERS					
	The employee and legally dependent family members (spouse and children) (2)		CATEGORY OF FAMILY MEME	Non-legally dependant spouse, included in the case of separation, or common-law partner indicated on the Family Status Certificate (4)	Non-legally dependent child indicated on the Family Status Certificate (4)	Other cohabitating family member indicated on the Family Status Certificate (4)	Parent over the age of sixty, not living at the same address, with a maximum income of € 26,000 per year per capita (5)	Child under the age of 35, not living at the same address, not legally dependant and with a maximum income of € 26,000 per year per capita, not married or in a common-law partnership (6)
	Policy cover assigned based on employee category (or Global Band Title for senior managers), with fees borne by the Company (1)	Upgrade to EXTRA cover						
NUOVA PLUS	Beneficiaries: Professional / Senior Management employee categories	€ 528	up to 60 years	€ 460	€ 421	€ 916		€ 792
			from 61 to 65 years	€ 469		€ 935	€ 1.221	
			from 66 to 85 years (3)	€ 479		€ 952	€ 1.245	
EXTRA	Beneficiaries: Managers		up to 60 years	€ 698	€ 501	€ 1.129		€ 1.300
			from 61 to 65 years	€ 712		€ 1.151	€ 1.483	
			from 66 to 85 years (3)	€ 725		€ 1.173	€ 1.511	

Contributions paid to Uni.C.A. (borne by the company and the employee) are deductible from the taxable income up to the annual limit of € 3,615.20, in accordance with current tax regulations.

(1) Definitive insurance cover is assigned based on the employment category or Global Band Title for Senior Management in effect at the time of the wage calculation in January 2020. Any changes made following the wage calculation in January 2020 to employee category or Global Band Title for Senior Managers coming into effect on 01/01/2020 or later shall become effective for the 2021 insurance policy.

(2) For each year of the health plan, insurance may be provided free of charge only to the spouse and/or children of the policyholder who in the previous tax year did not exceed the total income threshold provided for by the taxation regulations for consideration as legally-dependent family members

(3) Family members aged 85 or over as at 31/12/2019 are not eligible

(4) The family member must be indicated on the Family Status Certificate as at 1 January 2020 which, on request, must be supported by a registry office certificate.

The category "Non-legally dependent child living at the same address" includes non-legally dependent children resulting from the family status of the other divorced or separated parent.

The category "Other family member living at the same address" includes children of the spouse/common-law partner

(5) To ascertain the income limit, the total income recorded on the income statements of the year preceding the year of validity of the policy must be considered.

(6) Who are under 35 at the date of addition to the cover. To ascertain the income limit, the total income recorded on the income statements of the year preceding the year of validity of the policy must be considered.