

## DISCLOSURE

### INFORMATION PURSUANT TO ARTICLE 84-BIS.5 OF THE REGULATION APPROVED BY CONSOB WITH RESOLUTION NO. 11971 OF 14 MAY 1999, AS SUBSEQUENTLY AMENDED

**Milan, July 30, 2022** – As required by article 84-bis.5 of Consob (the Italian commission for listed companies and the stock exchange) Regulation no. 11971 of 14 May 1999, Webuild S.p.A. (“**Webuild**” or the “**company**”) hereby communicates the resolutions taken to implement its **2020-2022 performance share plan** (the “**plan**”) approved by its shareholders on 4 May 2020 and intended for a total of no. 45 beneficiaries, as indicated in the attached Table.

Specifically, on 28 July 2022, based on the proposals made by the compensation and nominating committee and the favourable opinion of the board of statutory auditors, the board of directors:

- (i) set the **maximum** number of **Webuild ordinary shares** to service the plan as **8,653,525** (the maximum number that can be assigned should the performance objectives achievement rate be equal to or greater than 120%), for the **maximum dilution** of Webuild’s share capital by **0.864%** (less than the maximum dilution percentage of 3.14% indicated in the plan’s information document);
- (ii) established the **cash bonus** servicing the plan as a **maximum of €14,598,492** (the maximum amount that can be assigned should the performance objectives achievement rate be equal to or greater than 120%).

It should be noted that:

- given his interest in the plan as a beneficiary, the chief executive officer participated in the board discussions but did not exercise his voting rights;
- excluding the mandate given to the chief executive officer to identify other beneficiaries, he does not have any responsibility for managing the plan.

For all that not expressly stated in this press release about the plan, reference should be made to:

- (i) the **board of directors’ report** prepared in accordance with article 114-bis of the Consolidated Finance Act on the fourth item on the Agenda of the shareholders’ meeting of 4 May 2020, available on the company’s website [https://salini-pdf-archive.s3-eu-west-1.amazonaws.com/governance/it/assemblea-degli-azionisti/2020/assemblea-4-may-2020/1.+Relazione+CDA+p.to+4+Ass+Ordinaria+\(Piano+LTI\)+EXECUTION+COPY+v.+30.03.2020.pdf](https://salini-pdf-archive.s3-eu-west-1.amazonaws.com/governance/it/assemblea-degli-azionisti/2020/assemblea-4-may-2020/1.+Relazione+CDA+p.to+4+Ass+Ordinaria+(Piano+LTI)+EXECUTION+COPY+v.+30.03.2020.pdf);
- (ii) the **information document** prepared in accordance with article 84-bis of the Issuers’ Regulation and published by the company for the purposes of the shareholders’ meeting of 4 May 2020, available on the company’s website <https://salini-pdf-archive.s3-eu-west-1.amazonaws.com/governance/it/assemblea-degli-azionisti/2020/assemblea-4-may-2020/2.+Documento+Informativo+Piano+LTI+EXECUTION+COPY+v.+30.03.2020.pdf>;
- (iii) the **2022 remuneration report**, approved by the shareholders on 28 April 2022 and available on the company’s website at the following link <https://corporatebe.webuildgroup.com/sites/default/files/2022-04/1.%20Relazione%20Remunerazione%202022%20per%20PUBBLICAZIONE%20%28002%29%20%281%29.pdf>.

Annex 3A - Scheme 7 - Table 1 - Part 1 - Section 2 providing the required information is attached hereto.

COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS

WEBUILD S.p.A.

2020-2022 Performance Share Plan

Table 1 - Scheme 7 - Annex 3A of Consob Regulation no. 11971/1999

Name and surname or category (1)	Office	PART 1						
		Financial instruments other than stock options						
		<u>Section 2</u> Newly assigned instruments based on the decision of the competent body for the implementation of the shareholders' resolution						
		Date of the relevant shareholder s' resolution	Type of financial instrument	No. of financial instruments assigned (1)	Assignment date	Instrument purchase price (if applicable)	Market price at assignment date	Vesting period (2)
Pietro Salini	Chief executive officer	04/05/2020	Ordinary Webuild shares	1,778,305	28/07/2022	n.a.	Euro 1.45	3 years
Massimo Ferrari	General Manager Corporate & Finance and Manager in charge of financial reporting	04/05/2020	Ordinary Webuild shares	711,322	28/07/2022	n.a.	Euro 1.45	3 years
Claudio Lautizi	General Manager Global Operations	04/05/2020	Ordinary Webuild shares	535,099	28/07/2022	n.a.	Euro 1.45	3 years
Other Key Management Personnel	12	04/05/2020	Ordinary Webuild shares	1,918,525	28/07/2022	n.a.	Euro 1.45	3 years
Managers	30	04/05/2020	Ordinary Webuild shares	1,237,838	28/07/2022	n.a.	Euro 1.45	3 years
<b>Total</b>	<b>45</b>			<b>6,181,089</b>				

(1) Webuild ordinary shares that can be assigned should the performance objectives achievement rate be equal to 100%. The actual number of Webuild ordinary shares will be determined at the end of the Plan, based on the results actually achieved.

(2) Period which starts on 1 January 2020, and ends at the date of approval of the consolidated financial statements as at 31 December 2022.