

DISCLOSURE

DISCLOSURE EX ARTICLE 84-BIS, PARAGRAPH 5, OF REGULATION ADOPTED BY CONSOB WITH RESOLUTION NO. 11971 OF MAY 14, 1999, AS SUBSEQUENTLY AMENDED

Milan, April 6, 2023 - With regard to the **Performance Shares Plan 2020-2022** (hereinafter also "Plan") approved by the Shareholders' Meeting of May 4, 2020, please note that the Board of Directors of Webuild S.p.A., today,

- ascertained having reached the target goals of the Plan;
- resolved to submit to the Ordinary Shareholders' Meeting of April 27, 2023, some amendments to the allocating methods of said Plan, due to the changes occurred in the macro-economic context and in the business dynamics during the last three years, and by the need to make the promotion and *retention* leverage grow on the Group's key resources. In particular, as mentioned above, due to the fact that target goals have been reached, the Group proposes to integrate the Plan, foreseeing, on a voluntary basis, the faculty of Beneficiaries of accessing their accrued bonuses without a deferment, and in monetary form, even with regard to the payment of one's quota in shares, notwithstanding, in any case, the possibility for the Company, if conditions are met, of activating forecasts regarding *clawback* matters.

In light of the above, should the Meeting provide a positive resolution on the matter, the shares that can be potentially assigned can, according to the eventual consent of the single Beneficiary, be paid instead in monetary form and allocated *upfront*.

For the proposals to the Shareholders' Meeting, with regard to amending the methods for allocating the Plan, please refer to the Directors' Report and to the Information Document drawn-up pursuant to Article 84-bis of the Issuers' Consob Regulation, which will be made available according to the modalities and timings foreseen by applicable regulations.

With regard to the connected quantification of the Bonuses that can be paid and to the share component that be allocated, please refer, pursuant to Article 84-bis, paragraph 5, of the Issuers' Consob Regulation, to tables 3A and 3B of the 2023 Report on Remuneration Policy and Compensation Paid, which will be made available according to the modalities and timings foreseen by applicable regulations.



Contacts:

Media Relations

Francesca Romana Chiarano

Tel. +39 338 247 4827

email: f.chiarano@webuildgroup.com

Investor Relations

Amarilda Karaj

Tel +39 02 444 22476

email: a.karaj@webuildgroup.com

International Media Relations

Gilles Castonguay

Tel. +39 342 682 6321

email: gr.castonguay@webuildgroup.com