



PRESS RELEASE

CLOSURE OF 2022-2025 GROUP BUSINESS PLAN BROUGHT FORWARD TO END-2024. MAIN TARGETS ACHIEVED

NEW BUSINESS PLAN TO BE PRESENTED IN OCTOBER 2024

ASSESSMENT UNDERWAY FOR THE ACCEPTANCE OF 600 ADDITIONAL EARLY RETIREMENT APPLICATIONS

SHAREHOLDERS' MEETING CONVENED FOR THE REVIEW OF THE REMUNERATION POLICIES AND 2022-2025 LONG-TERM INCENTIVE PLAN

Modena, 30 May 2024 – Today, BPER Banca's Board of Directors agreed on the early closure of the 2022-2025 Group Business Plan, as at 31 December 2024. The decision was taken in light of the earlier-than-planned achievement of the main economic and financial targets, which were attained thanks to the Group's performance and favourable market conditions. The Board of Directors consequently vested the Chief Executive Officer, not least in consideration of the changed macroeconomic scenario, to prepare a new business plan for the 2024-2027 period (the **"New 2024-2027 Business Plan"**), to be submitted to the approval of the Board of Directors and presented to the market in October 2024.

Furthermore, the Board of Directors considered the possibility to facilitate - also via the use of the banking industry Solidarity Fund - the acceptance of around 600 additional early retirement applications, received under the agreement aimed at promoting generational and professional turnover, signed on 23 December 2023. The necessary work stream will be launched with the Group's trade unions.

The Board of Directors additionally approved to call an ordinary Shareholders' Meeting, to be held in the first week of July, for the purpose of reviewing the Group Remuneration Policies in consideration of the ahead-of-time closure of the 2022-2025 Group Business Plan and with a view to defining a variable remuneration policy that is competitive, attractive and consistent with

market standards. Acting as a key lever in supporting the Group's growth path, the remuneration policy will, at the same time, accelerate the Group's alignment to the strategic guidelines that will be defined under the New 2024-2027 Business Plan.

The related material concerning the Group Remuneration Policies update will be made available as part of the documentation that will be prepared in view of the Shareholders' Meeting.

Finally, the Board of Directors also resolved that the changes to the 2022-2025 Long Term Incentive Plan ("**LTI Plan**") be submitted to the same Shareholders' Meeting, as a consequence of the early closure of the 2022-2025 Group Business Plan, into which the LTI Plan is embedded. The early closure of the 2022-2025 Business Plan calls for the LTI Plan duration to be aligned, accordingly.

The Notice of Call of the ordinary Shareholders' Meeting convened to resolve upon the above will be published over the next few days according to the terms and deadlines set by regulations in force.

BPER Banca S.p.A.

Contacts:

Investor Relations

investor.relations@bper.it

External Relations

relest@bper.it

www.bper.it – group.bper.it

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