



MEDIOBANCA

PRESS RELEASE

PERFORMANCE SHARES AWARDS

As required by Article 84-bis of Consob Regulation No. 11971/99 (Regulations for Issuers), notice is hereby given that in the period from 1 November 2025 to 3 April 2026, in application of the Group Remuneration Policy for FY 2025, a total of n. 702,336 Mediobanca performance shares (ordinary shares) was granted to Group staff members, to be awarded over the course of five years, pursuant to the scheme adopted by shareholders at the Annual General Meeting held on 28 October 2025 (cf. attached table).

The characteristics of the instruments assigned are described on the Bank's official website at www.mediobanca.com in the section entitled Governance/Remuneration/Performance Share scheme.

13 April 2026

Investor Relations

Tel. no.: (0039) 02-8829.860/647
investor.relations@mediobanca.com

Media Relations

Tel. no.: (0039) 02-8829.319
media.relations@mediobanca.com



COMPENSATION SCHEMES BASED ON FINANCIAL INSTRUMENTS

Table 1 of scheme 7 of Annex 3A to Regulations for Issuers dated 11971/99

Date: 13 April 2026

Name and surname or category (1)	Position (to be indicated only for named awards)	BOX 1						
		Financial instruments other than stock options						
		Section 2 Newly-awarded instruments following decision by governing body implementing resolution adopted by shareholders in general meeting						
		Date approved by shareholders in AGM (2)	Type of financial instrument	No. of financial instruments (3)	Date awarded	Strike price, if any	Market price as at the award date	Vesting period
Alessandro Melzi d'Eril	Mediobanca CEO & GM	28 October 2025	Bonus award of Mediobanca shares with one-year holding period and/or conditional upon performance objectives over a three-year/five-year time horizon being met with subsequent annual holding period	10,084	27 March 2026	N.D.	16.9767	The shares will be made available in tranches in May 2027 (up to 4,757), May 2029 (up to 1,712), May 2030 (up to 1,903), May 2031 (up to 1,712)
Mediobanca Group key staff		28 October 2025	Bonus award of Mediobanca shares with one-year holding period and/or conditional upon performance objectives over a three-year/five-year time horizon being met with subsequent annual holding period	117,177	27 March 2026	N.D.	16.9767	The shares will be made available in tranches in May 2027 (up to 48,042), May 2028 (up to 1,956), May 2029 (up to 23,587), May 2030 (up to 21,961), May 2031 (up to 21,631)
Mediobanca Group key staff		28 October 2025	Bonus award of Mediobanca shares with one-year holding period and/or conditional upon performance objectives over a three-year/five-year time horizon being met with subsequent annual holding period	575,075	28 February 2026 / 27 March 2026	N.D.	16.9767	The shares will be made available in tranches in February/May 2027 (up to 306,933), February/ May 2028 (up to 108,121), February/May 2029 (up to 124,304), February/May 2030 (up to 18,417), February/May 2031 (up to 17,300)

- 1) As at 31 December 2026, the total number of strategic management members is nine.
- 2) Performance share scheme approved under a resolution adopted by shareholders in general meetings held on 28 October 2025 is published on the bank's website at www.mediobanca.com.
- 3) Maximum number of performance shares (Mediobanca shares) that may be assigned upon the achievement of performance objectives and/or subsequent to the holding period based on the Remuneration Policies in force at the time. The maximum number of shares is calculated based on the average official Mediobanca stock market price in the 30 days prior to the date provided by the relevant Plan (stated in the column headed "Market price of assignment"), or the date on which the shares themselves are assigned (in cases where performance shares are assigned in connection with the recruitment of identified staff or employment termination agreements).