



Information pursuant to article 84-*bis*, paragraph 5, of the regulation adopted by Consob with decision no. 11971 of 14 May 1999, as amended.

Milan, 20 March 2026 - Reference is made to the remuneration plan based on financial instruments called the "2022-2024 Long-Term Incentive Plan" approved by the Board of Directors on 6 June 2022 (the "**Plan**").

In this regard: a) the Plan rules provide, to the extent relevant herein, that accrual of the bonus provided for is subject to the Board of Directors ensuring that the objectives established under the Plan at the end of the *performance* period, in addition to the additional terms and conditions of the rules, have been achieved, and b) the *performance* period envisaged by the Plan ended at the end of the 2024 financial year. In view of the above, on 28 February 2025, the Board of Directors of Generalfinance S.p.A. ascertained that the objectives established under the Plan had been achieved and decided to allocate the bonus envisaged by the Plan to its beneficiaries (the "**Implementing Decision**").

1. Beneficiaries of the Plan

In view of the Implementing Decision, the beneficiaries of the Plan are:

- Massimo Gianolli;
- Ugo Colombo;
- Alessandro Ferrari and
- Stefano Biondini.

2. Reasons behind adoption of the Plan

Please refer to the policies on remuneration and wages paid prepared pursuant to articles 123-*bis* of the Consolidated Law and 84-*quater* of the Issuers' Regulation, available on the Company's website at <https://investors.generalfinance.it/it/assemblea-degli-azionisti/>.

3. Approval process and instrument assignment timeline

The Plan rules provide that 50% of the Long Term Incentive ("LTI") bonus accrued is paid with the amounts relating to the first month following approval of the financial statements for the financial year as at 31 December 2024 (the *upfront* portion), and the remaining part in two deferred portions, with the first to be paid with the amounts relating to the first month following approval of the financial statements for 2025, and the second with the amounts relating to the first month following approval of the financial statements for 2026.

The deferred portions will be calculated by dividing 50% of the LTI Bonus accrued by the average price of the Generalfinance shares in the three months prior to the Implementing Decision, and subsequently, by multiplying the number of *phantom shares* thus determined by the average price of the Generalfinance shares in the three previous months:

- with regard to the first deferred portion, the date of approval of the financial statements relating to the financial year as at 31 December 2025; and
- with regard to the second deferred portion, the date of approval of the financial statements relating to the financial year as at 31 December 2026.

For the sake of completeness, please note that the *upfront* portion was paid in cash.

The beneficiaries of the Plan are required to acquire a number of Company shares on the market corresponding – rounded down – to a total investment equal to the amount paid to them as a bonus, net of statutory withholdings. These Company shares will be subject to an inalienability restriction, subject to prior authorisation in writing by the Board of Directors, for a minimum period of 12 months from the date of their acquisition.

Generalfinance S.p.A.

Milan register of companies, tax code and VAT no. 01363520022 | fully paid-up share capital Euro 4,202,329.36
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4. Characteristics of the assigned instruments

Please refer to the policies on remuneration and wages paid prepared pursuant to articles 123-*bis* of the Consolidated Law and 84-*quater* of the Issuers' Regulation, available on the Company's website at <https://investors.generalfinance.it/it/assemblea-degli-azionisti/>.

Table no. 1 of Annex 3A, Schedule 7 of the Issuers' Regulation follows.

Name and surname	Office	TABLE 1					
		Financial instruments other than <i>stock options</i>					
		Section 2					
		Newly allocated instruments based on the decision of the competent body for implementation of the shareholders' meeting decision of 20 March 2023.					
		Date of the relative shareholders' meeting decision	Type of financial instruments	Number of financial instruments	Allocation date	Potential acquisition price of the instruments	Vesting period
Massimo Gianolli	Chief Executive Officer	20/03/2023	<i>Phantom shares</i>	39,999	28/02/2025	N/A	2022-2024 ¹
Ugo Colombo	Chief Financial Officer	20/03/2023	<i>Phantom shares</i>	10,236	28/02/2025	N/A	2022-2024 ⁽¹⁾
Alessandro Ferrari	Chief Lending Officer	20/03/2023	<i>Phantom shares</i>	10,219	28/02/2025	N/A	2022-2024 ⁽¹⁾
Stefano Biondini	Chief Information Officer	20/03/2023	<i>Phantom shares</i>	8,741	28/02/2025	N/A	2022-2024 ⁽¹⁾

⁽¹⁾ See paragraph 3 with regard to the Plan implementing timeline.

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