



## PRESS RELEASE

### Notice of publication of documents

Milan, 31 March 2025 - Further to the press releases of 12 February and 13 March 2025, as well as the notice of the Ordinary Shareholders' Meeting - convened on a single call for 30 April 2025 - published on 28 March 2025, it is hereby announced that the following documents are available to the public, in compliance with the legislation in force, at Banco BPM's registered office, at Borsa Italiana S.p.A., on the website of the authorised storage mechanism <http://www.emarketstorage.it> and on the website [www.gruppo.bancobpm.it](http://www.gruppo.bancobpm.it):

- > in the "Investor Relations – Financial Reports" section, the Annual Financial Report at 31 December 2024, including the draft financial statements of Banco BPM S.p.A. and the consolidated financial statements of the Banco BPM Group, the documentation and reports required by legislation in force;
- > in the "Corporate Governance – Shareholders' Meetings – Annual Ordinary Shareholders' Meeting of 30th April 2025" section, the following documentation:
  - Explanatory report on item 2 on the agenda of the Shareholders' Meeting on the allocation and distribution of profits;
  - Explanatory report on item 3 of the agenda of the Shareholders' Meeting on the remuneration policy and compensation paid by the Banco BPM Group 2025 and related documents:
    - Remuneration policy (section I)
    - Report on compensation paid in 2024 (section II)
  - Explanatory report on item 4 of the agenda of the Shareholders' Meeting on share-based compensation plans and related information documents:
    - Information document on the Short-term incentive plan (2025)
    - Information document on the Long-term incentive plan (2025 – 2027)
  - Explanatory report on item 5 of the agenda of the Shareholders' Meeting relating to the adjustment, within the remuneration policy, of the maximum amount of the amounts to be granted in the event of early termination of the employment relationship or early termination of office;
  - Explanatory report on item 6 on the agenda of the Meeting regarding the request for authorization to purchase and dispose of own shares to service the compensation plans.
  - Report of the Board of Statutory Auditors to the Shareholders' Meeting pursuant to art. 153 Legislative Decree 58/1998.
- > in the section "Corporate Governance – Report on Corporate Governance", the Report on corporate governance and ownership structures – 2024 financial year, drawn up pursuant to art. 123-bis Legislative Decree no. 58/1998.

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