

UNIDATA S.P.A.



REPORT ON REMUNERATION POLICY AND COMPENSATION PAID

(Approved by the Board of Directors of Unidata S.p.A. on March 31, 2026)

(Prepared pursuant to Articles *123-ter* of the Consolidated Law on Finance and *84-quater* of the Issuers' Regulations)

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INTRODUCTION

This report (the “Report”) on the compensation policy (the “Policy”) for fiscal year 2026 (Section I) and on the compensation paid (to members of the administrative and supervisory bodies and to executives with strategic responsibilities during fiscal year 2025 (Section II) (the “Report”), was approved by the Board of Directors of Unidata S.p.A. (“Unidata” or the “Company”) on March 31, 2026 and is prepared in accordance with Article 123-ter of the Legislative Decree No. 58 of 1998, as subsequently amended and supplemented (“TUF”), and in accordance with Article 84-quater of the Regulations adopted by Consob Resolution No. 11971 of May 14, 1999, as subsequently amended and supplemented (the “Issuers’ Regulations”), to Forms 7-bis and 7-ter set forth in Annex 3A of the Issuers’ Regulations and to the *Corporate Governance* Code of Borsa Italiana S.p.A. (the “Corporate Governance Code”)

The Policy has also been defined in accordance with the Code of Ethics of the group headed by Unidata (the “Group”), promoting the adoption of conduct that complies with it and is consistent with the requirements of sustainable performance.

The Policy is designed to reward actual and sustainable results, appropriately adjusted for the risks associated with them, while taking into account the nature, size, and operational characteristics of the company (in accordance with the principle of proportionality). It is based on clear and sustainable principles and provides for variable compensation components linked to the achievement of medium- and long-term results. In all cases where variable remuneration components are provided for, a balance is ensured between such components and fixed components, as well as the additional conditions, limits, timelines, and payment methods set forth in this Policy.

The Nominating, Compensation, and Sustainability Committee plays a particularly important role in the decision-making process leading to the establishment of the Group’s senior management policy, as these executives bear ultimate responsibility for processes that may affect the Group’s development or future prospects, as well as for the management of legal and reputational risks.

Finally, the Policy complies with the remuneration recommendations contained in the Corporate Governance Code.

Specifically, this Report is divided into two sections:

- (i) **Section I**, entitled “*Compensation Policy*,” sets forth: (a) the Policy: (i) for members of the Company’s Board of Directors; (ii) for the general managers of the Company; (iii) for the executives with strategic responsibilities of the Company; and (iv) without prejudice to the provisions of Article 2402 of the Italian Civil Code, for the members of the Company’s Board of Statutory Auditors; as well as b) the procedures used for the adoption and implementation of the Policy itself;

- (ii) In **Section II**, titled *“Remuneration Paid”*: a) an adequate breakdown is provided—by name for members of the Board of Directors and the Board of Statutory Auditors, and in aggregate form for executives with strategic responsibilities—of each component of the remuneration, including benefits payable in the event of termination of office or termination of employment; and b) the remuneration paid during the reporting period for any reason and in any form by the Company and by its subsidiaries or affiliates is disclosed.

SECTION I – Remuneration Policy

The Policy was approved by the Company’s Board of Directors, upon the proposal of the Nominating, Compensation, and Sustainability Committee (for the purposes of this Report, the “**Compensation** Committee”), on March 31, 2026, and is updated annually.

1. GOVERNANCE MODEL FOR THE COMPENSATION SYSTEM

Policy Approval Process

The Policy is: (i) approved by the Company’s Board of Directors upon the recommendation of the Remuneration Committee; and (ii) submitted—at the time of the approval of the financial statements—to the Shareholders’ Meeting, whose vote is binding pursuant to Article 123-ter, paragraph 3-ter, of the Consolidated Law on Finance.

Bodies and parties involved in the preparation, approval, and implementation of the Policy

The main parties and bodies involved in the preparation, approval, and implementation of the Policy are: the Shareholders’ Meeting, the Board of Directors, the Remuneration Committee, and the Board of Statutory Auditors.

Shareholders’ Meeting

The Shareholders’ Meeting:

- appoints and removes the members of the Board of Directors, the members of the Board of Statutory Auditors and its Chairperson and, if applicable, the Vice Chairperson;
- determines the compensation of the members of the Board of Directors, pursuant to Article 2364, paragraph 1, subparagraph 3, of the Italian Civil Code; such compensation is set at a level sufficient to attract, retain, and motivate individuals possessing the professional qualities necessary to successfully manage the Company;
- determines the compensation of the members of the Board of Statutory Auditors pursuant to Article 2402 of the Italian Civil Code;
- votes on Section I of the Report with a binding vote, in accordance with the provisions of Article 123-ter, paragraph 3-ter, of the Consolidated Law on Finance;
- resolves on Section II of the Report by a non-binding vote pursuant to Article 123-ter, paragraph 6, of the TUF;
- resolves on any compensation plans based on shares or other financial instruments intended for Directors, employees, and collaborators, including executives with strategic responsibilities, pursuant to Article 114-bis of the TUF.

Board of Directors

The Board of Directors:

- establishes the Compensation Committee from among its members;

- determines the compensation of Directors holding specific positions, in accordance with the Policy adopted by the Company, subject to the favorable opinion of the Board of Statutory Auditors and upon the recommendation of the Compensation Committee, and establishes, if the Shareholders' Meeting has not already done so, the allocation of the total compensation payable to the members of the Board of Directors;
- upon the proposal of the Remuneration Committee, drafts the Policy and approves the report on remuneration and compensation paid to be submitted to the Shareholders' Meeting;
- in accordance with the Policy, prepares, with the assistance of the Remuneration Committee, any remuneration plans based on shares or other financial instruments and submits them for approval by the Shareholders' Meeting pursuant to Article *114-bis* of the Consolidated Law on Finance;
- defines and updates the Policy annually, and also approves any exceptions to it in the event of exceptional circumstances, in any case in accordance with the provisions of Paragraph 8 below;
- is responsible for implementing any compensation plans based on shares, options, or other financial instruments, together with—or with the assistance of—the Compensation Committee, as delegated by the Shareholders' Meeting;
- ensures that the remuneration and incentive systems are consistent with the Company's overall decisions regarding risk-taking, strategies, corporate governance structure, and internal controls.

Remuneration Committee

The Remuneration Committee, composed of three independent directors (Alessandra Bucci, who also serves as Chair, Stefania Argentieri Piuma, and Barbara Ricciardi), performs investigative, propositional, and advisory functions and, in particular:

- supports the Board of Directors in developing the Policy and in periodically assessing the adequacy, overall consistency, and practical application of the Policy, in order to verify, in particular, the effective achievement of *performance* objectives;
- makes proposals and/or provides opinions to the Board of Directors regarding the compensation of executive directors and other directors holding specific positions, as well as regarding the setting of *performance* objectives linked to the variable component of such compensation, and monitors the actual implementation of the Compensation Policy, verifying, in particular, whether *performance* objectives have been effectively achieved;
- periodically assesses the adequacy and overall consistency of the Remuneration Policy for Directors and top *management*;

- pre-reviews the report on remuneration policy and on the compensation paid, to be made available to the public in advance of the Shareholders’ Meeting.

In carrying out its duties, the Remuneration Committee has access to the information and corporate functions necessary for the performance of its tasks and may engage external consultants at the Company’s expense, within the limits of *the budget* approved by the Company’s Board of Directors.

Third parties typically attend meetings of the Compensation Committee at the invitation of the Chair of the Compensation Committee, specifically regarding individual items on the agenda.

Finally, pursuant to Recommendation No. 26 of the Corporate Governance Code, no director (and, more generally, no potential beneficiary) may participate in Remuneration Committee meetings in which proposals are made regarding their own remuneration or the assignment of any *benefits*.

HR Department

The Group’s HR department monitors market trends and practices and provides the analyses necessary for developing compensation policies and ensuring they meet the highest quality *standards*, thereby supporting the Compensation Committee in defining the policy.

Independent experts

In preparing the Policy, the Company’s governing bodies did not engage any independent experts.

Board of Statutory Auditors

The Board of Statutory Auditors issues the opinions required by current legislation and, in particular, expresses its opinion regarding the remuneration proposals for Directors holding specific positions.

2. PURPOSE, OBJECTIVES, TARGET AUDIENCE, AND DURATION OF THE POLICY

Purpose and objectives

The primary objective of this Policy is to pursue a responsible approach focused on competence, *performance*, and sustainability. Accordingly, the Policy places significant emphasis on *performance targets* related to the impact of the Company’s activities on the environment, *governance*, and social aspects, as well as on the achievement of significant economic and financial results.

The Policy is designed to support the Company's pursuit of sustainable success and takes into account the need to attract, recruit, retain, and motivate individuals with the skills and professionalism required for their roles within the Company.

The Policy, in fact, has the dual objective of motivating existing *management* to achieve, in a sustainable manner and with a medium- to long-term perspective, operational *performance* goals that are consistent with the Company's culture and values, and of attracting and retaining, in a highly competitive labor market, the most talented individuals or those capable of making the most significant contribution to the achievement of the Company's *business targets*.

The Policy is guided by the following principles:

- Balance: The policy is designed to achieve the best possible integration among the various components of compensation, particularly between the fixed and variable components, with the latter structured over a medium- to long-term horizon;
- Sustainability: The *performance* targets to which the payment of incentive schemes is linked are aligned with the sustainability *drivers* pursued by the Company. These schemes are structured over multi-year time frames, consistent with the Company's risk profile and with the objective of creating value over time for both the Group's *shareholders* and *stakeholders*;
- transparency: the Company has established a *governance* system capable of providing clear disclosure regarding *management* compensation;
- competitiveness: the Policy establishes remuneration levels that are competitive with market practices and trends, with the aim of fostering loyalty and safeguarding the Group's key personnel by incentivizing their continued service within the Group;
- compliance: the Company adheres to the recommendations of the Corporate Governance Code and is guided by national and international *best practices* regarding compensation.

In addition to the above, the Policy also takes into account employee compensation and working conditions. Specifically, Unidata has implemented certain measures aimed at increasing flexibility in the performance of work and improving the so-called "*work-life balance*." In particular, second-level agreements have been established to promote flexible work arrangements.

Furthermore, the Policy utilizes tools and approaches designed to attract, motivate, and retain individuals possessing the professional qualities necessary to contribute to the definition of the Company's growth strategy and to the strengthening of its medium- to long-term interests and sustainability. *Retention* strategies involving the assignment of *stock grants* have also been applied to second-line managers considered *key personnel*.

In accordance with the aforementioned principles underlying the Policy and in order to achieve the objectives set forth therein, the Company intends to maintain and confirm the established medium- to long-term variable incentive schemes designed for executive directors, managers with strategic responsibilities, and/or other *key personnel* of the Group, linking a portion of their compensation to the achievement of predetermined objectives.

Recipients

The Policy applies to members of the Board of Directors, whether executive, non-executive, or independent, to members of the Board of Statutory Auditors, to general managers, and to executives with strategic responsibilities of the Issuer.

Duration

The Policy covers a one-year period.

Changes to the Policy compared to the policy last submitted to the Shareholders' Meeting

This Policy for the 2026 fiscal year is essentially consistent with the previous policy for the 2025 fiscal year, which was approved by the Shareholders' Meeting on May 8, 2025.

3. COMPONENTS OF COMPENSATION

The Policy consists of the following elements:

- fixed component;
- short-term variable component (MBO);
- medium- to long-term variable component;
- *benefits*.

The Company deemed it appropriate to differentiate the compensation structure based on the executive/management competencies and responsibilities assigned to the relevant individuals and, consequently, to independently define the criteria for determining the compensation of:

- (i) Directors, and in particular:
 - a) non-executive directors;
 - b) executive directors;
- (ii) Board of Statutory Auditors
- (iii) Executives with strategic responsibilities.

(i) Directors

All directors are entitled to a fixed compensation package that ensures adequate remuneration for the work and commitment they provide to the Company.

The current Board of Directors was appointed at the Shareholders' Meeting held on May 10, 2024, and remains in office until the date of the Shareholders' Meeting called to approve the financial statements as of December 31, 2026. On that date, the Shareholders' Meeting also resolved to set the total gross annual fixed compensation payable to the members of the Board of Directors at €400,000.00,

including the compensation paid to members of the internal committees appointed by the Board, it being understood that any additional fixed and variable compensation for members of the Board of Directors holding specific positions shall be determined by the Board of Directors, after consulting the Compensation Committee and the Board of Statutory Auditors, in accordance with the criteria set forth in the Compensation Policy adopted by the Company.

In this regard, it should be noted that the balance between the fixed and variable components of compensation within the total compensation package is determined with reference to the Company's strategic objectives, taking into account the Company's characteristics, while providing, in the long term, that the variable component represents a significant portion of total compensation.

On May 13, 2024, the Board of Directors resolved to allocate the aforementioned compensation by awarding each member of the Company's Board of Directors a gross annual compensation of €27,000.00, and resolved to award the Chairman and Chief Executive Officer and the Vice Chairman, as directors entrusted with specific duties, pursuant to Article 2389, paragraph 3, of the Italian Civil Code, a fixed annual compensation—*pro rata temporis*—equal to €45,000.00.

In addition, on May 13, 2024, the Board of Directors established the internal committees required by applicable laws and regulations and resolved to compensate the members of each committee as follows:

- €8,000.00 gross per year for each chair of each internal committee and
- €4,000.00 gross per year for each member of each internal committee.

In addition to the foregoing, in early 2026, the Company's Nominating, Compensation, and Sustainability Committee conducted a thorough review and analysis to assess the appropriateness of the compensation of Renato Brunetti, Chairman of the Board of Directors, in light of the powers delegated to him by the current Board of Directors, and considering, among other things, that the remuneration levels of the Chairman of the Company's Board of Directors have remained substantially unchanged in recent years, even taking into account the Company's recent developments, particularly following the acquisition of TWT, which resulted in a significant expansion of the Group's scope and a consequent broadening of the Chairman's responsibilities. To support its analysis and deliberations, the Company's Nominating, Remuneration, and Sustainability Committee also utilized a comparative remuneration analysis against a *panel* of companies selected for market capitalization and sector similar to Unidata, which highlighted a position below the median with respect to both the fixed component and total annual remuneration, i.e., including the short- and medium-to-long-term variable components.

In light of these factors, the Board of Directors of Unidata, upon the recommendation of the Nominating, Compensation, and Sustainability Committee, has approved an increase in the fixed compensation of the Chairman of the Board of Directors, which will take effect only after and subject to the approval of this Policy by the Shareholders' Meeting.

The remuneration of the Chairman of the Board of Directors approved by the Board is therefore structured as follows:

- **Fixed compensation:** equal to €150,000.00, representing an increase of €78,000.00 compared to the current compensation;
- **Short-term variable compensation (i.e., MBO):** participation of the Chairman of the Board of Directors in the Company's MBO plan. In this context, the *target* value of the short-term variable compensation provided for the Chairman of the Board of Directors may amount to a maximum of 30% *of the target value* of the corresponding fixed compensation. For further information, please refer to paragraph 3.2.1.1.

(ii) Board of Statutory Auditors

The amount of compensation payable to the members of the Board of Statutory Auditors on an annual basis is determined by the Shareholders' Meeting pursuant to Article 2402 of the Italian Civil Code.

As of the date of this Report, the total compensation for the Board of Statutory Auditors amounts to a total of €94,000.00 gross per year, broken down as follows: €40,000.00 gross per year for the Chairman and €27,000.00 gross per year for each standing auditor.

It should be noted that the Shareholders' Meeting convened for May 11, 2026, will appoint the new Board of Statutory Auditors for a three-year term and determine the total gross annual compensation as well as the remuneration of the Chairman and each member.

(iii) Executives with strategic responsibilities

The compensation of executives with strategic responsibilities is determined, in accordance with the Company's compensation policies, based on the duties assigned to them, and consists of an annual fixed component as salary and a variable component.

3.1 Fixed Component

The fixed component of remuneration is primarily linked to: (a) professional specialization, (b) the organizational role held, (c) the responsibilities assumed, and (d) market practice for comparable professional positions.

With particular reference to the determination of the fixed remuneration of directors vested with specific duties, it is also noted that the Board of Directors takes into account

(a) the specific scope of the powers delegated to individual executive directors and/or (b) the functions and roles actually performed and held by individual executive directors within the Company, thereby ensuring that compensation is consistent with the nature of the duties assigned to them and with the Company's medium- to long-term objectives, as no formal risk management policy has been established.

It should be noted that the appropriate combination of the fixed and variable components will take into account the application of a short-term incentive scheme (MBO) as further detailed in paragraph 3.2.2 below.

3.2 Variable component

Variable compensation consists of a short-term component (typically annual – MBO system) and a medium- to long-term component, reserved exclusively for a select group of key *managers*.

3.2.1 Short-term incentive

The short-term variable component is designed to incentivize the achievement of the annual targets set in the Company's budget.

The short-term incentive plan (MBO) is based on:

- an objective and measurable economic and financial *performance* metric, defined as a consolidated *Adjusted EBITDA target* for the 2026 fiscal year corresponding to *the budgeted* amount (the "**Adjusted EBITDA Target**"), the achievement of which will be assessed based on the Group's actual *Adjusted EBITDA* as of December 31, 2026;
- *performance* metrics linked to environmental and social objectives identified in the Impact Report published by the Company on its website (the "**ESG Objectives**");
- for certain categories of beneficiaries (the current executive director Giampaolo Rossini and the current non-executive director Paolo Bianchi, by virtue of their respective employment relationships with the Company, as well as the executive with strategic responsibilities Roberto Giacometti), objective criteria of a project-based, strategic, or individual nature, relating to the role performed by such beneficiaries within the Group; the aforementioned objectives will be identified in both quantitative and qualitative terms with respect to the roles held by such beneficiaries.

The final assessment of the MBO takes into account the results actually achieved, through a mechanism that, on the one hand, rewards *overperformance* and, on the other hand, provides that the MBO *Payout* (as defined *below*) is gradually reduced to zero if a pre-established minimum threshold is not met with respect to the Adjusted EBITDA Target and the ESG Targets.

The percentage of the short-term variable component is determined by taking into account the beneficiary's role within the Group, their relevant technical, managerial, and professional skills, the scope and nature of the specific responsibilities assigned, as well as market practices.

The theoretical compensation under the MBO may reach a maximum of 30% of the fixed salary, depending on both the complexity and responsibilities of the role and the beneficiary's *seniority*.

The beneficiaries of the short-term incentive plan (MBO) include, among others, the Chairman of the Board of Directors Renato Brunetti, the current executive director Giampaolo Rossini, and the current non-executive director Paolo Bianchi, by virtue of their respective employment relationships with the Company, as well as the executive with strategic responsibilities Roberto Giacometti.

3.2.1.1 Short-term variable compensation for the Chairman of the Board of Directors

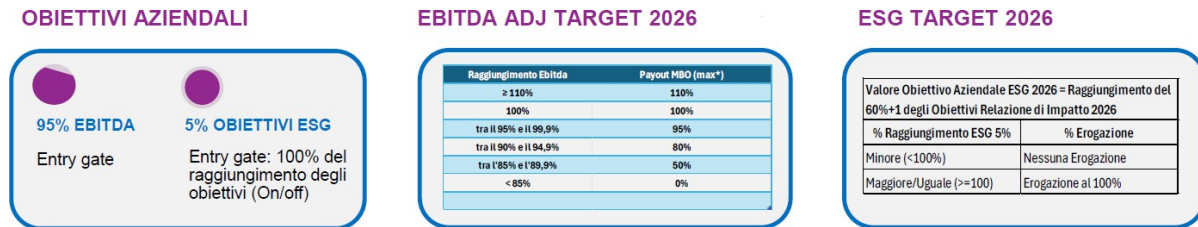
The *payout* of the variable compensation for Renato Brunetti, Chairman of the Board of Directors and also Chief Executive Officer of the Company, is determined as follows:

- (i) With regard to the *Adjusted EBITDA Target* (which accounts for 95% of the MBO), it is structured as follows:
 - (a) if the minimum *performance* threshold, equal to 85% of the *Adjusted EBITDA Target*, is not met, there will be no access to *the MBO payout* for that target, and therefore no variable compensation commensurate with the *Adjusted EBITDA Target* will be awarded;
 - (b) if a percentage of the *Adjusted EBITDA Target* between 85% and 89.9% is achieved, 50% of *the MBO payout* related to the *Adjusted EBITDA Target* will be payable;
 - (c) if a percentage of the *Adjusted EBITDA Target* between 90% and 94.9% is achieved, 80% of *the MBO payout* related to the *Adjusted EBITDA Target* will be available;
 - (d) If the *Adjusted EBITDA Target* is achieved at a rate between 95% and 99.9%, 95% of *the MBO payout* related to the *Adjusted EBITDA Target* will be available;
 - (e) if the *Adjusted EBITDA Target* is achieved at 100%, 100% of *the MBO payout* related to the *Adjusted EBITDA Target* will be available;
 - (f) if the *Adjusted EBITDA Target* is met or exceeded by 110%, 110% of *the MBO payout* related to the *Adjusted EBITDA Target* will be available (*so-called overperformance*).
- (ii) With regard to the ESG Targets as indicated in the Impact Report published by the Company (targets that account for 5% of the MBO), they are structured as follows:
 - (a) If the minimum *performance* threshold—equivalent to 60% of the ESG Objectives—is not met, the *MBO payout* for that

objective, and therefore no variable compensation commensurate with the ESG Objectives will be awarded;

- (b) If the ESG Objectives are met or exceeded by a percentage equal to 60%, 100% of the MBO payout related to the ESG Objectives will be granted.

That said, a summary of the MBO compensation applicable to the Chairman of the Board of Directors is provided below.



It should be noted, however, that the achievement of the *Adjusted* EBITDA Target will be assessed based on the Group's *Adjusted* EBITDA actually achieved as of December 31, 2026.

The variable compensation related to the MBO for the Chairman of the Board of Directors may amount to up to 30% of the *target* remuneration to which he is entitled in his capacity as Chairman of the Board of Directors and Chief Executive Officer of the Company.

3.2.1.2 Short-term variable compensation for Executive Director Giampaolo Rossini, Non-Executive Director Paolo Bianchi, and Executive with Strategic Responsibilities Roberto Giacometti.

The *payout* of the variable remuneration for Directors Paolo Bianchi and Giampaolo Rossini for 2026, in their capacities as Unidata employees (Mr. Bianchi as a Middle Manager and Mr. Rossini as an Executive), and the variable remuneration for Roberto Giacometti, in his capacity as an Executive with Strategic Responsibilities, is determined as follows:

- (i) With regard to the *Adjusted* EBITDA Target (which accounts for 95% of the MBO), it is structured as follows:
- (a) If the minimum *performance* threshold—equal to 85% of the *Adjusted* EBITDA Target—is not met, there will be no entitlement to the MBO *payout* for that target, and therefore no variable compensation linked to the Adjusted EBITDA Target will be awarded;
- (b) If a percentage of the *Adjusted* EBITDA Target between 85% and 89.9% is achieved, 50% of the MBO *payout* related to the *Adjusted* EBITDA Target will be available;

- (c) if a percentage of the *Adjusted* EBITDA Target between 90% and 94.9% is achieved, 80% of *the* MBO *payout* related to the *Adjusted* EBITDA Target will be available;
 - (d) if a percentage of the *Adjusted* EBITDA Target between 95% and 99.9% is achieved, 95% of *the* MBO *payout* related to the *Adjusted* EBITDA Target will be available;
 - (e) If the *Adjusted* EBITDA Target is met at 100%, 100% of *the* MBO *payout* related to the *Adjusted* EBITDA Target will be available;
 - (f) If the *Adjusted* EBITDA Target is met or exceeded by 110%, 110% of *the* MBO *payout* related to the *Adjusted* EBITDA Target will be available (*so-called overperformance*).
- (ii) With regard to the ESG Targets as indicated in the Impact Report published by the Company (targets that account for 5% of the MBO), they are structured as follows:
- (a) If the minimum *performance* threshold, equal to 60% of the ESG Targets, is not met, there will be no access to *the* MBO *payout* for that specific target, and therefore no variable compensation commensurate with the ESG Targets will be awarded;
 - (b) If the ESG Targets are met or exceeded by 60%, 100% of *the* MBO *payout* related to the ESG Targets will be available.

Once the achievement of the *Adjusted* EBITDA Target and the ESG Targets has been verified, and *the* actual MBO *payout* to be paid has been determined based on the rules described above, the actual payment of such MBO may occur only and exclusively if the individual targets assigned to the beneficiaries, as set forth below (the “**Individual Targets**”), have also been achieved.

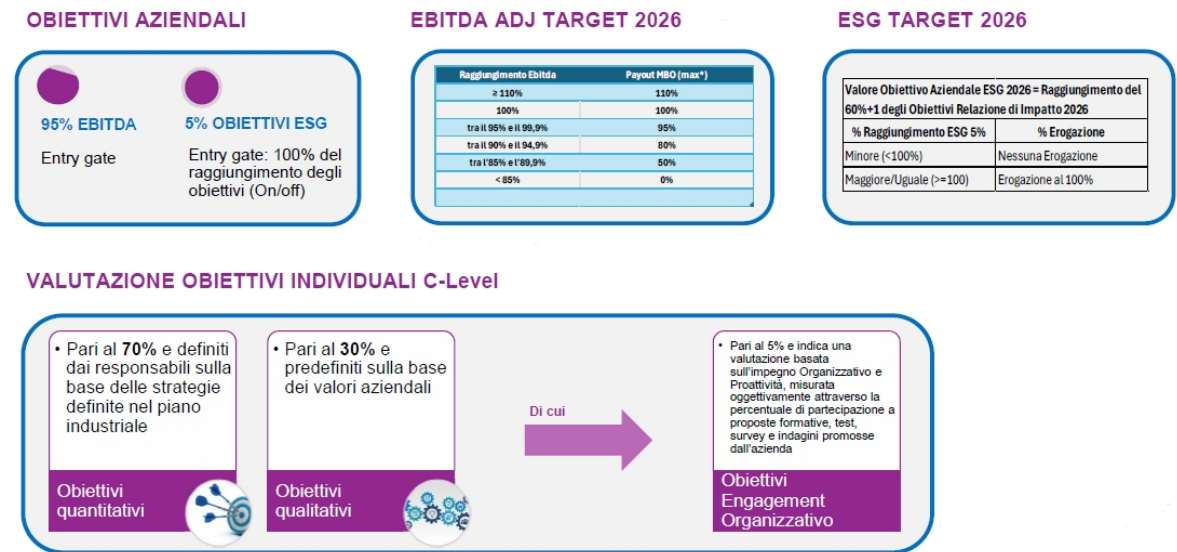
In the event that the Individual Targets are not met, no variable compensation will be paid to the beneficiary as part of the MBO, even if the *Adjusted* EBITDA Target and the ESG Targets have been met.

If the Individual Objectives are met, the beneficiary will be awarded the variable compensation under the MBO, as determined based on the degree to which the *Adjusted* EBITDA Objective and the ESG Objectives are achieved (the “**MBO Payout**”), subject to the following rules for calculating the Individual Objectives:

- (a) 70% of the MBO Payout will be paid if the quantitative targets are met, as defined by the Company’s management based on the strategies set forth in the Business Plan, and

- (b) A percentage equal to 30% of the MBO Payout will be awarded if the qualitative objectives, predefined based on corporate values, are met. If all *performance* thresholds related to the aforementioned qualitative objectives are exceeded, beneficiaries will be awarded a total percentage of up to 35% of the MBO Payout, with a 5% percentage awarded as so-called “*overperformance*.”
- (c) Furthermore, it should be noted that, should the beneficiaries exceed the thresholds applicable to them regarding the qualitative objectives, they will be awarded an additional 5% of the MBO Payout.

That said, the following is a summary of the MBO compensation applicable to Directors Paolo Bianchi and Giampaolo Rossini, in their capacity as Unidata employees, as well as to Roberto Giacometti, in his capacity as an executive with strategic responsibilities.



It should be noted, however, that the assessment of the economic/financial target will be based on a comparison with the Group's *Adjusted* EBITDA actually achieved as of December 31, 2026.

The variable remuneration related to the MBO for Directors Paolo Bianchi and Giampaolo Rossini, in their capacity as Unidata employees, as well as for Roberto Giacometti, in his capacity as an executive with strategic responsibilities, may amount to up to a maximum of 25% of the fixed remuneration to which they are entitled as employees.

3.2.2. Medium- to long-term incentive

The variable component of the compensation packages offered by Unidata to executive directors and directors with specific responsibilities, senior managers with strategic responsibilities, and/or other senior executives of the Group consists of medium- to long-term incentives. Following the completion of the three *vesting* cycles of the long-term incentive plan for the 2023–2025 period, a new long-term incentive plan (*LTI*) – LTI) has been established for the 2026–2028 cycle (the “Plan”), with a total duration of three years, until December 31, 2028, which provides, on the one hand, (a) annual financial and ESG targets, the achievement of which will allow each beneficiary, for each fiscal year, to receive up to 25% of the shares allocated to them for that year, and (b) a three-year target linked to the stock’s performance, the achievement of which will allow each beneficiary of the Plan to receive up to 25% of the shares allocated to them.

For further information regarding the Plan, please refer to the disclosure document pursuant to Article 114-bis of the Consolidated Law on Finance, which the Company has made available on its website (www.unidata.it / Shareholders’ Meeting of May 11, 2026).

Purpose of the Plan

The Plan is designed to:

- link total compensation, and in particular the *management* incentive system, to the Company’s *performance* and the creation of value for the Group, pursuing success in a sustainable manner;
- direct the Company’s key resources toward strategies aimed at achieving long-term results;
- further develop *retention* policies aimed at fostering loyalty among key employees and encouraging them to remain with the Company or the Group;
- further develop policies to attract talented individuals, strengthening the appeal and competitiveness of the compensation package offered by the Company, in order to continue developing the distinctive competencies of the Company and the Group.

The Plan also complies with the principles and criteria set forth in Article 5 of the Corporate Governance Code and is designed in accordance with best practices and market trends.

This Plan has therefore been identified as the most appropriate tool for incentivizing senior executives to pursue value creation objectives.

Features of the Plan

The Plan provides for the grant of rights that entitle beneficiaries to receive the Company’s common shares free of charge, based on the exercise ratio, upon the achievement of certain financial and ESG objectives.

Each right granted to beneficiaries shall entitle the holder to receive, free of charge, one (1) Unidata common share under the terms and conditions set forth in the Plan’s regulations, at the end of *a one-year vesting period*, provided that each Annual ESG Target is met, and

each Annual ESG Objective, as well as a 3-year vesting period in the event that the Three-Year Objective is achieved, as specified *below*.

The Plan consists of three cycles, and at the end of each cycle, upon the fulfillment of certain conditions, the Board of Directors will assess the achievement of the objectives. Specifically:

- at the end of the Plan's first cycle—running from January 1, 2026, to December 31, 2026
 - The Board of Directors will assess the Annual Target (as defined *below*) for fiscal year 2026 and the Annual ESG Target (as defined *below*) for the same fiscal year, and, if the *performance target* is met, each beneficiary may exercise rights equal to a total of 25% of the total rights allocated to them (*i.e.*, 20% of the rights relating to the Annual Target and 5% of the rights relating to the Annual ESG Target), and shall be entitled to the allocation of the Shares due to them based on the exercise ratio;
- at the end of the second cycle of the Plan—which runs from January 1, 2027, to December 31, 2027 - the Board of Directors will assess the Annual Target (as defined *below*) for the 2027 fiscal year and the Annual ESG Target (as defined *below*) for the same fiscal year, and, if the *performance target* is met, each beneficiary may exercise rights equal to a total of 25% of the total rights allocated to them (*i.e.*, 20% of the rights related to the Annual Objective and 5% of the rights related to the Annual ESG Objective), and shall be entitled to the allocation of the shares due based on the exercise ratio;
- at the end of the third cycle of the Plan—which runs from January 1, 2028, to December 31, 2028
 - The Board of Directors will (a) assess the Annual Target (as defined *below*) for fiscal year 2028 and the Annual ESG Target (as defined *below*) for the same fiscal year, and, if the *performance target* is met, each beneficiary may exercise rights equal to a total of 25% of the total rights allocated to them (*i.e.*, 20% of the rights relating to the Annual Target and 5% of the rights relating to the Annual ESG Target), and shall be entitled to the allocation of the shares due based on the exercise ratio; and (b) upon assessment of the achievement of the Three-Year Objective (as defined *below*) and, if the *performance target* is met, each Beneficiary may exercise rights equal to 25% of the total rights allocated to them and shall be entitled to the allocation of the shares due based on the exercise ratio.

For the purposes of the Plan, the objectives are structured as follows:

- achievement of an annual Group EBITDA level calculated in accordance with the Company's business plan for each cycle of the plan (**the "Annual Target"**). Upon achievement of each Annual Target, each beneficiary may exercise a number of rights equal to 20% of the total granted. More specifically, for each fiscal year of the Plan's duration (2026, 2027, and 2028):

- if the *performance* threshold, equal to 90% of the Annual Target, is not achieved, the assigned rights will lapse;
 - If the Annual Target is achieved at a rate between 90% and 100%, the number of exercisable rights—equal to 20% of the total granted—may be exercised in proportion to the percentage of the Annual Target achieved;
 - if a percentage of the Annual Target between 100% and 120% is achieved, the number of exercisable rights—equal to 20% of the total granted—may be exercised in proportion to the percentage of the Annual Target achieved;
 - if the Annual Target is achieved at a rate exceeding 120% (one hundred twenty percent), the number of exercisable rights—equal to 20% of the total granted—may not, in any event, exceed 120% of the number of exercisable rights;
 - achievement of **the** Group’s annual ESG **target** for each cycle of the Plan (**the “Annual ESG Target”**). Upon achievement of each Annual ESG Target, each beneficiary may exercise a number of rights equal to 5% of the total allocated;
- at the end of the third year of the Plan: (i) the Beneficiary’s continued employment with the Company or the relevant Subsidiary, as well as the maintenance, in relation to the role held, of Beneficiary status within the Company, the relevant Subsidiary, or the Group; and (ii) achievement, in at least two of the Plan’s three *vesting periods*, of the Annual Target and the ESG Target, resulting in the vesting and exercise of the Rights (**the “Three-Year Target”**). If the Three-Year Target is achieved as of the verification date, each beneficiary may exercise a number of rights equal to the remaining 25% of the total rights granted, calculated using linear interpolation.

For the purposes of exercising the rights and, consequently, the allocation of shares, the objectives will be assessed independently of one another. With regard to the achievement of the *performance* objectives set forth in the Plan, if the *performance* threshold for a specific objective is not met, the rights associated with that objective will lapse, and the beneficiary will not be entitled to receive the corresponding shares.

It is understood that the Company’s Board of Directors, if it deems in its sole and absolute discretion that special circumstances exist and after consulting with the Compensation Committee, may nevertheless permit the exercise, in whole or in part, of the assigned rights even if the targets are not met.

Claw-back and penalty

The Plan includes so-called “claw-back” clauses pursuant to which, in particular, the Company reserves the unilateral right to obtain the revocation, even partial, of rights not yet exercised, or the return of shares allocated following the exercise of such rights, net of any and all taxes incurred by the beneficiary, or, if the shares have already been sold, the return of the net gain obtained.

Holding Period

Beneficiaries will be required to hold, on a continuous basis, for a period of 24 months following each date of share allocation (**the “Holding Period”**), a number of shares equal to at least 50% of the shares allocated from time to time following the exercise of rights, net of any sales made to meet tax obligations (so-called “*sell to cover*”).

For further information regarding the Plan, please refer to the information document prepared pursuant to Article 114-*bis* of the Consolidated Law on Finance (TUF) and Article 84-*bis* of the Issuers’ Regulations, made available to the public at the Company’s registered office and on the Company’s website at investors.unidata.it, under the *Governance / Shareholders’ Meeting* section.

3.2.3. One-time bonus

The Board of Directors also reserves the right to establish *entry bonuses / welcome bonuses / retention bonuses / one-time bonuses* aimed at *attracting* or retaining personnel with skills deemed critical and key to the company’s success and the achievement of long-term strategic objectives, provided that the awarding of *one-time* payments takes place within the framework of decision-making processes that are adequately tracked and documented, in order to ensure objective and transparent application based on merit.

3.3 Non-monetary benefits

Executive directors and senior managers with strategic responsibilities may be granted *standard* non-monetary benefits commensurate with the position and role held (*e.g.*, cell phone, company car, computer).

4. TREATMENT UPON TERMINATION OF OFFICE OR EMPLOYMENT

As of the date of this report, there are no plans to grant or award special compensation or other benefits to Directors or any Executives with strategic responsibilities who have ceased to hold office or whose employment relationship has been terminated early. It is also Company *policy* not to enter into any agreements with Directors and Executives with strategic responsibilities that regulate *ex ante* the financial aspects pertaining to the possible early termination of the employment relationship, whether initiated by the Company or by the individual.

In the event of termination of the existing relationship with the Company for reasons other than just cause, the approach is to seek agreements for the “termination” of the relationship by mutual consent. Without prejudice, in any case, to legal and/or contractual obligations, agreements for the termination of the relationship with the Company are based on relevant industry *benchmarks*, within the limits defined by case law and standard practice.

With regard to the management of early termination agreements with their directors, the other Group companies also adhere to these criteria.

With regard to the Plan, in the event of termination of the employment and/or directorship relationship between the individual beneficiary and Unidata or one of the Group companies (the “Relationship”) prior to the grant date or, in any case, prior to the delivery of shares for

each cycle of the Plan, and subject to any different determination by the Board of Directors that is more favorable to the beneficiaries, the following applies:

- in the event of termination of the relationship due to a “*bad leaver*” scenario:
 - if the event occurs after the shares have been granted, the beneficiary shall retain ownership of the shares at his or her disposal, subject to compliance with *the Holding Period*;
 - If the event occurs after the rights have been exercised, the beneficiary will lose the right to receive the shares;
 - if the event occurs before the end of the *vesting period*, the beneficiary will lose the right to exercise the rights, which will automatically expire;
- in the event of termination of the Employment Relationship due to a “*good leaver*” scenario:
 - if the event occurs after the shares have been granted, the beneficiary will retain ownership of the shares at their disposal, subject to compliance with *the Holding Period*;
 - if the event occurs after the rights have been exercised, the beneficiary will retain the right to receive the shares, subject to compliance with *the Holding Period*;
 - if the event occurs before the end of *the vesting period*, the beneficiary will retain the right to exercise the rights until the date of termination of the appointment or employment relationship (on a *pro-rata temporis* basis).

In the event of a transfer of the Relationship to another Group company and/or in the event of the termination of the Relationship and the simultaneous establishment of a new Relationship within the Group, again in the capacity of beneficiary, the beneficiary shall retain, *mutatis mutandis*, all rights granted to them under the Plan.

5. INSURANCE INSURANCE, PENSION OR PENSION MISCELLANEOUS OTHER
THOSE THAT ARE MANDATORY

Noting in advance that there is no social security or pension coverage other than the mandatory coverage, it is noted that a third-party liability insurance policy is in place for Directors, Statutory Auditors, and Executives in the performance of their duties (so-called “*Directors & Officers Liability*”), valid for the Company and its subsidiaries.

6. POLICY ON THE REMUNERATION OF INDEPENDENT DIRECTORS AND DIRECTORS HOLDING SPECIFIC POSITIONS

Independent Directors

The compensation of independent directors is not tied to the financial results achieved by the Company and/or the Group and consists of a fixed component approved by the Shareholders' Meeting, as well as a fixed component approved by the Board of Directors for participation in board committees; specifically, as of the date of this report:

- for the Control and Risk Committee, a total fixed gross annual compensation of €16,000 is provided, to be allocated as €8,000 to the Chair and €4,000 to each of the other members;
- The Nomination, Compensation, and Sustainability Committee is entitled to a fixed annual gross compensation of €16,000, to be allocated as follows: €8,000 to the Chair and €4,000 to each of the other members;
- For the *Corporate Governance* and Related-Party Transactions Committee, a total fixed gross annual compensation of €16,000 is provided, to be allocated as €8,000 to the Chair and €4,000 to each of the other members.

Directors holding specific positions

For the rules governing the compensation policy applied to Directors holding specific positions, please refer to the provisions set forth in paragraph 2 above.

7. CRITERIA FOR DEFINING THE POLICY

The Compensation Policy was established by the Company without using the compensation policies of other companies as a reference. Compensation levels and the *pay mix* are determined in accordance with the principles and objectives of the Policy and in consideration of market *benchmarks*.

8. EXCEPTIONS

Pursuant to Article *123-ter*, paragraph *3-bis*, of the Consolidated Law on Finance (TUF) and Article *84-quater*, paragraph *2-bis*, subparagraph (c) of the Issuers' Regulations, a temporary derogation from the Policy described in this Section I of the Report is permitted in the event of exceptional circumstances, meaning those situations in which a derogation from the Policy is necessary to pursue the long-term interests and sustainability of the Company as a whole or to ensure its ability to remain in the market, such as, for example (i) the occurrence, at the national or international level, of extraordinary and unforeseeable events concerning the Group or the sectors and/or markets in which it operates, which may significantly affect the Group's results; (ii) the occurrence of substantial changes in the organization of business activities, whether of an objective nature (such as extraordinary transactions, mergers, divestitures, etc.) or of a subjective nature, such as changes in the composition of top management.

The provisions of the Policy from which, under exceptional circumstances, exceptions may be made for a limited period of time may concern:

- the fixed and variable (medium- to long-term) components of compensation;
- any *bonuses* (including sign-on bonuses), non-monetary benefits, incentive plans, insurance, social security, or pension coverage, or extraordinary payments;
- the provision, payment, and/or amount of benefits provided for in the event of termination of office or termination of the employment relationship;
- the remuneration of independent directors, directors serving on committees, and those holding specific positions (chairman, vice chairman, etc.).

With regard to the procedures under which an exception may be granted, any waiver of the Policy must be approved by the Board of Directors, after consulting the Remuneration Committee and, where appropriate, with the assistance of independent third parties, without prejudice to the provisions of Consob Regulation No. 17221 of March 12, 2010, regarding related-party transactions, and the procedure adopted by the Company regarding related-party transactions, where applicable.

The resolution of the Board of Directors shall determine the duration of such exemption and the specific provisions of the Policy that are being waived, in accordance with the foregoing.

Any approved exceptions to the Compensation Policy will be disclosed in the subsequent report on compensation and remuneration paid, along with the reasons that led the Company to make such exceptions.

9. CRITERIA FOR DETERMINING THE REMUNERATION OF THE SUPERVISORY BODY

The amount of compensation payable to the members of the Board of Statutory Auditors on an annual basis is determined by the Shareholders' Meeting pursuant to Article 2402 of the Italian Civil Code.

For the sake of completeness, it is noted that the Shareholders' Meeting convened for May 11, 2026, will appoint the new Board of Statutory Auditors for a three-year term and determine the total gross annual compensation as well as the remuneration of the Chairman and each member.

SECTION II – Remuneration Paid

PART A

The following table sets forth the compensation paid to members of the Board of Directors, the Board of Statutory Auditors, and executives with strategic responsibilities for the fiscal year ended December 31, 2025.

The compensation paid is consistent with the Company's compensation policy approved by the Board of Directors at its meeting on March 20, 2025, and by the Shareholders' Meeting on May 8, 2025.

1. REMUNERATION PAID

Directors

Fixed Component

On May 10, 2024, the Shareholders' Meeting resolved to set the total gross annual remuneration for the Board of Directors at €400,000.00 for each year of service, authorizing the Board of Directors to determine the allocation of such remuneration among the directors.

On May 13, 2024, the Board of Directors, after consulting with the Board of Statutory Auditors, resolved to allocate the aforementioned remuneration as follows:

- €72,000 for Chairman Renato Brunetti;
- €72,000 for Vice Chairman Marcello Vispi;
- €27,000 for Director Giampaolo Rossini;
- €27,000 for Director Paolo Bianchi;
- €27,000 for Director Maurizio Tucci;
- €27,000 for independent council member Barbara Ricciardi;
- €27,000 for independent council member Alessandra Bucci;
- €27,000 for independent council member Stefania Argentieri Piuma;
- €27,000 for independent director Luca Annibaletti.

In accordance with the foregoing, with reference to the 2025 fiscal year, the members of the Board of Directors were paid, in addition to reimbursement of expenses incurred in the performance of their duties, the following gross annual compensation:

- €72,000 for Chairman Renato Brunetti;

- €72,000 for Vice Chairman Marcello Vispi
- €27,000 for director Giampaolo Rossini;
- €27,000 for Director Paolo Bianchi;
- €27,000 for Director Maurizio Tucci;
- €27,000 for independent council member Barbara Ricciardi;
- €27,000 for independent council member Alessandra Bucci;
- €27,000 for independent council member Stefania Argentieri Piuma;
- €27,000 for independent director Luca Annibaletti.

Furthermore, on May 13, 2024, the Board of Directors established the internal committees required by applicable laws and regulations and resolved to compensate the members of each committee as follows:

- €8,000.00 gross annually for each chair of each internal committee and
- €4,000.00 gross per year for each member of each internal committee.

With regard to participation in subcommittees during the 2025 fiscal year, the following gross compensation was paid:

- €8,000 for independent director Luca Annibaletti;
- €12,000 for independent director Barbara Ricciardi;
- €16,000 for independent director Alessandra Bucci;
- €12,000 for independent director Stefania Argentieri Piuma.

Variable Component

Please note that on May 24, 2023, the Company's Board of Directors approved the 2023–2025 equity-based incentive plan (the “2023–2025 Plan”), with a total duration of three years, from January 1, 2023, to December 31, 2025.

On September 12, 2023, the Board of Directors, among other things, designated the following executive directors as beneficiaries of the 2023–2025 Plan: Renato Brunetti, Chairman of the Board of Directors; Marcello Vispi, Vice Chairman of the Board of Directors; Giampaolo Rossini, executive director; and Paolo Bianchi, non-executive director.

As of the date of approval of this Report, the following rights have been granted to the aforementioned beneficiaries:

- Chairman of the Board of Directors Renato Brunetti: 11,000 rights;
- Vice Chairman of the Board of Directors Marcello Vispi: 8,500 rights;

- Executive Director Giampaolo Rossini: 1,250 rights.
- Non-executive Director Paolo Bianchi: 1,250 rights;

On March 31, 2026, during the approval of the consolidated financial statements for the year ended December 31, 2025, the Board of Directors (i) assessed the achievement of the Annual Target and the Annual ESG Target for the third cycle of the 2023–2025 Plan (covering the period from January 1, 2025, to December 31, 2025), noting that, given the achievement of the performance threshold for the Annual Target and the Annual ESG Target, the beneficiaries have earned the right to exercise the number of rights associated with the Annual Target and the Annual ESG Target, (ii) as well as the final assessment of the achievement of the Three-Year Objective.

For further information regarding the 2023-2025 Plan, please refer to the Report on Remuneration Policy and Compensation Paid for the 2024 fiscal year, approved by Unidata’s Board of Directors on March 20, 2025, and published on the Company’s website at investors.unidata.it, under the *Governance / Shareholders’ Meeting* section.

Furthermore, for more information on how the variable component of compensation contributes to the Company’s long-term results, please refer to Section I, Paragraph 3, “*Components of Compensation*,” as well as to Table 3A below.

Furthermore, the Board of Directors has assessed the achievement of the EBITDA *target* related to the MBO, noting that, in light of the achievement of the aforementioned economic/financial target—assessed by comparing it with the consolidated *Adjusted* EBITDA as of December 31, 2025— the beneficiaries have met their MBO *target* objectives, which were subsequently verified by the Company’s relevant departments with respect to each MBO beneficiary.

Non-monetary benefits

In line with market practices, certain *benefits* have been provided for directors, including health insurance coverage and, more generally, standard non-monetary benefits (e.g., cell phone, computer).

Board of Statutory Auditors

On May 10, 2024, the Shareholders’ Meeting resolved to set the total gross annual compensation for the Board of Statutory Auditors at €94,000.00 for each year of service, broken down as follows: €40,000.00 gross per year for the Chairman and €27,000.00 gross per year for each standing auditor.

In accordance with the foregoing, with reference to the 2025 fiscal year, the members of the Board of Statutory Auditors were paid the following gross annual compensation:

- €40,000 for Chairman Pierluigi Scibetta;

- €27,000 for standing auditor Antonia Coppola;
- €27,000 for standing auditor Luigi Rizzi; The alternate auditors did not receive any compensation.

Executives with strategic responsibilities

Roberto Giacometti, as an executive with strategic responsibilities and the Company's Financial Reporting Officer, receives a gross annual fixed compensation of €176,300.00; and variable compensation (MBO) equal to a maximum of 23% of his gross annual salary.

In addition to the above, among the beneficiaries of the 2023-2025 Plan, the Board of Directors has also identified Mr. Giacometti as an Executive with Strategic Responsibilities of the Company.

As of the date of approval of this Report, 7,750 rights have been granted to the aforementioned Strategic Executive

2. INDEMNITIES AND/OR OTHER BENEFITS FOR TERMINATION OF OFFICE OR TERMINATION OF EMPLOYMENT DURING THE FISCAL YEAR

As of the date of this Report, there are no agreements in place between the Issuer and the members of its Board of Directors providing for the payment of severance pay in the event of resignation, dismissal, and/or removal without just cause, or in any case of termination of employment following a tender offer.

3. EXCEPTIONS TO THE REMUNERATION POLICY APPLIED IN EXCEPTIONAL CIRCUMSTANCES

During the 2025 fiscal year, there were no deviations from the compensation policy.

4. APPLICATION OF *EX POST* CORRECTION MECHANISMS FOR THE VARIABLE COMPONENT

During the 2025 fiscal year, no *ex post* adjustment mechanisms were applied to the variable component of the compensation for participants in the 2023–2025 Plan.

5. COMPARATIVE INFORMATION

Total compensation of the members of the Board of Directors and the Board of Statutory Auditors

Board of Directors	2025	2024
Renato Brunetti	72,000	69,111
Marcello Vispi	72,000	69,111
Paolo Bianchi	27,000	24,472
Giampaolo Rossini	27,000	24,472
Maurizio Tucci	27,000	17,250

Barbara Ricciardi	27,000 + 12,000	24,472
Alessandra Bucci	27,000+16,000	24,472
Stefania Argentieri Piuma	27,000+12,000	24,472
Luca Annibaletti	27,000+8,000	17,250
Board of Statutory Auditors	2025	2024
Pierluigi Scibetta	40,000	32,841
Antonia Coppola	27,000	20,915
Luigi Rizzi	27,000	20,915

Summary of the Company's Results

	2025	2024	Percentage Change
Total revenue	109,502,887	101,306,872	+8.1%
Gross margin (EBITDA)	29,371,677	27,007,848	-1.1%
Operating income (EBIT)	14,650,300	15,934,874	-8.1%
Net income	6,992,990	8,554,061	-18.2

Change in average employee compensation compared to the previous fiscal year

	2025	2024
Change	€51,689	€39,430

6. INFORMATION REGARDING HOW THE COMPANY TOOK INTO ACCOUNT THE VOTE CAST BY THE SHAREHOLDERS' MEETING ON SECTION II OF THE REMUNERATION REPORT FOR THE 2024 FINANCIAL YEAR

During the Shareholders' Meeting held on May 8, 2025, no comments were made by the shareholders regarding Section II of the Remuneration Report concerning the compensation paid in fiscal year 2024, which was approved by a vote of 91.053% of the shareholders present at the Meeting.

PART B

The following provides a detailed breakdown of the compensation paid during the 2025 fiscal year, for any reason and in any form, by the Company to the administrative and control bodies, as well as, in aggregate form, to executives with strategic responsibilities.

The information in Tables 1, 2, 3A, and 3B is provided separately with reference to positions held within the Company and, where applicable, those held in subsidiaries and affiliates, whether listed or unlisted.

This includes all individuals who, during the fiscal year, held the position of member of the administrative and control bodies, general manager, or executive with strategic responsibilities, even for a portion of the period.

TABLE 1 - Compensation paid to members of the administrative and control bodies, general managers, and other executives with strategic responsibilities

The following table sets forth the compensation for fiscal year 2025, calculated on an accrual basis, payable to the members of the Board of Directors and the Board of Statutory Auditors, the general managers, and executives with strategic responsibilities, in accordance with the provisions of Annex 3A, Schedule 7-bis, of the Issuers' Regulations.

This includes all individuals who held the aforementioned positions during the fiscal year, even for a portion of the year.

(A)	(B)	(C)	(D)	(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
First and last name	Position	Term of office	End of term	Fixed compensation	Remuneration for participation in committees	Non-equity variable compensation		Non-monetary benefits	Other compensation	Total	Fair Value of Equity-Based Compensation	Severance pay upon termination of employment
						Bonuses and other incentives (*)	Profit sharing					
Board of Directors												
Renato Brunetti	Chairman and Executive Director	Jan. 1, 2025–12/31/25	Shareholders' Meeting approving 2026	€245,750						245,750 €		
Of which Company compensation				€72,000						€72,000		
Of which compensation from subsidiaries and affiliates				€173,750						€173,750		
Marcello Vispi	Vice President and Executive Director	Jan. 1, 2025–12/31/25	Shareholders' Meeting Approval of 2026 Financial Statements	€187,000						€187,000		
Of which Company compensation				€72,000						€72,000		

Of which remuneration from subsidiaries and affiliates				€115,000						€115,000		
Giampaolo Rossini	Executive Director	01/01/25– 12/31/25	Shareholders' Meeting Approval of 2026 financial statements	€27,000		€20,640(*)			Unpaid salaries: €120,000	€167,640		
Of which Company compensation				€27,000		€20,640(*)			Unpaid salary €120,000	€167,640 €		
Of which fees from subsidiaries and affiliates												
Paolo Bianchi	Non-executive director	Jan. 1, 2025– 12/31/25	Shareholders' Meeting Approval of 2026 financial statements	€27,000		7,000+2,0 00 (*)			Unpaid salaries from the department :€48,707	€84,707		
Of which Company compensation				€27,000		€7,000 + €2, 00 €(*)			Unpaid wages from the department 48,707 €	€84,707		
Of which: fees from subsidiaries and affiliates												
Maurizio Tucci	Non-executive director	Jan. 1, 2025– 12/31/25	Shareholders' Meeting Approval of 2026 financial statements	€27,000						€27,000		
Of which Company compensation				€27,000						€27,000		
Of which compensation from subsidiaries and affiliates												
Of which compensation from subsidiaries and affiliates												

Luca Annibaletti	Independent Director	Jan. 1, 2025– 12/31/25	Shareholders' Meeting Approval of 2026 financial statements	€27,000	€8,000					€35,000		
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Of which Company compensation				€27,000	€8,000					€35,000		
Of which compensation from subsidiaries and affiliates												
Barbara Ricciardi	Independent Director	01/01/25- 12/31/25	Annual Meeting to Approve 2026 budget	€27,000	€12,000					€39,000		
Of which Company compensation				€27,000	€12,000					€39,000		
Of which compensation from subsidiaries and affiliates												
Alessandra Bucci	Independent Director	Jan. 1, 2025- 12/31/25	Shareholders' Meeting approving 2026 financial statements	€27,000	€16,000					€43,000		
Of which Company compensation				€27,000	€16,000					€43,000		
Of which compensation from subsidiaries and affiliates												
Stefania Argentieri Piuma	Independent Director	Jan. 1, 2025- 12/31/25	Shareholders' Meeting Approval of 2026 financial statements	€27,000	€12,000					€39,000		
Of which Company compensation				€27,000	€12,000					€39,000		
Of which remuneration from subsidiaries and affiliates												
(I) Remuneration in the company preparing the financial statements				€333,000	€48,000	€29,640			€168,707	€579,347		

(II) Remuneration from subsidiaries and affiliates				€288,750	-					€288,750		
(III) Total				€621,750	€48,000	€29,640			€168,707	€868,097 €		
Board of Statutory Auditors												
Pierluigi Scibetta (*)	Chairman	01/01/25– 12/31/25	Annual Shareholders' Meeting 2025	€40,000	-	-	-	-	-	Euro 40,000	-	-
Of which Company compensation				€40,000	-	-	-	-	-	Euro 40,000 ¹	-	-
Of which: fees from subsidiaries and affiliates				-	-	-	-	-	-	-	-	-
Antonia Coppola (*)	Standing Auditor	01/01/25- 12/31/25	Annual Shareholders' Meeting 2025	€27,000	-	-	-	-	-	Euro 27,000	-	-
Of which Company compensation				€27,000	-	-	-	-	-	Euro 27,000	-	-
Of which fees from subsidiaries and affiliates				-	-	-	-	-	-	-	-	-
Luigi Rizzi (*)	Standing Auditor	01/01/25- 12/31/25	Annual Shareholders' Meeting 2025	€27,000	-	-	-	-	-	Euro 27,000	-	-
Of which Company compensation				€27,000	-	-	-	-	-	Euro 27,000	-	-

Of which fees from subsidiaries and affiliates	-	-	-	-	-	-	-	-	-
(I) Compensation in the company preparing the financial statements	€94,000	-	-	-	-	-	€94,000	-	-
(II) Remuneration from subsidiaries and affiliates	-	-	-	-	-	-	-	-	-
(III) Total	€94,000	-	-	-	-	-	€94,000	-	-

Executives with strategic responsibilities

Roberto Giacometti	Strategic Executive	01/01/25-12/31/25	-			€32,640			Annual salary: €175,250	€207,890		
Of which Company compensation						€32,640			RAL paint: €175,250	€207,890		
Of which compensation from subsidiaries and affiliates												
(I) Remuneration in the reporting entity			-	-	€32,640			€175,250	€207,890	-	-	
(II) Remuneration from subsidiaries and affiliates			-	-	-	-	-	-	-	-	-	-
(III) Total			-	-	€32,640			€175,250	€207,890	-	-	

(*) This amount represents the MBO awarded upon achieving 100% of the defined targets. Consequently, it is to be understood as the maximum amount payable.

TABLE 2 – *Stock options* granted to members of the Board of Directors, general managers, and other executives with strategic responsibilities

No *stock option* plans are provided for members of the Board of Directors and other executives with strategic responsibilities; therefore, the relevant table is not presented.

TABLE 3A – Incentive plans based on financial instruments, other than *stock options*, for members of the Board of Directors, general managers, and other executives with strategic responsibilities

A	B	(1)	Financial instruments granted in previous fiscal years not yet vested during the fiscal year		financial instruments assigned in the course of the fiscal year					Financial instruments vested during the fiscal year and not granted	Financial instruments vested during the fiscal year and attributable		Financial instruments attributable the fiscal year
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
First Name and last name	Upload to	2023-2025	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair value as of grant date	Vesting period	Grant date	Market price at grant	Number and type of financial instruments	Number and type of financial instruments	Value at maturity date (12/30/2025)	Fair value
Renato Brunetti	President and	<i>Plan Incentive on equity</i> 2023-2025	2,000 rights corresponding to 2,000 shares Unidata	Annual (2023, 2024, 2025) and Three-year (2023-2025)	2,500 Rights corresponding to no. 2,500 Unidata shares	-	2023 – 2024–2025	May 23, 2025	€3.02	-	11,000 Rights corresponds to no. 11,000 Shares Unidata	€2.89	-
Marcello Vispi	Vice – Taken from and	<i>Plan Incentives on a share</i> 2023-2025	2,000 rights corresponding to 2,000 shares Unidata	Annual (2023, 2024, 2025) and Three-year (2023-2025)	2,500 Rights corresponding to no. 2,500 Shares Unidata	—	2023 – 2024–2025	May 23, 2025	€3.02	-	8,500 Rights corresponds to no. 8,500 Shares Unidata	€2.89	-

Giampaolo Rossini	Minister one	<i>Plan Incentives on a share</i> 2023-2025	No. 1,000 fees corresponding to no. 1,000 shares Unidata	Annual (2023, 2024, 2025) and Three-year (2023-2025)	1,250 Rights corresponding to no. 1,250 Shares Unidata	—	2023 – 2024–2025	May 23, 2025	€3.02	-	5,500 Rights corresponds to no. 5,500 Shares Unidata	€2.89	-
Paolo Bianchi	Admin Administrator	<i>Plan Incentives on share-based</i> 2023-2025	No. 1,000 fees corresponding amounting to 1,000 shares Unidata	Annual (2023, 2025) and Three-year (2023-2025)	1,250 Rights corresponding to no. 1,250 Actions Unidata	—	2023 – 2024–2025	May 23, 2025	€3.02	-	5,500 Rights corresponds to no. 5,500 Actions Unidata	€2.89	-
No. 1 Executive Strategic	CFO	<i>Plan Incentives one on a share</i> 2023-2025	No. 1,000 fees corresponding to 1,000 shares Unidata	Annual (2023, 2025) and Three-year (2023-2025)	1,250 Rights corresponding to no. 1,250 Shares Unidata	—	2023 – 2024–2025	May 23, 2025	€3.02	-	5,500 Rights corresponds to no. 5,500 Shares Unidata	€2.89	-
(I) Compensation in Unidata	Plan A (date of resolution)												
	Plan B (date of resolution)												
	Plan C (date of resolution)												

(II) Compensation from subsidiaries and associates	Plan A (date relating resolution)											
	Plan B (date regarding resolution)											
(III) Total		7,000 rights corresponding to 7,000 shares Unidata		8,750 rights corresponding to 8,750 Unidata shares						36,000 Rights corresponding to 36,000 Unidata shares		

TABLE 3B – Monetary incentive plans for members of the board of directors, general managers, and other executives with strategic responsibilities

No monetary incentive plans are provided for members of the board of directors, general managers, and other executives with strategic responsibilities; therefore, the relevant table is not presented.

FORM NO. 7-TER - Form regarding information on equity interests held by members of the administrative and supervisory bodies, general managers, and other executives with strategic responsibilities

TABLE 1: Equity interests of members of the administrative and supervisory bodies and general managers

LAST NAME AND FIRST NAME	POSITION	INVESTED COMPANY	NUMBER OF SHARES HELD AT THE END OF THE FISCAL YEAR PREVIOUS	NUMBER OF SHARES PURCHASED	NUMBER OF SHARES SOLD	NUMBER OF SHARES HELD AT THE END OF THE FISCAL YEAR CURRENT
Renato Brunetti	Chairman and Executive Director ^a	Unidata	612,000	-	-	638,450
Giampaolo Rossini	Executive Director	Unidata	430,867	-	-	367,117
Marcello Vispi	Executive Director	Unidata	602,000	-	-	635,800
Paolo Bianchi	Non-executive director	Unidata	1,500	-	-	1,500

Maurizio Tucci	Non-executive director	Unidata	-	-	-	-
Barbara Ricciardi	Independent Director	-	-	-	-	-
Alessandra Bucci	Independent Director	-	-	-	-	-
Stefania Argentieri Piuma	Independent Director	-	-	-	-	-
Luca Annibaletti	Independent Director	-	-	-	-	-
Pierluigi Scibetta	President	-	-	-	-	-
Antonia Coppola	Standing Auditor	-	-	-	-	-

Luigi Rizzi	Standing Auditor	-	-	-	-	-
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TABLE 2: Shareholdings of other executives with strategic responsibilities

NUMBER EXECUTIVES WITH IN WHICH STRATEGIC	COMPANY INVESTMENT	NUMBER OF SHARES HELD AT THE END OF THE FISCAL YEAR PREVIOUS	NUMBER OF SHARES PURCHASED	NUMBER OF SHARES SOLD	NUMBER OF SHARES HELD AT THE END OF THE FISCAL YEAR ONGOING
1	Unidata	2250	-	-	7,750