



Press Release

Report on the remuneration policy and compensation paid

Genoa, 26 March 2026 – Notice is hereby given that the Report on the remuneration policy and compensation paid pursuant to Article 123-*ter* of Italian Consolidated Finance Act, is available to the public at the Company's registered office at Via De Marini 1, Genoa, on the Company's website (www.erg.eu) in the “Corporate Governance/2026 Shareholders' Meeting” section, at Borsa Italiana S.p.A. (www.borsaitaliana.it) and on the authorised eMarket Storage platform (www.emarketstorage.it).

This press release, issued on 26 March 2026, is available to the public on the Company's website (www.erg.eu) in the “Media/Press Releases” section, at Borsa Italiana S.p.A. (www.borsaitaliana.it) and on the authorised eMarket Storage platform (www.emarketstorage.it).

Contacts:

Anna Cavallarin Head of External Communication - cell. + 39 3393985139 e-mail: acavallarin@erg.eu

Matteo Bagnara Head of Investor Relations - e-mail: ir@erg.eu
www.erg.eu - [@ergnow](https://twitter.com/ergnow)