A2A LIFE Sharing:
2025-2027 Employee Stock Ownership Plan

Participation in the growth of corporate value and internal financial education program for employees

Milan, March 20, 2025 – The Board of Directors of A2A S.p.A., under the chairmanship of Roberto Tasca, today resolved to submit for approval to the Shareholders' Meeting, scheduled for April 29, 2025, the adoption of a three-year 2025-2027 Employee Stock Ownership Plan called "A2A LIFE Sharing" (the "Plan") and the related methods of provision through the use of own shares subject to buy-back, and also approved for this purpose the Information Document – which governs its characteristics and recipients – prepared pursuant to Article 114-bis of Legislative Decree February 24, 1998, no. 58 ("TUF") and Article 84-bis of Consob resolution no. 11971 of May 14, 1999 ("Issuers' Regulation") as subsequently amended and supplemented.

A2A, with this new initiative, wants to confirm its attention to the colleagues and the desire to strengthen their sense of belonging to the company. The LIFE Sharing project aims to involve employees in the company's growth path and share the results of work built together.

The Plan - intended for employees with permanent or apprenticeship contracts - is structured into three cycles (in 2025, 2026, and 2027) during which participants will be assigned, without any economic outlay, ordinary shares of A2A for an individual monetary value of 1,500 euros over the three years. Managers will initially be assigned 1 symbolic share for each cycle.

All employees participating in the program will be able to purchase additional ordinary shares within the minimum and maximum investment thresholds, benefiting from additional shares (so-called "matching shares") that A2A will allocate to them with a logic inversely proportional to the corporate role (more favorable conditions for categories with lower classification) based on established criteria.
The assigned shares will be subject to a three-year non-transferability constraint, while for purchased shares, the same will have a one-year duration.

A2A also plans to launch an internal financial education program to promote greater awareness regarding participation in the initiative and, in general, the management of personal financial resources.

A2A LIFE Sharing is in line with national and international best practices and adds to the already implemented welfare interventions, such as support for parenting with the A2A Life Caring Plan, which allocates 120 million euros by 2035 to the Group's mothers and fathers.

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