

Informaton ex art. 84-bis, c. 5 e 6, Issuers' Regulation

COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS

Table no. 1 of Scheme 7 of Annex 3A to Issuers' Regulation

Civitanavi Systems S.p.A.

Headquarters: Via del Progresso 5, 63827 Pedaso (FM) - ITALY

Rome Office: Largo Urbino 15, 00071 Pomezia (RM) - ITALY | Naples Office: Via G. Pascoli 7, 80026 Casoria (NA) - ITALY

Turin Office: Corso Francia 35, 10138 Torino (TO) - ITALY

VAT n. IT01795210432 | Phone: +39 0733 773648 | Fax: +39 0733 1997156

Email : info@civitanavi.com | Pec : civitanavi@pec.it | www.civitanavi.com

		Box 2 - "Stock Options Plan 2023"							
		Stock option							
		Section 1							
		Options relating to plans, currently valid, approved on the basis of previous shareholders' meeting resolutions							
Name and surname or category	Office (only for those reported individually)	Shareholders' Meeting resolution date	Description of the instrument	Options held at the end of the previous Financial Year	Options exercised	Assignment date	Exercise price	Market value of the underlying shares on the assignment date	Potential exercise period (from – to)
n. 29 employees of Civitanavi Systems SpA	-	27/04/2023	Options on shares of Civitanavi Systems SpA with physical settlement	545.868	0	06/11/2023 (cpr) 07/11/2023 (cda)	3,8461	4,00	1 tranche: 29/05/2027 - 29/06/2027 2 tranche: 29/05/2028 - 29/06/2028 3 tranche: 29/05/2029 - 29/06/2029
n. 2 Executives with strategic responsibilities of Civitanavi Systems SpA	-	27/04/2023	Options on shares of Civitanavi Systems SpA with physical settlement	85.433	0	06/11/2023 (cpr) 07/11/2023 (cda)	3,8461	4,00	1 tranche: 29/05/2027 - 29/06/2027 2 tranche: 29/05/2028 - 29/06/2028 3 tranche: 29/05/2029 - 29/06/2029
n. 1 employee of Civitanavi Systems UK Ltd	-	27/04/2023	Options on shares of Civitanavi Systems SpA with physical settlement	34.932	0	06/11/2023 (cpr) 07/11/2023 (cda)	3,8461	4,00	1 tranche: 29/05/2027 - 29/06/2027 2 tranche: 29/05/2028 - 29/06/2028 3 tranche: 29/05/2029 - 29/06/2029
Mario Damiani	Director of Civitanavi Systems SpA	27/04/2023	Options on shares of Civitanavi Systems SpA with physical settlement	9.138	0	06/11/2023 (cpr) 07/11/2023 (cda)	3,8461	4,00	1 tranche: 29/05/2027 - 29/06/2027 2 tranche: 29/05/2028 - 29/06/2028 3 tranche: 29/05/2029 - 29/06/2029
Alan E. Kaile	Director of Civitanavi Systems UK Ltd	27/04/2023	Options on shares of Civitanavi Systems SpA with physical settlement	10.444	0	06/11/2023 (cpr) 07/11/2023 (cda)	3,8461	4,00	1 tranche: 29/05/2027 - 29/06/2027 2 tranche: 29/05/2028 - 29/06/2028 3 tranche: 29/05/2029 - 29/06/2029
n. 60 employees of Civitanavi Systems SpA	-	27/04/2023	Options on shares of Civitanavi Systems SpA with physical settlement	189.000	0	22/12/2023	3,99773	3,90	1 tranche: 29/05/2027 - 29/06/2027 2 tranche: 29/05/2028 - 29/06/2028 3 tranche: 29/05/2029 - 29/06/2029
n. 3 employees of Civitanavi Systems UK Ltd	-	27/04/2023	Options on shares of Civitanavi Systems SpA with physical settlement	6.500	0	22/12/2023	3,99773	3,90	1 tranche: 29/05/2027 - 29/06/2027 2 tranche: 29/05/2028 - 29/06/2028 3 tranche: 29/05/2029 - 29/06/2029

(cda): Board of Directors

(cpr): Remuneration and Appointments Committee

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