



## PRESS RELEASE

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### ANIMA Holding: approval of the guidelines for a Group LTIP

*Milan, 5 March 2018* - Anima Holding S.p.A. ("Anima") Board of Directors resolved today on the framework of a Long-Term Incentive Plan aimed at the top and senior management of the Anima Group (the "Plan"), to be submitted for approval by a Shareholders' Meeting to be called.

The Plan, with a three years duration, aims at the same time to drive the performance of those within the Anima Group who have the operational levers to achieve the company strategies and to foster the fidelisation of the Group's management and the attraction of talented resources.

According to the provisions of the Plan, beneficiaries shall receive financial instruments (called "Units") allowing them to subscribe for free newly issued Anima ordinary shares, deriving from a capital increase to be resolved by the EGM. The exercise of the Units will be subject to the achievement of certain performance indicators ("KPIs"), subject to calculation on the three periods of implementation of the Plan.

At the date of approval of the Plan by the EGM and for each of the following two years, a third of the total amount of Units will be granted to the top and senior management of the Anima Group based on the terms and conditions set forth in the Plan.

In the event that the Units are fully exercised, and assuming the full achievement of the KPIs, the percentage of Anima Holding ordinary shares to service the Plan is equal to 2.70% of the current issued share capital, subject to possible adjustments following the execution of the right issue resolved by the shareholders' meeting on December 15<sup>th</sup>, 2017.

The documentation relating to the Plan will be made available to the public pursuant to current legislation and within the terms set forth therein.

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ANIMA is a leading Italian independent asset management operator, with more than €95 billion of assets under management (as of January 2018). A synthesis of different, complementary paths and specializations. ANIMA nowadays offers one of the largest range of products and services available on the market. ANIMA's offering is composed of Italian collective investment schemes and foreign SICAVs. The company also offers institutional and private pension funds, as well as private wealth and institutional asset management services. For further information, please visit [www.animaholding.it](http://www.animaholding.it)

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