



PRESS RELEASE

ANIMA Holding: Long Term Incentive Plan (LTIP)

Milano, 14 May 2018 - The Board of Directors of Anima Holding S.p.A. (ANIM.IM), following the approval of the guidelines already communicated on March 5, 2018, resolved today to submit a Long-Term Incentive Plan (the "Plan") based on Anima Holding SpA financial instruments to an EGM to be convened in June 2018.

The Plan is structured as a granting of new shares, to be issued pursuant to art. 2349 c.c. through a share capital increase, up to a maximum of 2.31% of the current share capital.

The vesting of the Units assigned to each Beneficiary will take place in a deferred timeframe, and precisely:

- 34% of the Units during the Vesting Period 2018-20;
- 33% of the Units during the 2019-21 Vesting Period; and
- 33% of the Units during the 2020-22 Vesting Period.

The exercise of the Units (and therefore the effective assignment of the shares to the beneficiaries) is subject, among other conditions, to the fulfillment of the following:

First Condition: the exercise of 25% of the Units is subject to the achievement by the Anima Group of a certain net new money level, defined as the ratio between (i) the cumulative net new money for each three-year period of the Plan (2018-20, 2019-21, 2020-22) and (ii) the Group's AuM at December 31st of each year prior to the start of each three-year period, compared with the same ratio for a panel of the main operators in Italy.

Second Condition: the exercise of 25% of the Units is subject to the achievement by the Company of a determined total return to shareholders calculated for each three-year period of the Plan, ("TRS") compared with the same ratio for a group of European comparable listed companies.

Third Condition: the exercise of the remaining 50% of the Units is subject to the achievement by the Anima Group of a certain increase in cumulated Adjusted EPS against 3x the level achieved in 2017. In particular, in order for this condition to be fully met, such increase must be 23% for the period 2018-2020, 30% for the period 2019-2021 and 35.5% for the period 2019-2022.

The documentation relating to the Plan will be published 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 April 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

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