



PRESS RELEASE

Update on the execution of the Remuneration plan based on financial instruments 2018-2020

Milan, 30 November 2018 - Following the press releases issued on June 21 and July 24, 2018 regarding the LTIP based on financial instruments in accordance with art. 84-bis, paragraph 3, Consob resolution 11971 of May 14, 1999, it should be noted that on November 20, 2018 an additional tranche of the total Units was assigned.

The Table n. 1 Scheme n. 7 Annex 3A is attached to this press release.

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ANIMA is a leading Italian independent asset management operator, with more than €101 billion of assets under management (as of October 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

Contacts:

Barabino & Partners

Tel 02.72.02.35.35

Emma Ascani

e.ascani@barabino.it

ANIMA - Investor relations

Tel. 02.63.536.226

Fabrizio Armone

fabrizio.armone@animaholding.it



REMUNERATION PLAN BASED ON FINANCIAL INSTRUMENTS
Long Term Incentive Plan - LTIP
 Table n. 1, Scheme 7, Annex 3A, Regulation n. 11971/1999

Date: 30/11/2018

Name or category	Post	Form 1						
		Financial instruments other than stock options						
		Form 2						
		Newly allocated financial instruments on the basis of the decision of:						
		<input checked="" type="checkbox"/> the BoD to be submitted to shareholders' meeting <input checked="" type="checkbox"/> the BoD to implement the shareholders' resolutions (see note 1)						
		Date of shareholders' resolution	Description of instruments	Number of financial instruments	Date of allocation by the Board of Directors	Purchase price of instruments	Market price as of date of allocation	Vesting period
Marco Carreri	CEO Anima Holding S.p.A., Anima SGR S.p.A. and Chairman Aletti Gestielle SGR S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	447,798	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2020 financial statement



Marco Carreri	CEO Anima Holding S.p.A., Anima SGR S.p.A. and Chairman Aletti Gestielle SGR S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	434,628	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2021 financial statement
Marco Carreri	CEO Anima Holding S.p.A., Anima SGR S.p.A. and Chairman Aletti Gestielle SGR S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	434,627	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2022 financial statement
Alessandro Melzi d'Eril	Director Anima SGR S.p.A., Aletti Gestielle SGR S.p.A., Anima Asset Management Ltd. and General Manager Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	223,899	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2020 financial statement
Alessandro Melzi d'Eril	Director Anima SGR S.p.A., Aletti Gestielle SGR S.p.A., Anima Asset Management Ltd. and General Manager Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	217,314	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2021 financial statement
Alessandro Melzi d'Eril	Director Anima SGR S.p.A., Aletti Gestielle SGR S.p.A., Anima Asset Management Ltd. and General Manager Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	217,313	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2022 financial statement



Pierluigi Giverso	Director Aletti Gestielle SGR S.p.A., Anima Asset Management Ltd. and Head of Business Development, Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	194,046	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2020 financial statement
Pierluigi Giverso	Director Aletti Gestielle SGR S.p.A., Anima Asset Management Ltd. and Head of Business Development, Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	188,339	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2021 financial statement
Pierluigi Giverso	Director Aletti Gestielle SGR S.p.A., Anima Asset Management Ltd. and Head of Business Development, Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	188,338	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2022 financial statement
Filippo Di Naro	Director Aletti Gestielle SGR S.p.A. and Head of Markets and Investments, Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	194,046	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2020 financial statement
Filippo Di Naro	Director Aletti Gestielle SGR S.p.A. and Head of Markets and Investments, Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	188,339	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2021 financial statement



Filippo Di Naro	Director Aletti Gestielle SGR S.p.A. and Head of Markets and Investments, Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	188,338	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2022 financial statement
Davide Sosio	Director Anima Asset Management Ltd. and Group CFO & HR Director, Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	104,486	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2020 financial statement
Davide Sosio	Director Anima Asset Management Ltd. and Group CFO & HR Director, Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	101,413	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2021 financial statement
Davide Sosio	Director Anima Asset Management Ltd. and Group CFO & HR Director, Anima Holding S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	101,413	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2022 financial statement
Francesco Betti	General Manager Aletti Gestielle SGR S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	82,096	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2020 financial statement



Francesco Betti	General Manager Aletti Gestielle SGR S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	79,682	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2021 financial statement
Francesco Betti	General Manager Aletti Gestielle SGR S.p.A.	21/06/2018	Free subscription rights for Anima Holding shares	79,682	21/06/2018	Free of charge	€4.86	From resolution date to the shareholders' meeting approving 2022 financial statement
Other Group Managers (n° 10) - (see note 2)	A number of employees of the company and its subsidiaries	21/06/2018	Free subscription rights for Anima Holding shares	1,029,934	20/07/2018	Free of charge	€4.55	From resolution date to the shareholders' meeting approving 2020 financial statement
Other Group Managers (n° 10) - (see note 2)	A number of employees of the company and its subsidiaries	21/06/2018	Free subscription rights for Anima Holding shares	999,644	20/07/2018	Free of charge	€4.55	From resolution date to the shareholders' meeting approving 2021 financial statement
Other Group Managers (n° 10) - (see note 2)	A number of employees of the company and its subsidiaries	21/06/2018	Free subscription rights for Anima Holding shares	999,641	20/07/2018	Free of charge	€4.55	From resolution date to the shareholders' meeting approving 2022 financial statement



Agostino Ricucci	Director Anima Asset Management Ltd.	21/06/2018	Free subscription rights for Anima Holding shares	19,404	20/11/2018	Free of charge	€3.32	From resolution date to the shareholders' meeting approving 2020 financial statement
Agostino Ricucci	Director Anima Asset Management Ltd.	21/06/2018	Free subscription rights for Anima Holding shares	18,834	20/11/2018	Free of charge	€3.32	From resolution date to the shareholders' meeting approving 2021 financial statement
Agostino Ricucci	Director Anima Asset Management Ltd.	21/06/2018	Free subscription rights for Anima Holding shares	18,834	20/11/2018	Free of charge	€3.32	From resolution date to the shareholders' meeting approving 2022 financial statement
Other Group Managers (n° 34)	A number of employees of the company and its subsidiaries	21/06/2018	Free subscription rights for Anima Holding shares	582,136	20/11/2018	Free of charge	€3.32	From resolution date to the shareholders' meeting approving 2020 financial statement
Other Group Managers (n° 34)	A number of employees of the company and its subsidiaries	21/06/2018	Free subscription rights for Anima Holding shares	565,021	20/11/2018	Free of charge	€3.32	From resolution date to the shareholders' meeting approving 2021 financial statement



Other Group Managers (n° 34)	A number of employees of the company and its subsidiaries	21/06/2018	Free subscription rights for Anima Holding shares	565,007	20/11/2018	Free of charge	€3.32	From resolution date to the shareholders' meeting approving 2022 financial statement
Other Group Managers	A number of employees of the company and its subsidiaries	21/06/2018	Free subscription rights for Anima Holding shares	107,474	N.D.	Free of charge	N.D.	From resolution date to the shareholders' meeting approving 2020 financial statement
Other Group Managers	A number of employees of the company and its subsidiaries	21/06/2018	Free subscription rights for Anima Holding shares	104,313	N.D.	Free of charge	N.D.	From resolution date to the shareholders' meeting approving 2021 financial statement
Other Group Managers	A number of employees of the company and its subsidiaries	21/06/2018	Free subscription rights for Anima Holding shares	104,314	N.D.	Free of charge	N.D.	From resolution date to the shareholders' meeting approving 2022 financial statement

(note 1) "Other Group Managers" and Agostino Ricucci (non-identified at the date of the shareholders' meeting)

(note 2) "Other Group Managers" now includes Claudio Tosato (Director of Anima Asset Management Ltd. until 30.09.2018)