



PRESS RELEASE

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

Milan, 7 August 2020 – Following the already published information regarding the LTIP based on financial instruments, an update on the Plan execution is hereby disclosed in accordance with art. 84-bis, paragraph 3, Consob resolution 11971 of May 14, 1999.

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 €185 billion of assets under management (as of July 2020). 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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REMUNERATION PLAN BASED ON FINANCIAL INSTRUMENTS Long Term Incentive Plan - LTIP
Table n. 1, Scheme 7, Annex 3A, Regulation n. 11971/1999

Date: 07/08/2020

| 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 |
| Alessandro Melzi d'Eril | CEO and General Manager Anima Holding S.p.A. and Anima SGR S.p.A., Chairman of Anima Alternative SGR 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 statements |
| Alessandro Melzi d'Eril | CEO and General Manager Anima Holding S.p.A. and Anima SGR S.p.A., Chairman of Anima Alternative SGR 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 statements |



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|-------------------------|---|------------|---|---------|------------|----------------|-------|---|
| Alessandro Melzi d'Eril | CEO and General Manager Anima Holding S.p.A. and Anima SGR S.p.A., Chairman of Anima Alternative SGR 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 statements |
| Alessandro Melzi d'Eril | CEO and General Manager Anima Holding S.p.A. and Anima SGR S.p.A., Chairman of Anima Alternative SGR S.p.A. | 21/06/2018 | Free subscription rights for Anima Holding shares | 27,987 | 07/05/2020 | Free of charge | €3.29 | From resolution date to the shareholders' meeting approving 2020 financial statements |
| Alessandro Melzi d'Eril | CEO and General Manager Anima Holding S.p.A. and Anima SGR S.p.A., Chairman of Anima Alternative SGR S.p.A. | 21/06/2018 | Free subscription rights for Anima Holding shares | 108,657 | 07/05/2020 | Free of charge | €3.29 | From resolution date to the shareholders' meeting approving 2021 financial statements |
| Alessandro Melzi d'Eril | CEO and General Manager Anima Holding S.p.A. and Anima SGR S.p.A., Chairman of Anima Alternative SGR S.p.A. | 21/06/2018 | Free subscription rights for Anima Holding shares | 108,657 | 07/05/2020 | Free of charge | €3.29 | From resolution date to the shareholders' meeting approving 2022 financial statements |
| Pierluigi Givero | CO-GM Anima Holding S.p.A., Director Anima Asset Management Ltd. And Anima Alternative SGR 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 statements |



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|-------------------|--|------------|--|---------|------------|----------------|-------|---|
| Pierluigi Giverso | CO-GM Anima Holding S.p.A., Director Anima Asset Management Ltd. And Anima Alternative SGR 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 statements |
| Pierluigi Giverso | CO-GM Anima Holding S.p.A., Director Anima Asset Management Ltd. And Anima Alternative SGR 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 statements |
| Filippo Di Naro | 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 statements |
| Filippo Di Naro | 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 statements |
| Filippo Di Naro | 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 statements |



| | | | | | | | | |
|---------------------------|--|------------|---|---------|------------|----------------|-------|---|
| 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 statements |
| 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 statements |
| 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 statements |
| Other Beneficiaries (n°2) | Selected members of the management team of the Issuer and/or its subsidiaries | 21/06/2018 | Free subscription rights for Anima Holding shares | 417,945 | 21/06/2018 | Free of charge | €4.86 | From resolution date to the shareholders' meeting approving 2020 financial statements |
| Other Beneficiaries (n°1) | Selected members of the management team of the Issuer and/or its subsidiaries | 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 statements |



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|----------------------------|---|------------|---|-----------|------------|----------------|-------|---|
| Other Beneficiaries (n°1) | Selected members of the management team of the Issuer and/or its subsidiaries | 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 statements |
| Other Beneficiaries (n°10) | Selected members of the management team of the Issuer and/or 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 statements |
| Other Beneficiaries (n°10) | Selected members of the management team of the Issuer and/or 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 statements |
| Other Beneficiaries (n°10) | Selected members of the management team of the Issuer and/or 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 statements |
| Other Beneficiaries (n°32) | Selected members of the management team of the Issuer and/or its subsidiaries | 21/06/2018 | Free subscription rights for Anima Holding shares | 558,254 | 20/11/2018 | Free of charge | €3.32 | From resolution date to the shareholders' meeting approving 2020 financial statements |



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|----------------------------|---|------------|---|---------|------------|----------------|-------|---|
| Other Beneficiaries (n°32) | Selected members of the management team of the Issuer and/or its subsidiaries | 21/06/2018 | Free subscription rights for Anima Holding shares | 541,841 | 20/11/2018 | Free of charge | €3.32 | From resolution date to the shareholders' meeting approving 2021 financial statements |
| Other Beneficiaries (n°32) | Selected members of the management team of the Issuer and/or its subsidiaries | 21/06/2018 | Free subscription rights for Anima Holding shares | 541,827 | 20/11/2018 | Free of charge | €3.32 | From resolution date to the shareholders' meeting approving 2022 financial statements |
| 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 statements |
| 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 statements |
| 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 statements |



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|---------------------------------------|---|------------|---|---------|------------|----------------|-------|---|
| Agostino Ricucci | Director Anima Asset Management Ltd. | 21/06/2018 | Free subscription rights for Anima Holding shares | 4,478 | 26/06/2019 | Free of charge | €2.89 | From resolution date to the shareholders' meeting approving 2020 financial statements |
| Agostino Ricucci | Director Anima Asset Management Ltd. | 21/06/2018 | Free subscription rights for Anima Holding shares | 4,346 | 26/06/2019 | Free of charge | €2.89 | From resolution date to the shareholders' meeting approving 2021 financial statements |
| Agostino Ricucci | Director Anima Asset Management Ltd. | 21/06/2018 | Free subscription rights for Anima Holding shares | 4,347 | 26/06/2019 | Free of charge | €2.89 | From resolution date to the shareholders' meeting approving 2022 financial statements |
| Other Beneficiaries (n°15) - (note 1) | Selected members of the management team of the Issuer and/or its subsidiaries | 21/06/2018 | Free subscription rights for Anima Holding shares | 126,881 | 26/06/2019 | Free of charge | €2.89 | From resolution date to the shareholders' meeting approving 2020 financial statements |
| Other Beneficiaries (n°15) - (note 1) | Selected members of the management team of the Issuer and/or its subsidiaries | 21/06/2018 | Free subscription rights for Anima Holding shares | 123,146 | 26/06/2019 | Free of charge | €2.89 | From resolution date to the shareholders' meeting approving 2021 financial statements |



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|---------------------------------------|---|------------|---|---------|------------|----------------|-------|---|
| Other Beneficiaries (n°15) - (note 1) | Selected members of the management team of the Issuer and/or its subsidiaries | 21/06/2018 | Free subscription rights for Anima Holding shares | 123,145 | 26/06/2019 | Free of charge | €2.89 | From resolution date to the shareholders' meeting approving 2022 financial statements |
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(note 1) Of which 12 Beneficiaries already identified at the grant dates 20/07/2018 and 20/11/2018.