



## **PRESS RELEASE**

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### **Approval of the "LTIP 2021-2023" Compensation Plan based on financial instruments**

*Milan, 31 March 2021* - The Shareholders' Meeting of Anima Holding S.p.A. (ANIM.IM) approved today the "LTIP 2021-23" compensation plan based on financial instruments ("the Plan").

The Plan, with the aim of incentivising, retaining and aligning the interests of the key resources involved with the various stakeholders, provides for the assignment of a number of rights, to be exercised in whole or in part subject to the achievement of medium-long term KPIs.

The terms and conditions of the Plan are described in the information document, drawn up pursuant to art. 84-bis, paragraph 1, of the Issuers' Regulation and in compliance with Scheme no. 7 of Annex 3A.

The table pursuant to no. 1 Scheme n. 7 of Annex 3A to the Issuers' Regulation is attached to this press release.

ANIMA is a leading Italian independent asset management operator, with around €194 billion of assets under management (as of December 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 and foreign collective investment schemes and 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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**COMPENSATION PLAN BASED ON FINANCIAL INSTRUMENTS**  
**Long Term Incentive Plan 2021-2023**

*Chart n. 1, Scheme 7 of Annex 3A Regulation n. 11971/1999*

Name and Surname or category	Title	CHART 1						Vesting period
		Financial instrument different from stock options						
		Section 2						
		Newly assigned instruments based on the decision of						
				<input checked="" type="checkbox"/>	Board of director proposal for the shareholders' meeting			
				<input checked="" type="checkbox"/>	The corporate body responsible for executing the shareholders' meeting resolution (1)			
		Date of shareholders' resolution	Description of instruments	Number of assigned financial instruments	Date of allocation	Purchase price of instruments	Market price at the date of allocation	
Alessandro Melzi d'Eril	CEO and General Manager of Anima Holding S.p.A. and Anima SGR S.p.A. and Chairman of the Board of Anima Alternative SGR S.p.A.	31-03-21	Free subscription rights for Anima Holding share	595,347	31-03-21	Free of charge	€4.392	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2023
Alessandro Melzi d'Eril	CEO and General Manager of Anima Holding S.p.A. and Anima SGR S.p.A. and Chairman of the Board of Anima Alternative SGR S.p.A.	31-03-21	Free subscription rights for Anima Holding share	595,347	31-03-21	Free of charge	€4.392	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2024
Alessandro Melzi d'Eril	CEO and General Manager of Anima Holding S.p.A. and Anima SGR S.p.A. and Chairman of the Board of Anima Alternative SGR S.p.A.	31-03-21	Free subscription rights for Anima Holding share	595,346	31-03-21	Free of charge	€4.392	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2025



Pierluigi Giverso	Director of Anima Asset Management Ltd. and Anima Alternative SGR S.p.A.; Co-GM and Head of Business Development of Anima Holding	31-03-21	Free subscription rights for Anima Holding share	297,674	31-03-21	Free of charge	€4.392	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2023
Pierluigi Giverso	Director of Anima Asset Management Ltd. and Anima Alternative SGR S.p.A.; Co-GM and Head of Business Development of Anima Holding	31-03-21	Free subscription rights for Anima Holding share	297,673	31-03-21	Free of charge	€4.392	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2024
Pierluigi Giverso	Director of Anima Asset Management Ltd. and Anima Alternative SGR S.p.A.; Co-GM and Head of Business Development of Anima Holding	31-03-21	Free subscription rights for Anima Holding share	297,673	31-03-21	Free of charge	€4.392	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2025
Davide Sosio	Director of Anima Asset Management Ltd. and Group CFO & HR Director of Anima Holding-	31-03-21	Free subscription rights for Anima Holding share	227,633	31-03-21	Free of charge	€4.392	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2023
Davide Sosio	Director of Anima Asset Management Ltd. and Group CFO & HR Director of Anima Holding	31-03-21	Free subscription rights for Anima Holding share	227,633	31-03-21	Free of charge	€4.392	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2024
Davide Sosio	Director of Anima Asset Management Ltd. and Group CFO & HR Director of Anima Holding	31-03-21	Free subscription rights for Anima Holding share	227,632	31-03-21	Free of charge	€4.392	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2025



Other beneficiaries	Managers and employees of the listed company and its subsidiaries	31-03-21	Free subscription rights for Anima Holding share	7,144,162	N.A.	Free of charge	N.A.	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2023, 2024 and 2025
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(1) With reference to "Other beneficiaries" not yet identified at the date of the shareholders' meeting