



## PRESS RELEASE

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### "LTIP 2021-2023" Compensation Plan based on financial instruments - Update

Milan, 8 April 2022 - Anima Holding S.p.A. (ANIM.IM) discloses, pursuant to art. 84-bis of the Issuers' Regulation, an update concerning the "LTIP 2021-23" compensation plan based on financial instruments ("the Plan").

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 and available on the company's website.

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 more than €197 billion of assets under management (as of March 2022). 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						
		Financial instrument different from stock options						
		<b>Section 2</b>						
		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	Vesting period
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 Givero	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 Givero	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 Givero	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



Philippe Minard	CEO and CIO of Anima Alternative SGR S.p.A.	31-03-21	Free subscription rights for Anima Holding share	66,667	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2023
Philippe Minard	CEO and CIO of Anima Alternative SGR S.p.A.	31-03-21	Free subscription rights for Anima Holding share	66,667	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2024
Philippe Minard	CEO and CIO of Anima Alternative SGR S.p.A.	31-03-21	Free subscription rights for Anima Holding share	66,666	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2025
Andrea Cappuccio	Director and Deputy CIO of Anima Alternative SGR S.p.A.	31-03-21	Free subscription rights for Anima Holding share	56,667	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2023
Andrea Cappuccio	Director and Deputy CIO of Anima Alternative SGR S.p.A.	31-03-21	Free subscription rights for Anima Holding share	56,667	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2024
Andrea Cappuccio	Director and Deputy CIO of Anima Alternative SGR S.p.A.	31-03-21	Free subscription rights for Anima Holding share	56,666	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2025



Agostino Ricucci	Director and General Manager of Anima Asset Management Ltd	31-03-21	Free subscription rights for Anima Holding share	31,667	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2023
Agostino Ricucci	Director and General Manager of Anima Asset Management Ltd	31-03-21	Free subscription rights for Anima Holding share	31,667	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2024
Agostino Ricucci	Director and General Manager of Anima Asset Management Ltd	31-03-21	Free subscription rights for Anima Holding share	31,666	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2025
Other beneficiaries (47)	Managers and employees of the listed company and its subsidiarie	31-03-21	Free subscription rights for Anima Holding share	2,074,387	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2023
Other beneficiaries (19)	Managers and employees of the listed company and its subsidiarie	31-03-21	Free subscription rights for Anima Holding share	1,469,104	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2024
Other beneficiaries (19)	Managers and employees of the listed company and its subsidiarie	31-03-21	Free subscription rights for Anima Holding share	1,469,110	25-05-21	Free of charge	€4.271	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2025



Other Beneficiaries (1)	Managers and employees of the listed company and its subsidiaries	31-03-21	Free subscription rights for Anima Holding share	28,016	27-10-21	Free of charge	€4.597	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2023
Other Beneficiaries (1)	Managers and employees of the listed company and its subsidiaries	31-03-21	Free subscription rights for Anima Holding share	28,016	27-10-21	Free of charge	€4.597	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2024
Other Beneficiaries (1)	Managers and employees of the listed company and its subsidiaries	31-03-21	Free subscription rights for Anima Holding share	28,017	27-10-21	Free of charge	€4.597	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2025
Other Beneficiaries (33) Note 2	Managers and employees of the listed company and its subsidiaries	31-03-21	Free subscription rights for Anima Holding share	683,878	31-03-22	Free of charge	€4.082	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2024
Other Beneficiaries (4) Note 2	Managers and employees of the listed company and its subsidiaries	31-03-21	Free subscription rights for Anima Holding share	60,233	31-03-22	Free of charge	€4.082	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	838,401	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



- (1) With reference to "Other beneficiaries" not yet identified at the date of the shareholders' meeting
- (2) O/w 2 beneficiaries already identified as of 25-05-2021