



PRESS RELEASE

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

Milan, 20 July 2023 - 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 around €185 billion of assets under management (as of March 2023). 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

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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 | | | | | | |
| | | 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 | 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 |
| Giampiero Schiavo | Amministratore Delegato e Direttore Generale di Castello SGR S.p.A. e Amministratore Delegato di Anima Alternative SGR S.p.A. | 31-03-21 | Free subscription rights for Anima Holding share | 180,000 | 19-07-23 | Free of charge | €3.408 | From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2025 |
| Other beneficiaries (48) | Managers and employees of the listed company and its subsidiaries | 31-03-21 | Free subscription rights for Anima Holding share | 2,106,054 | 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 (21) | Managers and employees of the listed company and its subsidiaries | 31-03-21 | Free subscription rights for Anima Holding share | 1,557,438 | 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 (21) | Managers and employees of the listed company and its subsidiaries | 31-03-21 | Free subscription rights for Anima Holding share | 1,557,442 | 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 (33) Note 2 Note 3 | Managers and employees of the listed company and its subsidiaries | 31-03-21 | Free subscription rights for Anima Holding share | 656,087 | 20-04-23 | Free of charge | €3.802 | 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 | 182,314 | 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
- (3) O/w 1 beneficiary already identified as of 31-03-2022