



## PRESS RELEASE

---

### **“LTIP 2024-2026” Compensation Plan based on financial instruments - Update**

Milan, 3 May 2024 - Anima Holding S.p.A. (ANIM.IM) discloses, pursuant to art. 84-bis of the Issuers' Regulation, an update concerning the “LTIP 2024-2026” compensation plan based on financial instruments ("the Plan").

The terms and conditions of the Plan are described in the information documents, 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 €191.5 billion assets under management at end 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](http://www.animaholding.it)

Contacts:

**ANIMA – Investor relations**

Tel. +39.02.63.536.226

Luca Mirabelli – Federico Pardini

[ir@animaholding.it](mailto:ir@animaholding.it)



## COMPENSATION PLAN BASED ON FINANCIAL INSTRUMENTS

### Long Term Incentive Plan 2024-2026

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 (6)						
		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 Director of Anima Alternative SGR S.p.A. and Castello SGR S.p.A.	28-03-24	Free subscription rights for Anima Holding share	561,321	28-03-24	Free of charge	€4.400	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2026
Alessandro Melzi d'Eril	CEO and General Manager of Anima Holding S.p.A. and Anima SGR S.p.A. and Director of Anima Alternative SGR S.p.A. and Castello SGR S.p.A.	28-03-24	Free subscription rights for Anima Holding share	561,321	28-03-24	Free of charge	€4.400	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2027
Alessandro Melzi d'Eril	CEO and General Manager of Anima Holding S.p.A. and Anima SGR S.p.A. and Director of Anima Alternative SGR S.p.A. and Castello SGR S.p.A.	28-03-24	Free subscription rights for Anima Holding share	561,320	28-03-24	Free of charge	€4.400	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2028
Pierluigi Giverso	Director of Anima Alternative SGR S.p.A.; Co-GM and Head of Business Development of Anima Holding S.p.A. - PDMR	28-03-24	Free subscription rights for Anima Holding share	325,472	28-03-24	Free of charge	€4.400	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2026



Pierluigi Givero	Director of Anima Alternative SGR S.p.A.; Co-GM and Head of Business Development of Anima Holding S.p.A. - PDMR	28-03-24	Free subscription rights for Anima Holding share	325,472	28-03-24	Free of charge	€4.400	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2027
Pierluigi Givero	Director of Anima Alternative SGR S.p.A.; Co-GM and Head of Business Development of Anima Holding S.p.A. - PDMR	28-03-24	Free subscription rights for Anima Holding share	325,471	28-03-24	Free of charge	€4.400	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2028
Davide Sosio	Director of Castello SGR S.p.A.; Group CFO & HR Director of Anima Holding S.p.A. - PDMR	28-03-24	Free subscription rights for Anima Holding share	254,717	28-03-24	Free of charge	€4.400	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2026
Davide Sosio	Director of Castello SGR S.p.A.; Group CFO & HR Director of Anima Holding S.p.A. - PDMR	28-03-24	Free subscription rights for Anima Holding share	254,717	28-03-24	Free of charge	€4.400	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2027
Davide Sosio	Director of Castello SGR S.p.A.; Group CFO & HR Director of Anima Holding S.p.A. - PDMR	28-03-24	Free subscription rights for Anima Holding share	254,717	28-03-24	Free of charge	€4.400	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2028
Philippe Minard	Director and CIO of Anima Alternative SGR S.p.A.	28-03-24	Free subscription rights for Anima Holding share	50,000	24-04-24	Free of charge	€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2026
Philippe Minard	Director and CIO of Anima Alternative SGR S.p.A.	28-03-24	Free subscription rights for Anima Holding share	50,000	24-04-24	Free of charge	€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2027



Philippe Minard	Director and CIO of Anima Alternative SGR S.p.A.	28-03-24	Free subscription rights for Anima Holding share	50,000	24-04-24	Free of charge	€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2028
Giampiero Schiavo	CEO and GM of Castello SGR S.p.A.; CEO of Anima Alternative S.p.A.	28-03-24	Free subscription rights for Anima Holding share	150,000	24-04-24	Free of charge	€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2026
Giampiero Schiavo	CEO and GM of Castello SGR S.p.A.; CEO of Anima Alternative S.p.A.	28-03-24	Free subscription rights for Anima Holding share	150,000	24-04-24	Free of charge	€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2027
Giampiero Schiavo	CEO and GM of Castello SGR S.p.A.; CEO of Anima Alternative S.p.A.	28-03-24	Free subscription rights for Anima Holding share	150,000	24-04-24	Free of charge	€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2028
Other Beneficiaries (62)	Managers and employees of the listed company and its subsidiaries	28-03-24	Free subscription rights for Anima Holding share	2,109,166	24-04-24	Free of charge	€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2026
Other Beneficiaries (29)	Managers and employees of the listed company and its subsidiaries	28-03-24	Free subscription rights for Anima Holding share	1,558,666	24-04-24	Free of charge	€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2027
Other Beneficiaries (29)	Managers and employees of the listed company and its subsidiaries	28-03-24	Free subscription rights for Anima Holding share	1,561,668	24-04-24	Free of charge	€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2028



Other Beneficiaries	Managers and employees of the listed company and its subsidiaries	28-03-24	Free subscription rights for Anima Holding share	2,267,683	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 31/12/2026 - 31/12/2027 - 31/12/2028
---------------------	---	----------	--	-----------	------	----------------	------	---

(1) With reference to "Other beneficiaries" not yet identified at the date of the shareholders' meeting