



PRESS RELEASE

"LTIP 2024-2026" Compensation Plan based on financial instruments - Update

Milan, 29 July 2024 - Anima Holding S.p.A. (ANIM.IM) discloses, pursuant to art. 84-bis of the Issuers' Regulation, an update concerning the "LTIP 2024-26" 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 tables pursuant to no. 1 Scheme n. 7 of Annex 3A to the Issuers' Regulation is attached to this press release.

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ANIMA is a leading Italian independent asset management operator, with €198.7 billion assets under management at June 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 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 (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.	28-03-2024	Free subscription rights for Anima Holding share	561,321	28-03-2024	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.	28-03-2024	Free subscription rights for Anima Holding share	561,321	28-03-2024	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.	28-03-2024	Free subscription rights for Anima Holding share	561,320	28-03-2024	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. and Kairos Partners SGR S.p.A.; Co-GM and Head of Business Development of Anima Holding S.p.A. - PDMR	28-03-2024	Free subscription rights for Anima Holding share	325,472	28-03-2024	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. and Kairos Partners SGR S.p.A.; Co-GM and Head of Business Development of Anima Holding S.p.A. - PDMR	28-03-2024	Free subscription rights for Anima Holding share	325,472	28-03-2024	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
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Davide Sosio	Director of Castello SGR S.p.A., Anima Alternative SGR S.p.A. and Kairos Partners SGR S.p.A.; Head of HR & Organisation of Anima Holding S.p.A. - PDMR	28-03-2024	Free subscription rights for Anima Holding share	254,717	28-03-2024	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., Anima Alternative SGR S.p.A. and Kairos Partners SGR S.p.A.; Head of HR & Organisation of Anima Holding S.p.A. - PDMR	28-03-2024	Free subscription rights for Anima Holding share	254,717	28-03-2024	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
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Marco Pogliani	Director of Castello SGR S.p.A.; Group CFO of Anima Holding S.p.A. - PDMR	28-03-2024	Free subscription rights for Anima Holding share	83,300	24-04-2024	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
Marco Pogliani	Director of Castello SGR S.p.A.; Group CFO of Anima Holding S.p.A. - PDMR	28-03-2024	Free subscription rights for Anima Holding share	83,300	24-04-2024	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



Marco Pogliani	Director of Castello SGR S.p.A.; Group CFO of Anima Holding S.p.A. - PDMR	28-03-2024	Free subscription rights for Anima Holding share	83,400	24-04-2024	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
Philippe Minard	Director and Chief Investment Officer of Anima Alternative SGR S.p.A.	28-03-2024	Free subscription rights for Anima Holding share	50,000	24-04-2024	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 Chief Investment Officer of Anima Alternative SGR S.p.A.	28-03-2024	Free subscription rights for Anima Holding share	50,000	24-04-2024	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 Chief Investment Officer of Anima Alternative SGR S.p.A.	28-03-2024	Free subscription rights for Anima Holding share	50,000	24-04-2024	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 General Manager of Castello SGR S.p.A; CEO of Anima Alternative SGR S.p.A.	28-03-2024	Free subscription rights for Anima Holding share	150,000	24-04-2024	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 General Manager of Castello SGR S.p.A; CEO of Anima Alternative SGR S.p.A.	28-03-2024	Free subscription rights for Anima Holding share	150,000	24-04-2024	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
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61 Other Beneficiaries	Managers and employees of the listed company and its subsidiaries	28-03-2024	Free subscription rights for Anima Holding share	2,019,200	24-04-2024	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
28 Other Beneficiaries	Managers and employees of the listed company and its subsidiaries	28-03-2024	Free subscription rights for Anima Holding share	1,468,700	24-04-2024		€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2027
28 Other Beneficiaries	Managers and employees of the listed company and its subsidiaries	28-03-2024	Free subscription rights for Anima Holding share	1,471,600	24-04-2024		€4.342	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2028
3 Other Beneficiaries	Managers and employees of the listed company and its subsidiaries	28-03-2024	Free subscription rights for Anima Holding share	126,333	25-07-2024		€4.850	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2026
3 Other Beneficiaries	Managers and employees of the listed company and its subsidiaries	28-03-2024	Free subscription rights for Anima Holding share	126,333	25-07-2024		€4.850	From the date of allocation until the date of the shareholders' meeting approving Anima Holding financial statements as of 31/12/2027
3 Other Beneficiaries	Managers and employees of the listed company and its subsidiaries	28-03-2024	Free subscription rights for Anima Holding share	126,334	25-07-2024		€4.850	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	28-03-2024	Free subscription rights for Anima Holding share	1,908,683	N.D.		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