

**COMMUNICATION PURSUANT TO ARTICLE 84-BIS, PARAGRAPH 5, LETTER A) OF THE  
REGULATION ADOPTED BY CONSOB RESOLUTION NUMBER 11971 OF MAY 14, 1999 AND  
SUBSEQUENT MODIFICATIONS**

The Board of Directors of Tamburi Investment Partners S.p.A. ("TIP" - tip.mi), independent and diversified industrial group listed on the Euronext STAR Milan segment of Borsa Italiana S.p.A., which invests in excellent entrepreneurial companies, which met on September 11, 2025, with reference to the performance share plan aimed at executive directors and employees of the group called "TIP Performance Share Plan 2025/2027" (the "Plan") approved by the Shareholders' Meeting of the company on 29 April 2025, on the proposal of the Nomination and Remuneration Committee and having heard the favorable opinion of the Board of Statutory Auditors, resolved to adopt the regulation of the Plan (the "Regulation"), which provides:

- (i) for the awarding at no cost of up to n. 1,500,000 (onemillionfivehundredthousand) Units (each of them "Unit" and together the "Units") to executive directors and employees, identified, at incontestable and discretionary decision of the Board of Directors and having heard the opinion of the Nomination and Remuneration Committee, that cover or serve roles or functions strategically relevant and for which is justified an action aimed at strengthening the loyalty in a value creation perspective (the "Beneficiaries");
- (ii) that the maximum n. 1,500,000 (onemillionfivehundredthousand) Units are allocable by tranches, at no cost, non-transferable *inter vivos*. Each Unit carries the right for the Beneficiaries to receive at no cost TIP ordinary shares (already in its portfolio as of the date of the Regulation or subsequently acquired or issued) following the achievement of performance targets according to the terms and conditions set by the Regulation. Alternatively to the transfer of shares on the Beneficiaries' account, the Beneficiaries may ask the company to sell on the market all or part of the shares allowing the beneficiaries to receive an amount equal to the selling price, net of withholding applicable by law and without prejudice to the terms provided by the market regulations, by bank transfer on their bank accounts, within the limits and under the conditions established by the applicable legislation and by the Internal Dealing Code applicable;
- (iii) that the Plan develops over about three-year time horizon (fiscal years from 2025 to 2027) and the Regulation provides for the right to ask for the allocations of the shares:
  - a) from the date of communication of the achievement of the performance targets to December 31, 2028 up to 50% (fifty per cent) of the allocable shares;
  - b) from January 1, 2029 to December 31, 2029 up to all the residual allocable shares not asked in 2028 pursuant to the preceding point a);
- (iv) that the Regulation provides for the conditions upon which with the termination of the office or of the employment relationship the Beneficiaries will lose the right to convert into shares the Units received;

(v) that the shares received will be subject, directly or indirectly, to a lock-up period; in particular the Beneficiaries will be obliged to keep at least 30% (thirty per cent) of the shares received:

- (a) for 3 (three) years from the date of receiving for the executive directors; and
- (b) for 2 (two) years from the date of receiving for the employees.

In case of request of sale on the market the Beneficiaries will be obliged to re-invest 30% (thirty per cent) of the net income buying shares on the market. In case at the date of allocation of shares the Beneficiary already owns shares, the amount to be re-invested will be reduced by an amount equal to the shares own at the date of allocation multiplied by the market price at the date before the allocation, until eventually to zero.

It is also announced that on September 17, 2025, the 1,500,000 (onemillionfivehundredthousand) Units of the Plan were allocated to executive directors and employees as reported in the table attached to the communication.

For what is not expressly provided in this press release please refer to the information document prepared in compliance to art. 114-*bis* of Legislative Decree n. 58 of February 24, 1998 and art. 84-*bis* of Consob Regulations 11971/1999 available on company's website [www.tipspa.it](http://www.tipspa.it) in section "Corporate Governance/Shareholders' meetings/Documents".

Milan, September 17, 2025

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**TIP - TAMBURI INVESTMENT PARTNERS S.P.A.** IS AN INDEPENDENT AND DIVERSIFIED INDUSTRIAL GROUP WITH THAT INVESTED, AMONG DIRECT INVESTMENTS AND/OR CLUB DEALS, MORE THAN 5 BILLION EURO (AT TODAY VALUES) IN COMPANIES DEFINED AS "EXCELLENT" FROM AN ENTREPRENEURIAL POINT OF VIEW AND WITH A LONG-TERM APPROACH, OF STRATEGIC SUPPORT AND GROWTH IN VALUE. TIP CURRENTLY HAS DIRECT OR INDIRECT INTEREST IN LISTED AND UNLISTED COMPANIES INCLUDING: ALPITOUR, AMPLIFON, APOTECA NATURA, ASSET ITALIA, AZIMUT BENETTI, BASICNET, BENDING SPOONS, BETA UTENSILI, CHIORINO, DEXELANCE, DOVEVIVO, EATALY, ELICA, ENGINEERING, HUGO BOSS, INTERPUMP, ITACA, LANDI RENZO, LIMONTA, LIO FACTORY, MONCLER, MULAN, OVS, ROCHE BOBOIS, SESA, STARTIP AND VIANOVA.

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THIS PRESS RELEASE IS ALSO AVAILABLE ON THE COMPANY'S WEB SITE [WWW.TIPSPA.IT](http://WWW.TIPSPA.IT) AND DISCLOSED BY 1INFO SDIR AND 1INFO STORAGE SYSTEM ([WWW.1INFO.IT](http://WWW.1INFO.IT)).

EXHIBIT A

TIP PERFORMANCE SHARE PLAN 2025/2027		Box 1						
		FINANCIAL INSTRUMENTS OTHER THAN STOCK OPTIONS						
		<b>SECTION 2</b> <b>NEW ASSIGNMENT ON THE BASIS OF THE BOARD OF DIRECTORS DECISION</b>						
NAME SURNAME OR CATEGORY	OFFICE	DATE OF SHAREHOLDERS' MEETING	INSTRUMENT DESCRIPTION	N. OF INSTRUMENTS	ASSIGNMENT DATE	INSTRUMENT PURCHASE PRICE	MARKET PRICE OF THE SHARES AT THE DATE OF ASSIGNMENT (1)	VESTING PERIOD/ EXERCISE PERIOD
DIRECTORS								
GIOVANNI TAMBURI	CHAIRMAN AND CEO	29 APRIL 2025	UNIT CARRYING THE RIGHT FOR THE BENEFICIARIES TO RECEIVE AT NO COST TAMBURI INVESTMENT PARTNERS S.P.A. ORDINARY SHARES FROM THE COMPANY IN CASE OF ACHIEVEMENT OF PERFORMANCE TARGETS	575,000	17 SEPTEMBER 2025	WITHOUT CONSIDERATION	EURO 8.410	<b>VESTING</b> FROM ASSIGNMENT TO THE CALENDAR DAY OF THE DATE THE BOARD OF DIRECTORS APPROVES THE COMPANY'S DRAFT FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDING DECEMBER 31, 2027  <b>EXERCISE</b> MAXIMUM 50% OF THE UNITS FROM THE DATE OF COMMUNICATION OF THE ACHIEVEMENT OF THE PERFORMANCE TARGETS TO 31/12/2028  OTHER UNITS 1/1/2029 31/12/2029
ALESSANDRA GRITTI	VICE CHAIRMAN AND CEO	29 APRIL 2025	UNIT CARRYING THE RIGHT FOR THE BENEFICIARIES TO RECEIVE AT NO COST TAMBURI INVESTMENT	305,000	17 SEPTEMBER 2025	WITHOUT CONSIDERATION	EURO 8.410	<b>VESTING</b> FROM ASSIGNMENT TO THE CALENDAR DAY OF THE DATE THE BOARD OF

EXHIBIT A

			PARTNERS S.P.A. ORDINARY SHARES FROM THE COMPANY IN CASE OF ACHIEVEMENT OF PERFORMANCE TARGETS					DIRECTORS APPROVES THE COMPANY'S DRAFT FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDING DECEMBER 31, 2027
CLAUDIO BERRETTI	EXECUTIVE DIRECTOR AND GENERAL MANAGER	29 APRIL 2025	UNIT CARRYING THE RIGHT FOR THE BENEFICIARIES TO RECEIVE AT NO COST TAMBURI INVESTMENT PARTNERS S.P.A. ORDINARY SHARES FROM THE COMPANY IN CASE OF ACHIEVEMENT OF PERFORMANCE TARGETS	287,000	17 SEPTEMBER 2025	WITHOUT CONSIDERATION	EURO 8.410	<b>VESTING</b> FROM ASSIGNMENT TO THE CALENDAR DAY OF THE DATE THE BOARD OF DIRECTORS APPROVES THE COMPANY'S DRAFT FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDING DECEMBER 31, 2027  <b>EXERCISE</b> MAXIMUM 50% OF THE UNITS FROM THE DATE OF COMMUNICATION OF THE ACHIEVEMENT OF THE PERFORMANCE TARGETS TO 31/12/2028  OTHER UNITS 1/1/2029 31/12/2029

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								1/1/2029 31/12/2029
EMPLOYEES		29 APRIL 2025	UNIT CARRYING THE RIGHT FOR THE BENEFICIARIES TO RECEIVE AT NO COST TAMBURI INVESTMENT PARTNERS S.P.A. ORDINARY SHARES FROM THE COMPANY IN CASE OF ACHIEVEMENT OF PERFORMANCE TARGETS	333,000	17 SEPTEMBER 2025	WITHOUT CONSIDERATION	EURO 8.410	<b>VESTING</b> FROM ASSIGNMENT TO THE CALENDAR DAY OF THE DATE THE BOARD OF DIRECTORS APPROVES THE COMPANY'S DRAFT FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDING DECEMBER 31, 2027  <b>EXERCISE</b> MAXIMUM 50% OF THE UNITS FROM THE DATE OF COMMUNICATION OF THE ACHIEVEMENT OF THE PERFORMANCE TARGETS TO 31/12/2028  OTHER UNITS 1/1/2029 31/12/2029

(1) Source Borsa Italiana: 16/9/2025 official price