



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 met today, with reference to the performance share plan aimed at employees and executive directors of the group called "TIP Performance Share Plan 2022/2023 "(the "Plan ") approved by the Shareholders' Meeting of the Company on 28 April 2022, 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. 2,000,000 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 having heard the opinion of the appointments 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) the maximum n. 2,000,000 (twomillion) 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 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) the Plan develops over a two-year time horizon (fiscal years 2022-2023) 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 target to December 31, 2024 up to 50% (fifty per cent) of the allocable shares;
 - b. from January 1, 2025 to December 31, 2025 up to all the residual allocable shares not asked in 2024 pursuant to the preceding point a.;
- (iv) 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 Unites received;

(v) 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 years from the date of receiving for the executive directors; and
- (b) for 2 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% of the net income buying shares on the market. In case at the date of allocation of shares the Beneficiary – executive director already own 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 announced that on May 13, 2022 it has been resolved to proceed with the allocation of the 2,000,000 (twomillion) Units of the Plan 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 Legislative Decree n. 58 of February 24, 1998 and art. 84-bis Consob Regulations 11971/1999 available on Company's website www.tipspa.it in section "Corporate Governance/Shareholders' meetings".

Milan, May 13, 2022

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. CURRENTLY TIP HAS INVESTMENTS IN LISTED AND UNLISTED COMPANIES INCLUDING: ALIMENTIAMOCI, ALKEMY, ALPITOUR, AMPLIFON, ASSET ITALIA, AZIMUT BENETTI, BE, BETA UTENSILI, BENDING SPOONS, BUZZOLE, CENTY, CHIORINO, DIGITAL MAGICS, DOVEVIVO, EATALY, ELICA, FAGERHULT, FERRARI, HUGO BOSS, INTERPUMP, ITACA, LIMONTA, LIO FACTORY, MONCLER, MONRIF, OCTO TELEMATICS, OVS, PRYSMIAN, ROCHE BOBOIS, SESA, STARTIP, TALENT GARDEN, TELESIA AND VIANOVA.

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

EXHIBIT A

NAME SURNAME OR CATEGORY	OFFICE	Box 1						
		FINANCIAL INSTRUMENTS OTHER THAN STOCK OPTIONS						
		<u>SECTION 2</u> <u>NEW ASSIGNMENT ON THE BASIS OF THE BOARD OF DIRECTORS DECISION</u>						
		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	28/4/2022	UNIT CARRYING THE RIGHT FOR THE BENEFICIARIES TO RECEIVE AT NO COST TIP ORDINARY SHARES (ALREADY IN ITS PORTFOLIO OR SUBSEQUENTLY ACQUIRED OR ISSUED) FOLLOWING THE ACHIEVEMENT OF PERFORMANCE TARGETS	780,000	13 MAY 2022	WITHOUT CONSIDERATION	EURO 8.50	VESTING 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, 2023 EXERCISE MAXIMUM 50% OF THE UNITS FROM THE DATE OF COMMUNICATION OF THE ACHIEVEMENT OF THE PERFORMANCE TARGET TO 31/12/2024 OTHER UNITS 1/1/2025 31/12/2025

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ALESSANDRA GRITTI	VICE CHAIRMAN AND CEO	28/4/2022	UNIT CARRYING THE RIGHT FOR THE BENEFICIARIES TO RECEIVE AT NO COST TIP ORDINARY SHARES (ALREADY IN ITS PORTFOLIO OR SUBSEQUENTLY ACQUIRED OR ISSUED) FOLLOWING THE ACHIEVEMENT OF PERFORMANCE TARGETS	420,000	13 MAY 2022	WITHOUT CONSIDERATION	EURO 8.50	VESTING 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, 2023 EXERCISE MAXIMUM 50% OF THE UNITS FROM THE DATE OF COMMUNICATION OF THE ACHIEVEMENT OF THE PERFORMANCE TARGET TO 31/12/2024 OTHER UNITS 1/1/2025 31/12/2025
Claudio Berretti	EXECUTIVE DIRECTOR AND GENERAL MANAGER	28/4/2022	UNIT CARRYING THE RIGHT FOR THE BENEFICIARIES TO RECEIVE AT NO COST TIP ORDINARY SHARES (ALREADY IN ITS PORTFOLIO OR SUBSEQUENTLY ACQUIRED OR ISSUED) FOLLOWING THE ACHIEVEMENT OF PERFORMANCE TARGETS	395,000	13 MAY 2022	WITHOUT CONSIDERATION	EURO 8.50	VESTING 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, 2023

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								EXERCISE MAXIMUM 50% OF THE UNITS FROM THE DATE OF COMMUNICATION OF THE ACHIEVEMENT OF THE PERFORMANCE TARGET TO 31/12/2024 OTHER UNITS 1/1/2025 31/12/2025
EMPLOYEES		28/4/2022	UNIT CARRYING THE RIGHT FOR THE BENEFICIARIES TO RECEIVE AT NO COST TIP ORDINARY SHARES (ALREADY IN ITS PORTFOLIO OR SUBSEQUENTLY ACQUIRED OR ISSUED) FOLLOWING THE ACHIEVEMENT OF PERFORMANCE TARGETS	405,000	13 MAY 2022	WITHOUT CONSIDERATION	EURO 8.50	VESTING 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, 2023 EXERCISE MAXIMUM 50% OF THE UNITS FROM THE DATE OF COMMUNICATION OF THE ACHIEVEMENT OF THE PERFORMANCE TARGET TO 31/12/2024

EXHIBIT A

								OTHER UNITS 1 /1/2025 31/12/2025
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(1) Source Bloomberg: 13/5/2022 closing price