



**INTERPUMP
GROUP**

DISCLOSURE

DISCLOSURE TO THE PUBLIC PURSUANT TO ARTICLE 84-BIS, PARAGRAPH 5, OF CONSOB REGULATION NO. 11971 OF 14 MAY 1999 AS AMENDED (THE “ISSUERS’ REGULATION”) ON COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS

Sant’Ilario d’Enza, 29 March 2021 – This disclosure is issued in order to provide information about the compensation plans based on financial instruments currently in force.

1) *Interpump 2016/2018 incentive plan*

In connection with the incentive plan entitled the “Interpump 2016/2018 incentive plan” (“**2016/2018 SOP**”) reserved for certain employees, directors and/or collaborators of the Interpump Group and adopted by the Company’s shareholders’ meeting of 28 April 2016, the table required by Paragraph 4.24 of Scheme 7, Attachment 3A, of the Issuers’ Regulation, which provides information on the favourable status of 2016/2018 SOP is hereby attached, in accordance with Article 2398 of the Italian civil code.

2) *Interpump 2019/2021 incentive plan*

In connection with the incentive plan entitled the “Interpump 2019/2021 incentive plan” (“**2016/2018 SOP**”) reserved for certain employees, directors and/or collaborators of the Interpump Group and adopted by the Company’s shareholders’ meeting of 30 April 2019, the table required by Paragraph 4.24 of Scheme 7, Attachment 3A, of the Issuers’ Regulation, which provides information on the favourable status of 2019/2021 SOP is hereby attached, in accordance with Article 2398 of the Italian civil code



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The table required by Paragraph 4.24 of Scheme 7, Attachment 3A, of the Issuers' Regulation is attached.

Sant'Ilario d'Enza (RE), 29 March 2021

On behalf of the Board of Directors
The Chairman
Fulvio Montipò

For further information, please contact:

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www.interpumpgroup.it



Date: 31/12/2020

“Interpump 2016/2018 incentive plan”

First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2							
		<i>Stock options</i>							
		Section 1 Options relating to outstanding plans approved on the basis of resolutions adopted by previous shareholders' meetings (8)							
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Options held at the end of the previous year (11)	Options exercised (13)	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Fulvio Montipò	Chairman and Managing Director of the Company	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	1.620.000	1.000.000	12/5/2016	12,8845	12,0949	From 01.07.2019 to 31.12.2022
Paolo Marinsek	Deputy Chairman of the Company	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	65.000	65.000	06/7/2016	12,8845	13,3908	From 01.07.2019 to 31.12.2022



First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2							
		<i>Stock options</i>							
		Section 1 Options relating to outstanding plans approved on the basis of resolutions adopted by previous shareholders' meetings (8)							
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Options held at the end of the previous year (11)	Options exercised (13)	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Carlo Banci	CFO and director of subsidiaries	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	30.000	-	06/7/2016	12,8845	13,3908	From 01.07.2019 to 31.12.2022
Bruno Frigo	Director of subsidiaries	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	3.000	3.000	06/7/2016	12,8845	13,3908	From 01.07.2019 to 31.12.2022



First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2							
		<i>Stock options</i>							
		Section 1 Options relating to outstanding plans approved on the basis of resolutions adopted by previous shareholders' meetings (8)							
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Options held at the end of the previous year (11)	Options exercised (13)	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Marcello Di Campli	Director of subsidiaries	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	1.350	-	06/7/2016	12,8845	13,3908	From 01.07.2019 to 31.12.2022
Giovanni Poletti	Director of subsidiaries	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	10.000	10.000	06/7/2016	12,8845	13,3908	From 01.07.2019 to 31.12.2022



First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2							
		<i>Stock options</i>							
		Section 1 Options relating to outstanding plans approved on the basis of resolutions adopted by previous shareholders' meetings (8)							
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Options held at the end of the previous year (11)	Options exercised (13)	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Alessandro Verratti	Director of subsidiaries	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	3.500	1.000	06/7/2016	12,8845	13,3908	From 01.07.2019 to 31.12.2022
Con Megalos	Director of subsidiaries	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	30.000	12.000	29/7/2016	12,8845	14,4834	From 01.07.2019 to 31.12.2022
Marco Agnifili	Director of subsidiaries	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	5.500	2.000	06/7/2016	12,8845	13,3908	From 01.07.2019 to 31.12.2022
Helmig Burkhard	Director of subsidiaries	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	24.000	-	06/7/2016	12,8845	13,3908	From 01.07.2019 to 31.12.2022



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First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2							
		<i>Stock options</i>							
		Section 1 Options relating to outstanding plans approved on the basis of resolutions adopted by previous shareholders' meetings (8)							
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Options held at the end of the previous year (11)	Options exercised (13)	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Other	N.22	28/4/2016	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	45.700	30.850	06/7/2016	12,8845	13,3908	From 01.07.2019 to 31.12.2022



Notes to the table

- (1) There must be a row for each individual identified and for each category considered. For each individual or each category, there must be a separate row for: i) each type of option or other instrument granted (e.g. different exercise prices and/or maturities result in different types of options); ii) each plan authorised by a different shareholders' meeting.
- (2) Indicate the name of the members of the board of directors or management board of the issuer of the financial instruments and of the subsidiaries or parent companies.
- (3) Indicate the name of the general managers of the issuer of shares.
- (4) Indicate the name of the individuals controlling the issuer of shares, whether they are employees or provide collaboration services to the issuer of shares and are not linked by a permanent employment relationship.
- (5) Indicate the names of the other managers with strategic responsibilities of the issuer of shares which are not of "smaller size" within the meaning of article 3, paragraph 1f) of Regulation no. 17221 of 12 March 2010, in the event that during the year they have received total compensation (obtained by adding together monetary compensation and compensation based on financial instruments) which is greater than the highest total compensation among that allocated to the members of the board or directors, or management board, and the issuer's general managers.
- (6) Indicate the group of executives with strategic responsibilities of the issuer of the shares for whom indication by category is required.
- (7) Indicate the category of the other employees and the category of the collaborators who are not employees. Different lines must be reported with respect to categories of employees or collaborators for whom different features of the plan are envisaged (e.g. executives, middle managers, white-collar workers).
- (8) The figures refer to the instruments for plans approved on the basis of:
- resolutions of shareholders' meetings preceding the date on which the competent body approves the proposal for the meeting and/or
 - resolutions of shareholders' meetings preceding the date on which the body having competence for deciding implements the delegated powers received from the shareholders' meeting;
- the table accordingly contains:
- in case i) information updated to the date of the proposal to the shareholders' meeting of the competent body (in that case the table forms part of the information document for the shareholders' meeting held to approve the plans);
 - in case ii), information updated to the date of the decision of the body having competence for implementing the plans (in that case, the table is attached to the notices published as the result of the decision of the body having competence for implementing the plans).
- a. The information may refer to the decision of the board of directors' meeting preceding the shareholders' meeting for the table forming part of the document presented at the meeting; in that case, the table will only report the features possibly already established by the board of directors;
- b.
- c. the decision of the body having competence for deciding upon the implementation of the plan subsequent to the approval by the shareholders' meeting in the case that the table forms part of the notice to be published on occasion of the latter decision relating to the implementation.
- In both cases, the corresponding caption in the field relating to this note 9 must be noted. For information which is not yet determined indicate "N.A." (not available) in the corresponding field.
- (9) If the grant date is different from the date on which the remuneration committee has formulated the proposal regarding that grant, add to the field the date of the proposal of this committee meeting, annotating the date on which the board of directors or other competent body adopted the resolution with the code "cda/oc" and the date of the proposal of the remuneration committee with the code "cpr".
- (10) Number of options held at the end of the year, or the year prior to that in which the shareholders' meeting is called to approve the granting of new options.



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- (11) Indicate in schedule 1, for example: i) shares of company X; (ii) the instrument linked to the value of shares Y, and in schedule 2: iii) options on shares W with physical settlement; iv) options on shares Z with settlement in cash, etc.
- (12) Number of options exercised since the beginning of the plan until the end of the financial year prior to that in which the shareholders' meeting is called to approve a new stock option plan.
- (13) The vesting period is the period from the moment in which the right to participate in the incentive system is granted to the moment in which that right matures.



“Interpump 2019/2021 incentive plan”

Date: 31/12/2020

First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2						
		<i>Stock options</i>						
		Section 2 Newly assigned options, as deliberated by: <input type="checkbox"/> The Board, in its proposal to the Shareholders' Meeting; <input type="checkbox"/> The corporate body in charge of implementing the Shareholders' Meeting's resolution. (9)						
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Number of options	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Fulvio Montipò	Chairman and Managing Director of the Company	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	1.800.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Paolo Marinsek	Deputy Chairman of the Company	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	12.480	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Carlo Banci	CFO and director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	15.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



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First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2						
		<i>Stock options</i>						
		Section 2 Newly assigned options, as deliberated by: <input type="checkbox"/> The Board, in its proposal to the Shareholders' Meeting; <input type="checkbox"/> The corporate body in charge of implementing the Shareholders' Meeting's resolution. (9)						
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Number of options	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Paolo Cleopatra	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	10.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Bruno Frigo	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	5.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Nicola Donà	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	3.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



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First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2						
		<i>Stock options</i>						
		Section 2 Newly assigned options, as deliberated by: <input type="checkbox"/> The Board, in its proposal to the Shareholders' Meeting; <input type="checkbox"/> The corporate body in charge of implementing the Shareholders' Meeting's resolution. (9)						
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Number of options	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Silvio Corrias	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	30.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Fabio Marasi	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	30.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Damian Lopez	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	10.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2						
		<i>Stock options</i>						
		Section 2 Newly assigned options, as deliberated by: <input type="checkbox"/> The Board, in its proposal to the Shareholders' Meeting; <input type="checkbox"/> The corporate body in charge of implementing the Shareholders' Meeting's resolution. (9)						
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Number of options	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Pioli Alessio	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	2.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Panni Ketty	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	5.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Marcello Di Campi	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	7.500	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2						
		<i>Stock options</i>						
		Section 2 Newly assigned options, as deliberated by: <input type="checkbox"/> The Board, in its proposal to the Shareholders' Meeting; <input type="checkbox"/> The corporate body in charge of implementing the Shareholders' Meeting's resolution. (9)						
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Number of options	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Victor Gottardi	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	30.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Giovanni Poletti	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	10.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Gianluca Tassinari	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	4.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2						
		<i>Stock options</i>						
		Section 2 Newly assigned options, as deliberated by: <input type="checkbox"/> The Board, in its proposal to the Shareholders' Meeting; <input type="checkbox"/> The corporate body in charge of implementing the Shareholders' Meeting's resolution. (9)						
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Number of options	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Alessandro Verratti	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	7.500	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Guido Guaraldi	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	2.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Giorgio Comellini	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	5.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2						
		<i>Stock options</i>						
		Section 2 Newly assigned options, as deliberated by: <input type="checkbox"/> The Board, in its proposal to the Shareholders' Meeting; <input type="checkbox"/> The corporate body in charge of implementing the Shareholders' Meeting's resolution. (9)						
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Number of options	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Andrea Coran	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	2.500	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Marco Agnifili	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	7.500	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Pierluigi Di Bartolomeo	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	7.500	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



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First and last name or category (1)	Position (only for persons referred to by name)	SCHEDULE 2						
		<i>Stock options</i>						
		Section 2 Newly assigned options, as deliberated by: <input type="checkbox"/> The Board, in its proposal to the Shareholders' Meeting; <input type="checkbox"/> The corporate body in charge of implementing the Shareholders' Meeting's resolution. (9)						
		Date of the resolution of the shareholders' meeting	Description of the instrument (12)	Number of options	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Helmig Burkhard	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	20.000	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025
Mario Ramazzotti	Director of subsidiaries	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	20.000	3/6/2020	27,9868	28,5975	From 30.06.2022 to 31.12.2025
Other	n.19	30/4/2019	Options on Interpump ordinary shares with physical settlement or, at the discretion of the Board of Directors, in cash	101.920	27/6/2019	28,4952	26,6238	From 30.06.2022 to 31.12.2025



Notes to the table

- (1) There must be a row for each individual identified and for each category considered. For each individual or each category, there must be a separate row for: i) each type of option or other instrument granted (e.g. different exercise prices and/or maturities result in different types of options); ii) each plan authorised by a different shareholders' meeting.
 - (2) Indicate the name of the members of the board of directors or management board of the issuer of the financial instruments and of the subsidiaries or parent companies.
 - (3) Indicate the name of the general managers of the issuer of shares.
 - (4) Indicate the name of the individuals controlling the issuer of shares, whether they are employees or provide collaboration services to the issuer of shares and are not linked by a permanent employment relationship.
 - (5) Indicate the names of the other managers with strategic responsibilities of the issuer of shares which are not of "smaller size" within the meaning of article 3, paragraph 1f) of Regulation no. 17221 of 12 March 2010, in the event that during the year they have received total compensation (obtained by adding together monetary compensation and compensation based on financial instruments) which is greater than the highest total compensation among that allocated to the members of the board or directors, or management board, and the issuer's general managers.
 - (6) Indicate the group of executives with strategic responsibilities of the issuer of the shares for whom indication by category is required.
 - (7) Indicate the category of the other employees and the category of the collaborators who are not employees. Different lines must be reported with respect to categories of employees or collaborators for whom different features of the plan are envisaged (e.g. executives, middle managers, white-collar workers).
 - (8) The figures refer to the instruments for plans approved on the basis of:
 - iii. resolutions of shareholders' meetings preceding the date on which the competent body approves the proposal for the meeting and/or
 - iv. resolutions of shareholders' meetings preceding the date on which the body having competence for deciding implements the delegated powers received from the shareholders' meeting;
 the table accordingly contains:
 - in case i) information updated to the date of the proposal to the shareholders' meeting of the competent body (in that case the table forms part of the information document for the shareholders' meeting held to approve the plans);
 - in case ii), information updated to the date of the decision of the body having competence for implementing the plans (in that case, the table is attached to the notices published as the result of the decision of the body having competence for implementing the plans).
 - d. The information may refer to: the decision of the board of directors' meeting preceding the shareholders' meeting for the table forming part of the document presented at the meeting; in that case, the table will only report the features possibly already established by the board of directors;
 - e.
 - f. the decision of the body having competence for deciding upon the implementation of the plan subsequent to the approval by the shareholders' meeting in the case that the table forms part of the notice to be published on occasion of the latter decision relating to the implementation.
- In both cases, the corresponding caption in the field relating to this note 9 must be noted. For information which is not yet determined indicate "N.A." (not available) in the corresponding field.
- (9) If the grant date is different from the date on which the remuneration committee has formulated the proposal regarding that grant, add to the field the date of the proposal of this committee meeting, annotating the date on which the board of directors or other competent body adopted the resolution with the code "cda/oc" and the date of the proposal of the remuneration committee with the code "cpr".
 - (10) Number of options held at the end of the year, or the year prior to that in which the shareholders' meeting is called to approve the granting of new options.
 - (11) Indicate in schedule 1, for example: i) shares of company X; (ii) the instrument linked to the value of shares Y, and in schedule 2: iii) options on shares W with physical settlement; iv) options on shares Z with settlement in cash, etc.



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- (12) Number of options exercised since the beginning of the plan until the end of the financial year prior to that in which the shareholders' meeting is called to approve a new stock option plan.
- (13) The vesting period is the period from the moment in which the right to participate in the incentive system is granted to the moment in which that right matures.