



## DISCLOSURE

### **PUBLIC DISCLOSURE PURSUANT TO ART. 84-BIS, PARA 5, CONSOB RESOLUTION No. 11971 OF 14 MAY 1999 AS AMENDED (THE “ISSUERS’ CODE”) CONCERNING REMUNERATION PLANS BASED ON FINANCIAL INSTRUMENTS**

*Sant’Ilario d’Enza, 27 March 2024* – This disclosure is provided to give an account of currently active remuneration plans linked to financial instruments.

#### **1) “Interpump 2019/2021 Incentive Plan”**

In relation to the incentive plan reserved for certain Interpump Group employees, directors and/or collaborators denominated “Interpump 2019/2021 Incentive Plan” (“**2019/2021 SOP**”) adopted by the shareholders’ meeting on 30 April 2019, attached hereto is the table required by Paragraph 4.24 of Format 7, Annex 3A of the Issuers’ Code, which provides a favourable view of the status of said 2019/2021 SOP, pursuant also to art. 2389 of the Italian Civil Code.

#### **2) “Interpump 2022/2024 Incentive Plan”**

In relation to the incentive plan reserved for certain Interpump Group employees, directors and/or collaborators denominated “Interpump 2022/2024 Incentive Plan” (“**2022/2024 SOP**”) adopted by the shareholders’ meeting on 29 April 2022, attached hereto is the table required by Paragraph 4.24 of Format 7, Annex 3A of the Issuers’ Code, which provides a favourable view of the status of said 2022/2024 SOP, pursuant also to art. 2389 of the Italian Civil Code.

The table required by Paragraph 4.24 of Format 7, Annex 3A of the Issuers’ Code is attached hereto.

Sant’Ilario d’Enza (RE), 27 March 2024

For the Board of Directors  
The Chairman  
Fulvio Montipò



**INTERPUMP  
GROUP**

*For information:*

**Moccagatta Associati**  
Tel. +39 02 86451695  
Fax +39 02 8645.2082  
[segreteria@moccagatta.it](mailto:segreteria@moccagatta.it)

**Elisabetta Cugnasca**  
Tel. +39 0522 904311  
Fax +39 0522 904444  
[ecugnasca@interpumpgroup.it](mailto:ecugnasca@interpumpgroup.it)

INTERPUMP GROUP S.p.A. - Via E. FERMI, 25 – 42049 S. ILARIO - REGGIO EMILIA (ITALY) - TEL.+39.0522.904311  
FAX. +39.0522.904444 - E-mail [info@interpumpgroup.it](mailto:info@interpumpgroup.it)  
SHARE CAPITAL €56,617,232.88 fully paid-up - R.E. BUSINESS REGISTER - TAX CODE 11666900151 - CHAMBER OF COMMERCE  
ADMINISTRATIVE AND ECONOMIC INDEX (R.E.A.) No. 204185



**“Interpump 2019/2021 Incentive Plan”**

Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2							
		<i>Stock options</i>							
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>							
		Shareholder resolution date	Description of the Instrument (12)	Options held at preceding financial period end (11)	Options exercised (13)	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 ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	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 ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	5,000	5,000	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 ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	10,000	3,000	27/6/2019	28.4952	26.6238	From 30.06.2022 to 31.12.2025
Alessio Pioli	director of subsidiaries	30/4/2019	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	2,000	2,000	27/6/2019	28.4952	26.6238	From 30.06.2022 to 31.12.2025



# INTERPUMP GROUP

Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2							
		<i>Stock options</i>							
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>							
		Shareholder resolution date	Description of the Instrument (12)	Options held at preceding financial period end (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 Campi	director of subsidiaries	30/4/2019	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	7,500	2,000	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 ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	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 ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	4,000	4,000	27/6/2019	28.4952	26.6238	From 30.06.2022 to 31.12.2025
Alessandro Verratti	director of subsidiaries	30/4/2019	Options on ordinary Interpump shares with physical settlement	7,500	2,500	27/6/2019	28.4952	26.6238	From 30.06.2022 to 31.12.2025



# INTERPUMP GROUP

Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2							
		<i>Stock options</i>							
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>							
		Shareholder resolution date	Description of the Instrument (12)	Options held at preceding financial period end (11)	Options exercised (13)	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
			or, at the discretion of the board of directors, cash settlement						
Giorgio Comellini	director of subsidiaries	30/4/2019	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	5,000	5,000	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 ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	7,500	2,000	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 ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	7,500	500	27/6/2019	28.4952	26.6238	From 30.06.2022 to 31.12.2025
Helmig Burkhard	director of subsidiaries	30/4/2019	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	20,000	20,000	27/6/2019	28.4952	26.6238	From 30.06.2022 to 31.12.2025



# INTERPUMP GROUP

Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2							
		<i>Stock options</i>							
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>							
		Shareholder resolution date	Description of the Instrument (12)	Options held at preceding financial period end (11)	Options exercised (13)	Grant date (10)	Exercise price	Market price of the underlying shares at the grant date	Possible exercise period (from-to)
Mario Ramazzotti	director of subsidiaries	30/4/2019	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	20,000	10,000	3/6/2020	27.9868	28.5975	From 30.06.2022 to 31.12.2025
Other employees	no.17	30/4/2019	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	64,276	23,000	27/6/2019	28.4952	26.6238	From 30.06.2022 to 31.12.2025



## Notes to the table

- (1) One line must be completed for each individually identified party and for each category considered; a different line must be completed for each party or category for: i) each type of instrument or option granted (e.g. different exercise prices and/or maturity dates produce different option types); ii) every plan resolved by a different shareholders' meeting.
- (2) **Name the members of the board of directors or the management board of the financial instrument issuer and of its subsidiaries or parent companies.**
- (3) **Name the general managers of the share issuer.**
- (4) **Name natural persons controlling the share issuer who are employees or collaborators of the share issuer and who are not employed by the company.**
- (5) **Name the other executives with strategic responsibilities of the share issuer which is not of "smaller size", pursuant to article 3(1) (f) of Regulation No. 17221 of 12 March 2010, if they have received, during the financial year, total compensation (calculated by adding monetary compensation and compensation based on financial instruments) that is higher than the highest total compensation assigned to the members of the board of directors or management board, and to the issuer's general managers.**
- (6) Name all the share issuer's executives with strategic responsibilities, who must be indicated by category.
- (7) State the category of other employees and that of independent collaborators. Enter different lines for categories of employees or collaborators for which the plan has different characteristics (e.g. executives, managers, clerical staff, etc.).
- (8) The data refer to the instruments connected to plans approved based on:
  - i. shareholder resolutions prior to the date on which the competent body approves the proposal for the shareholders' meeting and/or
  - ii. shareholder resolutions prior to the date on which the decision-making body implements the delegation received from the shareholders' meeting; the table therefore contains:
    - in case (i), data as of the date of the proposal of the competent body for the shareholders' meeting (in this case the table is attached to the disclosure for the shareholders' meeting called to approve the plans);
    - in case (ii), data as of the date of the decision of the competent body for implementation of the plans, (in this case the table is attached to the announcements published following the decision of the body responsible for implementing the plans).
- (9) The data can refer:
  - a. to the decision of the board of directors prior to the meeting, for the table attached to the document submitted to the meeting; in this case, the table will only show any characteristics already defined by the board of directors;
  - b. to the decision of the competent body for the implementation decision following approval of the plan by the shareholders' meeting, if the table is attached to the announcement to be published on the occasion of said implementation decision.In both cases, the corresponding box must be checked in the field relating to this note 9. For data pending definition, enter the code "N.A." (Not Available) in the corresponding field.
- (10) If the grant date is different from the date on which a remuneration committee has formulated the proposal with regard to the grant, enter also the date of the committee proposal by tagging the date on which the board of directors or other competent body passed the resolution with the code "cda/oc" and the date of the remuneration committee's proposal with the code "cpr".
- (11) Number of options held at the end of the financial year, i.e. the year preceding the year in which the shareholders' meeting is called upon to approve the new allocation.
- (12) E.g., in frame 1 state: (i) shares of company X, (ii) instrument parameterized to the value of shares Y, and in frame 2: (iii) options on shares W with physical settlement; (iv) options on shares Z with cash settlement, etc.
- (13) Number of options exercised from the beginning of the plan until the end of the financial year preceding the year in which the shareholders' meeting is called to approve a new stock option plan.

The vesting period is defined as the period between the time when the right to participate in the incentive scheme is granted and the time when the right matures



## “Interpump 2022/2024 Incentive Plan”

Date: 31/12/2023

Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>						
		Shareholder resolution date	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	Company Chairman and CEO	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	1,620,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Fabio Marasi	Company Executive Director	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	45,000	29/04/2022	38,6496	38.9265	From 30.06.2025 to 31.12.2028
				15,000	28/04/2023		50.283	
Silvio Corrias	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	40,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028





# INTERPUMP GROUP

Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>						
		Shareholder resolution date	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)
Mauro Barani	CFO and director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	20,000	28/04/2023	38.6496	50.283	From 30.06.2025 to 31.12.2028
Giacomo Leo	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	20,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Mario Ramazzotti	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, with cash settlement	20,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Enrico Lo Greco	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors,	20,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028



# INTERPUMP GROUP

Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>						
		Shareholder resolution date	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)
			cash settlement					
Helmig Burkhard	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	15,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Damian Lopez	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	10,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028



Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>						
		Shareholder resolution date	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)
Giovanni Poletti	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	8,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Claudio Lugli	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	6,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Marcello Di Campli	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	5,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028



Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>						
		Shareholder resolution date	Description of the Instrument (12)	Number of Options	Grant date (10)	Exercise price	Price of the underlying shares at the grant date	Possible exercise period (from-to)
Gianluca Tassinari	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	4,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Emilio Zanichelli	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	3,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Marco Agnifili	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	3,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028



Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2						
		<i>Stock options</i>						
		Section 2 New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>						
		Shareholder resolution date	Description of the Instrument (12)	Number of Options	Grant date (10)	Exercise price	Price of the underlying shares at the grant date	Possible exercise period (from-to)
Pierluigi Di Bartolomeo	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	3,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Alessandro Verratti	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	3,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Giorgio Comellini	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	2,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028



Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2						
		<i>Stock options</i>						
		<b>Section 2</b> New assignment options based on the decision: <b>X of the body responsible for implementing the shareholder resolution (9)</b>						
		Shareholder resolution date	Description of the Instrument (12)	Number of Options	Grant date (10)	Exercise price	Price of the underlying shares at the grant date	Possible exercise period (from-to)
Paolo Margini	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	2,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Sandra Mattioli	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	2,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Guido Guaraldi	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	2,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028



# INTERPUMP GROUP

Name and surname or category (1)	Office (to be specified only for named persons)	FRAME 2						
		<i>Stock options</i>						
		<b>Section 2</b> New assignment options based on the decision: <input type="checkbox"/> of the board proposal to the shareholders' meeting <input checked="" type="checkbox"/> of the body responsible for implementing the shareholder resolution (9)						
		Shareholder resolution date	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)
Nicola Donà	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	2,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Alessio Pioli	director of subsidiaries	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	2,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028
Other employees	no.21	29/04/2022	Options on ordinary Interpump shares with physical settlement or, at the discretion of the board of directors, cash settlement	68,000	29/04/2022	38.6496	38.9265	From 30.06.2025 to 31.12.2028



## Notes to the table

- (1) One line must be completed for each individually identified party and for each category considered; a different line must be completed for each party or category for: i) each type of instrument or option granted (e.g. different exercise prices and/or maturity dates produce different option types); ii) every plan resolved by a different shareholders' meeting.
- (2) **Name the members of the board of directors or the management board of the financial instrument issuer and of its subsidiaries or parent companies.**
- (3) **Name the general managers of the share issuer.**
- (4) **Name natural persons controlling the share issuer who are employees or collaborators of the share issuer and who are not employed by the company.**
- (5) **Name the other executives with strategic responsibilities of the share issuer which is not of “smaller size”, pursuant to article 3(1) (f) of Regulation No. 17221 of 12 March 2010, if they have received, during the financial year, total compensation (calculated by adding monetary compensation and compensation based on financial instruments) that is higher than the highest total compensation assigned to the members of the board of directors or management board, and to the issuer's general managers.**
- (6) Name all the share issuer's executives with strategic responsibilities, who must be indicated by category.
- (7) State the category of other employees and that of independent collaborators. Enter different lines for categories of employees or collaborators for which the plan has different characteristics (e.g. executives, managers, clerical staff, etc.).
- (8) The data refer to the instruments connected to plans approved based on:
  - i. shareholder resolutions prior to the date on which the competent body approves the proposal for the shareholders' meeting and/or
  - ii. shareholder resolutions prior to the date on which the decision-making body implements the delegation received from the shareholders' meeting;the table therefore contains:
  - in case (i), data as of the date of the proposal of the competent body for the shareholders' meeting (in this case the table is attached to the disclosure for the shareholders' meeting called to approve the plans);
  - in case (ii), data as of the date of the decision of the competent body for implementation of the plans, (in this case the table is attached to the announcements published following the decision of the body responsible for implementing the plans).
- (9) The data can refer:
  - a. to the decision of the board of directors prior to the meeting, for the table attached to the document submitted to the meeting; in this case, the table will only show any characteristics already defined by the board of directors;
  - b. to the decision of the competent body for the implementation decision following approval of the plan by the shareholders' meeting, if the table is attached to the announcement to be published on the occasion of said implementation decision.In both cases, the corresponding box must be checked in the field relating to this note 9. For data pending definition, enter the code “N.A.” (Not Available) in the corresponding field.
- (10) If the grant date is different from the date on which a remuneration committee has formulated the proposal with regard to the grant, enter also the date of the committee proposal by tagging the date on which the board of directors or other competent body passed the resolution with the code “cda/oc” and the date of the remuneration committee's proposal with the code “cpr”.
- (11) Number of options held at the end of the financial year, i.e. the year preceding the year in which the shareholders' meeting is called upon to approve the new allocation.
- (12) E.g., in frame 1 state: (i) shares of company X, (ii) instrument parameterized to the value of shares Y, and in frame 2: (iii) options on shares W with physical settlement; (iv) options on shares Z with cash settlement, etc.
- (13) Number of options exercised from the beginning of the plan until the end of the financial year preceding the year in which the shareholders' meeting is called to approve a new stock option plan.
- (14) The vesting period is defined as the period between the time when the right to participate in the incentive scheme is granted and the time when the right matures.