

FERRAGAMO

PUBLIC DISCLOSURE RELATING TO THE PLAN BASED ON FINANCIAL INSTRUMENTS CALLED "RESTRICTED SHARES PLAN", PREPARED PURSUANT TO ARTICLE 84-BIS OF REGULATION NO. 11971 APPROVED BY CONSOB WITH RESOLUTION OF 14 MAY 1999 AND SUBSEQUENT AMENDMENTS

10 March 2023

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PREMISE

This document constitutes an update to the Information Document prepared in accordance with the provisions of articles *114-bis* of the Consolidated Law on Finance and *84-bis*, paragraph 1, of the Issuers' Regulations, as well as Scheme 7 of Annex 3A of the Issuers' Regulations, relating to the Restricted Shares Plan of Salvatore Ferragamo S.p.A. approved by the Shareholders' Meeting on 14 December 2021 and made available to the public on 12 November 2021 together with the additional documentation relating to said Shareholders' Meeting, as well as on the Company's website, <https://group.ferragamo.com/it>, in the section "Governance/Remuneration/Share Incentive Plans", in order to provide the information relating to the implementation of the Plan in accordance with Article 84-bis, paragraph 5, and Schedule 3A, Schedule 7, Issuers' Regulations.

The Plan provides for the assignment, under the terms and conditions set forth below, of Restricted Shares of the Company to the Chief Executive Officer and General Manager as well as to any additional beneficiaries that may be identified in the future by the Board of Directors from among the members of the Ferragamo Group's *management*.

The Plan is to be considered of "*particular relevance*" pursuant to Article *114-bis*, paragraph 3, of the Consolidated Law on Finance and Article *84-bis*, paragraph 2, of the Issuers' Regulation, since it is also addressed to the Chief Executive Officer and General Manager of the Company, without prejudice to the right of the Board of Directors to extend its application to executives, including those with strategic responsibilities of the Company or to directors of Subsidiaries.

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DEFINITIONS

For the purposes of this Information Document, the terms below shall have the following meanings:

Chief Executive Officer and General Manager	The director with management powers and General Manager of Salvatore Ferragamo, Mr. Marco Gobbetti.
Actions	Salvatore Ferragamo's ordinary shares.
Salvatore Ferragamo or Company	Salvatore Ferragamo S.p.A., with registered office at Via Tornabuoni no. 2, 50123 Florence, Italy, tax code, VAT number and registration number with the Florence Companies Register 02175200480.
Beneficiary	The Managing Director and General Manager and the Additional Beneficiaries.
Code of Corporate Governance	The Corporate Governance Code prepared by the Corporate Governance Committee promoted by Borsa Italiana S.p.A.
Nomination and Remuneration Committee	The Nomination and Remuneration Committee <i>pro tempore</i> of the Company.
Board of Directors	The Board of Directors <i>pro tempore</i> of the Company.
Information Document	The information document prepared pursuant to and for the purposes of Article 114-bis of the Consolidated Law on Finance and Article 84-bis, paragraph 1, of the Regulation on Issuers.
Ferragamo Group	The Parent Company Salvatore Ferragamo and Subsidiaries.
Performance Targets	<p>The Restricted Shares will be allotted at the end of a period of 12 months from the day of the allotment of the right, provided that:</p> <p>(1) the Company achieved the following minimum targets (so-called underpins) in the reporting year:</p> <p>a) level of total revenues at CERs (current exchange rates) for the reporting year equivalent to at least 70% of that of the previous year; and</p> <p>b) level of the Ferragamo Group's ROIC at RER (reported exchange rates) for the reporting year higher than the Group's WACC;</p> <p>(2) the Beneficiary's Relationship is still outstanding at the date of grant</p>
Vesting Period	The period of 12 months starting from the day of allocation of the right to vest the Restricted Shares, after which, once the conditions of the Plan have been verified, the Shares will be allocated to the Beneficiaries, subject to the <i>lock-up</i> period of a further 12 months provided for in the Plan.
Restricted Shares or Plan	The 'Restricted Shares Plan', the adoption of which, pursuant to Article 114-bis of the Consolidated Law on Finance, was approved by the Shareholders' Meeting held on 14 December 2021.

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Remuneration Policy	Salvatore Ferragamo's remuneration policy in force from time to time.
Report	The existing relationship of administration and/or employment and/or collaboration between each Beneficiary and the Company or a Subsidiary, as the case may be.
Issuers' Regulation	The regulation adopted by Consob with Resolution No. 11971 of 14 May 1999.
Restricted Shares	<i>Restricted</i> Shares granted to Beneficiaries under the Plan.
ROIC	The Ferragamo Group's net profit (as reported in the annual consolidated financial statements for the year under review) divided by average net invested capital.
Consolidated Law on Finance	Legislative Decree No. 58 of 24 February 1998.
Additional Beneficiaries	Any additional beneficiaries of the Plan identified at the sole discretion of the Board of Directors from among the <i>management of the</i> Company and the Ferragamo Group.
WACC	The Ferragamo Group's Weighted Average Cost of Capital, as reported in the annual consolidated financial statements for the year of reference for the purpose of impairment test on goodwill.

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1 TARGET PERSONS

The Board of Directors' meeting held on 14 December 2021, following the Shareholders' Meeting that approved the update of the Remuneration Policy set forth in the first section of the report prepared pursuant to Article 123-ter, paragraphs 3, 3-bis and 3-ter of Legislative Decree No. 58 of 24 February 1998, resolved, with the favourable opinion of the Remuneration and Appointments Committee and the Board of Statutory Auditors, to grant the Chief Executive Officer and General Manager Marco Gobbetti the Restricted Shares envisaged in the relevant Plan.

As of the date of this document, the only Beneficiary of the Plan who holds the position of member of the Board of Directors of the Company is indicated in the table below.

Nome	Società	Carica
Marco Gobbetti	Salvatore Ferragamo SpA	Chief Executive Officer and General Manager

As at the date of this document, no Further Beneficiaries have been identified.

For any further details, please refer to Section I of the Report on the 2021 Remuneration Policy and 2020 Compensation paid, available on the Company's website at <https://group.ferragamo.com/it>, in the Section "Governance/Remuneration Report" and to the Information Document (prepared pursuant to Article 84-bis of the Issuers' Regulations) available on the Company's website at <https://group.ferragamo.com/it>, in the Section "Governance/Remuneration/Stock Incentive Plans".

2 REASONS FOR ADOPTING THE PLAN

Please refer to Section I of the Report on the 2021 Remuneration Policy and 2020 Compensation paid, available on the Company's website at <https://group.ferragamo.com/it>, in the Section "Governance/Remuneration Report" and to the Information Document (prepared pursuant to Article 84-bis of the Issuers' Regulations) available on the Company's website at <https://group.ferragamo.com/it>, in the Section "Governance/Remuneration/Stock Incentive Plans".

3 APPROVAL PROCESS AND TIMING OF INSTRUMENT ALLOCATION

On 9 November 2021, the Board of Directors, upon proposal of the Remuneration Committee and with the favourable opinion of the Board of Statutory Auditors, resolved to submit the approval of the Plan to the Shareholders' Meeting.

On 14 December 2021, the Shareholders' Meeting resolved, in addition to approving the Plan, to grant the Board of Directors with the power to sub-delegate to one or more of its members, any power necessary or appropriate to implement the Plan.

The Board of Directors meeting held on 14 December 2021, following the Shareholders' Meeting that approved the Plan, resolved, with the favourable opinion of the Remuneration Committee and the Board of Statutory Auditors, to identify the Company's Chief Executive Officer and General Manager as the Beneficiary of the Plan.

In execution of the aforementioned resolution, and as part of the Plan, on 1 January 2022, the Chief Executive Officer and General Manager was assigned the right to receive, free of charge, 114,766 Restricted Shares on 1 January 2023. The number of Shares was determined taking into account the average value of the Shares (meaning the average of the official share prices) in the 30 days prior to the assignment of the right, up to a monetary countervalue of EUR 2.5 million gross.

The vesting and attribution of the Restricted Shares is subject to the verification by the Board of Directors of the achievement of the Performance Objectives at the end of the Vesting Period, after having consulted the Remuneration Committee to the extent of its competence. For the financial year 2022 only, the right to receive the Restricted Shares is vested on the above-mentioned date regardless of the achievement of the Performance Objectives.

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On the dates when the Remuneration and Appointments Committee and the Board of Directors met to implement the Plan, the market price of the Shares was as follows:

Corporate body	Date of meeting	Share Price
Nomination and Remuneration Committee	13 December 2021	€ 22.1
Board of Directors	14 December 2021	€ 21.85

For any further information, please refer to the Information Document (drafted pursuant to Article 84-bis of the Issuers' Regulations) available on the Company's website at <https://group.ferragamo.com/it>, in the Section "Governance/Remuneration/Share Incentive Plans".

4 CHARACTERISTICS OF ATTRIBUTED INSTRUMENTS

Please refer to the Information Document (prepared pursuant to Article 84-bis of the Issuers' Regulations) available on the Company's website at <https://group.ferragamo.com/it>, in the "Governance/Remuneration/Share Incentive Plans" Section.

Please find enclosed Table No. 1 required by Paragraph 4.24 of Schedule 7 of Annex 3A of the Issuers' Regulations: Box 1 - Section 2.

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ANNEX 1

Table prepared in accordance with Section 2, Schedule 1 of Schedule 7 of Annex 3A to the Regulation on Issuers

Restricted Shares Plan								
Newly allocated instruments based on the Board of Directors' decision to propose to the Shareholders' Meeting								
Full name or category	Charge (to be indicated only for persons reported by name)	Date of meeting resolution	Instrument description	Number of financial instruments	Date of assignment	Possible purchase price of instruments	Market price of the underlying shares on the grant date	Vesting period
Marco Gobbetti	Chief Executive Officer and General Manager	14 December 2021	Ordinary shares of the Company	114,766	1 January 2022	[N/A]	21.7835	Annual