

THE BOARD OF DIRECTORS OF EXPRIVIA DEFINES THE LONG-TERM INCENTIVE PLAN THAT WILL BE SUBMITTED TO THE SHAREHOLDERS' MEETING FOR ITS APPROVAL

March 22nd, 2018. - The Board of Directors of **Exprivia** - a company listed on the STAR segment of Borsa Italiana [XPR.MI] - today has approved, following a proposal by the Comitato per la Remunerazione and after having heard the opinion of the Board of Statutory Auditors, the adoption of a long-term incentive plan called "Performance Share Plan 2018-2020" to be submitted to the next Ordinary Shareholders' Meeting for its approval.

The Plan regards the distribution of Exprivia's ordinary shares free of charge, reserved to directors, strategic managers, first line managers, country managers and employees having key roles in the Company and in the Group subsidiaries identified by the Board of Directors following a proposal by the Chief Executive Officer and after having heard the opinion of the Comitato per la Remunerazione.

Specifically, the Plan involves the allotment of Exprivia's ordinary shares free of charge to the beneficiaries - using treasury shares - for a maximum number of 1,530,129 shares. The measurement period of the results envisaged by the Plan, starts on the 1st January 2018 and ends on the 31st December 2020. At the end of this period, the achievement of the performance's targets will be verified and, if these quantitative targets are met, ordinary shares will be assigned, with regular benefits, in a single solution to each beneficiary. The allocation will be made proportionally to the targets achieved according to the pre-established parameters and to other conditions foreseen in the Plan.

The Incentive Plan is an important and effective tool designed to guide and motivate management in long-term challenges. Specifically, the Company's directors aim at this Plan:

- the alignment of management interests with those of shareholders
- the identification of a long-term incentive tool
- the over time retainment of employees having key roles
- the opposition to competitive pressure in order to favor the attraction of resources.

More details can be found in the Documento Informativo that will be made available to shareholders and public, pursuant to art. 84-bis, third paragraph of Regolamento Consob n. 11971/1999.



Exprivia

An international ICT specialist, the Exprivia group leverages digital technologies to steer the business drivers of change for its customers.

With its know-how and experience gained in more than 30 years of continuous operation on the market, Exprivia has a team of experts specialized in various technology and domain areas, from Capital Market and Credit & Risk Management, to IT Governance, from BPO to IT Security, from Big Data to Cloud, from IoT to Mobile, to the SAP world, distributed among the different locations in Italy and abroad (Europe, America and Asia).

Listed in the MTA STAR segment of the Borsa Italiana Stock Exchange (XPR) since 2000, Exprivia works alongside its customers in the Banking, Finance & Insurance, Telco & Media, Energy & Utilities, Aerospace & Defence, Manufacturing & Distribution, Healthcare and Public Sector.

The company is subject to the control and coordination of Abaco Innovazione S.p.A..

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