

PRESS RELEASE

**THE INDEPENDENCE REQUIREMENTS
OF THE DIRECTOR APPOINTED TODAY BY THE SHAREHOLDERS' MEETING AND
APPOINTED AS A MEMBER OF THE CONTROL, RISKS AND SUSTAINABILITY
COMMITTEE HAVE BEEN VERIFIED**

TREASURY SHARE BUYBACK PROGRAMME LAUNCHED

**THE RIGHTS FOR THE FREE ALLOCATION OF ORDINARY SHARES HAVE BEEN
ASSIGNED TO THE BENEFICIARIES OF THE 2022-2024 PERFORMANCE SHARES PLAN**

Milan, 19 April 2022 - During today's meeting, the Board of Directors of Openjobmetis S.p.A. - Agenzia per il Lavoro assessed, on the basis of the information available and the statements made by the interested party, the existence of the independence requirements, pursuant to both Legislative Decree. No. 58/1998 and the Corporate Governance Code - including the criteria for assessing the significance referred to in letters (c) and (d) of Recommendation 7, as already adopted by the Company - for the director Lucia Giancaspro, appointed by the Shareholders' Meeting on this day 19 April 2022.

The Board of Directors also confirmed the appointment of Lucia Giancaspro as a member of the Control, Risks and Sustainability Committee.

Furthermore, the Board of Directors of Openjobmetis S.p.A. today resolved to launch the treasury share buyback programme pursuant to the new authorisation recently granted by the Ordinary Shareholders' Meeting, held on 19 April 2022.

The Board of Directors also identified (i) the beneficiaries of the first tranche of the 2022-2024 LTI Performance Shares Plan approved at the Shareholders' Meeting of 19 April 2022, including the Chairman of the Board of Directors Marco Vittorelli, the Deputy Chairman Biagio La Porta, the Managing Director Rosario Rasizza and directors and key management personnel of Openjobmetis, as well as (ii) the number of rights assigned to each beneficiary.

For further information on the main features of the Plan, please refer to the Information Document pursuant to Article 84-*bis* of Consob Regulation no. 11971/1999 ("**Issuers' Regulation**"), available at the Company's registered office and on the Company's website www.openjobmetis.it under the Corporate Governance/Shareholders' Meeting/19 April 2022 section.

Table n. 1 Chart 7 of Attachment 3A of the Issuers' Regulation is hereby published, provided for the assignment of rights to the beneficiaries of the *2022-2024 Performance Shares Plan*.

Openjobmetis - an overview: Openjobmetis is the Employment Agency established in 2011 as a result of the merger of Openjob SpA and Metis SpA, combining the unique skills and experiences for which they have always been known. Listed since December 2015, Openjobmetis SpA is the first and only Employment Agency in the STAR segment of Euronext Milan (EXM) operated by Borsa Italiana, and is positioned among the leading Italian operators in its field, with revenue of approximately EUR 720,8 million in the year ended 31 December 2021. Openjobmetis SpA, which provides temporary work employment, operates through a network of 150 branches and Specialized Divisions in a wide range of labour market sectors, including: Healthcare, Banking and Finance, Large-Scale Retail Trade, Big Clients, I&CT, Agro-Industrial and, as well as Techne specialized in aerospace, naval and energy thanks to the acquisition of Quanta S.p.A., a company merged into Openjobmetis with effect from 1 January 2022. Among the services offered, there are also research and selection solutions for direct entry into a company of qualified junior profiles through the Permanent Placement team and the division UNA Forza Vendite which deals with commercial figures and sales agents

Openjobmetis also has the following subsidiaries: (i) Openjob Consulting Srl, active in the management of the financed training activities; (ii) Seltis Hub Srl, the new highly specialized vertical competence center focused on recruitment and selection that operates through the brands Seltis, Meritocracy and Jobmetoo, (iii) Family Care Srl, APL dedicated to family assistance. Finally (iv) HC Srl, a result of the merger of Corium Srl and HC Srl, 92.9% owned, which deals with training, coaching and outplacement and (v) Lyve Srl, a 50.66% subsidiary, a training company specialized in the field of financial and insurance services.

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COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS
Table no. 1 of Chart 7 of Attachment 3A of the Issuers' Regulations

Date: 19/04/2022

Name and Surname or category (1)	Position (to be indicated only for persons mentioned by name)	Box 1						
		Financial instruments other than stock options						
		Section 2 Newly allocated instruments based on the decision of the body responsible for implementing the shareholders' resolution						
		Date of meeting resolution (2)	Type of financial instruments (3)	Number of financial instruments allocated	Assignment date	Possible purchase price of the instruments	Market price on assignment	Vesting Period
Marco Vittorelli	Chairman of the Board of Directors	19 April 2022	Performance Shares	4,444	19 April 2022 (BoD) 19 April 2022 (RC)	n/a	11.48	from 1 January 2022 to 31 December 2024
Biagio La Porta	Deputy Chairman Sales Director	19 April 2022	Performance Shares	8,799	19 April 2022 (BoD) 19 April 2022 (RC)	n/a	11.48	from 1 January 2022 to 31 December 2024
Rosario Rasizza	Managing Director/ CEO	19 April 2022	Performance Shares	33,863	19 April 2022 (BoD) 19 April 2022 (RC)	n/a	11.48	from 1 January 2022 to 31 December 2024
Key management personnel		19 April 2022	Performance Shares	10,666	19 April 2022 (BoD) 19 April 2022 (RC)	n/a	11.48	from 1 January 2022 to 31 December 2024

NOTE

The purpose of the LTI Performance Shares Plan is to grant the beneficiaries the conditional, free of charge, non-transferable right by *inter vivos* deed to receive, to the extent, at the terms and conditions set forth therein, free ordinary shares of the Company subject to, among other things, the achievement of certain performance targets and based on the degree to which such targets are achieved, according to the definitions, terms and conditions described in the Information Document pursuant to Article 84-bis of the Issuers' Regulations, available at the Company's registered office and on the Company's website www.openjobmetis.com in the Corporate Governance/Shareholders' Meeting section.



UNI EN ISO 9001:2015

Openjobmetis S.p.A.

- AGENZIA PER IL LAVORO - Auth. Ref. No. 1111-SG dated 26/11/2004

Tax ID / VAT No./Reg. No. in the Milan-MB-Lodi Register of Companies 13343690155 - Share Capital € 13,712,000.00 = fully paid-in

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