

PRESS RELEASE

**ASSIGNMENT OF OPTIONS TO THE BENEFICIARIES OF THE  
PHANTOM STOCK OPTION PLAN**

*Milan, 15 May 2018* - Today, with the agreement of the Remuneration Committee, the Board of Directors identified (i) today, the Launch Date of the tranche of allocations for financial year 2018, from which the three-year vesting period begins, (ii) the beneficiaries of the tranche, including the Managing Director Rosario Rasizza and directors and key management personnel of Openjobmetis and (iii) the number of Options accruing to each beneficiary.

For more 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 registered office and on the Company’s website [www.openjobmetis.com](http://www.openjobmetis.com) in the section Corporate Governance/Annual General Meeting of Shareholders.

Here is published the table n. 1 of the Scheme n. 7 of the Annex 3A of the Consob Regulation on Issuers, required in case of assignment of options to the beneficiaries of the Phantom Stock Option Plan.

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**Openjobmetis - an overview:** Openjobmetis SpA is an Employment Agency established in 2011 as a result of the merger of Openjob SpA and Metis SpA, with their know-how and unique expertise that has distinguished them for over 17 years. Listed since December 2015, Openjobmetis S.p.A. is the first and only Employment Agency on the STAR segment of the screen-based stock exchange (MTA) operated by Borsa Italiana, and is positioned among the leading Italian operators in its field, with revenues of approximately €584 million in the year ended 31 December 2017. Openjobmetis SpA relies on a network of over 130 branches distributed throughout Italy and it operates through a series of specialised areas: Healthcare, Industrial, Banking and Finance, Large-Scale Retail Trade, I&CT, Horeca, Family Care, Agro-Industrial, Diversity Talent and Naval. The range of services is completed by the subsidiary Seltis Srl, specialised in the recruitment and selection of middle/top level employees.

In December 2015, CRIBIS D&B awarded the CRIBIS D&B Rating 1 to Openjobmetis, recognising the company at the highest level of economic and financial reliability and in 2017, it further upgraded the rating, awarding it the title of CRIBIS Prime Company, which bears witness to the high level of creditworthiness and economic and financial solidity.

**Investor Relator - Alessandro Esposti**

Investor.relator@openjob.it  
Tel. 0331 211501

**Press office - finance**

**CDR Communication**

Angelo Brunello [angelo.brunello@cdr-communication.it](mailto:angelo.brunello@cdr-communication.it)  
Tel. +39 329 2117752

**Openjobmetis**

Tel. 0331 211501 [comunicazione@openjob.it](mailto:comunicazione@openjob.it)

## COMPENSATION PLANS BASED ON FINANCIAL INSTRUMENTS

Table no. 1 of Diagram 7 of Annex 3A to the Issuers' Regulation

Date: 15/05/2018

Name and Surname or category (1)	Office (only required for individuals listed by name)	Table 1						
		Financial instruments other than stock options						
		Section 2						
		Instruments newly granted on the basis of the decision of the body responsible for implementing the Shareholders' Meeting's resolution						
		Shareholders' Meeting decision date (2)	Type of financial instrument (3)	Number of financial instruments granted	Grant date	Eventual purchase price of the instruments	Grant-date market price	Vesting period
Rosario Rasizza	Managing Director	12 October 2015/20 April 2017	<b>Phantom Stock Option</b>	185.112	15 May 2018	NA	11.80880	from 15 May 2018 to 14 May 2021
Biagio La Porta	Sales Manager	12 October 2015/20 April 2017	<b>Phantom Stock Option</b>	102.840	15 May 2018	NA	11.80880	from 15 May 2018 to 14 May 2021
Key Management		12 October 2015/20 April 2017	<b>Phantom Stock Option</b>	123.408	15 May 2018	NA	11.80880	from 15 May 2018 to 14 May 2021

- (1) Since the Company meets the definition of a "smaller" company pursuant to art. 3, paragraph 1(f) of Regulation no. 17221 of 12 March 2010, the information on the remuneration received by key management is provided in aggregated form.
- (2) The Phantom Stock Option Plan was originally deliberated by the Shareholders' Meeting of 12 October 2015 and subsequently modified by the Shareholders' Meeting of 20 April 2017.
- (3) Under the Phantom Stock Option Plan, each phantom stock option gives the beneficiaries the right to the payment of a gross amount in cash calculated on the basis of any increase in the value of the ordinary shares of the Company during the reference period. The Premium will therefore be equal to the difference between the fair value of the shares (calculated pursuant to art. 9, paragraph 4 of the Presidential Decree of 22 December 1986, no. 917) at the exercise date and the grant-date value, in accordance with the definitions and the terms and conditions described in the Information Document pursuant to art. 84-bis of the Issuers' Regulation, which can be consulted at the registered office and on the Company's website [www.openjobmetis.com](http://www.openjobmetis.com) in the section Corporate Governance/Annual General Meeting of Shareholders.

UNI EN ISO 9001:2015



SISTEMA DI GESTIONE  
QUALITÀ CERTIFICATO

**Openjobmetis S.p.A.** - AGENZIA PER IL LAVORO - Aut. Prot. N. 1111-SG del 26/11/2004  
 DIREZIONE GENERALE E UFFICI: Via Marsala, 40/C - Centro Direzionale Le Torri - 21013 Gallarate (VA)  
 SEDE LEGALE: Via Generale Gustavo Fara, 35 - 20124 Milano  
 Cod. Fisc. - P.IVA e Nr. Iscr. Reg. Imprese di Milano 13343690155 - Capitale Sociale € 13.712.000,00 = i.v.  
 Telefono 0331 211501 - Fax 0331 211590 - [info@openjob.it](mailto:info@openjob.it) - [www.openjobmetis.it](http://www.openjobmetis.it)