

lm holding launches a new Employee Stock Option plan and updates on the terms of its Share Buyback program

Amsterdam / Chiasso, 10 May 2021 – lastminute.com NV announces that, on May 7, 2021, the Group Board of Directors resolved in favour of the final and amended version of the incentive plan (the “Plan”) already announced on 9 February. It is confirmed that under the Plan, a maximum of 750.000 options could be assigned to key employees and Executive Directors. The Incentive Plan will be a phantom stock plan and for this reason, it gives to the beneficiaries many of the benefits of stock ownership without actually giving them any company stock. Under the plan up to 750.000 so-called “shadow stocks” will be granted to a selected group of employees with strike price of 25 CHF. Right of accessing the stocks (“Vesting”) is subject to specific conditions: i) period of time of 4 years (Pro rata from Year 2 to Year 4) and ii) lm stock price levels (the “Price’ Thresholds”) - only in case stock price will be equal or above certain threshold. With reference to the Price Threshold has been defined differently depending if the beneficiaries is part of Group A (all the selected employees) or Group B (the executives directors). In particular the Price Thresholds are the following:

Group A

- i) 40% of the options are not subject to any Threshold
- ii) 35% of the options subject to a Price Threshold equal or higher than CHF 40;
- iii) 25% of the options subject to a Price Threshold equal or higher than CHF 60;

Group B

- iv) 35% of the options subject to a Price Threshold equal or higher than CHF 40;
- v) 65% of the options subject to a Price Threshold equal or higher than CHF 60;

Having the Board of Directors resolved for a phantom stock options plan no capital increase will be required for its financing. Moreover, the company maintains the discretionary right to ask the AGM approval in case in the future would change the financing source from cash payment to shares payment.

Buyback

lastminute.com N.V. announces that it ended its share buyback started in May 2019 (the “share buyback”).

Under the share buyback, 22,000 bearer shares of lastminute.com N.V. for a total of CHF 586 thousand (EUR 525 thousand) were repurchased. The average purchase

price per share was CHF 26.65. In the same time period, 19,182 shares were sold at an average price of CHF 38.12.

The bearer shares repurchased have been and are to be used for lastminute.com's current employee stock based long-term incentive plan and/or to finance acquisitions.

Subject to approval by the Annual General Meeting on 22 June 2021 of a new share buyback program limited to a maximum of 10% (1,166,421) of the total number of shares outstanding (11,664,219), lastminute.com is expected to continue to buyback own shares from 24 June 2021. The bearer shares repurchased are again to be used for lastminute.com's employee stock based long-term incentive plans and/or to finance acquisitions.

About [lm holding](#)

lm holding is among the worldwide leaders in the online travel industry and operates a portfolio of well-known brands such as [lastminute.com](#), [Volagratis](#), [Rumbo](#), [weq.de](#), [Bravofly](#), [Jetcost](#) and [Hotelscan](#). The Group's mission is to be the most relevant and inspiring travel company, committed to enriching the lives of travellers. Every month, the Group touches 60 million users across all its websites and mobile apps (in 17 languages and 40 countries) that search for and book their travel and leisure experiences with us. More than 1,200 people enjoy working with us and contribute to providing our audience with a comprehensive and inspiring offering of travel related products and services. lastminute.com N.V. is a publicly traded company listed under the ticker symbol LMN on SIX Swiss Exchange.

Press contacts

lm group
corporatepr@lastminute.com

Press contacts

IRF
Elisabeth Wallimann
direct: +41 43 244 81 41
mob.: +41 77 401 18 71
lmn@irf-reputation.ch

Investor contact

lm group
Niccolò Bossi
mob.: +41 76 392 56 99
investor.relations@lastminute.com