



SPAFID
CONNECT

Informazione Regolamentata n. 1565-17-2022	Data/Ora Ricezione 23 Marzo 2022 14:11:16	Euronext Star Milan
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Societa' : FILA

Identificativo : 158993

Informazione
Regolamentata

Nome utilizzatore : FILASPANSS01 - De Rosa

Tipologia : REGEM

Data/Ora Ricezione : 23 Marzo 2022 14:11:16

Data/Ora Inizio : 23 Marzo 2022 14:11:18

Diffusione presunta

Oggetto : F.I.L.A. S.p.A._Closing of the 2019-2021
Performance Shares Plan

Testo del comunicato

Vedi allegato.

PRESS RELEASE

2019-2021 PERFORMANCE SHARES PLAN

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Pero, March 23, 2022 – With regards to the incentive plan for the 2019-2021 period called the “*2019-2022 Performance Shares Plan*”, reserved for employees and/or executive directors of the Company and/or of the Group and reaching its natural conclusion on December 31, 2021 (the “**2019-2021 Plan**”), it is announced that as per Article 84-*bis* of the CONSOB Issuers’ Regulation, the Board of Directors of the company on March 22, 2020, having received the opinion of the Remuneration Committee, verified the level of achievement of the quantitative objectives (average Group ROI for the 2019-2021 period) and the qualitative objectives (individual or collective strategic objectives) of the 2019-2021 Plan and, consequently, approved the awarding to 25 beneficiaries of the 2019-2021 Plan of an overall bonus of 108,359 ordinary F.I.L.A. shares. The beneficiaries of the 2019-2021 Plan are (i) Massimo Candela, Chief Executive Officer of the Company; (ii) Luca Pelosin, Executive Director of the company; (iii) 7 senior executives of the Group; and (iv) 16 Group managers. The 108,359 ordinary F.I.L.A. shares vesting today shall be materially made available to each beneficiary according to the timeframe and means established by the 2019-2021 Plan regulation, i.e. within 60 calendar days subsequent to the approval of the 2021 Annual Accounts, through the use of the treasury shares already in portfolio or which shall be acquired by the above deadline. 50% of the above shares shall be subject to “minimum holding” obligations, as per the 2019-2021 Plan regulation. In particular, (i) the executive director beneficiaries of the 2019-2021 Plan shall be required to maintain 50% of the ordinary F.I.L.A. shares vested to them until the conclusion of their mandate; while (ii) the other beneficiaries of the 2019-2021 Plan shall be required to maintain 25% of the ordinary F.I.L.A. shares vested to them for six months from the effective date of their availability, and a further 25% of the ordinary F.I.L.A. shares vested to them for 12 months from the effective availability date.

The information required by Schedule 7 of Annex 3A of the issuers’ regulation is annexed to this press release regarding the granting of shares within the 2019-2021 Plan.

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F.I.L.A. Fabbrica Italiana Lapis ed Affini

GIOTTO | tratto |  PONGO | DAS | LYRA | MAIMERI | DALER ROWNEY
 LUKAS | ST CUTHBERTS MILL | CANSON | Strathmore | PRINCETON ARTIST BRUSH | ARCHES





Il futuro ha i nostri colori. Da 100 anni.

F.I.L.A. (Fabbrica Italiana Lapis ed Affini), founded in Florence in 1920 and managed since 1956 by the Candela family, is a highly consolidated, dynamic and innovative Italian industrial enterprise and continues to grow market share. F.I.L.A. has been listed on EXM – Euronext STAR segment of the Italian Stock Exchange since November 2015. The company, with revenue of Euro 653.5 million in 2021, has grown significantly over the last twenty years and has achieved a series of strategic acquisitions, including the Italian Adica Pongo, the US Dixon Ticonderoga Company and Pacon Group, the German LYRA, the Mexican Lapiceria Mexicana, the English Daler-Rowney Lukas and the French Canson, founded by the Montgolfier family in 1557. F.I.L.A. is an icon of Italian creativity globally through its colouring, drawing, modelling, writing and painting tools, thanks to brands such as Giotto, Tratto, Das, Didò, Pongo, Lyra, Doms, Maimeri, Daler-Rowney, Canson, Princeton, Strathmore and Arches. Since its foundation, F.I.L.A. has chosen to focus on growth through continuous innovation, both in technological and product terms, in order to enable individuals to express their ideas and talent through tools of exceptional quality. In addition, F.I.L.A. and the Group companies work together with the Institutions to support educational and cultural projects which promote creativity and expression among individuals and make culture accessible to all.

F.I.L.A. currently operates through 22 production facilities (of which two in Italy) and 34 subsidiaries across the globe and employs over 9,800.

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F.I.L.A. Fabbrica Italiana Lapis ed Affini



TABLE NO. 1 OF SCHEDULE 7, ANNEX 3A, CONSOB REGULATION NO. 11971/99

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Fine Comunicato n.1565-17	Numero di Pagine: 6
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