



F.I.L.A. – FABBRICA ITALIANA LAPIS ED AFFINI S.p.A. SHAREHOLDERS' MEETING OF APRIL 29, 2025 VOTING SUMMARY

Point 1.1 of the Agenda.

Separate financial statements and consolidated financial statements; proposed distribution: Approval of the separate financial statements for the year ended December 31, 2024, along with the Board of Directors' Report, the Board of Statutory Auditors' Report and the Independent Auditors' Report; presentation of the consolidated financial statements for the year ended December 31, 2024, including the Consolidated Sustainability Statement pursuant to Legislative Decree No. 125/2024; resolutions thereon

	No. Votes	% shares represented at Shareholders' meeting	% of voting rights
Constitutive quorum	47.386.722	100%	70,493%
Votes for which the RD has instructions for the motion in voting (deliberative quorum)	47.386.722	100,000%	70,841%
Votes for which the RD did not have instructions	0	0,000%	0,000%
	No. Votes	% of voters	% of voting rights
For	47.354.016	99,931%	70,793%
Against	0	0,000%	0,000%
Abstaining	32.706	0,069%	0,049%
Total	47.386.722	100,000%	70,841%

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Point 1.2 of the Agenda

Separate financial statements and consolidated financial statements; proposed distribution: Approval of the proposed allocation of the net profit for the year; resolutions thereon

	No. Votes	% shares represented at Shareholders' meeting	% of voting rights
Constitutive quorum	47.386.722	100%	70,493%
Votes fro which the RD has istructions for the motion in voting (deliberative quorum)	47.386.722	100,000%	70,841%
Votes for which the RD did not have instructions	0	0,000%	0,000%
	No. Votes	% of voters	% of voting rights
For	47.386.722	100,000%	70,841%
Against	0	0,000%	0,000%
Abstaining	0	0,000%	0,000%
Total	47.386.722	100,000%	70,841%

Point 2.1 of the Agenda

Remuneration Policy and Report: approval of the Section I of the Remuneration Policy and Report (i.e. remuneration policy for the year 2025) as per Article 123-ter, paragraphs 3-bis and 3-ter, of Legislative Decree No. 58 of February 24, 1998 ;

	No. Votes	% shares represented at Shareholders' meeting	% of voting rights
Constitutive quorum	47.386.722	100%	70,493%
Votes fro which the RD has istructions for the motion in voting (deliberative quorum)	47.386.722	100,000%	70,841%
Votes for which the RD did not have instructions	0	0,000%	0,000%
	No. Votes	% of voters	% of voting rights
For	46.005.996	97,086%	68,777%
Against	1.323.447	2,793%	1,979%
Abstaining	57.279	0,121%	0,086%
Total	47.386.722	100,000%	70,841%

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Il futuro ha i nostri colori. Da 100 anni.

Point 2.2 of the Agenda

Remuneration Policy and Report: consultative vote on Section II of the Remuneration Policy and Report (i.e. remuneration report for the year 2024) as per Article 123-ter, paragraph 6, of Legislative Decree No. 58 of February 24, 1998

	No. Votes	% shares represented at Shareholders' meeting	% of voting rights
Constitutive quorum	47.386.722	100%	70,493%
Votes fro which the RD has istructions for the motion in voting (deliberative quorum)	47.386.722	100,000%	70,841%
Votes for which the RD did not have instructions	0	0,000%	0,000%
	No. Votes	% of voters	% of voting rights
For	42.026.843	88,689%	62,829%
Against	5.359.879	11,311%	8,013%
Abstaining	0	0,000%	0,000%
Total	47.386.722	100,000%	70,841%

Point 3. of the Agenda

Authorisation to purchase and dispose of treasury shares, subject to revocation of the previous authorisation granted by the Shareholders' Meeting of April 23, 2024 for any portion not executed; resolutions thereon

	No. Votes	% shares represented at Shareholders' meeting	% of voting rights
Constitutive quorum	47.386.722	100%	70,493%
Votes fro which the RD has istructions for the motion in voting (deliberative quorum)	47.386.722	100,000%	70,841%
Votes for which the RD did not have instructions	0	0,000%	0,000%
	No. Votes	% of voters	% of voting rights
For	47.370.328	99,965%	70,817%
Against	16.394	0,035%	0,025%
Abstaining	0	0,000%	0,000%
Total	47.386.722	100,000%	70,841%

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Point 4 of the Agenda

Incentive plan for the period 2025-2029 concerning ordinary shares of Fila called the "2025-2029 Performance Shares Plan" reserved to employees and/or Senior Directors of the Company and/or other Group companies; resolutions thereon

	No. Votes	% shares represented at Shareholders' meeting	% of voting rights
Constitutive quorum	47.386.722	100%	70,493%
Votes for which the RD has instructions for the motion in voting (deliberative quorum)	47.386.722	100,000%	70,841%
Votes for which the RD did not have instructions	0	0,000%	0,000%
	No. Votes	% of voters	% of voting rights
For	40.864.595	86,236%	61,091%
Against	6.522.127	13,764%	9,750%
Abstaining	0	0,000%	0,000%
Total	47.386.722	100,000%	70,841%

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