Informazione Regolamentata n. 0481-51-2026	Data/Ora Inizio Diffusione 21 Luglio 2026 12:24:44	Euronext Star Milan

Societa'	:	El.En.
Utenza - referente	:	ELENN01 - Romagnoli Enrico
Tipologia	:	2.4; REGEM; 3.1
Data/Ora Ricezione	:	21 Luglio 2026 12:24:44
Data/Ora Inizio Diffusione	:	21 Luglio 2026 12:24:44
Oggetto	:	Final termination of the employment relationship with the general manager and allocation of shares pursuant to the 2025-2028 stock grant plan

Testo del comunicato

Vedi allegato

2.4
3.1
REGEM

Press release

FINAL TERMINATION OF THE EMPLOYMENT RELATIONSHIP WITH THE GENERAL MANAGER AND ALLOCATION OF SHARES PURSUANT TO THE 2025-2028 STOCK GRANT PLAN

Florence, 21 July 2026 - El.En. S.p.A., a leading company in the laser market, listed on Euronext STAR Milan ("STAR") of Borsa Italiana, further to the press releases published on 8 May 2026 and 15 May 2026, announces that, as of today, the employment relationship with Eng. Paolo Salvadeo, General Manager of the Company, has definitively come to end.

The termination follows the resignation submitted by Eng. Salvadeo on 30 April 2026, already disclosed to the market, and the expiry of the relevant notice period.

Consistently with what has already been disclosed to the market and with the provisions of the 2025-2028 Stock Grant Plan intended for the General Manager of El.En. S.p.A., Eng. Salvadeo will receive no. 19,000 ordinary El.En. shares vested with reference to financial year 2025 and subject to a four-year lock-up period in accordance with the terms of the Plan.

For this purpose, today the Company allocated no. 19,000 treasury shares, out of the no. 241,784 treasury shares held in portfolio prior to the transaction.

The allocation was carried out in compliance with the 2024-2026 Remuneration Policy approved by the Shareholders' Meeting and published on the Company's website.

Following the allocation, the remaining number of treasury shares held by El.En. S.p.A. is equal to no. 222,784 shares, corresponding to 0.277% of the share capital.

The Company confirms that, as of today, no replacement for the General Manager is expected to be appointed. The ultimate coordination of the relevant functions will remain entrusted to the Chairman and the Executive Director, relying on the expertise already present within the management structure.

The Company will promptly inform the market of any subsequent different resolutions adopted by the Board of Directors.

El.En., an Italian company, is the parent of a high-tech industrial group operating in the optoelectronics sector. Based on proprietary technology and multidisciplinary know-how, the El.En. Group manufactures laser sources (gas, semiconductor, solid-state and liquid) and innovative laser systems for medical and industrial applications. The El.En. Group is the laser market leader in Italy and among the top operators in Europe. It designs, manufactures and sells worldwide:

- *Medical laser equipment used in dermatology, cosmetics, physiotherapy, dentistry and gynecology;*
- *Industrial laser systems for applications ranging from cutting, marking and welding metals, wood, plastic and glass to decorating leather and textiles and restoring/conserving artwork;*
- *Laser systems for scientific research*

Cod. ISIN: IT0005453250
Sigla: ELN
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Mkt cap.: 1,3 B di euros
Reuters Cod.: ELN.MI
Bloomberg Cod.: ELN IM

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