

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





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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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For further information:

F.I.L.A. Investor Relations

Stefano De Rosa - Investor Relations Officer

Francesca Cocco - Investor Relations

ir@fila.it

(+39) 02 38105206

For financial communication:

Community Strategic Communications Advisers

Tel. (+39) 02 89404231

fila@communitygroup.it

F.I.L.A Press Office

Cantiere di Comunicazione

Eleonora Galli: (+39) 02 87383180 -186 – mob: (+39) 331 9511099

e.galli@cantierecomunicazione.com

Antonella Laudadio: (+39) 02 87383180 -189

a.laudadio@cantierecomunicazione.com

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





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FINANCIAL INSTRUMENT BASED REMUNERATION PLANS

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

Date: 22/03/2022

| Name and surname or class | Position (to be specified only for persons reported individually) | FRAMEWORK 1 | | | | | | |
|--|--|---|--------------------------------|-----------------------------------|--|-----------------------------------|-----------------------------------|-------------------------------------|
| | | <i>Financial instruments other than stock options</i> | | | | | | |
| | | Section 1 | | | | | | |
| | | Instruments related to current plans approved on the basis of previous shareholders' meeting resolutions | | | | | | |
| | | Date of the Shareholders' Meeting motion | Type of financial instruments | Number of financial instruments | Vesting date | Purchase price of the instruments | Market price on vesting date (**) | Vesting period |
| Massimo Candela | Chief Executive Officer | 2019-2021 Plan (Shareholders' Meeting of April 18, 2019) | Ordinary shares of Fila S.p.A. | 38,573 to be allocated (*) | March 21, 2022 (RPC) March 22, 2022 (BOD) | N/A | Euro 9.14 | January 1, 2019 – December 31, 2021 |
| Luca Pelosin | Executive Director | 2019-2021 Plan (Shareholders' Meeting of April 18, 2019) | Ordinary shares of Fila S.p.A. | 12,858 shares to be allocated (*) | March 21, 2022 (RPC) March 22, 2022 (BOD) | N/A | Euro 9.14 | January 1, 2019 – December 31, 2021 |
| Senior Executives (7) | N/A | 2019-2021 Plan (Shareholders' Meeting of April 18, 2019) | Ordinary shares of Fila S.p.A. | 28,656 shares to be allocated (*) | March 21, 2022 (RPC) March 22, 2022 (BOD) | N/A | Euro 9.14 | January 1, 2019 – December 31, 2021 |
| Managers (16) | N/A | 2019-2021 Plan (Shareholders' Meeting of April 18, 2019) | Ordinary shares of Fila S.p.A. | 28,272 shares to be allocated (*) | March 21, 2022 (RPC) March 22, 2022 (BOD) | N/A | Euro 9.14 | January 1, 2019 – December 31, 2021 |
| Notes: | | | | | | | | |
| (*) Number of shares that will be allocated within 60 days of the approval of the Group's consolidated financial statements for the year ended December 31, 2021, as per the Board of Directors' motion of March 22, 2022, subject to the opinion of the Remuneration Committee of March 21, 2022, at the end of the vesting period (2019-2021) of the 2019-2021 Performance Shares Plan (the " 2019-2021 Plan ") and based on the level of achievement of the performance objectives (qualitative and quantitative) set out in the 2019-2021 Plan. | | | | | | | | |
| (**) Closing price of the Fila share on the Euronext Milan on March 22, 2022 (Euro 9.14), the date on which the Board of Directors meeting was held to verify the achievement of the performance targets (qualitative and quantitative) set out in the 2019-2021 Plan. | | | | | | | | |



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