



THE SHAREHOLDERS' MEETING OF SAFILO GROUP S.P.A. APPROVES THE FINANCIAL STATEMENTS AS AT DECEMBER 31, 2025

Appointment of the Board of Statutory Auditors

Approval of the employee incentive plan called "Performance Share Plan 2026-2028"

Padua, April 28, 2026 – The Shareholders' Meeting of Safilo Group S.p.A., held today in single call, has approved the Company's 2025 financial statements and the Board of Directors' report and, furthermore, viewed the consolidated financial statements and the sustainability report pursuant to Legislative Decree No. 125/2024.

The Ordinary Shareholders' Meeting has also:

- 1) approved the first section of the Report on the remuneration policy and on the remuneration paid, relating to the Company's policy on the remuneration of the members of the Board of Directors, managers with strategic responsibilities and the Board of Statutory Auditors for the 2026 financial year and the procedures used for the adoption and implementation of this policy, and favourably resolved upon the second section of the Report on the remuneration policy and on the remuneration paid, relating to the items that make up the remuneration of the members of the Board of Directors, managers with strategic responsibilities and the Board of Statutory Auditors, as well as the remuneration paid to them for any reason during the 2025 financial year;
- 2) appointed the new Board of Statutory Auditors, which is composed of
 - **Maria Francesca Talamonti**, Chairman of the Board of Statutory Auditors, taken from the minority list submitted by the following institutional shareholders: Amundi Asset Management SGR S.p.A. managing the funds: Amundi Impegno Italia – B, Amundi Sviluppo Attivo Italia; Anima Sgr S.p.A. managing the fund: Anima Iniziativa Italia; BancoPosta Fondi S.p.A. SGR managing Fondo Bancoposta Rinascimento; Eurizon Capital SGR S.p.A managing the funds: Eurizon Azioni Italia, Eurizon Azioni Pmi Italia, Eurizon Fund – Equity Italy Smart Volatility, Eurizon PIR Italia 30, Eurizon PIR Italia Azioni, Eurizon Progetto Italia 20, Eurizon Progetto Italia 40, Eurizon Progetto Italia 70, Fideuram Italia, Piano Azioni Italia, Piano Bilanciato Italia 30, Piano Bilanciato Italia 50; Fideuram Asset Management Ireland managing the fund Fonditalia Equity Italy; Interfund Sicav – Interfund Equity Italy; Legal & General Assurance (Pensions Management) Limited; Mediolanum Gestione Fondi Sgr S.P.A. managing the funds: Mediolanum Flessibile Futuro Italia and Mediolanum Flessibile Sviluppo Italia; Mediolanum International Funds Limited - Challenge Funds – Challenge Italian Equity;
 - **Carmen Pezzuto and Roberto Padova**, Standing Auditors, drawn from the majority list submitted by the shareholder Multibrands Italy B.V.
 - **Nathalie Brazzelli e Cristina Chiantia**, Alternate Auditors, submitted respectively by the majority list and by the minority list presented by institutional shareholders.

The Board of Statutory Auditors shall remain in office until the approval of the financial statements as at 31 December 2028.

The Company wishes to thank Bettina Solimando for her contribution as a Standing Auditor of the outgoing Board of Statutory Auditors.

- 3) approved a new incentive and retention plan named the "Performance Share Plan 2026–2028", proposed by the Board of Directors on March 12, 2026, for executive directors who are also employees and for other employees of the Company and of the companies controlled by it pursuant to Article 93 of the Italian Consolidated Financial Act (TUF). The plan provides for the free allocation of rights which, upon the achievement of specific performance targets, entitle the beneficiaries to receive one ordinary Safilo share free of charge for each right granted, in accordance with the terms and conditions set out in the regulations of the plan. Details of the plan are described in the relevant illustrative report and in the information document prepared pursuant to Article 84-bis of the Issuers' Regulation.

With reference to the above-mentioned incentive and retention plan, the Extraordinary Shareholders' Meeting approved:

- 1) the amendment of Article 5 of the Company's Articles of Association, through the inclusion of a new third paragraph in order to provide, pursuant to the first paragraph of Article 2349 of the Italian Civil Code, for the power to grant profits or profit reserves to the employees of the Company or of its subsidiaries through the issuance of shares of the Company to be granted to them free of charge.
- 2) the delegation to the Board of Directors, pursuant to Article 2443 of the Italian Civil Code, for a period of five years from the date of the resolution, of the authority to increase the share capital, free of charge and on a divisible basis, also in one or more tranches, pursuant to Article 2349 of the Italian Civil Code, through the issuance of a maximum of 5,500,000 ordinary shares, for a maximum amount of Euro 5,115,000, at an issue price equal to the accounting par value of Safilo shares as at the date of execution, to be entirely allocated to share capital, to be assigned to employees of Safilo Group S.p.A. and of the companies controlled by it who are beneficiaries of the incentive plan based on ordinary shares of Safilo Group S.p.A. named the "Performance Share Plan 2026–2028" and subsequent amendment of Article 5 of the Articles of Association currently in force.

All the documentation relating to the Shareholders' meeting is available on the company's internet website at the section Governance/ Shareholders' meeting, <https://www.safilogroup.com/en/governance/shareholders-meeting>.

Furthermore, it is hereby announced that the newly appointed Board of Statutory Auditors of Safilo Group S.p.A. has verified that all its standing members meet the independence requirements set out by law and by the Corporate Governance Code and has informed the Board of Directors accordingly. The Board of Directors acknowledged today the results of the assessment carried out by the Board of Statutory Auditors.

About Safilo Group

Safilo is a global player in the eyewear industry that has been creating, producing, and distributing for over 90 years sunglasses, prescription frames, outdoor eyewear, goggles and helmets. Thanks to a data-driven approach, Safilo goes beyond the traditional boundaries of the eyewear industry: in just one company it brings together Italian design, stylistic, technical and industrial innovation, and state-of-the-art digital platforms, developed in its digital hubs in Padua and Portland, and made available to Opticians and Clients for an unmatched customer experience. Guided by its purpose, See the world at its best, Safilo is leading its Group legacy, founded on innovation and responsibility, onwards towards the future.

With an extensive global presence, Safilo's business model enables it to monitor its entire production and distribution chain. From research and development in five prestigious design studios, located in Padua, Milan, New York, Hong Kong and Portland, to its company-owned production facilities and network of qualified manufacturing partners, Safilo Group ensures that every product offers the perfect fit and meets high quality standards. Reaching approximately 100,000 selected points of sale worldwide with an extensive wholly owned network of subsidiaries in 40 countries and more than 40 partners in 70 countries, Safilo's well-established traditional wholesale distribution model, which encompasses eyecare retailers, chains, department stores, specialized retailers, boutiques, duty free shops and sporting goods stores, is complemented by Direct-to-Consumer and Internet pure player sales platforms, in line with the Group's development strategies.

Safilo Group's portfolio encompasses home brands - Carrera, Polaroid, Smith, Blenders, Privé Revaux and Seventh Street. The perpetual license Eyewear by David Beckham. Licensed brands include: BOSS, Carolina Herrera, Dsquared2, Etro, Fossil, HUGO, Isabel Marant, Juicy Couture, Kate Spade New York, Kurt Geiger, Levi's, Liz Claiborne, Love Moschino, Marc Jacobs, Missoni, Moschino, Pierre Cardin, PORTS, Stuart Weitzman, Tommy Hilfiger, Tommy Jeans, Under Armour and Victoria Beckham.

The parent company, Safilo Group S.p.A., is listed on the Euronext Milan organized and managed by Borsa Italiana (ISIN code IT0004604762, Bloomberg SFL.IM, Reuters SFLG.MI). In 2025, Safilo Group recorded net revenues for Euro 983,4 million.

Contacts:

Safilo Group Investor Relations

Barbara Ferrante

barbara.ferrante@safilo.com

Ph. +39 049 6985766

Mob. +39 335 5753588

<https://www.safilogroup.com/en/investors>

Safilo Group Press Office

Elena Todisco

elena.todisco@safilo.com

Mob. +39 339 1919562

Barabino&Partners S.p.A.

Pietro Cavallera

p.cavallera@barabino.it

Ph. +39 02 72023535

Mob. +39 338 9350534