



BORSA ITALIANA - STAR segment

PRESS RELEASE

## SHARE BASED INCENTIVE PLAN 2018-2020 FOR DIRECTORS AND MANAGERS

*Collegno (TO), March 16<sup>th</sup>, 2018* - Today the Board of Directors of Prima Industrie S.p.A, a company leader in high technology laser systems, sheet metal working systems and electronic components for industrial applications, acknowledging the proposal of the Remuneration Committee, approved the guidelines and the outline of the "2018-2020 Share based Incentive Plan".

In particular, the contents of the Plan, announced on 2/3/2018, have been revised, partially amended and finally approved. Below are the main aspects.

The Plan, which had initially been conceived for the benefit of senior managers and managers of Prima Industrie S.p.A. and of its subsidiaries, has been extended also to Executive Directors.

The "2018-2020 Share based Incentive Plan" is based on the shares of Prima Industrie S.p.A. and represents an incentive, loyalty and retention tool for the Directors, Senior Managers and Managers who contribute most to the development of the Company and the Group and is aimed at ensuring alignment with the interests of shareholders in the medium to long term through the assignment of a premium denominated in shares.

In particular, the Incentive Plan provides for the achievement of performance targets for the effective allocation of the shares.

The Plan provides for an annual allocation for each year (2018, 2019 and 2020) of the right to receive a maximum number of Shares that can be effectively assigned in the years 2021 and 2022, to an extent related to the performance conditions achieved according to pre-established criteria and parameters and the other conditions set out in the Plan.

The supply of Shares that will be assigned will be carried out through:

- Purchase of treasury stock on the market for a maximum of 15,000 shares, with reference to Directors who are not also employees of the Company;
- Free capital increase for an amount corresponding to maximum 135,000 shares, for the other Group employees. If the Plan's objectives are fully achieved, the maximum number of shares to be issued (135,000) against the free capital increase corresponds to a maximum dilutive effect on shareholders equal to 1.29%.

The related documentation will be made available to the shareholders and to the public pursuant to the current regulations and in the terms provided therein.

**PRIMA INDUSTRIE** heads a leading Group in developing, manufacturing and marketing of laser systems for industrial applications, sheet metal processing machinery, as well as industrial electronics and laser technologies.

The parent company Prima Industrie S.p.A. is listed on the Italian Stock Exchange since 1999 (MTA- STAR segment).

With 40 years of experience the Group can count on about 13,000 machines installed in more than 80 countries worldwide and is among the main worldwide manufacturers in its own reference market.

The Group has about 1,800 employees and manufacturing sites in **Italy** (PRIMA INDUSTRIE S.p.A, PRIMA ELECTRO S.p.A, FINN-POWER Italia Srl), **Finland** (FINN-POWER Oy), **USA** (Convergent Photonics Llc, PRIMA POWER LASERDYNE Llc.) and **China** (PRIMA POWER SUZHOU Co. Ltd.). Remarkable is as well its direct commercial and after-sales presence in BRIC, NAFTA, European Union and other emerging Asian countries.

The Prima Industrie Group is structured on 2 Business Units:

**Laser and sheet metal processing machines (Prima Power)**: including design, manufacturing and marketing of:

- Laser machines for cutting, welding and drilling of 3D and 2D components.  
- Machines for sheet metal treatment by means of mechanical tools (punching machines, combined punching/shearing systems, combined punching/laser cutting systems, panel benders and automation systems).  
**Industrial electronics and laser technologies (Prima Electro):** including development, manufacturing and marketing of power and control electronics, and of high-power laser sources for industrial applications, destined both to the Group machines and to third parties.

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