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Press release

El.En. S.p.A.: Notice of the publication and availability of the Report on remuneration policy and compensation paid under art. 123-ter TUF and 84-quarter Consob Issuer Reg. 11971/1999 and and the information documents prepared pursuant to art. 84-bis Consob Issuer Reg. 11971/1999 updated

Florence – April 8th, 2026 – El.En. s.p.a., leader on the laser market and listed on the Euronext STAR Milan (“STAR”) market of Borsa Italiana, following the communication issued on last March 30th, hereby gives notice to its Shareholders that today the following reports and documents have been deposited and made available to the public at the Company’s registered office, at Borsa Italiana S.p.A., on the website www.elengroup.com (section “Governance/documents of the Shareholders’ meeting/2026/Ordinary and extraordinary shareholders’ meeting April 29th 2026 – May 6th 2026”) and on the authorized storage website www.emarketstorage.com:

- 1) The Report on remuneration policy and compensation paid under art. 123-ter TUF and 84-quarter Consob Issuer Reg. 11971/1999;
- 2) The information documents prepared pursuant to art. 84-bis Consob Issuer Reg. 11971/1999 updated.

Shareholders may obtain a hard copy of this documentation at their own expense.

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.



ISIN code: IT0005453250

Acronym: ELN

Traded on Euronext STAR Milan ("STAR")

Mkt cap.: 1 B euros

code: ELN.MI

Bloomberg code: ELN IM

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Sede in Calenzano (FI), via Baldanzese n. 17
Capitale Sociale sottoscritto e versato Euro 2.612.497,94
suddiviso in numero 80.384.552 azioni ordinarie
Registro delle Imprese di Firenze e Codice Fiscale 03137680488

AVVISO DI DEPOSITO DOCUMENTAZIONE

Si rende noto che a far data da oggi la Relazione sulla politica in materia di remunerazione e sui compensi corrisposti ex artt. 123-ter TUF e 84-quater Reg. Consob 11971/1999 viene depositata, a disposizione del pubblico, presso la sede legale della Società, presso Borsa Italiana s.p.a., pubblicata sul sito internet www.elengroup.com (sezione "Governance / documenti assembleari / 2026 / ASSEMBLEA ORDINARIA E STRAORDINARIA 29 APRILE 2026 – 6 MAGGIO 2026" e sezione "Governance / documenti societari / 2026" e nel sito di stoccaggio autorizzato www.emarketstorage.com.

Vengono altresì depositati i documenti informativi redatti ai sensi dell'articolo 84-bis Reg. Consob 11971/1999 presso la sede legale della Società, presso Borsa Italiana, pubblicati sul sito internet www.elengroup.com (sezione "Governance / documenti assembleari / 2026 / ASSEMBLEA ORDINARIA E STRAORDINARIA 29 APRILE 2026 – 6 MAGGIO 2026", sezione "Governance / documenti societari / Piano di Stock Option 2026-2031" e sezione "Governance / documenti societari / Piano di Stock Grant 2025-2028".

Per il Consiglio di Amministrazione
Il Presidente - Ing. Gabriele Clementi

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Sito Internet: www.elengroup.com

Sito di stoccaggio autorizzato: www.emarketstorage.com

Calenzano, 8 Aprile 2026