

**PRESS RELEASE****Milan, October 1, 2018****THE SHAREHOLDERS MEETING APPROVED THE LONG-TERM INCENTIVE PLAN CALLED “2018 PHANTOM SHARES PLAN”**

The Shareholders' Meeting of SAES Getters S.p.A., gathered today in Lainate (MI) in ordinary session and chaired by Mr Massimo della Porta, approved the adoption of a long-term incentive plan for the Executives Directors, as well as for managers holding a strategic role within the Company, called “**2018 Phantom Shares Plan**”.

The beneficiaries of the plan are, in a first phase, the Chairman and the Deputy Chairman of the Board of Directors and the managers identified by the Board among the members of the *Corporate Management Committee* (a committee established by the Company, within which the Executive Directors provide guidelines and share objectives with their direct hierarchical reports). At a later stage, this plan may also be extended to other executives who the Board deems to hold strategic organizational roles. In both cases, those managers must have been in charge of a global service for at least three years.

The plan is based on the free assignment to the beneficiaries of a certain number of phantom shares that, under the terms and conditions of the plan, give the right to receive the provision of a cash incentive, parameterized at the increase in the stock price at the date when certain predetermined events occur, with respect to the assignment value.

The events that may give rise to the provision of the incentive are, for example: change of control of the Company; failure to renew the office of director upon expiry of the mandate; revocation from the position of director or substantial change in the related proxies or role without the occurrence of a justified cause; resignation for justified cause; dismissal for justified objective reasons (for Strategic Executives only); reaching the retirement age; permanent disability; death; delisting.

The plan aims to remunerate the beneficiaries in relation to the growth of the Company's capitalization, with the purpose of retention and better alignment of the performances with the interests of the shareholders and of the Company.

The Shareholders' Meeting also mandated the Board of Directors to finalize the draft of the regulation for the aforementioned incentive plan and gave the same Board, with the express right of sub-delegation, all the broadest powers necessary or appropriate to adopt and provide complete and full implementation of the plan, including the power to identify the beneficiaries by name, to determine the number of phantom shares to be assigned for free to each beneficiary and to provide for the appropriate information to the market.

**SAES Group**

*A pioneer in the development of getter technology, the SAES® Group is the world leader in a variety of scientific and industrial applications where stringent vacuum conditions are required. In more than 70 years of activity, the Group's getter solutions have been supporting innovation in the information display and lamp industries, in sophisticated high vacuum systems and in vacuum thermal insulation, in technologies spanning from large vacuum power tubes to miniaturized silicon-based microelectronic and micromechanical devices.*

*Starting in 2004, by leveraging the core competencies in special metallurgy and in the materials science, the SAES Group has expanded its business into the advanced material markets, in particular the market of shape memory alloys, a family of materials characterized by super elasticity and by the property of assuming predefined forms when subjected to heat treatment. These special alloys, which today are mainly applied in the biomedical sector, are also perfectly suited to the realization of actuator devices for the industrial sector (domotics, white goods industry, consumer electronics and automotive sector).*

*More recently, SAES has expanded its business by developing a technological platform that integrates getter materials in a polymeric matrix. These products, initially developed for OLED displays, are currently used in new application sectors, among which implantable medical devices and solid-state diagnostics imaging. Among the new applications, the advanced food packaging is a significantly strategic one, in which SAES aims to compete with an offering of new solutions for active packaging.*

*A total production capacity distributed in ten facilities, a worldwide-based sale & service network and almost 1,000 employees allow the Group to combine multicultural skills and expertise to form a truly global enterprise.*

*SAES Group is headquartered in the Milan area (Italy).*

*SAES Getters S.p.A. is listed on the Italian Stock Exchange Market, STAR segment, since 1986.*

*More information on the SAES Group are available in the website [www.saesgetters.com](http://www.saesgetters.com).*

**Contacts:**

**Emanuela Foglia**

**Investor Relations Manager**

Tel. +39 02 93178 273

E-mail: investor\_relations@saes-group.com

**Laura Magni**

**Group Marketing and Communication Manager**

Tel. +39 02 93178 252

E-mail: laura\_magni@saes-group.com

**Corporate Media Relations**

**Close to Media**

Tel. +39 02 70006237

**Sofia Crosta**

E-mail: sofia.crosta@closetomedia.it

**Loredana Caponio**

E-mail: loredana.caponio@closetomedia.it