



PRESS RELEASE

SESA ANNOUNCES THE NEW GROUP WELFARE PLAN 2025–2026, CONFIRMING ITS COMMITMENT TO SUSTAINABLE DEVELOPMENT AND FOCUS ON PEOPLE

THE PLAN PRIORITISES PEOPLE’S WELL-BEING, WORK-LIFE BALANCE, INCLUSION AND SUSTAINABILITY, AND EDUCATION

Empoli (FI), July 3, 2025

Sesa (“SESA” – SES.MI), leading player in Digital Technology, System Integration and Business Application, with over Eu 3.2 billion in consolidated revenues as of April 30, 2024, listed on the Euronext STAR segment of Italian Stock Exchange, announces the new **corporate welfare plan for 2025**, valued at approximately Eu 3,5 million, to support the approximately 6,500 employees of the Group as of April 30, 2025.

The initiatives of the new plan are part of the corporate vision focused on generating sustainable long-term value for all stakeholders, especially the people of the Group, who contribute every year to its growth and evolution.

The 2025-2026 welfare plan was created to promote the well-being of the people and is based on the uniqueness of each person, considered an inexhaustible source of value.

The well-being is promoted through a careful approach to the needs of the different generations within the company, with initiatives specifically tailored for employees under 30, who represent an increasingly significant share of the Group (25% as of April 30, 2025), and is focused on the **employee well-being, work-life balance, inclusion, sustainability, education**. Training programs are also a key aspect, **with** specific programs on Diversity & Inclusion including a special initiative to support the inclusion of people with disabilities, carried out in partnership with the Asphi Onlus Foundation.

- **Employees well-being:** flexible benefits to support spending on sports, culture, and wellness; support for housing mobility; solidarity and people caring for well-being and health; corporate microcredit programs to facilitate access to loans under favourable terms;
- **Work-life balance:** well-being programs through digital platforms; reimbursement for sport activities; psychological support and coaching services for people;
- **Inclusion, Parenting and Diversity:** financial support for childbirth; contributions for babysitting, educational services, and nursery school; support for summer camps; scholarships for schoolbooks and IT tools for children; financial support for the healthcare and social assistance of family members with disabilities; healthcare reimbursement packages;
- **Environmental sustainability:** incentives for the use of public and electric transport and bike and e-car sharing programs targeting the reduction of resource use; use of digital platforms and implementation of corporate programs aimed at reducing environmental impact;
- **Education:** contributions for the purchase of IT equipment; scholarships for university or master’s degree programs and textbooks; international training programs and corporate Erasmus opportunities.

All benefits and services provided by the **2025–26 welfare plan** will be fully accessible through a dedicated **digital platform, which includes a virtual assistant powered by AI**, allowing, starting from this year, even easier and more immediate access to all the services and opportunities offered.





The welfare initiatives are supported by **Fondazione Sesa**, the non-profit organization of the Group, focused on philanthropic, educational, and social solidarity projects which, even during the 2025 FY, continued to support the activities, including the company nursery (*Sesa Baby*) in Empoli, **doubling its capacity to accomodate children**.

“Promoting a balance between personal life and work, along with the well-being of our people, is one of core values of Sesa since its foundation in 1973. We continue to place at the center of our corporate vision the attention to people, the environment, and the communities in which we operate. These are the pillars on which we build sustainable growth, driven by innovation and the creation of long-term value for all stakeholders” stated **Paolo Castellacci and Giovanni Moriani, Chairman and Founder, and Vice-Chairman of Sesa, respectively**.

“The new 2025-2026 welfare plan is dedicated to all our employees, to whom we express our deep gratitude for their contribution to the journey of growth and sustainable development of the Group. In an increasingly challenging market context, the Group continues to strengthen its position as a sector leader and enabler of innovation and value generation. We continue to evolve in line with our purpose: creating sustainable long-term value for all stakeholders and promoting innovation, including digital innovation, in companies and organizations, as well as the well-being of people, who are at the center of our corporate vision” stated **Alessandro Fabbroni, CEO of Sesa**.

Sesa S.p.A., with Headquarters in Empoli (Florence), is the operating holding company of a Group with presence on the whole Italian territory and foreign countries as Germany, Switzerland, Austria, France and Spain that represents the leading player in Digital Technology, System Integration and Business Application for the business segment, with consolidated revenues of Eu 3,210.4 million (+10.4% Y/Y) and 5,691 employees as of April 30, 2024 (+21.0% Y/Y).

Sesa Group has the mission of offering technological solutions, consulting and business applications to support the digital evolution, of Enterprises and Organizations, through the following business Sectors:

- SSI (Software and System Integration) with revenues of Eu 823 million and 3,852 Human Resources as of April 30, 2024;
- BS (Business Services) with revenues of Eu 114 million and 721 Human Resources as of April 30, 2024;
- VAS (Value Added Solutions) with revenues of Eu 2,143 million and 696 Human Resources as of April 30, 2024;
- DG (Digital Green) with revenues of Eu 245 million and 55 Human Resources as of April 30, 2024;
- Corporate with revenues of Eu 46 million and 367 Human Resources as of April 30, 2024.

Sesa Group pursues a sustainable development strategy for the benefit of its Stakeholders, with a track record in the period 2012-2024 of continuous growth in revenues (CAGR revenues 2012-2024 +12.1%), profitability (CAGR Ebitda 2012-2024 +15.8%) and employment (CAGR Human Resources 2012-2024 +17.0%). The long-term value generation strategy is based on skills development, environmental sustainability and social responsibility, with continuous improvement of ESG performance.

As of April 30, 2024, the Group generated a net economic value of about Eu 390 million (+26% Y/Y), distributed for over 65% to the remuneration of Human Resources, with 5,691 employees (+21.0% Y/Y), with improved hiring programs, education and Welfare programs to support diversity, work-life balance and well-being of Human Resources. Sesa introduced in its corporate bylaw the sustainable growth as Board of Directors priority and starting from FY 2022 Sesa has published the Integrated Annual Report, which represents both financial and ESG performance in a single complete and transparent document, in application of international reporting standards. In terms of sustainability governance, the Group's main companies achieved the ISO 14001 certification and the UN Global Compact membership.

Sesa has confirmed the Ecovadis rating at Gold level, the sustainability rating issued by MSCI at BBB level and the ESG rating issued by CDP at B level. Sesa is listed on the Euronext STAR Milan market (ISIN Code: IT0004729759) and is part of FTSE Italia Mid Cap index. Sesa is also part of Euronext Tech Leaders, Euronext's initiative dedicated to high-growth Tech companies.

For Media Information	For ESG and Financial Information
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