



PRESS RELEASE

RENEWAL OF THE PARTNERSHIP IN THE SECTOR OF DIGITAL INTEGRATION WITH TEAMSYSTEM

The agreement provides for the transfer to TeamSystem of the business unit relating to the sales agency of TeamSystem software solutions and for Var Group to focus on digital integration activities, integrating software solutions, managed services and consulting expertise in order to support companies along their digital transformation path.

As a result of the completion of the transaction, the transfer of the business unit will generate positive effects of approximately Euro 8 million on Sesa's consolidated Net Profit and Net Financial Position for the financial year ending 30 April 2026.

Empoli (FI), December 30, 2025

Sesa ("SESA" – SES.MI), leading player in the Digital Technology, Consulting, and Vertical Application sectors for enterprises and organizations, with consolidated revenues of Eu 3,356.8 million and 6,532 employees as of April 30, 2025, announces that, through **Var Group**, it has renewed a multi-year partnership in the sector of system and digital integration with **TeamSystem**, an Italian tech and AI company that develops software and digital platforms to enhance the competitiveness of enterprises and professionals.

The partnership also provides for **the transfer to TeamSystem of the business unit relating to the sales agency activities of TeamSystem software solutions**, which generates annual revenues of approximately Euro 2 million and includes around 10 employees. **As a result of the completion of the transaction, expected in January 2026, the transfer will have positive effects of approximately Euro 8 million on Sesa's consolidated Net Profit and Net Financial Position.**

Through this transaction, **Var4Team**, a company controlled by Var Group and part of the Sesa Group, transfers to TeamSystem the commercial activities related to the sale of TeamSystem software solutions and **renews the multi-year partnership with TeamSystem**, focusing on consulting services, system integration and application support for the TeamSystem platforms. The transaction **strengthens the collaboration between Var Group and TeamSystem** by combining TeamSystem's product innovation capabilities with Var Group's expertise in managing complex digital projects, with the aim of supporting enterprises in their digital transformation.

The purchase price for the business unit will be paid in full by TeamSystem upon completion of the transaction ("Closing"), scheduled for January 2026, subject to the fulfilment of certain conditions precedent, including the non-occurrence of material events prior to the Closing date that could impact or compromise the business and/or the economic and financial position or prospects of the business unit.

The transaction is part of the growth path of the Sesa Group, which is focused on strengthening its industrial partnerships and evolving from Technology to Digital Integrator, with a focus on organic growth and sustainable development. **Sesa continues the implementation of its 2026–27 industrial plan, focused on core activities and organic growth**, within a framework of optimisation of its asset allocation, in support of the Group's sustainable growth path aimed at creating lasting value for all stakeholders, promoting innovation, including digital innovation, for enterprises and organisations, as well as the well-being of people.



Sesa S.p.A., with Headquarters in Empoli (Florence), it leads a Group operating throughout Italy and in several foreign countries, including Germany, Switzerland, Austria, France, Spain, the Benelux and Romania, and is the reference operator in the Digital Technology, Consulting, and Vertical Application sector for companies and organizations, with consolidated revenues of Eu 3,356.8 million (+4.6% Y/Y) and 6,532 employees as of 30 April 2025 (+14.8% Y/Y). Sesa has the mission of offering a platform for enablement and innovation, including digital innovation, and sustainable growth for enterprises and organizations, operating at Group level as a Digital Integrator that supports enterprises and organizations in their digital transformation journey, through the following business sectors:

- SSI (Software and System Integration) with revenues of Eu 875.7 million and 4,243 Human Resources as of April 30, 2025;
- BS (Business Services) with revenues of Eu 153.5 million and 962 Human Resources as of April 30, 2025;
- ICT VAS (ICT Value Added Solutions) with revenues of Eu 2,075.5 million and 711 Human Resources as of April 30, 2025;
- Green VAS (Digital Green Value Added Solutions) with revenues of Eu 343.8 million and 95 Human Resources as of April 30, 2025;
- Corporate with revenues of Eu 62 million and 521 Human Resources as of April 30, 2025.

The Sesa Group pursues a policy of sustainable development for the benefit of its stakeholders and, over the period 2012–2025, has achieved a continuous growth track record in revenues (CAGR revenues 2012–2025 +11.5%), profitability (CAGR Ebitda 2012–2025 +14.53%) and employment (CAGR Human Resources 2012–2025 +16.8%). The long-term value generation strategy is based on the development of skills and applications and the adoption of digital enablers such as AI, Automation and Digital Platforms, with attention to environmental sustainability, social responsibility and the remuneration of all stakeholders.

As of April 30, 2025, the Group distributed a total economic value of Eu 450 million (+15% Y/Y), of which over 70% was allocated to the remuneration of human resources, with 6,532 employees (+14.8% Y/Y), the expansion of hiring, education and corporate welfare programs in support of work-life balance and the well-being of human resources. Sesa has integrated sustainable growth targets into its Articles of Association among the priority tasks of the Board of Directors and, starting from the 2022 fiscal year, prepares an Integrated Annual Report that represents, in a single, complete and transparent document, in application of international reporting standards, both financial and ESG performance. In terms of sustainability governance, the main Group companies are ISO 14001 certified and adhere to the UN Global Compact. Sesa has obtained the Ecovadis Platinum rating, the highest level of sustainability achievable, as well as the MSCI ESG BBB rating and the CDP B rating.

Sesa is listed on the Euronext STAR Milan market (ISIN Code: IT0004729759) and is included in the FTSE Italia Mid Cap index. Moreover, Sesa is part of Euronext Tech Leaders, an Euronext initiative dedicated to high-growth tech companies

For Media Information	For Financial and ESG Information
Community Società Benefit s.r.l. Giuliano Pasini, Federico Nascimben +39 02 89404231 - sesa@communitygroup.it Sesa S.p.A Corporate Communications Elisabetta Natali +39 0571 900179 – stakeholder@sesa.it	Sesa Team Stakeholder Relations Caterina Gori: IR and Corporate Finance M&A Jacopo Laschetti: Stakeholder and Sustainability Francesco Billi: Chief Financial Officer +39 0571 900179 – stakeholder@sesa.it

