

SESA AND FONDAZIONE SESA STRENGTHEN THEIR COMMITMENT TO PEOPLE WITH THE NEW 2026-2027 WELFARE PLAN

THE NEW WELFARE PLAN PRIORITISES WELL-BEING, INCLUSION, FAMILY SUPPORT AND SOCIAL CONNECTION

Empoli (FI), July, 3, 2026

Sesa, (“SESA” – SES.MI), leading player in Technology, Digital Platform and Vertical Application for businesses and organizations, with Revenues equal to Eu 3,357 million as of April 30, 2025, listed on the Euronext STAR segment of Italian Stock Exchange, and **Fondazione Sesa**, the non-profit organization committed to promoting the values of Sesa Group and generating well-being within the communities in which it operates, announce the new 2026–2027 Welfare Plan to support the 6,700 people of the Sesa Group.

The new 2026–2027 Plan, valued at approximately Eu 4.5 million, expands its focus through initiatives dedicated to health, sport, parenting, inclusion and the improvement of people’s well-being and quality of life. 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.

Fondazione Sesa, in line with its purpose of promoting well-being and social connection within the communities in which it operates, inspired and contributed to the 2026–2027 Welfare Plan, supporting the Sesa Group in the implementation of initiatives aimed at improving quality of life and people’s well-being, while fostering a culture of inclusion and participation and strengthening the relationship between the company and local communities.

“In an increasingly challenging social and economic context, the ability of companies to generate well-being and enhance people’s talent represents a key factor for sustainability. The Welfare Plan was created by listening to the needs of our people and confirms the commitment of Sesa Group to support both their professional and personal growth, promoting health, inclusion, well-being and quality of life. We believe that innovation and business competitiveness are closely linked to the well-being of the professionals that are part of our organization and to the opportunity for each individual to achieve a sustainable balance between working and personal life. With the new Welfare Plan, we continue to strengthen our business model, able to create shared and sustainable long-term value for all stakeholders”, stated **Alessandro Fabbroni, CEO of Sesa**.

“Fondazione Sesa was established to bring into local communities the values that have always characterized the journey of Sesa Group: attention to people, solidarity, inclusion and social responsibility. Our role is to help transform these values into concrete initiatives capable of creating well-being, supporting families and strengthening social connection in the territories where we operate. From this perspective, the Welfare Plan represents an important step forward, by integrating the business dimension with the social and community dimensions, promoting inclusive growth to support those facing greater difficulties and vulnerability. We remain committed to ensuring that the Sesa Group remains the ideal place to work”, stated **Paolo Castellacci and Giovanni Moriani, respectively Chairman and Vice-Chairman of Fondazione Sesa**.

The new 2026-2027 Welfare Plan expands the range of initiatives with a particular focus on health, inclusion and people’s well-being, by strengthening measures dedicated to the support and inclusion of people with disabilities, the improvement of services aimed at physical and psychological well-being, the development of new corporate agreements and benefits for Group’s employees and broader integration with the initiatives promoted by Fondazione Sesa to generate well-being and value within local communities.

The opportunities offered by the 2026-2027 Plan, accessible through the Group's digital welfare platform supported by Ariel, are structured around five pillars.

- **Employees well-being:** increase in Flexible Benefits, to support spending on a range of services and activities including travel, culture, education, sport, wellness and leisure. The Health Package, housing mobility support, Corporate Microcredit and the Psychological Support Service, whose offering has been further enhanced, are all confirmed. A new section dedicated to corporate agreements and benefits aimed at expanding access to services and benefits for the Group's employees;
- **Work-life balance:** initiatives dedicated to physical and mental well-being continue through digital platforms, including programs focused on sports activities, nutrition and well-being. The Nutritional Support Service, Welfare Sport contribution for sports activities and paid leave for social volunteering activities are also confirmed;
- **Inclusion, Parenting and Diversity:** the Plan strengthens measures dedicated to parental support, expanding access to selected initiatives for the children of our people. In particular, contributions for Summer Camps and Study Holidays have been further extended. The Plan also confirms financial support for childbirth; contributions for baby-sitting, educational services and nursery school; scholarships for schoolbooks and IT tools for employees' children; financial support for the healthcare and social assistance of family members and employees with disabilities, and healthcare reimbursement packages;
- **Environmental Sustainability:** incentives for the use of public transport and electric mobility solutions continue. E-Car Sharing and Bike Sharing programs are also confirmed, together with the use of digital platforms aimed at reducing environmental impact, in line with the Group's ESG objectives and its continuous improvement journey in the environmental area;
- **Education:** measures supporting education through scholarships, contributions for IT equipment and educational materials, university and postgraduate programs and international training experiences.

In a scenario of significant and continuous social and organizational changes, corporate welfare is playing an increasingly critical role in creating inclusive and sustainable workplaces that generate shared value.

Sesa S.p.A., headquartered in Empoli (Florence), leads a Group operating throughout Italy and in several foreign countries, including Germany, Switzerland, Austria, France, Spain, and Romania, and is the reference operator in the Technology, Digital Platforms, 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 30 April 2025;
- BS (Business Services) with revenues of Eu 153.5 million and 962 Human Resources as of 30 April 2025;
- ICT VAS (ICT Value Added Solutions) with revenues of Eu 2,075.5 million and 711 Human Resources as of 30 April 2025;
- Digital Green VAS (Digital Green Value Added Solutions) with revenues of Eu 343.8 million and 95 Human Resources as of 30 April 2025;
- Corporate with revenues of Eu 62 million and 521 Human Resources as of 30 April 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 30 April 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, a Euronext initiative dedicated to high-growth tech companies.

Fondazione Sesa is a non-profit organization committed to promoting the values of Sesa Group generating well-being and social connection in the communities where it operates.

Established in 2013, Fondazione develops and supports projects focused on social solidarity, inclusion, education and support for individuals and families, contributing to the implementation of initiatives aimed at enhancing community well-being and promoting a culture of social responsibility. Through its ongoing dialogue and the collaboration with Sesa Group, promotes the creation of shared value and strengthens the relationship between business, local communities and society.

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