



NOTICE OF CALL OF THE ORDINARY AND EXTRAORDINARY SHAREHOLDERS' MEETING OF SECO S.P.A.

Pursuant to art. 135-*undecies*.1 of Legislative Decree No. 58/1998 ("CFA"), and to art. 12.4 of the Bylaws, Seco S.p.A. ("**Seco**" or the "**Company**") has decided to avail itself of the faculty established therein, providing that **participation in the Shareholders' Meeting by those entitled to vote may take place exclusively by conferring a proxy** (or sub-delegation) **to the representative designated by the Company pursuant to article 135-undecies of the CFA without the physical participation of the same**. Accordingly, the Company has granted the aforesaid mandate to Monte Titoli S.p.A. - with registered office in Milan, Piazza degli Affari No. 6 (the "**Designated Representative**").

The procedures for holding the Shareholders' Meeting may be supplemented, amended and communicated well in advance.

The Shareholders are called to the Ordinary and Extraordinary Shareholders' Meeting to be held on **April 27th, 2026**, in a single call, at 11:00 a.m., at the office of Notary Jacopo Sodi, at Via dei Della Robbia no. 38 in Florence, to resolve on the following:

AGENDA

Ordinary Section

1. Financial Statements for the fiscal year as of December 31st, 2025 and allocation of the operating results for the year:
 - 1.1. Approval of the financial statements of the Company as of December 31st, 2025, following review of the Directors' Report, the Board of Statutory Auditors' Report and the Independent Auditors' Report. Presentation of the Consolidated Financial Statements of the SECO Group at December 31st, 2025, inclusive of the sustainability statement pursuant to Legislative Decree No. 125/2024. Resolutions thereon;
 - 1.2. Proposal regarding the operating results for the year; resolutions thereon.
2. Remuneration Policy and Report:
 - 2.1. Approval of the remuneration policy pursuant to Article 123-ter, paragraph 3-bis of Legislative Decree No. 58/1998;
 - 2.2. Motion of "Section II" of the Report, pursuant to Article 123-ter, paragraph 6 of Legislative Decree No. 58/1998.
3. Proposal to approve the "*2026–2029 Plan for the Chief Executive Officer and Senior Executives of SECO S.p.A.*". Related and consequent resolutions pursuant to Article 114-bis of Legislative Decree No. 58/1998.
4. Proposal to approve the "*2026–2029 Plan for Employees and Senior Management of SECO S.p.A.*". Related

and consequent resolutions pursuant to Article 114-bis of Legislative Decree No. 58/1998.

5. Authorization to purchase and dispose of treasury shares pursuant to and for the purposes of Articles 2357, 2357-ter of the Civil Code, Article 132 of Legislative Decree No. 58/1998 and Article 144-bis of Consob Regulation No. 11971 of May 14, 1999, subject to revocation of the authorization resolution passed by the Shareholders' Meeting on April 28th, 2025. Resolutions thereon.

Extraordinary Section

1. Proposal to increase the share capital free of charge, for a maximum nominal amount of Euro 4.756 (fourthousandsevenhundredandfifty-six), on a divisible basis, by allocating to share capital, pursuant to Article 2349 of the Italian Civil Code, a corresponding amount drawn from profits and/or profit reserves, with the issuance of up to no. 475,600 (fourhundredseventy-fivethousandsixhundred) ordinary shares, to be allocated to the Company's senior executives as beneficiaries of the *"2026–2029 Plan for the Chief Executive Officer and Senior Executives of SECO S.p.A."*. Consequent amendments to Article 6 of the By-laws. Related and consequent resolutions.
2. Proposal to increase the share capital free of charge, for a maximum nominal amount of Euro 16,872 (sixteenthousandeighthundredseventy-two), on a divisible basis, by allocating to share capital, pursuant to Article 2349 of the Italian Civil Code, a corresponding amount drawn from profits and/or profit reserves, with the issuance of up to no. 1,687,200 (onemillionsixhundredeighty-seventhousandtwohundred) ordinary shares, to be allocated to the employees and senior management of the Company or its subsidiaries as beneficiaries of the *"2026–2029 Plan for Employees and Senior Management of SECO S.p.A."*. Consequent amendments to Article 6 of the By-laws. Related and consequent resolutions.
3. Amendments to Articles 2, 6, 7 and 8 of the By-laws following the full conversion of the class of shares named *"Management '20 Share"*. Related and consequent resolutions.

INFORMATION ON THE SHARE CAPITAL

The share capital amounts to Euro 1,296,944.48 and is represented by a total number of 133,021,117 shares with no expressed par-value corresponding to, pursuant to article 120, paragraph 1 of the CFA and article 7.5 of the Bylaws, to 202,739,514 voting rights, of which (i) no. 63,300,720 ordinary shares (ISIN IT0005438046) granting an equal number of voting rights; (ii) no. 69,719,397 ordinary shares with augmented voting rights (ISIN IT0005439754) granting no. 139,438,794 voting rights; as well as (iii) No. 1,000 Management Performance Share, which are not listed on the Euronext Milan STAR organized and managed by Borsa Italiana S.p.A. and which do not confer voting rights. As of the date of this notice, the Company does not hold own shares. Further information on the Company's share capital, its composition and evolution can be found on the Company's website www.seco.com (Section "Investor Relations > Corporate Governance").

INCREASED VOTING

In accordance with art. 7.5 of Seco's Bylaws, the regulation of the increased vote is provided, with the consequence that, in compliance with the provisions of art. 120, paragraph 1 of the CFA, share capital is meant to be the total number of voting rights.

As a result of the increases in voting rights achieved as of the date of publication of this notice, the overall number of voting rights is 202,739,514. For further information, including information on the special list pursuant to Article 7.5.1 of the Company's Bylaws (the "**Special List**"), please refer to the website www.seco.com (Section "Investor Relations > Corporate Governance").

Pursuant to Article 7.5 of the Bylaws, the Company will update the Special List (if necessary) within the fifth market trading day from the end of each calendar month and, in any case, in compliance with the provision of art. 85-bis of Consob Regulation on Issuers within the day following the date indicated in Article 83-sexies, CFA (record date).

RIGHT TO INTERVENE AND VOTE AND PARTICIPATION IN THE SHAREHOLDERS' MEETING:

Right to intervene and vote

Pursuant to combined provisions of Article 12 of the Bylaws and Article 83-sexies of the CFA, the right to intervene in the Shareholders' Meeting and exercise voting rights - exclusively through the Designated Representative - is attested by a communication made to the Company by the intermediary qualified to keep accounts in accordance with law, in compliance with its accounting records, in favor of the party entitled to vote, on the basis of evidences relating to the end of the accounting day of the seventh market trading day prior to the date established for the Shareholders' Meeting i.e. by **April 16th, 2026** (record date); credit and debit records made on the accounts after that date shall not count for entitlement to exercise voting rights at the Shareholders' Meeting. The notice from the intermediary must be received by the Company by the end of the third market trading day preceding the Shareholders' Meeting (i.e., by April 22nd, 2026). Nevertheless, the right to intervene and vote shall remain intact if the notifications are received by the Company after this deadline, as long as they are received before the start of the Shareholders' meeting proceedings.

Directors and Statutory Auditors, the designated representative, as well as other persons entitled according to law, different from those who are entitled to vote (who must grant proxy to the designated representative as specified below), may participate in the Shareholders' Meeting by means of telecommunications that also allow them to be identified.

Participation in the Shareholders' Meeting and granting of proxy to the Designated Representative

Pursuant to art. 135-*undecies*.1, of the CFA and to art. 12.4 of the Bylaws, the Shareholders who intend to intervene at the Shareholders' Meeting must therefore grant the Designated Representative - without any expense for the delegating party (except for any delivery costs) - a proxy - with voting instructions - with regard to all or some of the proposed voting items on the agenda using the specific proxy model drafted by the Designated Representative in agreement with the Company, available on the Company's website www.seco.com (Section "Investor Relations > Corporate Governance").

The proxy with the voting instructions must be delivered to the Designated Representative together with a copy of a currently valid delegating shareholder's identity document or, if the delegating shareholder is a legal person, the pro-tempore legal representative or another party with appropriate powers, together with appropriate documentation certifying their qualification and powers, to the above-mentioned Designated Representative, by the end of the second market trading day preceding the Shareholders' Meeting date (i.e. by April 23rd 2026), by the following alternative ways: (i) transmission of a copy reproduced electronically (PDF) to the certified mail address RD@pec.euronext.com specifying in the subject "Proxy for SECO April 2026 Shareholders' Meeting" from their certified mailbox (or, in absence thereof, from their ordinary mailbox, in which case the proxy with voting instructions must be undersigned with a qualified electronic or digital signature); (ii) transmission of the original copy by express courier or registered letter with return receipt to c.a. Area Register Services, at Monte Titoli S.p.A., – Piazza degli Affari no. 6, 20123 Milan, Ref. "Proxy for SECO April 2026 Shareholders' Meeting", sending in advance an electronically reproduced copy (PDF) by ordinary e-mail to RD@pec.euronext.com (subject: "Proxy for SECO April 2026 Shareholders' Meeting").

By the same deadline of April 23rd 2026, the proxy and voting instructions may always be revoked as indicated above.

Notwithstanding art. 135-*undecies*, paragraph 4, of the CFA, those who do not intend to exercise the method of intervention provided for in Article 135-*undecies* of the CFA may, alternatively, grant the Designated Representative a proxy or sub-delegation pursuant to Article 135-*novies* of the CFA, necessarily containing voting instructions about all or some of the proposal on the agenda, by using the specific proxy/sub-delegation form, available on the Company's website at www.seco.com (Section "Investor Relations > Corporate Governance"). For the transmission of such proxies/sub-delegations, the procedures indicated above and also set out in the proxy/sub-proxy form must be followed.

The proxy/sub-delegations must be received by 6:00 p.m. on the day preceding the Shareholders' Meeting (and in any event by the start of the Shareholders' meeting proceedings). Within the abovementioned deadline, the proxy/sub-delegations and voting instructions may always be revoked as indicated above.

Please note that for any clarification related to the conferral of the proxy (and in particular about the completion of the proxy form and the voting instructions and their transmission), the parties entitled to attend the Shareholders' Meeting may contact Monte Titoli S.p.A. by email at the address RegisterServices@euronext.com or at telephone number (+39) 0233635810 (during the open office days, from 9:00 a.m. to 5:00 pm).

Please note that there is no provision for voting by electronic means or by correspondence.

RIGHT TO REQUEST ADDITIONS TO THE AGENDA AND TO SUBMIT NEW PROPOSALS FOR RESOLUTIONS

Pursuant to Article 126-bis of the CFA, Shareholders who, also jointly, represent at least one fortieth of the share capital may request, within ten days from the publication of this notice, i.e. by April 16th, 2026, to integrate the list of items to be discussed, by indicating in the request the additional items they have proposed or submit

resolution proposals regarding items that have already been included in the agenda. Entitlement to exercise this right shall be attested by a communication to the Company provided by the authorised intermediary pursuant to Article 43, paragraph 1, of the Consob and Bank of Italy joint regulation on post-trading of August 13rd 2018 ("*Rules governing central counterparties, central securities depositories and central depository services*") as subsequently amended and supplemented (the "**Joint Provision**"). The application must be made in writing by registered post to the registered office in Arezzo, Via Achille Grandi 20, 52100 Arezzo, or by sending an electronic communication to the certified e-mail address seco.corporate@pec.it, upon condition that it is received by the Company within the above-mentioned term; within such term and in the same ways, the proposing Shareholders have to submit a report containing the reasons for the resolution proposals on the new matters they propose to discuss or the reasons for the additional motions submitted on items already placed on the agenda. Information regarding agenda's integrations or the submission of proposals for further resolutions on items already on the agenda shall be provided at least fifteen days prior to the date of the Shareholders' Meeting (i.e. by April 12th 2026). Together with the publication of the information regarding agenda's integration or the presentation of proposals, will be made available to the public, with the same forms provided for the documentation regarding the Shareholders' Meeting, the report provided by the requesting Shareholders, including Board of Directors' eventual relevant notes.

Please note that no integrations to the agenda are permitted for those items on which, according to the law, the Shareholders' Meeting resolves upon the proposal of the Directors or on the basis of a project or a report prepared by the same, different from those referred to in Article 125-ter, paragraph 1, of the CFA.

POWER TO INDIVIDUALLY SUBMIT MOTIONS OF RESOLUTIONS BEFORE THE SHAREHOLDERS' MEETING

In addition to the above, considering the fact that participation in the Shareholders' Meeting is possible solely through the Designated Representative, parties entitled to participate in the Shareholders' Meeting who intend to submit motions of resolutions on the items on the agenda are required to submit them, in advance, by transmission to the certified e-mail address seco.corporate@pec.it - by April 12th 2026. Such motions will be made available to the public on the Company's website within April 13th 2026, in order to allow those entitled to vote consciously, also taking into account such new motions, and to allow the Designated Representative to collect any voting instructions also on those. The requiring party shall exhibit suitable documentation proving the right to participate in the Shareholders' Meeting and the granting of proxy to the Designated Representative for participation to the Shareholders' meeting.

RIGHT TO SUBMIT QUESTIONS ON THE ITEMS ON THE AGENDA

In accordance with art. 127-ter of the CFA, anyone with voting rights may submit questions on items on the agenda even before the Shareholders' Meeting, and, in any case, within the record date (i.e., by April 16th 2026), by sending the questions by registered post to the Company's registered office in Arezzo, Via Achille Grandi 20, 52100, or by electronic communication sent to the certified mail address seco.corporate@pec.it. The questions shall be accompanied by the personal data of the Shareholder (surname and first name or name in the case of institution or company, place and date of birth and tax code) and the relative communication of the intermediary pursuant to art. 43 of the Joint Provision; the ownership of the voting right can also be attested after the sending of the questions provided that by the third day following the date indicated in article 83-sexies, paragraph 2, of the CFA (record date), that is to say by April 19th 2026.

To the questions received by the day of April 16th, 2026 the Company, verified their relevance with the matters on the agenda of the Shareholders' Meeting and the legitimacy of the applicant, will answer before the Shareholders' Meeting, notwithstanding the minimum deadline provided for in art. 127-ter, paragraph 1-bis,

CFA, at least three days before the Shareholders' Meeting, i.e. by April 24th 2026, publishing the answers on the appropriate section of its website (www.seco.com Section "Investors > Corporate Governance") in order to enable those entitled to vote to express their views on the matters on the agenda. The Company may provide a unified answer to questions with the same content.

DOCUMENTS

Documents regarding the Shareholders' Meeting, including the explanatory reports and proposals of deliberation of the Board of Directors on each item on the agenda of ordinary and extraordinary section, will be made available to the public, within the terms provided for by applicable laws, on the Company's website (www.seco.com, Section "Investor Relations > Corporate Governance"), as well as at the mechanism for the central storage of regulated information "eMarket STORAGE", available at the website: www.emarketstorage.com.

This notice of call is published, according to art. 125-bis of the CFA and art. 84 of the Issuers' Regulation, on the Company's website (www.seco.com, Section "Investor Relations > Corporate Governance") and at the mechanism for the central storage of regulated information "eMarket STORAGE", available at the website: www.emarketstorage.com, as well as, as an abstract, on the newspaper "Il Giornale" on March 25th 2026.

Arezzo, March 23^d 2026

For the Board of Directors
The Chairman
Daniele Conti