

AGREEMENT REGARDING THE TERMINATION OF RELATIONS BETWEEN SOMEK S.P.A. AND THE CHIEF PEOPLE OFFICER

San Vendemiano (Treviso), 18 November 2025 – Somec S.p.A. (Euronext Milan: SOM), specialising in the design, production and installation of complex turnkey civil and naval projects, announced that the Chief People Officer, Diego Frattarolo will conclude his professional experience with the Somec Group effective from 18 November 2025, to pursue new career opportunities. Somec S.p.A. extends its sincere thanks to Mr. Frattarolo for the work carried out and the dedication shown in performing his duties and the roles held within the Somec Group.

It is also noted that the agreement regarding the termination of relations reached between Somec S.p.A. and the Chief People Officer (the “**Agreement**”) does not provide for the allocation to Mr Frattarolo of any indemnities or additional benefits beyond those provided for by the applicable national collective bargaining agreement, in line with the Company’s Remuneration Policy.

Mr. Frattarolo was appointed as a manager with strategic responsibilities of the Company; therefore, the terms of the Agreement have been previously examined by the Remuneration and Appointments Committee as well as by the Related Parties Committee – which have expressed their reasoned favourable opinion on the conclusion of the Agreement - and have been approved by the Board of Directors of Somec.

No rights related to monetary incentive plans or financial instruments are envisaged to be maintained. Based on the information available, as of 18 November 2025 Mr. Frattarolo holds 16,000 Somec S.p.A. shares.

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Somec

The Somec Group is a leading specialist in the engineering, design and rollout of complex turnkey projects in the civil and naval engineering sectors, operating through three divisions: Horizons: Engineered Systems for Naval Architecture and Building Façades; Talenta: Professional Kitchen Systems and Products; and Mestieri: Design and Production of Bespoke Interiors. The Group's companies operate in an integrated and synergistic manner, observing strict quality and safety standards and guaranteeing a high degree of customization and specific know-how on the processing of different materials, a fundamental requirement for high value-added projects. Boasting over 40 years of experience and a rigorous certification and accreditation process, Somec has gained a reputation for quality and operational and financial reliability on a global scale. Headquartered in San Vendemiano, Treviso, the Group is present in 12 countries and 3 continents, employing over 1,000 people and with revenues of 383 million Euro in 2024.

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