

ORDINARY SHAREHOLDERS' MEETING

12 OCTOBER 2026

Replies to Questions Submitted Prior to the Shareholders' Meeting

Pursuant to Article 127-ter of the Consolidated Law on Finance (Legislative Decree No. 58 of 24 February 1998)

SHAREHOLDER

NEF-ETHICAL GLOBAL TRENDS (through Niche Asset Management Limited)

Holder of 402,266 Biesse S.p.A. shares

1. Could the Company provide some additional background on the rationale for the proposed increase in the Board's aggregate remuneration ceiling, and how the amount was determined?

The proposed increase in the gross annual remuneration of the Board of Directors, from Euro 1,570,000 to Euro 2,060,000, is attributable to the appointment of Mr Stefano Porcellini to the Board as an executive director and Deputy Chief Executive Officer, who was also entrusted with the roles of Chief Financial Officer and Investor Relations Officer, and to the resulting need to include Mr Porcellini's gross annual remuneration within the gross annual remuneration of the Board originally approved by the Shareholders' Meeting in 2024.

In determining the proposed gross annual remuneration of the Board, the Company took into account the amount approved by the 2024 Shareholders' Meeting which, as a result of the changes that have occurred in the composition of the Board (the resignations of Mr Potenza, Mr Bruni and Ms Baronciani, as well as the co-option of Mr Bedogni and Mr Giordano), remains unallocated in respect of the third year of the Board's term of office, i.e. 2026, for an amount equal to Euro 150,000.

The gross annual fixed remuneration awarded to the Deputy CEO amounts to Euro 640,000 and was determined, consistently with the principles set out in the Company's Remuneration Policy, taking into account the complexity and responsibilities of the role, the experience required and the relevant remuneration market. Considering that, within the gross annual remuneration approved by the 2024 Shareholders' Meeting, an amount of Euro 150,000 is currently unallocated, the increase required to incorporate the Deputy CEO's gross annual fixed remuneration was therefore determined at Euro 490,000 only. Accordingly, the gross annual remuneration of the Board would increase from Euro 1,570,000 to Euro 2,060,000.

2. Could the Company clarify how the new aggregate amount is expected to be allocated among Board members going forward?

Subject to the approval by the Shareholders' Meeting of the new gross annual remuneration of the Board of Directors and to the confirmation of Mr Stefano Porcellini as a member of the Board of Directors, the

Euro 2,060,000 amount will be allocated by leaving unchanged the remuneration of the current members of the Board and granting the Deputy CEO gross annual fixed remuneration of Euro 640,000, on a pro rata temporis basis.

More specifically, the proposed allocation provides for gross annual fixed remuneration of Euro 1,200,000 for the Chair and Chief Executive Officer, Euro 640,000 for the Deputy Chief Executive Officer and Euro 29,500 for each of the other five members of the Board of Directors. The remuneration already provided for specific positions held within the Board Committees will also remain unchanged, as summarized in the Remuneration Policy submitted for approval.

3. To what extent is the additional remuneration linked to the achievement of performance objectives, whether short-term or in connection with the Company's broader strategic priorities?

The increase in the gross annual remuneration of the Board of Directors submitted to the Shareholders' Meeting for approval under item no. 2 on the agenda relates exclusively to the fixed component of the Deputy CEO's remuneration and is therefore not conditional upon the achievement of performance objectives.

However, in addition to gross annual fixed remuneration of Euro 640,000, the Deputy CEO's remuneration package also includes a short-term variable component (MBO), directly linked to the achievement of specific performance objectives, as described in the Report on the Remuneration Policy and Compensation Paid. The payment of such variable component will be governed in accordance with the provisions set out under item no. 2 of the Explanatory Report on the items on the agenda.