

PRESS RELEASE

**MUTUAL TERMINATION EFFECTIVE 30 SEPTEMBER 2026 OF THE EMPLOYMENT RELATIONSHIP WITH THE
GENERAL MANAGER CORPORATE AND FINANCE, MR MASSIMO FERRARI**

Milan, 26 May 2026 – Webuild announces that it has reached an agreement with Mr Massimo Ferrari, General Manager and Officer in charge of drafting the Company’s accounting documents, for the mutual termination of his employment relationship, motivated by personal reasons and new life and professional projects.

The termination will be effective as of 30 September 2026, following the approval of the Half-Year Financial Report in his capacity as Officer in charge of drafting the Company’s accounting documents, with a view to ensuring full operational continuity and an orderly handover of responsibilities.

The relationship between the Company and Mr Ferrari concludes in a spirit of full cooperation and mutual satisfaction, at the end of nearly fifteen years of a shared professional journey during which the manager made a significant contribution to the development and strengthening of the Group.

The agreement includes:

- non-compete agreements;
- lock-up obligations relating to the shares held;
- non-solicitation agreements;

all in compliance with the Remuneration Policy most recently approved by the Shareholders’ Meeting on 29 April 2026.

In addition, a strategic advisory engagement in favour of the Chief Executive Officer is envisaged for a period of three years, with reference to matters within his area of expertise.

The transaction was approved today by the Board of Directors of Webuild, following the favourable opinion of the Nomination and Remuneration Committee and, as a related-party transaction of lesser significance, of the Related Parties Committee.

Chief Executive Officer Pietro Salini stated: *“I would like to personally thank Massimo Ferrari for the extraordinary contribution he has delivered over the years to our Group. Our shared journey has been marked by professionalism, loyalty and a common vision. The continuation of our collaboration in an advisory capacity reflects the strength of the relationship built over time and will enable the Company to continue benefiting from his experience.”*

As of today, based on the information available to the Company, Mr Massimo Ferrari holds no. 1,198,599 shares in the Company.



Webuild is a global leader in the construction of large, complex infrastructure projects, with a focus on sustainable mobility, hydropower, water treatment, and green buildings. A recognized leader in the water sector and active in about 50 countries, the Group employs approximately 95,000 people of over 125 nationalities. It boasts 120 years of experience with over 3,700 completed projects. Its track record includes 13,648 kilometres of railways, 891 kilometres of metro lines, 82,577 kilometres of roads and highways, 1,022 kilometres of bridges and viaducts, 3,462 kilometres of tunnels, and 319 dams and hydropower plants. Among its most iconic projects are the Grand Ethiopian Renaissance Dam in Ethiopia, the expansion of the Panama Canal, the Long Beach International Gateway bridge in California, the Second Bosphorus Bridge in Turkey, the Sydney Metro Northwest skytrain viaduct and bridge, the Kingdom Centre skyscraper in Riyadh, and metro lines in cities such as Copenhagen, Paris, Rome, Milan, Naples, Doha, Thessaloniki, and Riyadh. Ongoing projects include the New Genoa Breakwater, the Brenner Base Tunnel, the Pedemontana Lombarda Highway, Metro di Roma's Line C, the Genoa-Milan and Naples-Bari high-speed/high-capacity railways, the Palermo-Catania-Messina high-capacity railway, the Snowy 2.0 hydropower scheme in Australia and the Dams System in Trojena in Saudi Arabia. As of December 31, 2024, the Group registered total revenues of €12 billion. As of June 30, 2025, its total order backlog stands at approximately €59 billion, with over 90% of its construction backlog related to projects linked to the United Nations Sustainable Development Goals. Listed on the Borsa Italiana stock exchange in Milan (WBD; WBD.MI; WBD:IM), it is member of the MIB ESG index of Italian companies with best ESG practices. Headquartered in Italy, it is subject to the management and coordination of Salini Costruttori S.p.A.

[More information at www.webuildgroup.com](http://www.webuildgroup.com)



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