

RECORDATI: KIM STRATTON CO-OPTED TO THE BOARD OF DIRECTORS AS A NON-EXECUTIVE AND NON-INDEPENDENT DIRECTOR

- *Disclosure in compliance with Recommendation No. 31 of the Corporate Governance Code*
- *Payment dates for the 2021 dividend balance and the 2022 interim dividend announced.*

Milan, 16 December 2021 – At its meeting today, the Recordati Board of Directors co-opted Kim Stratton as a non-executive and non-independent director, replacing Francesco Balestrieri, who resigned with effect from 15 October to take up a new professional appointment.

Kim Stratton has 30+ years experience in Biopharmaceuticals as CEO, C-Suite and Non-Exec Director, and has held a variety of senior commercial leadership roles at both Global and country level, combined with experience in Global External & Public Affairs, HSE and Compliance & Diversity across developed and emerging markets.

She is recognised for her strong track record leading turnaround & business transformations and integrations in the rare diseases, specialty and primary care businesses.

She is currently a Non-Executive Director and member of Nomination and Remuneration Committee and Innovation committees for Novozymes A/S, a leading Biotech in industrial enzymes, proteins and microorganisms and a Non-Executive Director and member of the Audit and Innovation committees for Vifor, a Global Specialty Pharma leader in nephrology, cardio-renal and iron deficiency therapies.

In compliance with Art. 2386 of the Italian Civil Code and applicable bylaws, the new director will remain in office until the next Shareholders' Meeting.

Based on the disclosures made by the Company, Kim Stratton holds no Company shares as of today's date.

"On behalf of the Board of Directors, I am pleased to welcome Kim Stratton. With her deep experience in the biopharmaceutical sector I am confident that she will make an excellent contribution to the Group and the Board ", stated Chairman Andrea Recordati.

Disclosure pursuant to Recommendation No. 31 of the Corporate Governance Code and Art. 2.6.2 of the Rules of the Markets organised and managed by Borsa Italiana S.p.A.

Severance for Andrea Recordati on termination of mandate

Following on from the announcements made on 16 July 2021 and 1 December 2021 with regard to the agreement to finalise the termination of Andrea Recordati as Chief Executive Officer with effect from 1 December 2021, the Company announces that, in line with the 2021 Remuneration Policy, Andrea Recordati shall be paid EUR 350,768.46 with his December payslip as severance pay for the end of his mandate.

RECORDATI INDUSTRIA CHIMICA E FARMACEUTICA S.p.A.

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Fully paid-up share capital €26,140,644.50
Business Register of Milan, Monza, Brianza and Lodi 00748210150
Tax Code/Vat No. 00748210150
Milan Economic and Administrative Index 401832

Company subject to management and coordination by Rossini Luxembourg S.à.r.l

Payment dates for the 2021 dividend balance and the 2022 interim dividend

In line with and following on from the press release published on 11 October 2021 referring to the 2022 corporate events calendar, Recordati S.p.A. announces that the payment of the balance of the 2021 financial year dividend is planned for 25 May 2022 on each outstanding share at 23 May 2022 (ex-dividend date) and record date at 24 May 2022, whereas the payment of the interim dividend for the 2022 financial year is planned for 23 November 2022 on each outstanding share at 21 November 2022 (ex-dividend date) and record date at 22 November 2022¹.

***Recordati** (Reuters RECI.MI, Bloomberg REC IM), established in 1926, is an international pharmaceutical group listed on the Italian Stock Exchange (ISIN IT 0003828271), with a total staff of more than 4,300, dedicated to the research, development, manufacturing and marketing of pharmaceuticals. Headquartered in Milan, Italy, Recordati has operations in Europe, Russia and other countries of the CIS, Ukraine, Turkey, North Africa, the United States, Canada, Mexico, some South American countries, Japan and Australia. An efficient field force of medical representatives promotes a wide range of innovative pharmaceuticals, both proprietary and under licence, from a number of therapeutic areas, including a specialised business dedicated to rare diseases. Recordati is a partner of choice for new product licences for its territories. Recordati is committed to the research and development of new specialties with a focus on treatments for rare diseases. Consolidated revenue for 2020 was €1,448.9 million, operating income was €469.0 million and net income was €355.0 million.*

Further information:

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¹ Recordati S.p.A. specifies that this press release has no value in terms of forecasting that the conditions for the dividend distribution will exist.