

RECORDATI ANNOUNCES RESIGNATION OF LUIGI LA CORTE AS GROUP CFO WHILE MAINTAINING ROLE AS MEMBER OF THE BOARD

Milan, 18th September 2025 - Recordati S.p.A. announces that Mr. Luigi La Corte, Group CFO and member of the Board of Directors of the Company, has submitted his resignation from the CFO role for personal reasons and to pursue a new professional chapter. He will exit the Company at the end of the year while retaining his position on the Board of Recordati S.p.A.

The Company has a strong pipeline of internal and external candidates for the CFO role and will announce a successor in due course.

Rob Koremans commented: "On behalf of the Company, I would like to thank Luigi for his exceptional leadership and strategic impact on Recordati. I look forward to continuing to leverage his insights and collaboration in his Board capacity."

Andrea Recordati commented: "On behalf of the Board, I would like to express our gratitude to Luigi for his outstanding contributions to the Group over the past six years. We are confident that his ongoing presence on the Board will continue to bring great value to the Board and the development of the Company."

Information due under art. 6 CONSOB regulation n. 17221/2010, sections IA.2.6.7 and IA.2.6.8 of the Instructions on the Rules of the Markets (Borsa Italiana)

In consideration of his commitment to remain in office until the end of the year and as payment for a specific 6-month non-compete obligation, the Board of Directors today, following the favourable opinion of the Remuneration and Nomination Committee — acting also as committee responsible for related-party agreements of minor importance regarding compensation — has agreed to pay to Mr. La Corte the gross sum of €360,000 in addition to statutory provisions.

As regards to the long-term variable component of his remuneration package, as foreseen under the Remuneration Policy, the Board has agreed that Mr. La Corte will maintain the right to receive, subject to the conditions set out in the relevant 2023-2025 Performance Shares Plan, the performance shares already granted by the Board and not yet vested¹ in addition to retaining the right to exercise the stock options already vested, granted on the basis of Stock Option Plan 2021-2023, until their expiry.

As of today's date, Mr. La Corte holds n. 20,650 ordinary shares in the Company.

¹ included the no. 10,987 granted in 2025.

RECORDATI INDUSTRIA CHIMICA E FARMACEUTICA S.p.A.

Registered Office
Via Matteo Civitali, 1
20148 Milano, Italy
Tel. +39 02 487871
Fax +39 02 40073747
www.recordati.com

Share Capital € 26.140.644,50 fully paid-up
Milano, Monza, Brianza and Lodi Comp. Reg. No. 00748210150
Tax Code/VAT No. 00748210150
Milano R.E.A. No. 401832

Company subject to the Management and Coordination Activity of Rossini Luxembourg S.à.r.l

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Verification of requirements for Statutory Auditor – Silvia Mina

Moreover, following the press release issued on 4th August 2025, the Board of Directors today noted that the Board of Statutory Auditors, in its meeting of 5th August 2025, ascertained – with reference to Ms. Silvia Mina, who took over from the Standing Auditor Ms. Livia Amidani Aliberti, who resigned effective as of 4th August 2025 - the existence of the independence requirement pursuant to Article 148, paragraph 3, of the Consolidated Law on Finance and Article 2 of the Corporate Governance Code promoted by Borsa Italiana S.p.A., as well as the additional requirements provided for by the regulations in force. The Board of Directors therefore confirmed the assessments carried out by the Board of Statutory Auditors for the aforementioned purposes.

Ms. Mina's updated resume is available on the Company's website, in the "Governance/Board of Statutory Auditors" section (<https://recordati.com/board-of-statutory-auditors/>).

***Recordati** is an international pharmaceutical group listed on the Italian Stock Exchange (XMIL: REC), with roots dating back to a family-run pharmacy in Northern Italy in the 1920s. We are uniquely structured to provide treatments across specialty and primary care, and rare diseases. Our fully integrated operations span clinical development, chemical and finished product manufacturing, commercialization and licensing. We operate in approximately 150 countries across EMEA, the Americas and APAC with over 4,500 employees. We believe that health is a fundamental right, not a privilege. Today, our purpose of "unlocking the full potential of life" aims at empowering individuals to live life to the fullest, whether addressing common health challenges or the rarest.*

Investor Relations

Eugenia Litz
+44 7824 394 750
Eugenia.Litz@recordati.com

Gianluca Saletta
+39 348 979 4876
saletta.g@recordati.it

Media Relations

ICR Healthcare US:
Alexis Feinberg
+1 203 939 2225
Alexis.feinberg@icrhealthcare.com

UK, Europe & Rest of World:
Jessica Hodgson
+44 7561 424 788
jessica.hodgson@icrhealthcare.com