

RECORDATI: PUBLIC DISCLOSURE (DOCUMENTS RELATING TO THE ORDINARY GENERAL MEETING OF THE SHAREHOLDERS 21.04.2023)

Milan, 22nd March 2023 – Please be informed that the following reports approved by the Board of Directors of Recordati S.p.A. on 16th March 2023:

- (i) the **Report on the 2023 Remuneration policy and the remuneration paid for 2022;**
- (ii) the **Directors' Reports relating to the following items of the agenda of the Ordinary Shareholders' Meeting** called for 21st April 2023:
 - item no. 3 (Report on the Remuneration policy and the remuneration paid) which again includes, as its annex, the Report on Remuneration policy and the remuneration paid referred to in point (i);
 - item no. 4 (Approval of the “2023-2025 Performance Shares Plan”, upon withdrawal of the “2021-2023 Stock Option Plan” for the stock options grant scheduled for 2023), including the related Information Document drawn up pursuant to art. 84-bis of the Regulation approved by CONSOB with resolution no. 11971 of 14 May 1999, as subsequently amended and integrated; and
 - item no. 5 (Authorization to the purchase and utilisation of treasury stock),

are available to the public, as of today, at the Company's registered office and published on the Company's website (www.recordati.it, the first report in the Corporate Governance – Remuneration section; and the other reports in the Investors - Shareholders' Meeting section) and on the '1INFO' storage mechanism (www.1info.it).

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, Australia and New Zealand, China and South Korea. 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 global 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 2022 was € 1,853.3 million, operating income was € 437.3 million and net income was € 312.3 million.

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