RECORDATI

NEWS RELEASE

RECORDATI APPOINTS MIKE MCCLELLAN AS NEW CHIEF FINANCIAL OFFICER

Milan, 23 October 2025 – Recordati, a global pharmaceutical company, announces today that Mike McClellan will join as its new Chief Financial Officer (CFO) as of January 1, 2026 and will be based in the Group's headquarters in Milan.

Mike McClellan, an American national, is a seasoned CFO in the pharmaceutical industry with nearly 30 years of experience across various geographies. Most recently, he served as CFO of Almirall (2019-2025) where he played a pivotal role in delivering sustained growth and profitability, leading business development efforts, guiding key product launches and engaging with the investment community. Prior to that, Mr. McClellan served at Teva as Group CFO (2017-2019) and CFO Global Specialty Medicines (2015-2017). He also had a significant career at Sanofi where he served as CFO of North America (2012-2015), CFO of Europe (2010-2012) as well as in several country CFO roles.

Rob Koremans, CEO of Recordati, commented: "We are delighted to welcome Mike as our incoming CFO following a thorough search process. Mike's deep expertise and impressive achievements in the pharmaceutical industry will be instrumental as we continue to pursue our strategy of consistent growth, targeted business development/M&A, and meaningful engagement with all our stakeholders. I am confident that his passion and experience will ensure a smooth and successful transition. I would like to reiterate my gratitude to Luigi La Corte, who will step down in his current role as CFO at the end of the year and remain on the Board, for all his outstanding contributions and wish him well in his future endeavours."

Mike McClellan, commenting on his appointment, stated: "I am truly pleased to join Recordati, a company with a strong track record of consistent financial performance, outstanding execution, and an excellent reputation in the industry. Having followed Recordati's journey for many years, I have great respect for what the team has accomplished. I look forward to contributing to the next chapter and unlocking even more potential together in the years ahead."

Based on the information available to the Company, Mike McClellan does not hold any shares in the Company.

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.*

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