

PRESS RELEASE

De Nora: non-executive member of the Board of Directors appointed by co-optation

Milan, 13th October 2022– The Board of Directors of Industrie De Nora S.p.A. ("**De Nora**" or the "**Company**"), having met today, with the favorable opinion of the Appointments and Remuneration Committee and with a resolution approved by the Board of Statutory Auditors, has appointed by co-optation, pursuant to Art. 2386 of the Italian Civil Code and to Art. 13.4 of the By-Laws, Ms. Paola Rastelli, which is also Head of Mergers & Acquisitions at SNAM SpA , as new non-executive Director of the Company, replacing Ms. Alessandra Pasini who resigned on 29 September 2022.

The new director, who has accepted the appointment and will remain in office until the next Shareholders' Meeting, does not qualify as independent as defined by the law and the Corporate Governance Code.

The Board of Directors has also appointed Ms. Paola Rastelli as a member of the Strategies Committee and of the Audit, Risks and ESG Committee to replace Ms. Alessandra Pasini. Such appointment is also in compliance with the gender balance quotas required by current regulations.

The Company specifies that, to the best of its knowledge, as of the date hereof Paola Rastelli does not own any shareholding in De Nora's share capital.

The curriculum vitae of the new Director can be found at the Company's registered office and on its website www.denora.com.

OTHER RESOLUTIONS

The Board of Directors also approved:

- after consulting the Appointments and Remuneration Committee, the allocation of rights to the beneficiaries of the Performance Shares Plan 2022-2024, implementing the resolution passed by the Shareholders' Meeting held on 22 March 2022 and in line with the indications given at the time of the admission to listing.

Specifically, the Board resolved to allocate a total of no. 126,556 rights, which can be increased to up to 239,972 in the event of maximum over-performance, to be distributed among (i) the CEO Paolo Dellachà; (ii) the Senior Executives (as identified for the purposes of the listing Prospectus); and (iii) the other executives of the group identified as beneficiaries of the Plan by the Board of Directors on 3 August 2022;

- the adoption of the group's Global Whistleblowing Policy,
- the revised version of the regulation of the Strategies Committee.

Industrie De Nora is an Italian multinational company, listed on Euronext Milan stock exchange, specialized in electrochemistry, a leader in sustainable technologies and with a key role in the industrial green hydrogen production chain. The Company has a portfolio of products and systems to optimize the energy efficiency of key industrial electrochemical processes and a range of products and solutions for water treatment. Globally, Industrie De Nora is the world's largest supplier of activated electrodes (serving a broad portfolio of customers operating in the fields of chlorine & caustic soda production, components for electronics, non-ferrous metal refining). Industrie De Nora is also among the world's leading suppliers of water filtration and disinfection technologies (for the industrial, municipal, and marine sectors) and the world's leading supplier of swimming pool disinfection components. Leveraging its well-established electrochemical knowledge, proven manufacturing capability, and a supply chain established over the years, the Company has developed and qualified a portfolio of electrodes and components to produce hydrogen through the electrolysis of water, which is critical for the energy transition.

Founded in 1923, Industrie De Nora had total revenues of €616 million and EBITDA of €127 million in 2021. The Company's growth process has developed both organically, through continued penetration of new markets and applications, and through acquisitions in the U.S., Asia, and Europe. The Company's growth is supported by continuous innovation well represented by its evolving intellectual property portfolio, which currently includes more than 260 patent families with more than 2,600 territorial extensions. The Company's portfolio

includes a stake (about 34 percent) in the thyssenkrupp NUCERA joint venture, a world-leading engineering company in chlorine production and water electrolysis plants to produce hydrogen. The Group is controlled by the De Nora family, which owns approximately 55 percent of the Company's share capital, with Snam S.p.A. as a minority shareholder with about 26 percent of the capital.

* * *

FOR MORE INFORMATION

Industrie De Nora – Investor Relations
Marco Porro +39 02 2129 2124
ir@denora.com

Barabino & Partners

Media Relations
Office: +39 02/72.02.35.35
Sabrina Ragone – s.ragone@barabino.it 338 25 19 534
Alberto Piana – a.piana@barabino.it 342 76 70 164