

## PRESS RELEASE

### **THE BOARD OF DIRECTORS FURTHER STRENGTHENS THE INTERNAL CONTROLS SYSTEM WITH THE GROUP ANTICORRUPTION POLICY AND THE TRADE CONTROL AND ECONOMIC SANCTIONS COMPLIANCE POLICY.**

#### **UPDATE OF THE 231 MODEL, CODE OF ETHICS AND POLICY ON WHISTLEBLOWING**

#### **SECOND CYCLE OF THE PERFORMANCE SHARE PLAN HAS BEEN STARTED**

*Milan, October 3<sup>rd</sup> 2023* – The Board of Directors of Industrie De Nora S.p.A. (“**Industrie De Nora**” or the “**Company**”) - an Italian multinational company listed on Euronext Milan, specializing in electrochemistry, a leader in sustainable technologies and the emerging green hydrogen industry - met under the chairmanship of Federico De Nora reviewed and approved the Global Anticorruption Policy and the Global Trade Control and Economic Sanctions Compliance Policy.

Objective of the Group Global Anticorruption Policy is to establish an anticorruption governance to facilitate the Company's compliance with laws and regulations, with the aim of promoting a "zero tolerance" culture towards corruption within the Group.

With the Global Trade Control and Economic Sanctions Compliance Policy the Company intends to confirm the Group's commitment to comply with all relevant domestic and foreign laws and regulations.

The Board of Directors also reviewed and approved the update of the organization, management and control model pursuant to the Italian Legislative Decree No. 231 of June 8, 2001 (“**231 Model**”) and the Company's Code of Ethics, as well as the Global Whistleblowing Policy.

Paolo Dellachà, Chief Executive Officer of Industrie De Nora, commented: “*The strengthening of the internal controls system and the approval of two new policies are a further step towards transparency and proper and ethical management of the Company. As a company sustainable by vocation, Industrie De Nora also enriches continuously the Governance pillar with new and positive elements*”.

#### **Other resolutions:**

The Board of Directors also approved:

- the regulations for the second cycle of the Performance Shares Plan approved by the Shareholders' Meeting of March 22, 2022 (“**PSP**”) for the period 2023-2025;
- upon the advice of the Remuneration and Appointments Committee, to grant rights to the beneficiaries of the second cycle of the PSP for the period 2023-2025. Specifically, the Board resolved to allocate a total of 103,218 rights, which can be raised up to 197,632 in the event of maximum over-performance, distributed among (i) CEO Paolo Dellachà; (ii) executives with strategic responsibilities; and (iii) other executives of the Group identified as beneficiaries of the PSP by the Board of Directors on August 3, 2022.

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*Industrie De Nora is an Italian multinational company listed on the Euronext Milan stock exchange specialising in electrochemistry, a leader in sustainable technologies, and plays a vital role in the industrial green hydrogen production chain. The company has a portfolio of products and systems to optimise the energy efficiency of critical industrial electrochemical processes and a range of products and solutions for water treatment. Globally, Industrie De Nora is the world's largest supplier of electrodes for the major industrial electro-chemical processes (serving a broad portfolio of customers operating in the fields of chlorine and caustic soda production, components for electronics, and surface finishing). Industrie De Nora is among the world's leading suppliers of water filtration and disinfection technologies (for the industrial, municipal, swimming pool and marine sectors). Leveraging its well-established electrochemical knowledge and proven manufacturing capability, 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. In this sector, the company now holds 25.85% of thyssenkrupp nucera AG &Co. KGaA, a joint venture established with the thyssenkrupp group.*

*Founded in 1923, Industrie De Nora generated total revenues of around EUR 853 million and an Adjusted EBITDA of approximately EUR 191 million in 2022. The Company's growth process has developed organically through its continuous innovation as regards external lines through acquisitions in the U.S., Asia, and Europe. De Nora's intellectual property portfolio currently includes more than 260 patent families with more than 2,800 territorial extensions.*

*The De Nora family owns 53.3% of the company's share capital. Snam S.p.A. is a minority shareholder with about 21.6% of the capital.*

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