

PRESS RELEASE

LUCA OGLIALORO APPOINTED AS DE NORA'S CHIEF FINANCIAL OFFICER

REPLACES MASSIMILIANO MOI EFFECTIVE AS FROM JUNE 10, 2024

Milan, May 29th 2024 - Industrie De Nora S.p.A. (“**De Nora**” or the “**Company**”) - Italian multinational company listed on the Euronext Milan, specialized in the electrochemical industry and leader in sustainable technologies - announces that the Board of Directors, which met today under the chairmanship of Mr. Federico De Nora appointed Mr. Luca Oglialoro as Chief Financial Officer of the Company and Manager in charge of the preparation of corporate accounting documents pursuant to Article 154-*bis* of Legislative Decree February 24, 1998, no. 58, effective as from June 10th, 2024.

“It is with great enthusiasm that we welcome Luca Oglialoro into our company as Chief Financial Officer.” - commented Paolo Dellachà, CEO of De Nora – “His well-established international experience and solid financial skills will be important in continuing to grow and expand our business and crucial in guiding De Nora to new successes”.

Dellachà concludes - *“Mr. Oglialoro brings 20 years of experience in the financial sector, having held positions of increasing responsibility at the companies where he has worked. His proven ability to manage complex financial operations and develop sustainable growth strategies made him the ideal candidate to lead De Nora's finance function.”*

Oglialoro has extensive experience as a Director in all Finance functions (Planning and Control, Finance and Treasury, Administration and Accounting) of listed Italian multinational companies and American corporations. In his career, he has been a business partner to corporate CEOs in identifying and designing development strategies through internal or external routes.

At Snam since 2017 as Senior Vice President of Planning & Control, Strategic Planning, and Administration and Budget and since 2020 also as Manager in Charge, he has contributed directly to the Group's growth, preparing the financial strategy during a period of consolidation. With a strong results orientation, he has managed a team of more than 200 people.

Previously, Mr. Oglialoro worked at Brembo, a listed company active in the automotive sector, and then held positions with increasing responsibility at Indesit Company and Whirlpool EMEA.

Experience in international companies has also allowed Mr. Oglialoro to manage complex and multicultural work teams and to further enrich his managerial profile through the contamination between different management approaches.

To the best of the Company's knowledge, as of today, Mr. Oglialoro does not own any De Nora shares.

The appointment of Luca Oglialoro follows the resignation - communicated today - of Mr. Massimiliano Moi from the position of Chief Financial Officer and Manager in charge of the preparation of corporate accounting

documents pursuant to Article 154-*bis* of Legislative Decree February 24, 1998, no. 58, effective as from June 29, 2024.

De Nora thanks Mr. Moi for his commitment so far and wishes him a fruitful continuation of his professional activity.

Mr. Moi will leave De Nora to pursue new professional opportunities and will ensure all necessary support to management for a smooth transition and succession in organizational continuity.

To the best of the Company's knowledge, as of today Mr. Moi holds 20,000 De Nora shares and is not entitled to any indemnity or other benefits connected with the termination of his office.

Industrie De Nora is an Italian multinational company listed on the Euronext Milan stock exchange specializing 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 optimize 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 holds 25.85% of thyssenkrupp nucera AG &Co, joint venture formed with thyssenkrupp group. KGaA. Founded in 1923, Industrie De Nora generated total revenues of around EUR 856 million and an Adjusted EBITDA of approximately EUR 171 million in 2023. 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 281 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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