

PRESS RELEASE**SOL GROUP: Seamless transition at the top management of the SOL Group**

The Board of Directors of SOL S.p.A. in today's meeting took note of the decision communicated by Giulio Bottes to resign, with effect from 1.3.2022.

Giulio Bottes will resign from his office as General Director held since 1999 and will access retirement. The above date is subject to the final confirmation from the Social Security Institution, in case such institution will provide a different access retirement date, Giulio Bottes and the SOL Group shall abide by the new provision.

The Board of Directors and the Board of Statutory Auditors express their heartfelt thanks to Giulio Bottes for his 40 years of service, great commitment, professionalism, competence, innovation orientation, moral integrity and dedication, significantly contributing to the success of the Group. In particular, both Managing Directors, Aldo Fumagalli Romario and Marco Annoni, looking back over the past 22 years of their tenure at SOL Group, acknowledged the deep and lasting impact Giulio Bottes has had in driving SOL Group together with Andrea Monti, to become one of the most profitable and fast-growing industrial gas companies in the European Union.

Giulio Bottes powers, with effect from the effective date of resignation, will be taken over by the other General Director, Andrea Monti, who will carry on ensuring the continuity of managerial action.

The Board of Directors, in the wake of the Group's human resources policy, which seeks the prioritisation of the best internal resources as one of the Group's key principles, has decided to implement a succession plan that shall allow for a gradual and progressive remodelling of the operational management of the SOL Group when Giulio Bottes will effectively step down from his position.

To this end, the Board of Directors also resolved to appoint, with effect from 1.1.2022, two new Deputy General Directors: Daniele Forni (former Central Sales Manager for technical gases in Italy, Central-Northern Europe and outside Europe) and Claudio Garbellini (former Central Manager of Home Care Central-Northern Europe).

The current expertise and responsibilities of both Daniele Forni and Claudio Garbellini will be reorganised. In particular, from 1.1.2022, Daniele Forni will be responsible for all the activities of the SOL Group in the field of technical gases, diversified businesses and biotechnologies, while Claudio Garbellini will be responsible for all the activities of the SOL Group in the field of home care.

Until the effective date of the resignation of Giulio Bottes, Daniele Forni will continue to report to him and Claudio Garbellini to the other General Director Andrea Monti.

From the effective date of the resignation of Giulio Bottes, both Daniele Forni and Claudio Garbellini will only report to Andrea Monti.

SOL is an Italian multinational Group, operating in Europe, Brazil, Morocco, India and Turkey in two main areas: production, applied research and distribution of technical, pure and medicinal gases (Technical Gases Area), and home care (Home Care Area).

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