

PRESS RELEASE

MARCO MORELLI APPOINTED AS NEW CEO AND GENERAL MANAGER OF BANCA MPS

Siena, 14 September 2016 – The Board of Directors of Banca Monte dei Paschi di Siena S.p.A. unanimously approved the appointment of Marco Morelli as the Group's new Chief Executive Officer and General Manager. He will take up the position from September 20.

The Board of Directors, based on the proposal made by Nomination Committee, came to the unanimous conclusion that Marco Morelli, in light of his broad international experience along with his deep knowledge of the Italian banking industry, is the best profile to assume the role of Chief Executive Officer and General Manager of BMPS. The Statutory Board of Auditors approved the appointment pursuant to article 2386 of Italian Civil Code.

Mr. Viola gave his availability to provide his support, until 15 October 2016, in a perspective of adequate "*business continuity*" and hand-over.

Marco Morelli was Bank of America Merrill Lynch's Vice Chairman of Corporate & Investment Banking for Europe, the Middle East and Africa CGIB and he has been the Country Executive of Bank of America Merrill Lynch in Italy since October 2012.

Before joining BofAML, he was General Manager and Deputy to the CEO of the Intesa Sanpaolo Group from March 2010. From June 2006 to February 2010, he was Deputy General Manager of BMPS, first as responsible of Corporate Banking and Capital Markets division and then as CFO. In the context with this experience he was also the CEO of MPS Capital Services Banca per le Imprese. In 2006, on behalf of shareholding banks, has been Chairman of HOPA SpA.

Before joining the MPS Group, Marco Morelli was CEO and General Manager of J.P. Morgan Italy and a member of J.P. Morgan Europe Executive Committee. He also worked for UBS LTD, Samuel Montagu LTD and KPMG in different European locations.

In compliance with applicable laws and regulations, the appointment of new CEO will be submitted to the European Central Bank for approval.

As requested by Consob it is to be specified that the employment conditions of the Manager are the same conditions as those applied to the previous General Manager/CEO and are therefore articulated as follows:

- Annual fixed salary Euro 1,400,000 (one million four hundred thousand euros) inclusive of specific treatments.
- Variable remuneration, determined annually on the achievement of objectives which are in line with the Company Business Plan from time to time approved by the Board of Directors and determined in compliance with the supervisory provisions on "Remuneration and incentive policies and practices in banks" and the Group Remuneration Report approved by the Shareholders' meeting, from time to time in force.
- Benefits and insurance coverage in accordance with Bank policies.
- Entry package: Euro 300,000 (three hundred thousand euros) as compensatory allowance to cover the adverse consequences following the anticipated termination of his previous employment contract with the obligation of restitution in the case of resignation or dismissal for just cause if less than one year has passed from hire date.
- In the case of termination of employment at the Bank's initiative without just cause within three years of hire date, in application of the criteria and the pay-out mechanisms established within the Group Remuneration Report, approved by the Shareholders' Meeting, from time to time in force and the Supervisory dispositions from time to time in force - an amount corresponding to up to 24 months' effective gross salary, to be awarded subject to the waiver of any and all claims against the Bank and the Banking Group.

Following the appointment of Chief Executive Officer an additional amount of Euro 465,000 will be granted (of which 65,000 for the position of Director and 400,000 for Chief Executive Officer), the same amount granted to Mr. Viola based on the analysis of market trends in 2015.

This amount, as remuneration for the position of CEO, will not be considered for the calculation of the variable remuneration of the General Manager.

Press release will be available on www.mps.it