

# Paola Leoni

Paola Leoni has served as an Independent Director on the Board of Directors of Banca Monte dei Paschi di Siena since 15 April 2026. She currently holds the position of member of the Remuneration Committee, the IT and Digitalisation Committee, and the Nomination Committee.

A strategic advisor with over twenty-five years' experience in corporate strategy, extraordinary transactions – including M&A, IPOs and SPACs – and governance, she has developed her career across financial services, asset management and regulated industries.

She is an Independent Director and a member of the ESG Committee of IGI Private Equity SGR, as well as an Independent Director and Chair of the Related Party Transactions Committee of Doxee S.p.A. (Euronext Growth Milan).

Between 2020 and 2023, she served as an Independent Director of Quaestio Capital Management SGR and Quaestio Holding S.A., where she chaired the Nomination and ESG Committee and was a member of the Risk Committee. From 2017 to 2021, she was Deputy Chair of the *Fondazione Museo Nazionale della Scienza e della Tecnologia Leonardo da Vinci* and, from 2012 to 2017, an Independent Director of the *Fondazione Pirelli HangarBicocca*.

She has extensive experience in strategic consulting. From 2023 to 2025, she led the Strategy and Transactions function at BIP Group, overseeing cross-border projects in complex and regulated sectors. Previously, she was an Equity Partner and Director at LCA (2012–2022) and at Corporate Value Associates (2007–2012), building over twenty years of experience advising financial institutions, private capital market participants and industrial groups across Europe.

Alongside her professional activity, she has maintained a continuous academic commitment, holding research and teaching positions in International Monetary and Financial Law at the University of Geneva and in EU Law under the Jean Monnet Programme. She currently teaches at the *Università Cattolica del Sacro Cuore* in Milan on postgraduate degree programmes in Economics and on the Master's in International Management.

Ms. Leoni holds a postgraduate degree (D.E.S.) in International Law from the Graduate Institute of International Studies in Geneva and a specialisation in EU Banking and Financial Law from the *Institut Universitaire International*

of Luxembourg. She has also completed an Advanced Management Programme in Financial Control Systems at INSEAD in Paris and a High-Performance Board Programme at the IMD Global Board Centre in Lausanne.