

PRESS RELEASE

BANCA MPS: NEW APPOINTMENTS OF HEADS OF KEY FUNCTIONS, EXPLOITING THE INTERNAL HUMAN CAPITAL

Siena, 7th February 2024 – Banca Monte dei Paschi di Siena, together with the approval of the preliminary full year results as at 31 December 2023, announces new appointments in key functions, exploiting the internal human capital through targeted policies to enhance and develop its talents. The Bank aims in this way to accelerate its growth path, to be more and more effective in satisfying the clients' needs and to promote a strong company culture, oriented to long-term value creation.

In addition to the appointment of Maurizio Bai as Deputy General Manager, current Chief Commercial Officer Corporate and Private Banking, in the context of the reorganization of the HR Department, Fiorella Ferri has been appointed Chief Human Capital Officer. Leveraging on a long experience in people management within the Bank prior to her latest position as Chief Safety Officer, Ferri will lead a team including three newly appointed managers: Barbara De Palma, Head of HR Development and Training, Diversity & Inclusion, Barbara Bittoni, Head of Corporate Center HR Management and Chiara Gabellieri, Head of Network HR Management.

The changes in the HR area were followed by the appointment of Alessandro Giacometti as Chief Operating Officer, currently Head of Information Technology, with strong skills in managing transformation programs, as well as in the areas of technology - with particular reference to digital innovation – and organization. Vittorio Calvanico, previously Chief Operating Officer, has been nominated Chief Safety Officer. The new Head of Information Technology is Maria Grazia Silvestro, manager who has demonstrated in her career path the ability to realize the evolution of the IT system to support the business. The new Head of Operations is Chiara Cifoni, manager with cross functional experience in different company set ups.

The new organizational structure represents an important testimony to the policies of valuing diversity and resource inclusion, confirmed also by the recent obtaining of the “Gender Equality Certification” and in line with a sustainable development model outlined in the Business Plan 2022-26.

Marco Tiezzi, current Head of the Southern Lombardy area, has been appointed Chief Commercial Officer Retail.

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