

Renato Sala

Renato Sala has been an independent Director of Banca Monte dei Paschi di Siena S.p.A. since April 2023, where he is also a member of the Appointments Committee and Remuneration Committee.

He holds a Law Degree from the *Sacro Cuore* University of Milan.

He began his career at Banca Popolare di Milano, where he participated in important Technical Commissions of the Bank of Italy and the Italian Banking Association, such as the Commission for the establishment of *Società Interbancaria per l'Automazione* and the Commission for the establishment of *Monte Titoli S.p.A.*.

In 1983 he joined the IMI Group, where he held various positions of responsibility in Fideuram, first in the North Lombardy area, then in the Triveneto area and finally in the Central-South Italy area, with responsibilities in the Group's foreign subsidiaries.

He was involved in the activities for the listing of Banca Fideuram and took part in small working groups with McKinsey's top management, interfacing with Invesco Co, Charles Schwab Co, Russel Invest. He participated in the project for the creation of Banca Fideuram Luxembourg.

In the early 2000s he co-founded the company Keydos (a business and strategic consultancy firm). In 2004 he was Senior Advisor for Italy at J.P. Morgan Chase Bank and from 2017 he was part of the Greenmantle Think Tank (International Advisor for Macroeconomic and Geopolitical Consulting. It has one hundred and seventy members covering the USA, Europe, South America, China and the Asia-Pacific Region). He is a founding member of the Canova Club in Milan.

Mr. Sala currently serves as CEO of Advisor S.r.l..