

# Roberto Coita

With a degree in Business Administration, Mr Coita began his professional career with Andersen Consulting – Accenture (consulting services) dealing with issues in connection with Change Management, Organization and Human Performance in the banking industry.

In 2006, he was in charge of the HR Planning and Control Unit of Antonveneta where he reorganized the HR Department by budgeting personnel expenses, planning the workforce for the implementation of the integration projects in the ABN AMRO and Banca Monte dei Paschi di Siena, preparing HR Management Reports and implementing monitoring and performance KPIs.

In 2008, he was first appointed Manager of the Organization Structure Development & Regulation Unit of Banca Monte dei Paschi di Siena and subsequently Manager of the Business Transformation Unit.

In 2016, he was promoted to the position of Manager of the Talent & Knowledge Management Dept. (in charge of Staff Selection, Development and Training).

He has been Chief Human Capital Officer since 25 June 2019.

Mr. Coita was a director of Banca Widiba S.p.A. from September 2020 to September 2023.