

# Comitato dei Gestori

Comunicato stampa

## **ENAV: ELETTI CANDIDATI PROPOSTI DA SGR E INVESTITORI ISTITUZIONALI QUALI COMPONENTI DEL CONSIGLIO DI AMMINISTRAZIONE**

Il coordinatore del Comitato dei gestori, dott. Emilio Franco, comunica che quest'oggi, nel corso dell'**assemblea dei soci di Enav**, le liste presentate da Amundi Asset Management SGR, Anima SGR, Arca Fondi SGR, BancoPosta Fondi SGR, Eurizon Capital SA, Eurizon Capital SGR, Fidelity Funds, Fideuram Asset Management (Ireland), Fideuram Intesa Sanpaolo Private Banking Asset Management SGR, Interfund Sicav, Generali Investments Partners SGR, Kairos Partners SGR, Legal & General Assurance (Pensions Management) Limited, Mediobanca SGR, Mediolanum Gestione Fondi SGR e Mediolanum International Funds Limited e composte con il supporto di Heidrick & Struggles International, hanno ricevuto circa 163.351.799 voti ovvero circa il 34% dei voti espressi in assemblea, pari a circa il 30% del capitale sociale per cui risultano eletti nel **consiglio di amministrazione**:

- 1. Antonio Santi**
- 2. Rozemaria Bala**
- 3. Carlo Paris**

In allegato i *curricula* degli eletti.

Milano, 28 aprile 2023

Segreteria del Comitato dei gestori  
02.36.165.174  
segreteria@comitatogestori.it

# ANTONIO SANTI

## DATI PERSONALI

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Luogo e data di nascita: Roma, 14 ottobre 1977

## ISTRUZIONE

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Dottorato di ricerca in Economia Aziendale conseguito presso l'Università degli Studi di Roma 3 - Scuola Dottorale Diritto ed Economia "Tullio Ascarelli" nel 2009.

Laurea in Economia e Commercio conseguita presso l'Università degli Studi di Roma - La Sapienza nel 2002

Dal 2013 e fino all'attualità partecipazione ai corsi, organizzati da Assogestioni/Assonime, "Induction session" e "Induction session - follow up" ed ai *catch-up programme* su tematiche di governance, controllo rischi, remunerazione e sostenibilità.

## POSIZIONI PROFESSIONALI

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Iscrizione all'Albo dei Dottori Commercialisti dal dicembre 2006.

Iscrizione nel Registro dei Revisori Legali di Conti con D.M. 17.04.2007, pubblicato nella G.U. della Repubblica Italiana, supplemento n. 34 - IV serie speciale - del 27.04.2007 al n. 143786.

## ESPERIENZE PROFESSIONALI

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Svolge attività di consulenza principalmente in tema di: valutazione di aziende e di rami d'azienda (sia del settore pubblico che di quello privato); di predisposizione di piani industriali; di redazione di piani di ristrutturazione (sia *advisory* che attestazione); in arbitrati e in procedimenti civili e penali; su temi inerenti al bilancio d'esercizio e consolidato e all'applicazione dei principi contabili (nazionali e internazionali).

Ha maturato esperienza in materia di *corporate governance* e di vigilanza da parte di organi di governo/controllo societari.

Alla data odierna ricopre le seguenti cariche in società quotate presso Borsa Italiana S.p.A.:

### Ruoli di amministrazione:

- Enav S.p.A. (Consigliere di Amministrazione, Presidente del Comitato Controllo Rischi, Membro del Comitato Nomine e



Remunerazione).

Ruoli di controllo:

- Recordati S.p.A. (Presidente del Collegio Sindacale).

Alla data odierna ricopre, tra le altre, le seguenti cariche in società non quotate:

Ruoli di controllo:

- Italgas Reti S.p.A. (Sindaco effettivo);
- F.A.I. Service S. COOP. (Presidente del Collegio Sindacale);
- Ombrone S.p.A. (Presidente del Collegio Sindacale);
- Acea Liquidation and Litigation S.r.l. (Sindaco Effettivo);
- Addvision S.p.A. - SIM (Presidente del Collegio Sindacale);

Organismo di Vigilanza:

- F.A.I. Service S. COOP. (Presidente dell'Organismo di Vigilanza).

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È stato, tra l'altro:

- Presidente del Collegio Sindacale di Acea Produzione S.p.A.;
- Revisore dei Conti del CONI;
- Componente del Collegio Sindacale di Acea Reti e Servizi Energetici S.p.A.;
- Componente del Collegio Sindacale di IT Telecom S.p.A.;
- Componente del Collegio Sindacale di MTV Italia S.r.l.;
- Componente del Collegio Sindacale di ADR Engineering S.p.A.
- Componente del Collegio Sindacale di Pirelli Ambiente S.p.A.;
- Componente del Collegio Sindacale di Cesare Fiorucci S.p.A.;
- Componente del Collegio Sindacale di Rothschild & Co WM Italy SIM;
- Componente del Collegio Sindacale di TLC Commercial Services S.r.l.;
- Liquidatore delle società Beni Stabili Investimenti S.p.A. SGR
- Liquidatore Foncière des Murs Italy S.p.A. - società del Gruppo Beni



Stabili;

- Membro dell'Organismo di Vigilanza di Merck Sharp & Dohme S.p.A.;
- Membro dell'Organismo di Vigilanza di Telecom Italia Trust Technologies S.r.l.;
- Ispettore per la Commissione di Vigilanza sulle Società di Calcio Professionistiche (Co.Vi.So.C.) della Federazione Italiana Giuoco Calcio.

Roma, 24 marzo 2023

# ANTONIO SANTI

## PERSONAL INFORMATION

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- Nationality: Italian
- Date of birth: 14/10/1977
- Place of birth: Rome

## EDUCATION AND ACCADEMIC ACHIEVEMENTS

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PhD in Business Administration - University of Rome "Roma 3"-  
School of Law and Economics "Tullio Ascarelli" in 2009.

Degree in Business Administration - Università of Rome "La  
Sapienza" in 2002.

Since 2013 participation in courses, organized by Assogestioni /  
Assonime "Induction session" and "Induction session - follow up"; catch-up  
programme on issues of governance, risk control, remuneration and  
sustainability.

## PROFESSIONAL POSITIONS

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Registered with the Register of Italian Corporate and Tax Affairs  
Experts (*Albo dei Dottori Commercialisti*) in December 2006.

Registered with the Register of Certified Auditors (*Registro dei Revisori  
Contabili*) through Ministerial Decree 17.04.2007, published in the  
*Gazzetta Ufficiale* of the Republic of Italy, supplement no. 34 - IV special  
series - dated 27.04.2007.

## CONSULTANCY EXPERIENCES

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Since 2002 he works with Prof. Enrico Laghi, Full Professor of  
Accounting & Finance, Faculty of Economics and Business  
Administration, La Sapienza University, Rome, carrying out  
advisory activities with regards to management of merger and  
acquisition processes, economic and financial feasibility studies,  
appraisal of the value of companies, company branches and  
intangible assets, fairness opinions on m&a acquisition prices and  
aspects related to individual and consolidated balance sheets.

As of date he is appointed as member of the Board of directors or  
Statutory Auditors Committee of the following listed companies:



Role in Board of Directors:

- Enav S.p.A (Member of the Board of Directors; Chairman of Control, Risks and Related Parties Committee; Member of Remuneration and Appointments Committee).

Role in Board of Statutory Auditors:

- Recordati S.p.A. (Chairman of the Board of Statutory Auditors).

As of date he is appointed as member of the Board of directors or Statutory Auditors Committee of the following not listed companies:

Role in Board of Statutory Auditors:

- Italgas Reti S.p.A. (Member of the Board of Statutory Auditors);
- F.A.I. Service S. COOP. (Chairman of the Board of Statutory Auditors);
- Ombrone S.p.A. (Chairman of the Board of Statutory Auditors);
- Acea Liquidation and Litigation S.r.l. (Member of the Board of Statutory Auditors);
- Addvision S.p.A. - SIM (Chairman of the Board of Statutory Auditors);

Member of the Supervisory Body 231:

- F.A.I. Service S. COOP. (Chairman of the Supervisory Body 231).

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He has been, by the way:

- Chairman of the Board of the Statutory Auditors of Acea Produzione S.p.A.;
- Member of the Statutory Auditors Committee of CONI;
- Member of the Statutory Auditors Committee of Acea Reti e Servizi Energetici S.p.A.;
- Member of the Statutory Auditors Committee of IT Telecom S.p.A.;
- Member of the Statutory Auditors Committee of MTV Italia S.r.l.;
- Member of the Statutory Auditors Committee of ADR



Engineering S.p.A.;

- Member of the Statutory Auditors Committee of Pirelli Ambiente S.p.A.;
- Member of the Statutory Auditors Committee of Cesare Fiorucci S.p.A.;
- Member of the Statutory Auditors Committee of Rothschild & Co WM Italy SIM;
- Member of the Statutory Auditors Committee of TLC Commercial Services S.r.l.;
- Liquidator of Beni Stabili Investimenti S.p.A. SGR;
- Liquidator of Foncière des Murs Italy S.p.A. - Beni Stabili Group;
- Member of the Supervisory Body 231 of Merck Sharp & Dohme S.p.A.;
- Member of the Supervisory Body 231 of Telecom Italia Trust Technologies S.r.l.;
- Inspector of Co.Vi.So.C, Supervisory Body of the Italian Football Federation (F.I.G.C.).

Rome, 24 march 2023

## **Rozemaria Bala**

16 giugno 1981, Shijak (Albania)

Nazionalità italiana



### **PROFILO**

Avvocato esperta di corporate governance e diritto societario in società quotate e non, M&A, contrattualistica internazionale, risk management, compliance (231, privacy, anticorruption, export control), diritto antitrust, regolazione, appalti pubblici, contenzioso civile e amministrativo. Esperienza maturata in società quotate e multinazionali in settori sia regolati e a partecipazione pubblica (energy) sia nel settore industriale privato.

Consigliere di amministrazione in società italiane ed estere. General Manager dell'Associazione Italiana Segretari del Consiglio di Amministrazione (AISCA).

Relatrice in convegni in ambito corporate *governance*, *compliance* e tematiche ESG. Alumna della XI Classe di IntheBoardroom, percorso di formazione per executive per l'inserimento di talenti nei Consigli di Amministrazione.

### **ESPERIENZA PROFESSIONALE**

#### **POSIZIONE ATTUALE**

**GVS S.p.A., Zola Predosa, (Bologna – Italia) [www.gvs.com](http://www.gvs.com)**

- **Group General Counsel & Board Secretary (da ottobre 2021)**

#### **SETT. 2010 – SETT. 2021**

**Snam S.p.A., San Donato Milanese (Milano - Italia) [www.snam.it](http://www.snam.it)**

#### • **Consigliere di Amministrazione in:**

- Snam Rete Gas SpA (2018-2021): principale operatore italiano che gestisce le infrastrutture per il trasporto del gas naturale in Italia [www.snam.it](http://www.snam.it);
- The Hellenic Gas Transmission System Operator (DESFA) S.A (2020-2021): principale operatore greco che gestisce le infrastrutture per il trasporto del gas naturale [www.desfa.gr](http://www.desfa.gr);
- Terega SAS e Terega Holding (2017-2021): società francesi del gruppo Terega gestore delle infrastrutture di trasporto e stoccaggio gas naturale nel sud ovest della Francia, [www.terega.fr](http://www.terega.fr);
- GNL Italia SpA (2015-2020): società attiva nella rigassificazione del gas naturale liquefatto;
- Napoletana Gas SpA (2015-2016): società attiva nel settore della distribuzione di gas naturale ora incorporata in Italgas Reti SpA.

- **Senior Vice President Governance, Risk & Control (Nov. 2019 – Sett. 2021)**
- **Segretario del Consiglio di Amministrazione di Snam (Lug 2017- Sett. 2021)**
- **Head of Governance and Corporate Affairs (Gen. 2016 – Ott. 2019)**
- **Responsabile Legale Compliance (Mar. 2012 – Dic. 2015)**



- Responsabile Legale Antitrust, Regolazione, Procurement (Apr. 2011 – Feb. 2012)
- Esperta affari legali (Sett. 2010 – Mar. 2011)

#### LUG 2005 – LUG 2010

Studio Legale Tosato – Roma, Italia - [www.studiotosato.it](http://www.studiotosato.it)

#### Associate

- Consulenza svolta nei settori del diritto comunitario e internazionale, diritto contrattuale e diritto societario. Attività di contenzioso civile ordinario e arbitrati internazionali.

### ISCRIZIONE AD ALBI PROFESSIONALI

Iscrizione all'Albo degli Avvocati di Roma in data 15 gennaio 2009.

### PARTECIPAZIONE AD ASSOCIAZIONI E GRUPPI DI LAVORO

- General Manager di AISCA – Associazione Italiana Segretari del Consiglio di Amministrazione. Responsabile delle attività formative dell'associazione e dell'organizzazione dei convegni annuali. [www.aisca.it](http://www.aisca.it)
- Rappresentante di Snam nell'associazione ValoreD e nei Gruppi di Lavoro "Legalità e 231" e "Privacy" di Confindustria.
- Membro dell'Associazione Alumni del Collegio d'eccellenza dei Cavalieri del Lavoro "Lamaro Pozzani".

### FORMAZIONE

- Alumna dell'XI classe (anno 2022) di *InTheBoardroom* il percorso di formazione per figure executive per promuovere l'inserimento di persone di talento nei Consigli di Amministrazione, organizzato da ValoreD;
- Partecipazione ai Catch-Up programme promossi da Assogestioni;
- Corsi di sviluppo manageriale e leadership (Coaching, Leadership School, Mentorship)
- "43th Academy of American and International Law" held by "The Center for American and International Law". Dallas, Texas, USA. (2006).
- Laurea in Giurisprudenza presso l'Università di Roma «Tor Vergata» con 110/110 e lode (2005).
- Borsa di studio presso il Collegio di eccellenza "Lamaro Pozzani", fondato dalla Federazione Nazionale dei Cavalieri del Lavoro, [www.collegiocavalieri.it](http://www.collegiocavalieri.it); (2000-2004)
- Maturità classica - Liceo Classico "A. Canova", Treviso (2000).

### LINGUE

Italiano e Albanese: madre lingua

Inglese: fluente

*Autorizzo il trattamento dei dati personali ai sensi del Regolamento Ue 2016/679*

## **Rozemaria Bala**

16 June 1981, Shijak (Albania)

Nationality : Italian



### **PROFILE**

Expert lawyer in corporate governance in listed and unlisted companies, risk management and compliance programs (231, privacy, anticorruption, export control), M&A, competition and energy regulation law, contracting, public procurement and litigation. Experience gained both in multinational listed and state owned companies in regulated markets (energy) and in industrial private companies. Director in Italian and foreign companies. Speaker at various conferences on corporate governance, internal control system and ESG topics. General Manager of the Italian Association Secretaries of the Board of Directors. Alumna of the XI Class of IntheBoardroom, an executive education programme promoted by Valore D with the aim of promoting the inclusion of talented women on boards of directors.

### **PROFFESIONAL EXPERIENCE**

#### **CURRENT POSITION**

**GVS S.p.A., Zola Predosa, (Bologna – Italia) [www.gvs.com](http://www.gvs.com)**

- **Group General Counsel & Board Secretary (since October 2021)**

#### **SEPT. 2010 – SEPT. 2021**

**Snam S.p.A., San Donato Milanese (Milan - Italy) [www.snam.it](http://www.snam.it)**

#### • **Director in:**

- Snam Rete Gas SpA (since 2018): main Italian operator that manages natural gas transportation infrastructures in Italy (over 33,000 km of network);
- The Hellenic Gas Transmission System Operator (DESFA) S.A. (since July 2020) responsible for the operation, management, utilization and development of the Greek Natural Gas System, from the Greek-Bulgarian border to the Greek-Turkish border, <https://www.desfa.gr>
- Terega SAS and Terega Holding (since 2017): French companies belonging to the Terega group that manage the natural gas transport and storage infrastructure in south-west France, [www.terega.fr](http://www.terega.fr);
- GNL Italia SpA (2015-2020): company active in the regasification of liquefied natural gas and manages the first regasification plant operating in Italy (Panigaglia); -  
Napoletana Gas (2015-2016): gas distribution company.

- **Senior Vice President Governance, Risk & Control (Nov. 2019 – Sept. 2021)**

- Secretary to the Board of Directors of Snam (July 2017- Sept. 2021)
- Head of Governance and Corporate Affairs (Jan. 2016 – Oct. 2019)
- Head of Legal Compliance (March 2012 – Dec. 2015)
- Head of Antitrust, Regulatory, Procurement legal support (Apr. 2011 – Feb. 2012)
- Legal Expert (Sept. 2010 – March 2011)

#### JULY 2005 – JULY 2010

Studio Legale Tosato – Roma, Italia - [www.studiotosato.it](http://www.studiotosato.it)

Associate

Advice and judicial activity in the areas of European and international law, contract and company law.

### **ENROLMENT IN PROFESSIONAL REGISTERS**

Enrolled in the Register of Lawyers of Rome on January 15, 2009.

### **PARTECIPATION IN ASSOCIATIONS AND WORKING GROUP**

- General Manager of AISCA – Italian Association of Corporate Secretaries of the Board of Directors. Responsible for the training activities of the association and the organization of annual conferences. [www.aisca.it](http://www.aisca.it)
- Snam's representative in ValoreD.
- Snam's representative in the "Legality and 231" and "Privacy" Working Groups of Confindustria.
- Member of the Alumni Association of the Collegio d'eccellenza dei Cavalieri del Lavoro "Lamaro Pozzani".

### **EDUCATION**

- Alumna of the XI Class (2022) of *InTheBoardroom* an executive education programme promoted by Valore D with the aim of promoting the inclusion of talented women on boards of directors.
- Participation to the Catch-Up programme promoted by Assogestioni;
- Participation in the various initiatives for managerial and leadership
- "43rd Academy of American and International Law" held by The Center for American and International Law. Dallas, Texas, USA. (2006).
- Degree in Law from the University of Rome "Tor Vergata" with 110/110 cum laude (2005).
- Scholarship winner at the College of Excellence "Lamaro Pozzani", founded and funded by the National Federation of Knights of Labor, [www.collegiocavalieri.it](http://www.collegiocavalieri.it) (2000-2004)
- Classical Diploma - Liceo Classico "A. Canova", Treviso (2000).

### **LINGUE**

Albanian and Italia: mother tongue

English: fluent

*I authorize the processing of personal data in accordance with EU Regulation 2016/679*



## CARLO PARIS

*Certified Sustainability & Corporate Governance Advisor*

### INFORMAZIONI PERSONALI

Name **CARLO PARIS**

E-mail

Nazionalità **Italiana**

Data di nascita **4 Novembre 1956**

### ESPERIENZA DI LAVORO

• Dates (from – to) **Maggio 2017 - Presente**

- Name and address of employer **ENAV S.P.A. – Roma, Italia. Società pubblica quotata in Borsa**
    - Type of business or sector **Gestione e Controllo del traffico aereo**
    - Occupation or position held **Consigliere di Amministrazione Indipendente** (Lista di minoranza)  
**Presidente del Comitato di Sostenibilità** (maggio 2019 - presente)
- Main activities and responsibilities **Presidente del Comitato Remunerazione e Nomine** (maggio 2017 - maggio 2019).
- Induction **Vedi allegato per attività di induction in ENAV**

Dates (from – to) **Aprile 2021 - Presente**

- Name and address of employer **F.I.L.A. – Fabbrica Italiana Lapis ed Affini S.p.A. – Pero, Milano, Italia**
    - Type of business or sector **Marchi e Prodotti per l'Arte e l'Educazione Creativa**
    - Occupation or position held **Consigliere di Amministrazione Indipendente** (Lista di Minoranza)  
**Presidente Comitato Remunerazioni e Nomine** (aprile 2021- presente).
- Main activities and responsibilities **Membro Comitato Rischi e Parti Correlate e Sostenibilità** (aprile 2021- presente).

Dates (from – to) **Aprile 2018 – Marzo 2021**

- Name and address of employer **BFF BANK S.p.A. – Milano, Italia. Società Quotata in Borsa**
    - Type of business or sector **Attività bancaria**
    - Occupation or position held **Consigliere di Amministrazione Indipendente** (Lista di Minoranza)
- Main activities and responsibilities **Presidente del Comitato di Valutazione delle Operazioni con Parti Correlate**
- Induction **Vedi allegato per attività di induction in BFF**

Dates (from – to) **Maggio 2020 – Aprile 2022**

- Name and address of employer **Opera Pia Casa di Riposo Francesco e Teresa Vallardi – Ente Morale senza scopo di lucro – Appiano Gentile, Milano, Italia**
  - Type of business or sector **RSA Residenza Sanitaria Assistenziale**
  - Occupation or position held **Consigliere di Amministrazione** su designazione del Sindaco di Milano

Dates (from – to) **Gennaio 2015 – Marzo 2017**  
Name and address of employer **INVESTIMENTI SpA** (società controllante al 100% Fiera Roma Srl) –Roma  
Type of business or sector Holding Company of International Fair company in Rome  
Occupation or position held **Amministratore Delegato**, su nomina del Sindaco di Roma. (Gennaio 2015 Novembre.2015)  
**Consigliere di Amministrazione** (Novembre 2015 Marzo 2017)  
Main activities and responsibilities Esperienza in operazione complessa di rinegoziazione e/o ristrutturazione della debitoria, Accordo di Ristrutturazione ex art. 182 bis Legge Fall. e/o di concordato preventivo ex art. 161 Legge Fall

Dates (from – to) **Novembre 2012 – Settembre 2015**  
Name and address of employer **VEGAGEST SGR S.p.A.** – asset management company, Milano, Italia  
Type of business or sector Finance, Real Estate, Private Equity, Renewable Energy Production  
Occupation or position held **Consulente & Amministratore Unico** in 7 società partecipate attive nella produzione di energia da fonti rinnovabili;  
Main activities and responsibilities Attività di consulenza per la gestione di fondi chiusi per private equity; liquidazione e dismissione di assets e di attività non più strategiche  
Gestione e controllo di società partecipate;  
Attività di Reporting per Azionisti e Autorità di Regolamentazione

Dates (from – to) **2001- 2013**  
Name and address of employer **ARGY VENTURE CAPITAL Srl, Milan, Italy**  
Type of business or sector Finance, Private Equity & Venture Capital  
Occupation or position held **Fondatore, managing director**

Dates (from – to) **2003 - 2004**  
and address of employer **AURORA closed-end private equity investment fund, Luxembourg,**  
Type of business or sector Finance, Private Equity & Venture Capital  
Occupation or position held **co-fondatore con Unicredit; Azionista di maggioranza di azioni con diritto di voto**

Dates (from – to) **1999-2003**  
Name and address of employer **UBM Unicredit Group, Milano Italia**  
Type of business or sector Corporate Finance, Private Equity, Venture Capital  
Occupation or position held **Dirigente**

Dates (from – to) **1996-1998**  
Name and address of employer **UNICREDIT Group, Direzione Finanza, Grandi Clienti, Milano, Italia**  
Type of business or sector Corporate Finance, Relazioni bancarie con clienti istituzionali e aziende  
Occupation or position held **Manager**  
Main activities and responsibilities Assistenza e consulenza

Dates (from – to) **1993-1995**  
Name and address of employer **Fincor Merchant Bank, Unicredit Group, Milano, Italia**  
Type of business or sector Corporate Finance, Private Equity  
Occupation or position held **Direttore Generale**

Dates (from – to) **1990-1992**  
Name and address of employer **Unicredit Banca, Direzione Finanza, Staff CFO, Milano, Italia**  
Type of business or sector Corporate Finance  
Occupation or position held **Manager**  
Main activities and responsibilities Posizione di staff al CFO, sviluppo di strategia per le filiali, consulenza.

Dates (from – to) **1988-1990**

Name and address of employer **Banca Nazionale del Lavoro. Staff al CEO, Direzione Finanza e Partecipazioni Estere, Roma, Italia**  
Type of business or sector **Banking**  
Occupation or position held **Manager**

**Within the above-mentioned**

Name of the BNL project **BNL Hesse Newman, Amburgo, Germania**  
Main activities and responsibilities **Analisi bancaria, studio di fattibilità e di riorganizzazione, controllo di gestione finanziario e organizzativo.**

Name and address of employer **BNL S.A., Toronto, Canada**  
Main activities and responsibilities **Analisi bancaria, studio di fattibilità e di riorganizzazione, controllo di gestione finanziario e organizzativo.**

Name and address of employer **BNL (ex Banco Rio della Plata) Buenos Aires, Argentina**  
Main activities and responsibilities **Analisi bancaria, studio di fattibilità e di riorganizzazione, controllo di gestione finanziario e organizzativo  
Negoziazioni con Banco Central per gestione fondi derivanti da accordi di cooperazione tra Italia e Argentina.**

Name and address of employer **BNL Banco de Investimento (ex Banco Denasa), São Paulo, Brazil**  
Main activities and responsibilities **Analisi bancaria, studio di fattibilità e di riorganizzazione, controllo di gestione finanziario e organizzativo;  
riorganizzazione con licenziamento di 70 dipendenti su un totale di 300 e negoziati con sindacati  
Ricapitalizzazione attraverso conversione di debiti in equity con negoziati con Banco Central do Brazil.**

Name and address of employer **Banca Nazionale del Lavoro (BNL), Mumbai, India**  
Main activities and responsibilities **Analisi del mercato bancario indiano e delle banche estere operanti in India  
studio di fattibilità per trasformare l'ufficio di rappresentanza in filiale operative, procedure autorizzative con Reserve**

Name and address of employer **Banca Nazionale del Lavoro (BNL), Lussemburgo**  
Main activities and responsibilities **Analisi bancaria, studio di fattibilità e di riorganizzazione, controllo di gestione finanziario e organizzativo**

Dates (from – to) **1986-1987**

Name and address of employer **Finanziaria Italiana di Partecipazioni S.p.a. Banca Nazionale del Lavoro, Merchant Bank, Roma, Italia**  
Main activities and responsibilities **Analista di Private Equity  
Consulenza finanziaria e attività di ristrutturazione**

**FORMAZIONE** (integrata in Allegato)

Name and type of organization **FEDERMANAGER (2022) Corso con accreditamento ACCREDIA**  
Principal subjects/ skills **Manager della Sostenibilità**  
Title of qualification awarded **Certificazione delle Competenze da parte di RINA e ACCREDIA (PRS N. 066 C)**

Name and type of organization **SIRCLE Srl Società Benefit (2022)**  
Principal subjects/ skills **Competenze di Sostenibilità (26 ore di formazione)**  
Title of qualification awarded **Attestato ACADEMY della SOSTENIBILITÀ**

Name and type of organization **SIRCLE Srl Società Benefit (2022)**  
Principal subjects/ skills **Corso di Sustainability/CSR/ESG Auditor (40 ore di formazione)**  
Title of qualification awarded **Attestato Corso qualificato INTERTEK**

Name and type of organization **SIRCLE Srl Società Benefit (2022)**  
Principal subjects/ skills **Corso Legal Audit UNI/PdR 125 (16 ore di formazione)**  
Title of qualification awarded **Attestato Corso qualificato INTERTEK**

Name and type of organization **SDA BOCCONI (dal 17 al 26 novembre 2021)**  
Principal subjects/ skills **DIRECTOR'S PROGRAM (36 ore di formazione)**  
Title of qualification awarded **Attestato e verifica di Competenze di Corporate Governance**

Name and type of organization **24 ORE BUSINESS SCHOOL 2020**  
Principal subjects/ skills **La Gestione della Sostenibilità (55 ore di formazione)**  
Title of qualification awarded **Attestato di MASTER in GESTIONE DELLA SOSTENIBILITÀ AZIENDALE**

Dates (from – to) **dal 25 settembre 2020 al 26 febbraio 2021**  
Name and type of organization **AIDC e NED COMMUNITY**  
Principal subjects/ skill **CORPORATE GOVERNANCE (48 ore di formazione)**  
Title of qualification awarded **Attestato di frequentazione del corso "THE EFFECTIVE BOARD"**

Name and type of organization **24 ORE BUSINESS SCHOOL (2020)**  
Principal subjects/ skills **FORMAZIONE PER CONSIGLIERI DI CDA DI SOCIETÀ QUOTATE**  
Title of qualification awarded **Attestato di EXECUTIVE MASTER**

Dates (from – to) **dal 2017 al 2022**  
Name and type of organization **ASSOGESTIONI**  
Principal subjects/ skills **CORPORATE GOVERNANCE, SOSTENIBILITA', RISK MANAGEMENT**  
Title of qualification awarded **Attestati vari (VEDI ALLEGATO)**

Dates (from – to) **Da settembre 2014 a settembre 2015**  
Name and type of organization **UNIVERSITA' CATTOLICA, programma con ALTIS in Milano**  
Principal subjects/ skills **Non-profit organizations management.**  
Title of qualification awarded **Executive Master in Social Entrepreneurship**  
Level in national classification **Master universitario di primo livello**

Dates (from – to) **Dal 1990 al 1992**  
Name and type of organization **BOCCONI Università in Milano, Italy SDA (Scuola Direzione Aziendale) Bocconi School of Management**  
Title of qualification awarded **Post-graduate training programmes, Finance for Executives**  
Principal subjects **Finance**

Dates (from – to) **1983 - 1984**  
Name and type of organization **AMERICAN UNIVERSITY, Washington D.C. - U.S.A**  
Title of qualification awarded **Master Business Administration, International Business and Marketing**  
Level in national classification **MBA (post-graduate master degree, 'tagged degree')**

Name and type of organization providing **U.S. Department of the Interior, Economic and Policy analysis Division**  
Title of qualification awarded **training on the job at the Equal Employment opportunity Commission (1984)**

Dates (from – to) **1975 - 1982**  
Name and type of organization **Università di Roma 'La Sapienza', Italy**  
Title of qualification awarded **Ingegneria Meccanica, 110/110 cum laude e dignità di stampa per la tesi**  
Level in national classification **Laurea Specialistica Magistrale**

Dates (from – to) **1970 - 1975**  
Title of qualification awarded **Diploma di maturità '  
**Liceo scientifico Amedeo Avogadro', Roma – votazione 60/60****

#### **ALTRA FORMAZIONE**

**Master in Professional Coaching – SEAFO , Castellanza, Italy**  
**Programma di 5 anni Training in NLP (Neuro-Linguistic Programming), NLP trainer, Istituto di PNL di Milano –**  
**Programma di 3 anni di Counselling in Comunicazione Non violenta di Marshall Rosenberg – CNV Centro**  
**Training programs in Leadership, conflict resolutions,**  
**Training program for International Diploma in Restorative Justice**  
**at School of Religion Queen's Univeristy, Kingston, Ontario, June 2012**  
**Training programs in restorative justice and prisoner rehabilitation**  
**in Canada, Brasile, e Italia**

## PERSONAL SKILLS AND COMPETENCES

Mother Tongue	ITALIANO	
Other Languages	INGLESE	PORTOGHESE
Reading skills	B1	A1
Writing skills	B1	A1
Verbal skills	B1/B2	A1

## SOCIAL SKILLS

Programmi di Riconciliazione tra detenuti e vittime, per reinserimento lavorativo e riduzione

**Prison Fellowship Lombardia Onlus** – Presidente. Incaricato di sviluppare programmi di Restorative Justice e di

**Carcere di Massima Sicurezza , Opera in Milan**, Italy – Volontario

**Casa circondariale San Vittore in Milan Italy** – Associazione Sesta Opera – **Volontario** per relazione di aiuto

**BRASILE** Carcere APAC in Itauna, Minas Gerais, luglio 2012, Volontario

**UGANDA** – Controllo di gestione a Kampala per Italia Uganda Onlus

**LECCO ITALIA** – Collegio Arcivescovile A. Volta – assistente del Rettore

Milano, 13 dicembre 2022





## ALLEGATO

## ATTIVITA' DI INDUCTION

### ASSOGESTIONI

#### 2022 "Evoluzione degli Assetti Proprietari"

Assogestioni, Catch-up Workshop (13 dicembre 2022)

"Il board member 'digitale' tra teoria e prassi"

Assogestioni, Catch-Up Course (16, 23 e 30 settembre 2022)

"Climate Change: la sfida"

Assogestioni, Catch-Up Workshop 23 marzo

"Il board member 'sostenibile' tra teoria e prassi"

Assogestioni, Catch-Up Course ( 11, 18 febbraio, 4 marzo 2022)

#### 2021 Long term value e responsabilità sociale dell'impresa - Assogestioni Catch-Up WorkShop

Milano, 26 ottobre 2021 - corporate governance: applicazione del Codice di autodisciplina"

#### 2019 Banca Centrale Europea e Vigilanza prudenziale – Catch-Up

Assogestioni Milano 11 dicembre 2019

**Pianificazione Strategica e Gestione di Sistemi Complessi Caso di**

Assogestioni Milano 29 ottobre 2019

**Practice Training "Essere componenti di organi sociali**

Assogestioni 29 novembre 2019

**Follow Up "Sostenibilità e governance dell'impresa"**

Assogestioni Milano 4 ottobre 2019

#### 2018 Follow Up "Sostenibilità e governance dell'impresa"

Assogestioni Milano 11 maggio 2018

**Follow up "Le responsabilità dei componenti degli organi sociali"**

Assogestioni Roma, 5 ottobre 2018

#### 2017 Follow up "Rischi e responsabilità d'impresa"

Assogestioni, 9 giugno 2017

**Induction per Amministratori e Sindaci di società quotate**

Assogestioni, Milano, 20 e 27 ottobre 2017

### NED Community

Evolvere la gestione dei rischi verso un approccio strategico

NED Community Milano, 6 febbraio 2020

### ASSONIME

Corporate Governance: applicazione del Codice di autodisciplina"

ASSONIME Milano, 29 gennaio 2020

### PARADIGMA

**Remunerazioni del Top Management Paradigma**

Milano 18 settembre 2018

#### ENAV 2021 Presentazione delle attività di compliance per safety, servizi assistenza al volo, security – security, compresi gli aspetti cyber related, HSE

**Novità in materia di remunerazione conseguenti alle modifiche del Regolamento**

**Emittenti introdotte da Consob a dicembre 2020. 11/03/20**

**Governance della sostenibilità 22/03/2021**

**La disciplina degli interessi degli amministratori nelle operazioni con parti correlate 30/06/2021**

**Anticorruzione - ISO 37001 e reati contro la Pubblica Amministrazione 27/09/2021**

**Tematiche di corporate governance e rapporti con investitori 10/11/2021**

**ENAV 2019** Strategy session 25/01/2019

Attività delle strutture Operations e Technology e del centro tecnologico di Ciampino; 28/06/2019

Governo societario, sostenibilità, compiti, responsabilità degli organi sociali alla luce della Direttiva  
Il Sustainability Day e iniziative intraprese dal Gruppo in materia di sostenibilità nel 2019

26/11/2019

Rapporto con il mercato, business e sostenibilità Assogestioni 16/12/ 2019

**ENAV 2018** Board evaluation e corporate governance, Spencer Stuart; 02/02/2018

Piano industriale; 26/02/2018; 27/02/2018; 01/03/2018 e 9/03/2018

Adeguamenti apportati all'impianto della compliance ex D.Lgs. 231/01 e al Modello Organizzativo a seguito

Prof. Avv. Carlo Longari 09.07.2018

Sostenibilità, a cura del Dr. Piermario Barzagli della Società KPMG e con la testimonianza della dr.ssa

Market Abuse Regulation: la nuova disciplina e la compliance, a cura dell'Avv. Francesca Rosetti dello

Sustainability session e Strategy session. 11/12/2018

**ENAV 2017** Aspetti strategici e operativi sui quali il Consiglio di Amministrazione è chiamato a esprimersi;

L'adeguatezza dell'assetto organizzativo, amministrativo e contabile e relativo concreto funzionamento

L'efficacia del sistema di controllo interno e gestione dei rischi;

L'informativa finanziaria e remunerazione degli amministratori investiti di particolari cariche

L'implementazione all'interno di ENAV della normativa di cui al D.Lgs. n. 231/2001;

Il funzionamento del Comitato Rischi e Parti Correlate

**BANCA FARMAFACTORING 2019** Dichiarazione Non Finanziaria - 29/05/2019

Digital transformation e Cybersecurity - 22/10/2019

Riunioni extraconsiliari per affrontare tematiche di natura strategica e di business - 8/4/2019, 10/05/2019,

**BANCA FARMAFACTORING 2018** Market Abuse Regulation - 09/05/2018

Governo societario nelle Banche: Ruolo e responsabilità del Consiglio di Amministrazione 28/06/2018

Discovering our Group - 27/09/2018

Riunioni extraconsiliari per affrontare tematiche di natura strategica e di business. 24/04/2018, 27/09/2018, 18



# CARLO PARIS

*Certified Sustainability and Corporate Governance Advisor*

## PERSONAL DATA

Name **CARLO PARIS**

Resident Address

Telephone

E-mail

Nationality

Date of birth

**Italian**

**4<sup>th</sup> of November 1956**

## WORKING EXPERIENCE

- Dates (from – to)
- Name and address of employer
- Type of business or sector
- Occupation or position held
- Main activities and responsibilities
- Induction Sessions

**APRIL 2021 – PRESENT**

**FILA S.P.A. – FABBRICA ITALIANA LAPIS E AFFINI - PERO, MILAN**

**FINE ART AND EDUCATION CREATIVE DRAWINGS PRODUCTS**

**INDEPENDENT NOT EXECUTIVE BOARD MEMBER (MINORITY LIST BY ASSOGESTIONI)**

**CHAIRMAN OF REMUNERATION COMMITTEE**

**MEMBER OF RISK, SUSTAINABILITY AND VALUATION OF OPERATIONS WITH RELATED PARTIES COMMITTEE**

**EXPIRING DATE ON MARCH 2024**

**APRIL 2018 – MARCH 2021**

**BFF BANK S.P.A. – MILAN, ITALY. PUBLIC COMPANY**

**BANKING ACTIVITY**

**INDEPENDENT NOT EXECUTIVE BOARD MEMBER (MINORITY LIST BY ASSOGESTIONI)**

**•Chairman of Related Party Transaction Committee.**

**2018 Induction :**

09/05/2018 – *Market Abuse Regulation*

28/06/2018 – *Corporate Governance in Banks : roles and duties of Board of Directors ;*

27/09/2018 – *Discovering our Group*

24/04/2018, 27/09/2018, 18 e 19/10/2018, *strategy and business ;*

**2019 Induction :**

29/05/2019 – « *Dichiarazione non finanziaria* » *not financial info*

22/10/2019 – *Digital transformation e Cybersecurity*

8/4/2019, 10/05/2019, 27/11/2019 e 12/12/2019, *strategy and business*

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<ul style="list-style-type: none"> <li>• Dates (from – to)</li> <li>• Name and address of employer</li> <li>• Type of business or sector</li> <li>• Occupation or position held</li> <li>• Main activities and responsibilities</li> <li>Induction Sessions</li> </ul>	<p><b>MAY 2017 – PRESENT</b></p> <p><b>ENAV S.P.A. – ROME, ITALY. PUBLIC COMPANY CONTROLLED BY FINANCE AND ECONOMY MINISTER .</b></p> <p><b>AIR TRAFFIC CONTROL</b></p> <p><b>INDEPENDENT NOT EXECUTIVE BOARD MEMBER (MINORITY LIST BY ASSOGESTIONI)</b></p> <p><b>● Chairman of Sustainability Committee (SINCE MAY 2019);</b>  <b>Former Chairman of the Board’s Remuneration and Appointments Committee (MAY 2017-MAY 2019).</b></p> <p><b>2019 induction by ENAV:</b></p> <ul style="list-style-type: none"> <li>◇ 25/01/2019 « <i>strategy session</i> » ;</li> <li>◇ 28/06/2019 « <i>Operations &amp; Technology and Ciampino Airport Technological Center</i> »;</li> <li>◇ 21/11/2019 « <i>corporate governance, sustainability, roles and duties of Borad of Directors according to Direttiva Shareholders’ Right II</i> »; by Assogestioni</li> <li>◇ 26/11/2019 <i>Sustainability Day and 2019 Group activities</i>;</li> <li>◇ 16/12/2019 « <i>market relationship with business and sustainability</i> » by Assogestioni</li> </ul> <p><b>2018 Induction by ENAV :</b></p> <ul style="list-style-type: none"> <li>◇ 02.02.2018, « <i>board evaluation and corporate governance</i> » , by <b>Spencer Stuart</b>;</li> <li>◇ 26.02.2018, 27.02.2018, 01.03.2018 e 9.03.2018, « <i>Industrial Plan</i> »;</li> <li>◇ 09.07.2018 « <i>regulatory codes about compliance ex D.Lgs. 231/01 and Organizational Structure following whistleblowing policy</i> », by Prof. Avv. Carlo Longari</li> <li>◇ 09.07.2019 <i>Sustainability</i> by Dr. Piermario Barzaghi of KPMG and by dr.ssa Marina Migliorato of ENEL;</li> <li>◇ 10.07.2018 “<i>Market Abuse Regulation: new regulations and compliance</i>”, by Avv. Francesca Rosetti of Studio Fieldfisher and by Dr.ssa Angela Contessotto di Computershare.</li> <li>◇ 11/12/2018 <i>sustainability session and strategy session</i>.</li> </ul> <p><b>2017 Induction by ENAV:</b></p> <p>“strategic and operational issues concerning Board of Directors”;</p> <p>“assessment of organizational, administrative and accounting structure and procedures and their adequate functioning”;</p> <p>“Internal audit and risk management: efficacy and adequacy “;</p> <p>“financial information and strategic directors’ remuneration”;</p> <p>“implementation of D.Lgs. n. 231/2001”</p> <p>“Control, Risks and Related Parties Committee duties”</p>
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### 2017-2019 Personal Induction and training

- « *Board Members of Public Companies* » – Milan, October 20/27 2017 – by **Assogestioni**
- *Follow up “Risk Management and Company Duties”* – Milan, June 9 2017 – by **Assogestioni**
- *Follow up “Board Members duties”* – Rome, October 5, 2018 - by **Assogestioni**
- *Follow Up “Sustainability and corporate governance* « Milan May 11, 2018 – by **Assogestioni**
- *Follow Up “ Sustainability and corporate governance ”* – Milan October 4, 2019 –by **Assogestioni** -
- *Practice Training “How to be Board Member* » – Milan, November 29, 2019 – **Assogestioni**
- « *Top Management Remuneration policy* « – Milan September 18 – by **Paradigma**
- *Strategic Planning and Complexity Management : Cyber Crisis Management for Board Members* – Milan October 29, 2019 – by **Catch-Up Assogestioni**
- « *European Central Bank* » Milan December 11, 2019 – by **Catch-Up Assogestioni**

### 2019 – 2020 Personal Induction and training

- **Executive Master (part time) « Board Members of listed Companies** » – Milan – by **il Sole 24 Ore Business School**
- **Master part time « Sustainability Management** » - Milan– by **il Sole 24 Ore Business School**
- «*corporate governance: applicazione del Codice di autodisciplina*” Milan, January 29 2020, by **ASSONIME**
- « *strategic management risk* ». Milan, February 6 2020. By **NED Community**
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### 2021-2022 Personal Induction and training

- **Certified Sustainability Manager (by RINA and ACCREDIA) 2022**
- **Sustainability Training Program by Sircle Benefit Company 2022**
- **Certified Corporate Governance Skills by SDA Bocconi 2022**
- **Corporate Governance Training Program by AIDC and NED 2021**
- **Digital Board Member Training Program by Assogestioni 2022**
- **Sustainable Board Member Training Program by Assogestioni 2022**
- **Climate Change for Board Member by Assogestioni 2022**

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- Dates (from – to) **MAY 2020 - EXPIRED ON APRIL 2022**
- Name and address of employer **OPERA PIA CASA DI RIPOSO FRANCESCO E TERESA VALLARDI – MORAL ENTITY NOT FOR PROFIT – APPIANO GENTILE, MILANO, ITALIA,**
- Type of business or sector **RSA SANITARY RESIDENTIAL HOUSING FOR HELDER PEOPLE**
  - Occupation or position held **NOT EXECUTIVE BOARD MEMBER APPOINTED BY THE MAJOR OF MILAN CITY**
  
- Dates (from – to) **January 2015 – March 2017**
- Name and address of employer **INVESTIMENTI SpA –Rome**
- Type of business and sector **Trade & Commerce ; International Fair activities and events**
  - Occupation or position held **Managing Director (Jan 2015.–Nov.2015), appointed by Major of Rome. Not Executive Board Member (Nov. 2015–March 2017)**
- Main activities and responsibilities **Holding Company of Fiera Roma for Managing of international congresses, trade and commerce exhibition activities and events;**
    - **Implementing a complex negotiation and financial debt restructuring plan pursuant to Art. 182b of Italian Bankruptcy Act of October 1<sup>st</sup> 2015, in order to guarantee the correction, and relevant consolidation, of excessive debt ;**
  
- Dates (from – to) **2000 - 2003**
- Name and address of employer **METIS Lavoro Interinale S.p.A (ora OPENJOB METIS public company)**
- Type of business or sector **Temporary staffing**
  - Occupation or position held **Conceiver, Founder, Shareholder, Board Member**
  - Main activities and responsibilities **Business idea conceivment and design; feasibility study; industrial and business plan to be floated in the Stock Exchange; investor scouting, fundraising and club deal by Marco Vittorelli (new President of OpenjobMetis) Famiglia Bastianello, Alberto Pecci, Roberto Galimberti, Unicredit e INA Assitalia (poi Generali); Corporate Governance design; Managing Director’s scouting; remuneration and stock option plan for MD; operation start-up; two rounds of capital equity increase. Metis turnover went up to Euro 300 milioni, taken over by Open Job and floated into public company .**
  
- Dates (from – to) **November 2012 – September 2015**
- Name and address of employer **VEGAGEST SGR S.p.A. – asset management company in Milan, Italy**
- Type of business or sector **Finance, Real Estate, Private Equity, Renewable Energy Production**
  - Occupation or position held **External consultant & Sole Director of invested companies involved in production of renewable energies;**
    - **Providing Advisory services for managing closed-end private equity investment funds, liquidation and dismissal activities of non-strategic assets;**
    - **Managing and controlling activity of participated companies;**
    - **Reporting activity to shareholders and several Regulatory Authorities**
  
- Dates (from – to) **From 2003 to 2013**
- Name and address of employer **PARIS & PARTNERS S.r.l.,**
- Type of business or sector **Business Internationalization, M&A, business networking**
  - Occupation or position held **Founding partner, Managing Director, - Milan, Italy – India , Mumbai, Delhi**
    - **Partnership Agreement with AXIS BANK (former UTI BANK) for M&A**
  - Main activities and responsibilities

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- Dates (from – to)
- Name and address of employer
  - Type of business or sector
  - Occupation or position held
    - Main activities and responsibilities

- Dates (from – to)
- Name and address of employer
  - Type of business or sector
  - Occupation or position held

- Dates (from – to)
- Name and address of employer
  - Type of business or sector
  - Occupation or position held
- Main activities and responsibilities

- Dates (from – to)
- Name and address of employer
  - Type of business or sector
  - Occupation or position held
    - Main activities and responsibilities

- Dates (from – to)
- Name and address of employer
  - Type of business or sector
  - Occupation or position held
    - Main activities and responsibilities

- Dates (from – to)
- Name and address of employer
  - Type of business or sector
  - Occupation or position held
    - Main activities and responsibilities

- Dates (from – to)
- Name and address of employer

- International business, market analysis; business and industrial delegations and negotiations with banks; Endorsing scouting activities of business opportunities. Organizing one-to-one meetings for entrepreneurs .

#### **2001- 2013**

**ARGY VENTURE CAPITAL Srl, Milan, Italy**

**Finance, Private Equity & Venture Capital**

**Founding partner, managing director**

- Performing advisory activities for private equity, venture capital, start-ups;
- Long-term and short-term bail-out planning of unprofitable enterprises;
- Restructuring distressed assets.

#### **2003 - 2004**

**AURORA closed-end investment fund (a Luxemburg-based company),**

**Finance, Private Equity & Venture Capital**

**co-founder partner with Unicredit Bank; Main shareholder with voting rights,**

#### **1999-2003**

**UBM Bank, Unicredit Group, Milan Italy**

**Corporate Finance, Private Equity, Venture Capital Activity**

**Manager**

Business development and advisory activity and fundraising for **start-ups, such as: Gandalf e Metis temporary staffing in Milan, Italy**

#### **1996-1998**

**UNICREDIT Bank, Financial Division, Large Corporates, Milan, Italy**

**Corporate Finance, Banking relationship with corporate customers**

**Manager**

**Account Officer, advisory**

#### **1993-1995**

**FINCOR Merchant Bank, Unicredit Banking Group, Milan, Italy**

**Finance, Private Equity**

**Managing Director**

*In charge of selecting investment opportunities, structuring investment proposals, portfolio managing control, equity and debt restructuring.*

#### **1993-1995**

**FINCOR Merchant Bank, Unicredit Banking Group, Milan, Italy**

**Finance, Private Equity**

**Managing Director**

In charge of selecting investment opportunities, structuring investment proposals, portfolio managing control, equity and debt restructuring.

#### **1990-1992**

**UNICREDIT Banca, Finance Division, CFO Assistant, Milan, Italy**

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- Type of business or sector
- Occupation or position held
- Main activities and responsibilities

- Dates (from – to)

- Name and address of employer

- Type of business or sector
- Occupation or position held
- Main activities and responsibilities

#### **Within the above-mentioned responsibilities**

- Name of the BNL project
- Main activities and responsibilities

- Name and address of employer

- Main activities and responsibilities

- Name and address of employer

- Main activities and responsibilities

- Name and address of employer

- Main activities and responsibilities

- Name and address of employer

- Main activities and responsibilities

- Name and address of employer

- Main activities and responsibilities

- Dates (from – to)

- Name and address of employer

- Main activities and responsibilities

- Dates (from – to)

- Name and address of employer

- Main activities and responsibilities

#### **EDUCATION**

Corporate Finance

Manager

Staff position to CFO, developing strategies for branches, advisory.

**1988-1990**

**BANCA NAZIONALE DEL LAVORO (now BNP)**

**Staff to CEO for Finance and Foreign Participation Division, Rome, Italy**

Banking

Manager

In charge of supporting CEO in developing new strategies for foreign investments, market research analyses, negotiations with local authorities, monitoring and controlling foreign investments.

the following Projects were assigned in several countries, such as: **India, Brazil, Argentina, Germany, Canada**

**BNL Hesse Newman, Hamburg, Germany**

- Bank analysis, feasibility study aiming at reorganization, financial managing audit & managing control.

**BNL S.A., Toronto, Canada**

- Bank analysis, feasibility study and reorganization activity, managing control.

**BNL (former Banco Rio della Plata) Buenos Aires, Argentina**

- Bank analysis, feasibility study aiming at reorganization, managing control;
- Negotiations with Banco Central for cooperation agreements

**BNL Banco de Investimento (former Banco Denasa), São Paulo, Brazil**

- Bank analysis, feasibility study and reorganization activity, managing control; rationalization process to reduce personnel dismissal of 70 employees out of 300 and trade unions negotiations;

- debt to equity conversion through bid process with *Banco Central do Brazil*.

**Banca Nazionale del Lavoro (BNL), Mumbai, India**

- Banking sector and foreign bank analysis, feasibility study to transform rep office and to set up a full branch activity through a full banking license; authorization application filed with the Reserve Bank of India.

**Banca Nazionale del Lavoro (BNL), Luxemburg**

- Bank analysis, feasibility study and reorganization activity, managing control.

**1986-1987**

**Finanziaria Italiana di Partecipazioni S.p.a. Banca Nazionale del Lavoro, Merchant Bank, Rome, Italy.**

- *Scouting*, Analysing, advsing for Private Equity;
- Providing financial advisory and implementing restructuring activity/programs.

**19858-1986**

**THE CHASE MANHATTAN BANK , Rome & London**

- Corporate finance and private equity;
- Credit analyst, junior account officer, Rome, Italy;
- Credit training, London, UK.

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- Dates (from – to)
- Name and type of organization providing education and training
  - Principal subjects/ skills
- Title of qualification awarded
- Level in national classification

- Dates (from – to)

- Name and type of organization providing education and training
  - Title of qualification awarded
  - Principal subjects

- Dates (from – to)

- Name and type of organization providing education and training
  - Title of qualification awarded
- Level in national classification
- Name and type of organization providing education and training
  - Title of qualification awarded

- Dates (from – to)

- Name and type of organization providing education and training
  - Title of qualification awarded
- Level in national classification
  - Dates (from – to)
  - Title of qualification awarded

#### XTRA AND REGULAR TRAINING

From 09/2014 to 10/2015

Catholic University of *Sacro Cuore*, Altis in Milan (Italy)

Non-profit organizations management.

Executive Master in Social Entrepreneurship

1<sup>st</sup> post graduate Degree

From 1990 to 1992

BOCCONI University in Milan, Italy, INSEAD (Fontainebleau)

SDA Bocconi School of Management

Post-graduate training programmes, Finance for Executives

Finance , Negotiation Dynamics and Leadership

From 1983 to 1984

American University, Washington D.C. - U.S.A.

Master Business Administration, International Business and Marketing

MBA (post-graduate master degree, 'tagged degree')

U.S. GOVERNMENT, Secretary of the Interior, Department of the Interior, Bureau of Economic and Policy and Analysis, Washington D.C.

Summer Internship and training on the job at the *Equal Employment Opportunity Commission*

From 1976 to 1982

University of Rome '*La Sapienza*', Italy

Mechanical Engineering, graduated first-class honors (*summa cum laude*)

2<sup>nd</sup> Degree (Laurea Specialistica)

From 1970 to 1975

High School '*Liceo Scientifico Amedeo Avogadro*', Rome – Secondary School with emphasis on sciences and math.( 60/60 highest grades)

• **Master in Professional Coaching** – SEAFO , Castellanza, Italy

• **5-year Training in NLP (Neuro-Linguistic Programming), NLP trainer**, Institute in Milan – Italy (life-coaching strategies, how to build connections between neurological processes, language and learned behavioural strategies in order to perform skills and achieve results);

• **3-year Counselling Program in Non-violent Communication School by Marshall Rosenberg** – CNV *Centro Esserci* in Reggio Emilia, Italy;

• **Regular Training programs in Leadership, conflict resolutions, communication & negotiation techniques** - INSEAD, Fontainebleau, France.

• **Attended Training program for International Diploma in Restorative Justice** at School of Religion Queen's Univeristy, Kingston, Ontario, June 2012  
**Training programs in restorative justice and prisoner rehabilitation in Canada, Brazil, Italy.**

The above was completed fully and truthfully to the best of my knowledge --  
 Grant authorization to personal data pursuant to Privacy Law,  
 Legislative Decree No. 136 of June 2003, *Personal Data Protection Code*

**PERSONAL SKILLS AND  
COMPETENCES**

<b>MOTHER TONGUE</b>	<b>ITALIAN</b>	
<b>OTHER LANGUAGES</b>	<b>ENGLISH</b>	<b>PORTUGUESE</b>
• Reading skills	B2	A1
• Writing skills	B1	A1
• Verbal skills	B1/B2	A1

**SOCIAL SKILLS  
AND COMPETENCES**

Sound and dedicated volunteer activity for and with non-profit and governmental organizations to enhance correctional education through vocational training and skills' transfer to inmates by spearheading a gamut of social, educational and development community projects aiming to improve reentry outcomes.

- **Prison Fellowship Lombardia Onlus – President.** In charge of developing Restorative Justice project and reconciliation project among offenders and victims, in Opera Milan Prison, training of association volunteers, developing training materials, selecting victims, giving classes and sections in prison ;
- **Opera Prison in Milan, Italy – Volunteer** with prisoners and victims;
- **San Vittore Prison, Milan, Italy – Sesta Opera Association - Volunteer ;**
- **BRASIL, APAC Prison, Itauna, Minas Gerais, July 2012, Volunteer**
  - **UGANDA, Kampala, Italia Uganda Onlus Management Control**
  - **ITALY – Collegio Arcivescovile A. Volta , Lecco – Assistant to CEO Don Cristiano Mauri**

**TECHNICAL SKILLS  
AND COMPETENCES**

*MS-Office (Word/Excel)*  
*Social networks*

Milan, 23rd of March, 2023