

MAURO CARDONE - EXECUTIVE BOARD PROFILE

Cav. Uff. Dott. Mauro Cardone is a senior banking executive with more than forty years of experience in the Italian financial sector, developed within Banca Popolare di Novara and Banco BPM Group through managerial, commercial and institutional roles of increasing responsibility. His profile combines distinctive expertise in corporate banking, large corporate clients, corporate finance, business development and stakeholder engagement, together with a proven ability to operate in complex, relationship-intensive environments.

Throughout his career, he has led strategic corporate banking units, including major business centres of primary importance in terms of size, portfolio, profitability and commercial impact. He also contributed to the design and development of the Group's territorial Large Corporate model. His roles have involved responsibility for commercial performance, market development, credit management, pricing, coordination of specialist teams and implementation of operating models dedicated to corporate clients and large industrial groups.

His professional experience includes supporting companies, entrepreneurial families and industrial groups in growth strategies, international expansion, generational transition, extraordinary finance, access to credit and the use of subsidised finance instruments. This background enables him to contribute an integrated understanding of financial, industrial and territorial dynamics, with a strong focus on sustainable value creation and informed risk management.

In his current role within Banco BPM's Territorial Division, he supports the development of strategic relationships with companies, institutions, trade associations and territorial stakeholders, promoting initiatives that foster business competitiveness, energy transition, innovation, digitalisation and the integration of ESG principles into corporate growth strategies.

Board Value Proposition

Strategic business perspective: first-hand knowledge of growth, investment, transformation and competitiveness processes within Italian companies, with a particular focus on corporate and large corporate clients.

Financial and credit expertise: consolidated experience in corporate banking, corporate finance, credit management, extraordinary finance, subsidised finance and investment-support instruments.

Institutional and stakeholder engagement: proven ability to build qualified relationships with companies, institutions, trade associations, professional bodies and public and private stakeholders.

ESG and sustainable transition: operational expertise in sustainability, energy transition, efficiency improvement, ESG-linked financial instruments and responsible territorial development.

Governance, leadership and execution: experience in leading complex structures, coordinating teams, managing complex negotiations and translating strategy into measurable results.

Key Differentiators

Mauro Cardone combines senior banking experience, deep knowledge of the entrepreneurial ecosystem, strong relationship-building skills and institutional sensitivity. His contribution to a Board of Directors is grounded in a pragmatic, medium- to long-term approach, with attention to decision sustainability, risk assessment, financial soundness, organisational reputation and the quality of dialogue with key stakeholders.

Executive Positioning

A senior profile with a strong reputation across the banking, business and institutional communities, Mauro Cardone represents a qualified candidate for boards requiring expertise in corporate finance, strategic development, corporate governance, territorial relations, ESG and stakeholder management. His cross-functional experience and deep understanding of the Italian productive system represent a valuable asset for boards engaged in growth, sustainable transformation,

competitive strengthening and consolidation of territorial relationships.