

PRESS RELEASE

BANCA MONTE DEI PASCHI DI SIENA: ORDER OF THE CANDIDATES ON THE LIST PRESENTED BY THE OUTGOING BOARD OF DIRECTORS FOR THE ELECTION OF THE NEW BOARD OF DIRECTORS

Siena, 24 March 2026 – The Board of Directors of Banca Monte dei Paschi di Siena S.p.A. (the “**Bank**”), held today under the chairpersonship of Nicola Maione, also in light of the submission of competing lists by other shareholders, and taking into account the Guidelines on the qualitative and quantitative composition of the Board of Directors published on 20 February 2026 (the “**Guidelines**”), has resolved to establish the following progressive order of candidates on the list presented by the outgoing Board of Directors, already published on 6 March 2026 (the “**List No. 1**”):

List No. 1 (candidates for the Board of Directors):

1. Maione Nicola (Chairperson)
2. Palermo Fabrizio (candidate for Chief Executive Officer)
3. Passera Corrado
4. Vivaldi Carlo
5. Caltagirone Alessandro
6. Lombardi Domenico
7. Testi Paolo
8. Boccardelli Paolo
9. Panucci Marcella
10. Paramico Renzulli Francesca
11. De Simone Elena
12. Massa Fabiana
13. Sala Renato
14. Brancadoro Gianluca
15. Lucantoni Paola
16. Centra Antonella
17. Montanari Gianmarco
18. Iarlori Simonetta
19. Pace Francesca

20. Cipriotti Rosa

The Board of Directors, as part of the process for the renewal of its composition, announces that it has identified Fabrizio Palermo, as the sole candidate for the position of Chief Executive Officer.

This identification followed a structured and documented process, conducted under the supervision of the Nominations Committee and with the support of independent external advisors, in compliance with the applicable legislation, the Guidelines and best market practices.

The process included: (i) the definition of the criteria and the reference profile for the position; (ii) the analysis of a broad pool of candidates; (iii) the conduct of individual interviews and comparative assessments; (iv) the verification of eligibility requirements, also in light of the relevant sectoral regulations.

Following the comparative assessments carried out, Palermo was identified as the candidate with the highest overall score in the assessment, on the basis of objective and pre-established criteria, including professional experience, managerial competencies and consistency with the Bank's strategic needs.

The Board also considered that Palermo's profile is the most suitable, in the current context, to support the Bank in its ongoing phase of industrial transformation and strategic evolution, also in light of his proven experience in managing complex organizations, leading transformation processes and supervising the main levers for value generation.

The Board, with the support of the Nominations Committee, verified that the candidate meets the requirements set out in the applicable legislation and the Guidelines defined for the position, including with reference to governance safeguards and financial and strategic competencies.

The selection process was carried out with the involvement of all Bank departments and control functions, in order to ensure full alignment with the applicable regulatory framework.

It is understood that the appointment of the Chief Executive Officer will be made by the Board of Directors resulting from the Shareholders' Meeting on 15 April 2026, in compliance with the applicable legal and By-Laws provisions.

The documentation relating to the three lists of candidates for the election to the Board of Directors and the Board of Statutory Auditors in view of the Shareholders' Meeting on 15 April 2026, as well as the Bank's assessments regarding any connections in accordance with applicable law, will be made available to the public by 25 March 2026, as set out in the notice of call.

This press release will be available at www.gruppomps.it/en

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