

## **SALVATORE POLONI**

Co-General Manager

### PROFESSIONAL ACTIVITY

He graduated in Law with honours and qualified to practice as a lawyer; he began his professional career with the Fiat Group, where he held management positions in the HR and Organisational departments of Fiat Auto S.p.A. and served as Head of Trade Union Relations at Sevel S.p.A.; he later served as Head of Trade Union Relations at Istituto Bancario Italiano S.p.A. and Head of Employment Policies at Cariplo S.p.A.; he was Central Director of HR and Organisation of Gruppo Bormioli Rocco S.p.A.; from 2003, he was an Executive and Head of HR and Organisation of the Network Division of the Intesa Group; from 2007, he was Head of HR and Organisation of the Regional Banking Division of Intesa Sanpaolo Group; from 28 July 2010, he was Central Director of the Organisational and Safety Department of Intesa Sanpaolo Group Services; from September 2012, he was Central Director and Head of HR and Organisation of Intesa Sanpaolo Group Services and, from 2015, Head of Digital Factory and Integrated Strategic Operational Areas; from September 2015 (until the date of effectiveness of the merger with Banco Popolare Soc. Coop.), he was Chief Organisational and Human Resources Officer of Banca Popolare di Milano S.c.ar.l. as well as a Member of the Board of Directors of Banca Akros S.p.A. He is currently a Director at S.I.A. S.p.A. and Enbicredito. He has been the Co-General Manager of Banco BPM S.p.A. since 1 January 2017. He is also a Director in the Italian Banking Association, a member of the Executive Committee and of the Chairperson's Committee as well as the Chairperson of the Committee for Trade Union and Labour Affairs (CASL).