

LUCA GARAVOGLIA

Biographical notes and education

Born in Milan, Italy, on the 27 February 1969.

In 1988 he received a baccalaureate in classical studies with top grades at Milan's Leone XIII institute.

In 1994 he graduated in business with top grades from Milan's Università Commerciale Luigi Bocconi.

He speaks English, French and Spanish and literature is one of his hobbies.

Executive membership

He has served as Chairman of Davide Campari-Milano, parent company of the Campari Group, since 1994 and joined the Board of Campari Schweiz in 2020.

Since he took office, Campari has experienced intense growth and has diversified its international presence, through both organic growth and several acquisitions, i.e.:

- Crodino, Cynar and Biancosarti, acquired in 1994 from Wessanen;
- Ouzo 12 and Cinzano, acquired in 1999 from Diageo;
- the leading Brazilian brands Dreher, Old Eight and Drury's, acquired in 2000 from Diageo;
- SKYY Vodka, acquired in 2001 from its inventor Maurice Kanbar;
- Zedda Piras, acquired in 2002 from the Bonomi Group;
- Riccadonna, acquired in 2003 from Bersano;
- Aperol and Mondoro, acquired in 2003 from C&C (then owned by BC Partbers, the private equity fund);
- GlenGrant and Old Smuggler Scotch whiskies, acquired in 2005 from Pernod Ricard;
- Cabo Wabo, one of the leading ultra premium tequilas on the US market, acquired in 2007 from its inventor, rock star Sammy Hagar;
- X-Rated Fusion Liqueur, acquired in 2007 from its inventors;
- Espolòn tequila, acquired in 2008 from its founding family;
- Sabia (now Campari Argentina), an Argentinian spirit company, acquired in 2008 from management;
- Wild Turkey and American Honey, acquired in 2009 from Pernod Ricard;
- Frangelico, acquired in 2010 from William Grant&Sons;
- Sagatiba, a leading super premium cachaça brand, acquired in 2011 from its inventor;
- Lascelles deMercado&Co., a company listed on the Jamaica stock exchange, producing among others, the premium rums Appleton, Wray&Nephew and Coruba, acquired in 2012 from CL Financial, with subsequent tender offer;
- Forty Creek Distillery, a leading independently owned spirits company in Canada, producing, among others, the eponymous Canadian whisky, acquired in 2014 from its founder John Hall;
- Fratelli Averna, with its brands Averna, Braulio and Frattina, acquired in 2014 from the eponymous family;
- Société des Produits Marnier, a company listed on the French stock exchange, producing, among others, Grand Marnier, acquired in 2016 from the eponymous family, with subsequent tender offer;
- Bulldog London Dry Gin, an independently owned brand, acquired in 2017;
- Bisquit Cognac, acquired in 2017 from the South African group Distell;
- Trois Rivières, Maison La Maury and Duquesne Martinican rums acquired in 2019 from Groupe Chevrillon;

- Ancho Reyes and Montelobos and Duquesne, acquired in 2019 from Casa Lumbre;
- Baron Philippe de Rothschild France Distribution (now Campari France Distribution), a company specialized in the distribution of international premium spirits, wine and champagne brands in France, acquired in 2020 from the Rothschild Group;
- Champagne Lallier, acquired in 2020 from Ficoma, the holding of the Tribaut family;
- a 50% participation in Tannico, the leading e-commerce platform for wines and premium spirits in Italy, with its subsidiary vente à la propriété, a leading French wine e-retailer acquired in 2020 from venture capital P101 and partners in joint-venture with Moët-Hennessy;
- Picon, acquired in 2023 from Diageo;
- Courvoisier, acquired in 2024 from Suntory.

Under his chairmanship, Campari has a major spirits player and today, the Campari Group is present in 190 countries and derives more than 80% of its turnover from international markets.

The Group's main brands are the Aperol, Appleton, Campari, Courvoisier, Espolòn, Grand Marnier, SKYY and Wild Turkey franchises and the Ancho Reyes, Averna, Biancosarti, Bisquit&Ducouché, Braulio, Cabo Wabo, Coruba, Cynar, Dreher, Drury's, Duquesne, Forty Creek, Frangelico, Frattina, The GlenGrant, La Mauny, Montelobos, Old Eight, Old Smuggler, Ouzo 12, Picon, Sagatiba, Trois Rivières, Wray&Nephew, X-Rated Fusion Liqueur and Zedda Piras brands in spirits; the Cinzano, Lallier, Mondoro and Riccadonna franchises in wines and the Crodino franchise in non-alcoholic beverages.

Moreover, under his tenure, the Group:

- in 2001 was listed on the Milan stock exchange;
- in 2002, 2003 and 2009 finalised three private placements on the US market of, respectively, US\$170, US\$300 and US\$250 million, with maturities between 7 and 15 years which were among the most successful issues ever made by an Italian company;
- over the years launched many Eurobond issues and a convertible bond in 2024;
- in 2020 it transferred its corporate seat to the Netherlands;
- in 2024 completed an ABB.

Non-executive membership

Past roles:

- between 2016 and 2019 he participated into WPP's Italian Advisory Board;
- between 2014 and 2017 he seated on the board of directors of Coesia, a global group of industrial solutions;
- between 2013 and 2016 he served on the strategic committee of Fondo Strategico Italiano, the Italian sovereign fund, controlled by Cassa Depositi e Prestiti;
- between 2013 and 2014 he was a member of the board of directors, the control and risk committee and the remuneration and appointments committee of Amplifon, world leader in the business of hearing loss treatment, listed on the Italian stock exchange;
- between 2012 and 2015 he was a member of the board of directors and of the control and risk committee, that he chaired from 2013 to 2015, of RCS MediaGroup, a leading media company listed on the Italian stock exchange. From 2014 to 2015 he also sat on the remuneration and appointments committee;
- between 2011 and 2019 he was a member of the Borsa Italiana Corporate Governance Committee;
- between 2011 and 2019 he served among the Industrial Partners advisory network of InvestIndustrial, a private equity fund, active mainly in Italy and Spain;
- between 2007 and 2010 he sat on the board of directors of Indesit Company, a leading electric household appliances group listed on the Italian stock exchange, where he also served as a member of the innovation and technology committee;
- between 2003 and 2012 he sat on the board of directors of FIAT (now part of Stellantis), then Italy's largest industrial group, listed on the Italian stock exchange, where he also

served as a member of the audit, nominating, corporate governance and sustainability and of the compensation committees;

- between 1999 and 2002 he was a board member of Banca Popolare di Lodi, Italy's then ninth banking group, listed on the Italian stock exchange.

Other roles

Current:

- since 2019 he is a member of the San Telmo Foundation's Board;
- since 2019 he is a member of the Family Advisory Council of the Saïd Business School, Oxford;
- since 2003 he is a member of the Giunta (governing body) of Assonime, Associazione fra le società italiane per azioni, where he also seats on the chairman's committee since 2015. He is vice chairman since 2017 and a board member since 2004.

Past:

- in 2019 he was a member of the Italian Committee of Market Operators and Investors of Consob;
- between 2016 and 2019 he was a member of the Advisory Board of Confindustria and between 2008 and 2012 he chaired its tax and corporate governance committee;
- between 2006 and 2013 he was vice chairman of EuropeanIssuers, European listed companies' association;
- between 2004 and 2019 he was a member of the Italian council (that he also chaired from 2004 to 2009) of INSEAD, Fontainebleau, Europe's most highly regarded business school;
- between 2004 and 2017 he was a member of the board of directors of Federvini and since 2005 he was also its vice president. Besides, between 2004 and 2008 he served as vice president of Federvini's Sindacato Nazionale 'C', representing the spirits producers' constituency;
- between 2001 and 2007 he served on the board of directors of AldAF-Associazione Italiana delle Aziende Familiari, the Italian chapter of the international association F.B.N.-The Family Business Network, which regroups all the most important Italian family-controlled companies. He also served as chairman of the lobbying committee, in charge of lobbying activities on behalf of associated companies;
- between 2003 and 2004 he was a member of the executive committee of the aforementioned International association F.B.N.-The Family Business Network.

Charity

Past roles:

- between 2011 and 2019 he was a member of the board of directors of Fondazione Telethon;
- between 2006 and 2009 he served as a member of the board of directors of Fondazione dell'Istituto Europeo di Oncologia;
- between 2005 and 2017 he was a member of the board of directors of FAI-Fondo per l'Ambiente Italiano and between 2006 and 2017 he also served as a member of the executive board;
- between 1999 and 2004 he was vice chairman of Fondazione Orchestra Guido Cantelli, a non-profit organisation active in promoting and financing educational programmes for promising young musicians.

Decorations

In 2007 he received the Paul Harris Fellow recognition from the Rotary Club Milano Porta Vittoria. In 2006 he received the medal of the Order of Grimaldi from Albert II, Prince of Monaco.

JEAN-MARIE LABORD

Age: 76

Nationality: French

Profession: Strategy adviser & Board member

Other positions and Directorship:

- Spirit of Waterford Distillery Limited (UK/ IRELAND) Shareholder and Board Director
- Renegade Spirit Grenada Limited (UK/ GRENADA) Shareholder and Board Director

Past Positions

- Remy Cointreau 2004 - 2014 Group CEO
- Maxxium worldwide Amsterdam 2004-2009 Chairman of the board
- LVMH 1996-2003
President and CEO Moët&Chandon (Moët&Chandon, Dom Perignon,Ruinard, Pommery, Mercier) . - - Vineyards and wineries in California, Argentina, Brazil, Spain, Australia ,Germany.
- President and CEO Moët Hennessy-Diageo JV for distribution in France
- Pernod Ricard 1979-1996
- President and CEO Campbell Distillers (Scotch whisky)1980-1984 CEO then President and CEO 1984-1996 of Ricard
- Renault 1975-1979
Project manager for International Finance Controller for industrial sister companies

Education:

Master's degree in Economics 1972 MBA of HEC business school 1975

PAOLO RINALDO ANTONIO MARCHESINI

Paolo Rinaldo Antonio Marchesini, an Italian citizen, was born in 1967 in Milan, where he graduated in Economics and Management at Bocconi University in Milan. He joined a private advisory firm in 1991. Since 1993, he is a Professional Chartered Accountant and a Registered Accounting Auditor of the Italian Ministry of Economy and Finance. Paolo joined the Group in 1997 occupying various positions in the Finance division. In 2000 he was appointed Group Chief Financial Officer. In 2001, he joined the Board of Directors of Davide Campari-Milano S.p.A. and was appointed Managing Director in 2004. Thereafter he assumed the responsibility for the following Group's functions: Global Business Services, Information Technology and Global Supply Chain. Paolo was appointed in 2022 Group Chief Operating Officer, alongside the position already covered of Group Chief Financial Officer. During his 27-year tenure at Campari Group, he successfully managed in 2001 the Initial Public Offering of a 49% of the parent company's shares on the Italian Stock Exchange, and in 2020 the transfer of the listed company's registered office to The Netherlands. Moreover, he supported the acquisition and the subsequent integration of 39 businesses, for an aggregate consideration of € 5,2 billion alongside the disposals of 12 tail brands, for an aggregate consideration of € 0,5 billion. Most recently, following the recent \$ 1,3 billion acquisition of the Courvoisier business, he managed a €650 million rights issue via an accelerated bookbuilding offering as well as a convertible bond of €550 million. On 17 September 2024, he was appointed interim co-CEO, to fill in the CEO position's vacancy deriving from Matteo Fantacchiotti's decision to step down.

FABIO DI FEDE

Fabio Di Fede, an Italian and Australian citizen, was born in 1972 in France, where he completed a Master's in International Business Law at the University of Aix-Marseille. He also graduated from the Master of Commerce Program of the University of Sydney.

He began his career at Ernst & Young in Monaco and then joined Campari Group in 1999 as International Legal Counsel to become Business Development Manager in 2003. He then joined Campari International in 2008 to take the Market Development Director role, quickly rising to the position of Deputy Managing Director the following year. In March 2011, Fabio was appointed Managing Director International.

After serving as CEO of a family office based in Monaco, Fabio joined the Société des Produits Marnier-Lapostolle in May 2016 as Managing Director. Starting from January 1, 2018, Fabio Di Fede holds the position of Chief Legal and M&A Officer and also the position of secretary of the Board of Directors.

On 17 September 2024, he was appointed interim co-CEO, to fill in the CEO position's vacancy deriving from Matteo Fantacchiotti's decision to step down, until the appointment of Simon Hunt.

ROBERT KUNZE-CONCEWITZ

Robert Kunze-Concewitz, an Austrian citizen, was born in Istanbul (Turkey), in 1967. After graduating from Hamilton College (USA), he earned an MBA from the Manchester Business School.

Robert joined Procter & Gamble as FP&A analyst, a position that he covered for two years. He then continued his career in the marketing department occupying various positions of increasing responsibility within an international realm. Following numerous assignments in strategic planning and business ownership he became Group Marketing Director in the Global Prestige Products division.

He joined Campari Group as Group Marketing Director in October 2005 developing and implementing new marketing strategies for the Group's international brands.

From May 2007 to April 2024, he was Chief Executive Officer of Campari Group.

Robert is also a Board Member of Carlsberg AS, Davide Campari-Milano N.V., Imperial Brands PLC and Lavazza S.p.A.

ALESSANDRA GARAVOGLIA

Alessandra Garavoglia was born in Rome, Italy on February 6th, 1960.

She graduated in Foreign Languages and Literature from Università degli Studi di Milano in the academic year 1985-1986 with a thesis entitled "Domestic universe in the literary cycle: Little Women".

In 1998, she was appointed as member of the Board of Directors of the Campari Foundation and in 2006 she was appointed as Chairman.

Alessandra speaks Italian, English and French.

EUGENIO BARCELLONA

Eugenio Barcellona was born in Catania, Italy in 1969. He graduated in law from the University of Catania in 1993 and subsequently he specialized in corporate law at the Catholic University of the Sacred Heart (*Università Cattolica del Sacro Cuore*) of Milan writing his first monograph. From 1994 to 1995 he was Visiting Scholar at Harvard Law School in Cambridge, MA, and in 2001 at the Law School of the Albert-Ludwigs-Universität, in Freiburg, Germany. In 1996 he joined Grande Stevens Law Firm in Turin, Italy, where he became equity partner in 2000. In 2011 he joined the partnership of Pedersoli Studio Legale and in 2024 PedersoliGattai, where he is practicing corporate and commercial law and litigation still today. Since 2005, he is Associate Professor of Corporate Law at the University of Eastern Piedmont. In 2023, he has been appointed as secretary of the board of directors of Stretto di Messina S.p.A. as well as member of the advisory committee of the European Law Institute Project on Enterprise Foundations in Europe. Eugenio Barcellona is author of several articles and books in corporate and financial law relating in particular to governance issues, including the relationship existing between the corporate purpose of the modern companies and the new ESG principles and related applicable legal framework, agency problems and gatekeepers' institution

EMMANUEL BABEAU

PMI Chief Financial Officer

Mr. Babeau, a French citizen, 58 years old, was appointed as *PMI Chief Financial Officer* in May 2020.

Prior to joining PMI in May 2020, Mr. Babeau served as the *Deputy Chief Executive Officer* of Schneider Electric, an energy and automation digital solutions company. In this position he was in charge of *Finance and Legal Affairs*. Mr. Babeau joined Schneider Electric in 2009 as *Executive Vice President Finance* and a member of the Management Board.

Mr. Babeau started his career in 1990 at Arthur Andersen, and from 1993 to 2009, he progressed through various positions at Pernod Ricard, a beverage company, the latest being *Chief Financial Officer* and *Group Deputy Managing Director*. Mr. Babeau also served on the board of Sanofi S.A. from 2018 until 2020 as well as *Vice Chairman* of the board of Aveva plc. He was a non-executive Director at Sodexo, a French food services and facilities management company, from January 2016 until December 2021.

He holds a degree from the *École Supérieure de Commerce de Paris*.

MARGARETH HENRIQUEZ PhD

CEO G&M Services

Margareth Henriquez, 68 years old, Dutch/Venezuelan citizen, is a seasoned professional with over 47 years of experience, 36 of which she has spent as President and/or CEO of multinational or global companies in Venezuela, Mexico, Argentina and now France. In these top management roles, Henriquez has become renowned for developing and implementing the right strategies to manage companies in difficult contexts and circumstances, leading their way to success.

Over these 36 years, she has contributed to the growth of different companies producing and distributing wine and spirits in Venezuela, food in Mexico, as well as sparkling and still wines in Argentina. Since 2009 she has been in France as President and CEO of the House of Krug in Reims until 2022 and for the last three years until end of February 2025, CEO of Baccarat. Now, she is independent through G&M Services, acting as operating partner in some projects and professional speaker.

Margareth Henriquez, better known as Maggie, was also president of the Association of Manufacturers in Venezuela and Mexico. She actively participated in the transformation of the wine Industry of Argentina, where she became deeply connected with viticulture and winemaking over the eight years she spent at the head of Moët Hennessy's properties in the country and the 13 years in Krug. During her career, Maggie was also a member of the international executive committees of Seagram, Nabisco, Moët Hennessy (Latin America, Caribbean, Canada and Middle East), Moët Hennessy Estates Wines, Moët Hennessy International Executive and Operational Committee and Baccarat board of directors since 2014.

While living in Mexico, Maggie was a Professor of New Product Development for International Markets and Strategic Alliances at the Universidad Panamericana for the post graduate and Master's programs. She has also conducted seminars on topics ranging from Wine, Champagne, Luxury Brand Building, Strategy and Marketing Facing Crisis, Leadership and Women's Development. Among other recognitions, she was honored with the title of "*Keeper of the Quaich*" by the Scotch Whisky Association in 1993. In 2008 for the tenth consecutive year, she was named among the top five executives of the year by the Argentinian Fundación Konex which promotes talent and culture in all its expressions. In 2013 she was recognized as Woman of the Year by Drinks International, the UK's most important trade publication. In 2018 Maggie ranked 37th among the 200 most influential people in the wine industry by the Revue du Vin de France and was designated one of the sector's 10 most influential women, a category that was not ranked.

In 2020 she was recognized as Personality of the Year by Bettaneet Dessauve, most important wine guide in France, and in 2021 she was appointed as Chevalier de la Legion d'Honneur by the French Government (Reserve of the President).

She is also the mother of two sons and the grandmother of five children.

CHRISTOPHE NAVARRE

Sixty-three years old, Christophe Navarre was born in Belgium and earned a degree in Business Administration from Liege University before joining the CONTINENTAL BANK in 1980. He later moved to EXXON where he first held Marketing and Sales responsibilities with the ESSO GROUP.

In 1989, he joined INTERBREW where he successfully headed a number of subsidiaries while developing a strategy based on the promotion of premium brands and the launch of very innovative products. Starting as Managing Director of Brasseries Bellevue, he later became Chief Financial Officer of Interbrew Belgium, then President of Interbrew Italy before being appointed as the head of the French subsidiary in 1995.

Christophe Navarre joined the LVMH Group in 1997 as President and CEO of JAS Hennessy & Co where he was deeply involved in restructuring the company while securing its leading position in the cognac industry.

In May 2001, he was appointed CEO of Moët-Hennessy, the Wine and Spirits division of LVMH, the world's leading luxury good company. He manages the prestigious champagne brands Moët & Chandon, Dom Pérignon, Mercier, Veuve Clicquot, Ruinart and Krug as well as Hennessy, Glenmorangie and Ardbeg Scotch whiskies, Belvedere vodka and several wines of the New World.

In October 2017 he left LVMH to start a new career as an entrepreneur and among other investment he created his own company in Monaco to become the main shareholder of Vivino. Vivino is the worldwide leader in wine applications. He has been chairman of the board.

Among his various achievements, Christophe Navarre completed the European Marketing course at INSEAD in Fontainebleau. The father of four children, he finds solace in family life, golf and motor sports, while cultivating an entrepreneurial spirit with real passion.

Christophe Navarre was named « Officier de la Légion d'Honneur », « Commandeur de l'Ordre du Mérite Agricole » in France « Commandeur de l'Ordre de Léopold II » and « Officier de l'Ordre de la Couronne » in Belgium and « Chevalier de l'ordre de saint Charles » in Monaco.

Among his other official positions, Christophe Navarre served as a Board Member of the Comité Colbert, Member of the HEINEKEN Supervisory Board and Chairman of the FEVS (Fédération des Exportateurs de Vins et Spiritueux).

He is currently Chairman of the board of Vinexposium and board member of SBM (Société des Bains de Mer in Monaco). Also, he has acquired the vineyards "Château Farguet" in Saint-Emilion, Bordeaux.

Otherwise, Christophe Navarre's member of the board & investor in : Vivino, Alain Ducasse Group, Seven Tails Distillers Ltd and Dominique London NV.

LISA VASCELLARI DAL FIOL

PROFESSIONAL HISTORY

- From 2022: Independent corporate and tax consultant, startup advisor on legal and financial matters
- 2011 – 2021: Senior Associate at Studio Legale e Tributario Biscozzi Nobili, tax and legal firm in Milan, member of WTS Global network (relevant experience on corporate and group taxation, national and cross border reorganizations, transfer pricing, patent box, support to start-up and SME's on growth processes)
- 2009 – 2011: Associate at Studio per il Controllo Contabile- Analisi e valutazioni d'azienda, accounting firm in Milan (material experience on accounting and financial advisory, economic valuation, business plan, international accounting standards)
- 2007 - 2009: Associate at Pricewaterhouse Coopers S.p.A. (PWC), audit firm in Milan.

POSITIONS AND MEMBERSHIPS

- Non-Executive Director, Member of Controls, Risks & Sustainability Committee, Member of the Statutory Body (Organismo di Vigilanza) at Davide Campari Milano N.V. (international group operating in food & beverage industry, listed at Euronext Milan)
- Lead Independent Director and Benefit Officer at ABC Company
- S.p.A. – Società Benefit (strategic advisory company and permanent capital vehicle, listed at Euronext Growth Milan)
- Non-Executive Director, Member of Control, Risk and Sustainability Committee, Member of Remuneration Committee at Alkemy S.p.A. (technology and digital transformation company, listed at Euronext Milan)
- Chair of the Statutory Board (Presidente del Collegio Sindacale) at AINDO S.p.A. (United Ventures portfolio company operating in the synthetic data field)
- Member of the Statutory Board (Sindaco Effettivo) at Costacurta
- S.p.A. – VICO (industrial non listed company, 100 years family business with more than 230 employees, operating in steel industry)
- 2022 – 2023: Non-Executive Director at WSENSE S.r.l. (deep tech non listed company, participated by CDP Venture Capital S.g.r., active in blue economy industry and pioneer of the Internet of Underwater Things - IoUT)
- 2014 – 2019: Member of the Statutory Board (Sindaco Effettivo) at
- ACF Fiorentina S.p.A. (Italian Premier League football club)
- Enrolled on the Association of Chartered Accountants and Accounting Experts (Ordine dei Dottori Commercialisti ed Esperti Contabili) in Milan
- Member of A4W – Angels For Women (Italian Business Angels group aimed at supporting female entrepreneurship)
- Mentor at Impact Hub Milan (accelerator / incubator part of Impact Hub Global Network, aimed at supporting startups and scaleups with innovative, inclusive and sustainable projects)
- Member of Nedcommunity (Italian Association of Non-Executive Directors, member of EcoDa – The European Voice of Directors)

EDUCATION

- 2024 – Executive program Sustainability Strategy and Governance at SDA Bocconi – School of Management, focused on how to integrate ESG factors in corporate strategy and operations
- 2024 – PwC ESG Academy, a course focused on the new European regulations regarding sustainability reporting (Corporate Sustainability Reporting Directive) and the new European Sustainability Reporting Standards (ESRS)
- 2023 – Venture Academy organized by Italian Tech Alliance, a non-profit independent organization aimed at supporting the Italian venture capital and startup ecosystem
- 2023 – Executive education program Venture Capital: Master Startup Funding and Investment Strategies at Imperial College Business School, a course delved into a variety of topics that cover the entire dealmaking process
- 2022 – Executive program TEB – The Effective Board organized by Nedcommunity and AIDC (Italian Chartered Accountants Association), aimed at developing the necessary skills to perform the duties as Director or Statutory Auditor in listed and non-listed companies, according to the best corporate governance standards
- 2012 – Master’s degree cum laude in Corporate Taxation at Università Bocconi in Milan (Thesis title: “International taxation of artists and performers”)
- 2008 – Degree in Law and Business Administration at Università Bocconi in Milan (Thesis title: “Restrictions, perspectives and criticalities in the recognition of intangible assets in IFRS financial statements”; grade: 110/110)
- 2005 – Bachelor’s Degree in Law and Business Administration at Università Bocconi in Milan (Thesis title: “The audit of companies in financial distress situations”; grade: 105/110)
- 2002 – Scientific high school Diploma at Liceo Scientifico G. Marconi in Conegliano (TV); grade: 100/100
- Other education programmes: several specialization courses on Transfer Pricing at International Bureau of Fiscal Documentation (IBFD), in Amsterdam; specialization course on “Law and taxation in the art market” organised by Sole24Ore (Italian financial newspaper) and the Cultures Museum of Milan (MUDEC), several courses organized by Euronext Academy on sustainability and ESG topics

PUBLICATIONS AND CONFERENCES

- Contributor to the “Guidelines for sustainability reporting for companies listed at Euronext Growth Milan” prepared by Assonime and AssoNext
- Speaker at conferences, education programmes, workshops (in presence or online) at ELITE (business unit of Italian Stock Exchange – Euronext Group) and AIDC (Associazione Italiana Dottori Commercialisti – Italian Association of Chartered Accountants)
- Author of “Tax Governance Survey” published by Nedcommunity
- Author for tax specialised newspapers / magazines (e.g.: “Sole24Ore”, “Diritto Bancario”, “The Transfer Pricing Law Review”)

FOREIGN LANGUAGES AND IT SKILLS

- Italian – mother tongue
- English – fluent
- French - intermediate
- Microsoft Products, Bureau Van Dijck and Royalty Range databases

OTHER PERSONAL INFORMATION

- I'm married with one daughter and a sausage dog
- I'm promoter of women networking and of the active role of women in business and family
- I'm passionate about education and a firm believer in personal talents and value appreciation
- I have attended the Wise Humanity personal growth and leadership program, a journey of self-reflection and empowerment
- I've been studying piano and music composition at Venice and Milan Conservatory
- I love photography, art and innovation

EMMA MARCEGAGLIA

Chair and Chief Executive Officer of Marcegaglia Holding

Deputy chair and CEO of Marcegaglia Steel and subsidiaries operating in the steel processing sector. Chair and CEO of Marcegaglia Investments, the holding company that controls the Group's diversified activities.

After graduating with honours in Business Administration from the Bocconi University in Milan, she attended the International Management Program-Master in Business Administration at the New York University.

Alongside her constant commitment in the company, she embarked on a career path that led her to hold - in many cases, first woman in history - several important top management positions. Among the main ones are:

- **president of Confindustria** (2008-2012), the first woman to be elected president and the youngest in the association's then almost 100-year history (Confindustria was founded in 1910).
- **president of Luiss**, Libera Università Internazionale Studi Sociali Guido Carli (from 2010 to 2019, again the first woman to hold the post).
- **president of Business Europe**, the association representing European Confindustrias, a role she held from 2013 until 2017, renewed for two terms (the maximum possible) and the first woman to hold the position.
- **president of Eni** (from 2014 to 2020), appointed by the Italian government to lead a public company, the first time for a woman.
- **president of B20**: appointed by the president of Confindustria. Again, a first for a woman. In parallel with the Italian presidency of the G20 (in 2021, a first for Italy), Confindustria, as the sole organiser representing Italian companies, was tasked with managing and coordinating the G20 Business Summit (B20), the G20's most influential engagement group.
- **president of B7**: in 2024, still at on the recommendation of Confindustria, she was appointed president of B7. At the same time to the Italian presidency of the G7, Confindustria, again as the sole organiser representing Italian companies, had the task of manage and coordinate the G7 Business Summit (B7), the most authoritative engagement group of the G7.

She is a member of the Executive Committee of BIAC, the OECD advisory body; deputy chair of ISPI, Italian Institute for International Political Studies; she sits on the Board of Directors of Bracco Spa, Gabetti Property Solutions and Prysmian S.p.A.