

MONICA POGGIO

Monica Poggio, Director, appointed by the Shareholders' Meeting of 27 April 2023, meets the requirements for independence under Article 148, paragraph 3 of the Consolidated Finance Act and under the Corporate Governance Code (**Independent Non-executive Director**).

Born in Alessandria on 19 December 1965, she holds a degree in Political Science and has complemented her education with courses in Business Administration, Finance and, more recently, Board Governance.

Manager with over thirty years of experience in mainly multinational companies. Since 2017 she has held the position of Chief Executive Officer of Bayer S.p.A., where she is also Senior Bayer Representative and, since 2012, Human Resources Director for the Group in Italy. She also holds the position of Chairperson of Bayer Healthcare Manufacturing S.r.l. and Non-executive Director of Bayer Crop Science S.r.l. Previously, she was Executive Vice President, Head of Corporate Culture at UniCredit. She worked at Leonardo S.p.A. with positions of responsibility in the Human Resources area and, before that, her professional career developed in the field of Human Resources of multinational companies such as Merck Sharp & Dohme, General Electric Oil & Gas, Eli Lilly.

In addition to her various assignments, she has often been responsible for projects for the development of women's leadership.

Since 2021 she has been Chairperson of the Board of Directors of the Italian-German Chamber of Commerce, after having been Vice-Chairperson from 2019 to 2021. She is Vice-President of Assolombarda with responsibility for Research, University and Human Capital. From 2014 to 2023, she was President of the Lombardy Higher Technical Institute Foundation for New Mechanical and Mechatronic Technologies.

