

PRESS RELEASE

BANCO DESIO:

**THE BOARD OF DIRECTORS ACKNOWLEDGES THE CONCLUSION OF THE
MANDATE OF THE CEO AND GENERAL MANAGER ALESSANDRO DECIO
AT ITS NATURAL EXPIRATION AND APPROVES THE RELEVANT AGREEMENT**

**THE BOARD OF DIRECTORS CONSIDERS STEFANO KUHN TO BE A PARTICULARLY
SUITABLE CANDIDATE TO REPLACE HIM**

Desio, 23 March 2026 - The Board of Directors of Banco di Desio e della Brianza, which met today, took note of the conclusion of the mandate of Alessandro Decio as Chief Executive Officer and General Manager of the Group, a position conferred by the Board of Directors following the Shareholders' Meeting of 23 April 2020.

The appointment will be effective until the date of the Shareholders' Meeting called to approve the financial statements for the year 2025, the natural expiration of the term of office of the Chief Executive Officer, as agreed.

The conclusion of the engagement was defined on the basis of an agreement approved by the Board of Directors, with the favourable opinion of the Remuneration Committee and the Related Party Transactions Committee, for matters within their competence, in compliance with the provisions of the Remuneration Policy adopted by the Bank and in force at the date of this press release, as available on the company's website at www.bancodesio.it (the "Remuneration Policy"), as well as the regulations pursuant to Bank of Italy Circular 285/2013. In addition to the recognition of the early retirement incentive, determined in application of the predefined formula envisaged by the Remuneration Policy, the Representative will be paid, in application of the applicable regulatory provisions, the amount due for the 2025 MBO plan and for the MBO plans of previous years, as well as the amount for the office of Chief Executive Officer for the first two-year period of the 2024-2026 LTI.

In line with the aforementioned Remuneration Policy, the disbursement to Alessandro Decio of the total sum of Euro 692,000 is also envisaged, by way of consideration for a non-competition clause signed by the Representative.

The deferral mechanisms and the *malus* and *clawback* clauses applicable in accordance with the current Remuneration Policy remain unaffected.

As of today's date, the Representative does not hold any ordinary Bank shares.

The Board of Directors would like to express its heartfelt thanks to Alessandro Decio for his commitment and professionalism in guiding the Group during his mandate, contributing to the process of growth from both a financial and regional coverage perspective, and in terms of the services offered. A solidity and reputation appreciated by the market, as evidenced by the growth in all values.

The **Chairman of Banco Desio, Stefano Lado**, declared: *"During his mandate, Alessandro Decio led the Bank with skill and consistency, contributing to the process of Group strengthening and development. Under his management, the Bank has further consolidated its capital and operational strength, achieved excellent results in terms of profitability and greatly boosted its competitive positioning. On behalf of the Board of Directors and the entire Group, I would like to express my sincere appreciation and wish him the best in his future career".*

Alessandro Decio commented: *"I would like to thank the Chairman, the Board and all my colleagues who are part of the Group, for the work carried out together over the years. It was a great honour to lead the Bank and contribute to its growth path. In a highly dynamic context for the banking sector, marked by significant consolidation, we have chosen to continue to support local areas and people, to put the central focus on customer satisfaction and the quality of our services, by acquiring new branches, also in new regions, while many operators have scaled back their proximity to customers. At the same time, we worked on the diversification of business lines, from wealth management to bancassurance and consumer credit, to ensure we are increasingly proactive with households and businesses. I am proud of the results achieved thanks to the commitment of all staff and I sincerely thank the shareholders for their continuous support."*

The Board of Directors, with the support of the Appointments Committee, assessed Stefano Kuhn as a particularly suitable candidate to succeed Alessandro Decio in the position of Chief Executive Officer and General Manager, so that this profile can be taken into consideration by the shareholders for the purposes of presentation of the list for the appointment of the new Board of Directors by the Ordinary Shareholders' Meeting called for 29 April 2026. Stefano Kuhn's career has developed along a path of increasing responsibility within the Italian banking system, most recently as Chief Retail & Commercial Banking Officer of BPER, characterised by solid continuity and strong roots in the territories. Of particular note is the candidate's experience in commercial management and in the coordination of complex macro-areas, aimed at strengthening the institution's positioning as a proximity bank.

BANCO DI DESIO E DELLA BRIANZA S.P.A. Established in 1909 and listed on the Milan Stock Exchange since 1995, today Banco Desio is a modern multi-product banking Group oriented towards the future in keeping with its own traditions, with strong territorial roots and an organisational structure focused on offering high quality services to its customers, including through digital channels. The Banco Desio Group operates in Northern and Central Italy and in Sardinia, with a distribution network of 275 branches and roughly 2,500 employees. It is present in the consumer credit sector with Fides S.p.A., a holding company specialised in salary-backed loans. It operates through distribution agreements with leading national and international parties in the assets under management and "bancassurance" areas. It has total assets of over Euro 19 billion

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