



CARLO PARIS

Board Member

*certified for
Sustainability & Governance*

PERSONAL INFORMATION

Name **CARLO PARIS**
Resident Address **Milan, Italy**
Telephone **+39 3442429071;**
E-mail **carlo.paris@argy.it**
Nationality **Italian**
Birth Date **4th of November 1956**

WORK EXPERIENCE

- Dates (from – to) **May 2017 - Present (expiring date on March 2026)**
- Name and address of employer **ENAV S.p.A. – Rome, Italy. Public Company listed in Euronext Milan**
- Type of business or sector **Air traffic control and management**
- Occupation or position held **Not Executive Independent Board Member (minority list by Assogestioni)**
- Main activities and responsibilities **Chairman of Sustainability Committee (May 2019 - April 2023)
Chairman of Remuneration and Nominations Committee (May 2017 - May 2019).**

- Dates (from – to) **May 2023 - Present (expiring date on March 2026)**
- Name and address of employer **LU-VE S.p.A. – Uboldo (Varese), Italy – Public Company listed in Milan**
- Type of business or sector **Production of air heat exchangers**
- Occupation or position held **Not Executive Independent Board Member (minority list by Assogestioni)**

- Dates (from – to) **April 2021 - Present (expiring date on March 2024)**
- Name and address of employer **F.I.L.A. S.p.A. – Pero, Milan, Italy – Public Company listed in Milan**
- Type of business or sector **Fine Art and Education Creative Drawing Products**
- Occupation or position held **Not Executive Independent Board Member (minority list by Assogestioni)**
- Main activities and responsibilities **Chairman of Remuneration Committee (April 2021- present).
Member of Risk, Sustainability and valuation of Operations with Related Parties Committee**

- Dates (from – to) **Aprile 2018 – Marzo 2021**
- Name and address of employer **BFF BANK S.p.A. – Milan, Italy. Public Company listed in Milan**
- Type of business or sector **Banking Activity**
- Occupation or position held **Not Executive Independent Board Member (minority list by Assogestioni)**
- Main activities and responsibilities **Chairman of Related Party Transaction Committee**

- Dates (from – to) **May 2020 – April 2022**
- Name and address of employer **Opera Pia Casa di Riposo Francesco e Teresa Vallardi – Appiano Gentile, Milan, Italy**
- Type of business or sector **RSA Sanitary Residential Housing for elderly people**
- Occupation or position held **Not Executive Board Member appointed by Major of Milan City as Civil Servant**

- Dates (from – to) **January 2015 – March 2017**
- Name and address of employer **INVESTIMENTI S.p.A. – Rome**
- Type of business or sector **Holding Company of International Fair company in Rome**
- Occupation or position held **Chief Executive Officer (Jan 2015.–Nov.2015), appointed by Major of Rome City.
Not Executive Board Member (Nov. 2015–March 2017)**

Dates (from – to) **November 2012 – September 2015**

Name and address of employer **VEGAGEST SGR S.p.A. – asset management company, Milan, Italy**

Type of business or sector **Finance, Real Estate, Private Equity, Renewable Energy Production**

Occupation or position held **External consultant & CEO of 7 invested companies involved in production of renewable energies;**

Providing Advisory services for managing closed-end private equity investment funds, liquidation and dismissal activities of non-strategic assets;

Main activities and responsibilities

Dates (from – to) **2001- 2013**

Name and address of employer **ARGY VENTURE CAPITAL Srl, Milan, Italy**

Type of business or sector **Finance, Private Equity & Venture Capital**

Occupation or position held **Founding partner, managing director**

Dates (from – to) **2003 - 2012**

Name and address of employer **Paris & Partners S.r.l. - Milan, Italy**

Type of business or sector **International Business Network focused on India**

Occupation or position held **Founding partner, managing director**

Dates (from – to) **2003 - 2004**

Name and address of employer **AURORA closed-end private equity investment fund, Luxembourg,**

Type of business or sector **Finance, Private Equity & Venture Capital**

Occupation or position held **Co-founder partner with Unicredit Bank; Main shareholder with voting rights,**

Dates (from – to) **1990-2003**

Name and address of employer **UNICREDIT Group, UBM, Finance Department, CFO Assistant, Milan, Italy**

Type of business or sector **Corporate Finance, Private Equity, Venture Capital**

Banking activity with Corporate and Institutional Clients

Occupation or position held **Manager**

Name and address of employer

Fincor Merchant Bank, Unicredit Group, 1993-1995

Type of business or sector **Merchant Banking, Corporate Finance, Private Equity**

Occupation or position held **Managing Director**

Dates (from – to) **1988-1990**

Name and address of employer **Banca Nazionale del Lavoro. Staff to CEO for Finance and Foreign Participation Division, Rome, Italy**

Type of business or sector **Banking activity**

Occupation or position held **Manager**

Name of the BNL project **BNL Luxembourg**

BNL Hesse Newman, Amburgo, Germania

BNL S.A., Toronto, Canada

BNL Buenos Aires, Argentina (ex Banco Rio della Plata)

BNL Banco de Investimento (ex Banco Denasa), São Paulo, Brazil

BNL Representative Office, Mumbai, India

Main activities and responsibilities

Bank analysis, feasibility study aiming at reorganization, financial audit & managing control.

Negotiations with Banco Central Argentino for cooperation agreements

Negotiations with Banco Central do Brazil and bid process for debt to equity conversion.

Negotiations with Reserve Bank of India and feasibility study to set up a full branch in India

Dates (from – to) **1986-1987**

Name and address of employer **Finanziaria Italiana di Partecipazioni S.p.a. Banca Nazionale del Lavoro, Merchant Bank, Roma, Italia**

Type of business or sector **Private Equity Analyst. Financial Advisory and debt restructuring advisory**

Dates (from – to) **1985-1986**

Name and address of employer **THE CHASE MANHATTAN BANK, Rome, London**

Type of business or sector **Banking activity**

Occupation or position held **Financial analyst. Account Officer**

SPECIALIZED TRAINING IN *Sustainability & Governance*

Name and type of organization **Federation of Chartered Accountants In Milan (November-December 2023)**

Principal subjects/ skills **CSRD, Tassonomia sui fattori ESG e Finanza Sostenibile per imprese (48 hour training)**

Title of qualification awarded **pending certificate**

Name and type of organization BDO IPSOA WOLTERS KLUWER (2023)

Principal subjects/ skills Sustainability Advanced Management (48 hour training)

Title of qualification awarded Certificate MASTER ESG: LA GESTIONE DELLA SOSTENIBILITA' IN AZIENDA

Name and type of organization Scuola di Alta Formazione dei Dottori Commercialisti delle Tre Venezie (2023)

Principal subjects/ skills Competenze di Sostenibilità SAF (104 hour training)

Title of qualification awarded Certificate IL COMMERCIALISTA CONSULENTE DELLA SOSTENIBILITA'

Name and type of organization SIRCLE Srl Società Benefit (2023)

Principal subjects/ skills Corso di Sustainability/CSR/ESG AUDITOR (40 hour training)

Title of qualification awarded Certificate INTERTEK

Name and type of organization InTheBoardroom, Valore D , XII Classe

Principal subjects/ skills Governance, Diversity&Inclusion, Gender Equality (80 hour training)

Title of qualification awarded certificate by end of June 2024

Name and type of organization FEDERMANAGER (2022) Corso con accreditamento ACCREDIA

Principal subjects/ skills Sustainability Manager

Title of qualification awarded Certification by RINA e ACCREDIA (PRS N. 066 C)

Name and type of organization SIRCLE Srl Società Benefit (2022)

Principal subjects/ skills Competenze di Sostenibilità (26 hour training)

Title of qualification awarded Certificate ACADEMY della SOSTENIBILITÀ

Name and type of organization SIRCLE Srl Società Benefit (2022)

Principal subjects/ skills Sustainability/CSR/ESG MANAGER training program (40 hour training)

Title of qualification awarded Certificate, qualification by INTERTEK

Name and type of organization SIRCLE Srl Società Benefit (2022)

Principal subjects/ skills Legal Audit UNI/PdR 125 Training program (16 hour training)

Title of qualification awarded Certificate, qualification by INTERTEK

Name and type of organization SDA BOCCONI (from 17 to 26 November 2021)

Principal subjects/ skills DIRECTOR'S PROGRAM (36 hour training)

Title of qualification awarded Certificate, certified competencies in Corporate Governance

Name and type of organization 24 ORE BUSINESS SCHOOL 2020

Principal subjects/ skills La Gestione della Sostenibilità (55 hour training)

Title of qualification awarded Certificate MASTER in GESTIONE DELLA SOSTENIBILITÀ AZIENDALE

Dates (from – to) from 25 September 2020 to 26 February 2021

Name and type of organization AIDC e NED COMMUNITY

Principal subjects/ skill Corporate Governance (48 hour training)

Title of qualification awarded Certificate "THE EFFECTIVE BOARD"

Name and type of organization 24 ORE BUSINESS SCHOOL (2020)

Principal subjects/ skills Training Program for Board Members in Listed Companies

Title of qualification awarded Certificate EXECUTIVE MASTER

Dates (from – to) from 2017 to 2022

Name and type of organization ASSOGESTIONI

Principal subjects/ skills Corporate Governance, Sostenibilità, Risk Management

Title of qualification awarded See attached list of programs attended

Dates (from – to) from September 2014 to September 2015

Name and type of organization UNIVERSITA' CATTOLICA, ALTIS in Milan

Principal subjects/ skills Non-profit organizations management.

Title of qualification awarded Executive Master in Social Entrepreneurship

Level in national classification University Master Degree of First Level

ACCADEMIC TRAINING

Dates (from – to) from 1990 to 1992

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The above was completed fully and truthfully to the best of my knowledge Grant authorization to personal data pursuant to Privacy Law Legislative Decree No. 136 of June 2003,

Name and type of organization **BOCCONI University School of Management in Milan, Italy**

Title of qualification awarded Post-graduate training programmes, Finance for Executives

Principal subjects Finance

Dates (from – to) 1983 - 1984

Name and type of organization **AMERICAN UNIVERSITY, Washington D.C. - U.S.A**

Title of qualification awarded Master Business Administration, International Business and Marketing

Level in national classification MBA (post-graduate master degree, 'tagged degree')

Name and type of organization providing **U.S. Department of the Interior, Economic and Policy analysis Division**

Title of qualification awarded training on the job at the Equal Employment Opportunity Commission (1984)

Dates (from – to) 1975 - 1982

Name and type of organization **Università di Roma 'La Sapienza', Italy**

Title of qualification awarded Ingegneria Meccanica, 110/110 cum laude

Level in national classification 5 year Laurea Specialistica Magistrale

Dates (from – to) 1970 - 1975

Title of qualification awarded Junior High School Degree

Liceo scientifico Amedeo Avogadro, Roma – highest grades 60/60

OTHER NOT FOR PROFIT TRAINING

Master in Professional Coaching – SEAFO, Castellanza, Italy

NLP trainer, 5 year Neuro-Linguistic Programming, Istituto di PNL di Milano – Italy

3 year Counselling in Non Violent Comunicazione by Marshall Rosenberg – CNV Centro Esserci Italy

Leadership, conflict resolutions, negotiation techniques - INSEAD, Fontainebleau, France

Training program for International Diploma in Restorative Justice

at School of Religion Queen's University, Kingston, Ontario, June 2012

Training programs in restorative justice and prisoner rehabilitation in Canada, Brasile, e Italia

PERSONAL SKILLS AND COMPETENCES

Mother Tongue

ITALIANO

Other Languages

INGLESE

PORTOGHESE

Reading skills

B1

A1

Writing skills

B1

A1

Verbal skills

B1/B2

A1

SOCIAL ACTIVITIES AND SKILLS

Prison Fellowship Lombardia Onlus – Chlaman. Restorative Justice and reconciliation programs

Opera Highest Safety Prison, Milan, Italy – Restorative Justice programs

San Vittore Prison in Milan Italy – Associazione Sesta Opera – Volunteer assistance to prisoners

Brasile APAC Prison in Itauna, Minas Gerais, July 2012, Volunteer assistance to prisoners

Uganda – Kampala City, Control Management for Italia Uganda Onlus

Lecco, Italy – Religious Christian School A. Volta – Dean Assistant

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