PRESS RELEASE

Giuseppe Sica appointed as new Chief Executive Officer of BFF Bank

Milan, 17th March 2026 – BFF Bank S.p.A. (**"BFF"** or the **"Bank"**) is pleased to announce that today the Board of Directors has resolved to co-opt Giuseppe Sica as a Board Member, appointing him as Chief Executive Officer. This follows Massimiliano Belingheri's resignation from his role as non-executive Board Member.

Mr. Sica will continue to serve as General Manager, a position he has held since February 2026. He joined BFF as Chief Financial Officer in February 2025, with long-standing expertise in leading Italian and international financial institutions as well as a deep knowledge of the Bank.

The Nomination Committee expressed its favorable opinion, confirming Mr. Sica's eligibility to assume the roles, and the Board of Statutory Auditors approved the appointment as a Board Member pursuant to Article 2386 of the Italian Civil Code.

The next General Shareholders' Meeting, convened for 30th April 2026, will be called to confirm the appointment of Mr. Sica as Board Member.

"I am delighted that Giuseppe is joining the Board of Directors and will lead BFF as Chief Executive Officer. His extensive experience in the financial sector, his strong expertise and his deep knowledge of BFF Group will also be key in shaping the Bank's new strategic plan" said **Ranieri de Marchis**, Chairman of the Board of Directors of BFF Bank.

"I wish to thank the Board of Directors for the trust placed in me with this appointment, and I am honored to work alongside our management team and to lead the Bank into its next phase, in the interest of all stakeholders" said **Giuseppe Sica**, Chief Executive Officer of BFF Bank.

Mr. Sica's *curriculum vitae* is attached to this press release and is also available on the Bank's website in the Governance section.

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Massimiliano Belingheri resigned from his role as non-executive Director, following 20 years serving on BFF's Board of Directors and 12 years as Chief Executive Officer[1], explaining his

[1] A position he held until 1st February 2026. For additional details please refer to the dedicated press release (*link*).

resignation as a way to further facilitate the dialogue within the Board and to enable the Board to further reinforce its composition through the appointment of a new Chief Executive Officer.

Based on the information available to the Company to date, Massimiliano Belingheri and his Closely Associated Persons hold, directly and indirectly, c. 11.5 million shares, equal to c. 6.1% of the Bank's capital.

Mr. Belingheri is not eligible for any remuneration in relation to his resignation as Board Member.

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This press release is available on-line on BFF Group's website www.bff.com within the *Investors > PR & Presentations > Press Releases* section.

Giuseppe Sica's biography

Appointed as General Manager of BFF Banking Group in February 2026, Giuseppe Sica joined the Bank in 2025 as CFO. Before joining the Group, he was CFO at Banca MPS, Chairman at AXA MPS and supported Eurovita as CEO during the preparation of its Recovery Plan, gaining extensive leadership experience in the financial sector. From 2002 to 2020 Mr. Sica worked at Morgan Stanley, becoming Managing Director in the Investment banking team and responsible for Italian financial institutions. During this period, he worked with BFF on the transfer from Apax to Centerbridge in 2015, on the strategic acquisition in Poland in 2016, on the listing of the company on the Italian Stock Exchange in 2017, and on the Bank's first public issuances. He holds a degree in Physics from Scuola Normale Superiore and a master's degree from LUISS Business School.

BFF Banking Group

BFF Banking Group is the largest independent specialty finance in Italy and a leading player in Europe, specialized in the management and non-recourse factoring of trade receivables due from the Public Administrations, securities services, banking and corporate payments. The Group operates in Italy, Croatia, the Czech Republic, France, Greece, Poland, Portugal, Slovakia and Spain. BFF is listed on the Italian Stock Exchange. In 2025 it reported a consolidated Adjusted Net Profit of €151.7 million, with a 14.1% Group CET1 ratio at the end of December 2025.
www.bff.com

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