Place and date of birth: Ghedi (Brescia), 16th June 1964 A
Nationality: Italian
Marital Status: Married. One male son

Maria Grazia Filippini
Curriculum Vitae

PROFILE

More than thirty years' experience in the Information Technology industry applied and targeted to Customers' core business with a career focused on business development and relationship management from marketing and sales roles, for banks, insurance, Financial Institutions market, later in the Energy & Utilities space, to one of the last roles of Global Financial Services Industry VP with a WW responsibility for one of the most prestigious Silicon Valley IT company. Later on in the Government Affairs business for a dominant and leader company in the SW marketplace. Recently entrance in the Vouchering and Couponing Industry and business in a multinational Company, market leader in the issuing and placement of service titles and food voucher.

Complete and integrated set of competencies and business acumen all across the assigned Customers' offering and core business, dealing with their issues and trends in an integrated perspective from B2B to B2C, with both direct and indirect (channel and distribution) selling models.

Solid ability to establish and revitalize over time trusted, profitable and long-term relationships with Customer's Senior Executives.

Strong leadership and trust, successful communication skills, relevant turnaround management attitude, with a proven track record of achievements in building and managing high potential even international teams.
Transformational capabilities are key as change always creates opportunities for those that embrace it and eagerly adopt new routes to reduce avoidable complexity, achieve efficiency and foster innovation to provide differentiation and competitive advantage.

Ability to introduce best practice in terms of structure, blueprint adoption, processes and methodologies to link into the business globally and increase penetration of the global customer base.
Strong international credentials and sensitivity lo lead a substantial team from diverse backgrounds and cultures together with the understanding of what it takes to conduct business successfully across different audiences and markets.

Resourceful, action-oriented with the ability of overcoming obstacles to get things done in a timely fashion, winning attituded, team-player, quick at taking decisions and flexible enough to change actions if results do not match expectations, organisational agility and strong team building and engaging skills to excel in large, fast-moving organisations, ability to build effective work environments and motivate team members to grow in their roles and achieve personal and company success in a low-ego/humility atmosphere (based on the principle of making decision based on the needs of the company and not on politics or personal advantage and agenda).

I get professional and intellectual incentives from developing always new "value propositions" to generate value to the business, with the proper mix of industry knowledge and technology innovation.

Integrity, Intensity, Intelligence, Innovation, passion and courage, commitment, never-give up mind, can-do/will-do attitude, agility, flexibility, loyalty, reliability, engagement at all levels, Transparency and Trust and Smile inspire every single day both in my personal and professional life.

PROFESSIONAL EXPERIENCES

[05/21 – current] **Lead Independent Director as well as member of the Audit, Risks and Sustainability Committee and of the Remuneration Committee at Carel** **Brugine**
Member of Board of Directors, I collaborate in the acceleration and transformation in terms of sustainability of the payoff "better control, better environment" which represents the synthesis of Carel's mission. Innovative consultant and technological partner, Carel anticipates market demands by offering solutions that guarantee high-level and efficient performance from the point of view of energy saving while respecting the environment.
Carel is listed on the MTA market of the Italian Stock Exchange, STAR Segment
Founded in 1973, Carel can boast a consolidated turnover of 331.6 million euros in 2020 (+ 1.3% compared to 2019). 80% of sales take place abroad where it has a very dense and articulated sales and customer support network. Specifically, it is present in America (North, Central and South), Asia Pacific, Africa and Europe.

[04/20 – current] **Independent Director, Chairman of the Control and Risks Committee, Chairman of the Nomination and Remuneration Committee as well as a member of the Related Parties Committee at Eurotech** **Amaro**
Member of Board of Directors, I do collaborate to the transformation and implementation of the new organizational model of the company with the aim of improving processes of streamlining and integration with Japanese & American branches.
Eurotech is a multinational company (listed at FTSE Italy STAR) that produces miniaturized computers for special purposes (NanoPCs) and computers with high computing capacity.
The offer includes design, development and supply of scalable solutions for the Internet of Things completed with services, software and hardware provided to major system integrators as well as large and small companies.

[02/17 – 04/2018] **Chief Sales & Operation Officer @ ICT&Strategy (Digital 360° Group)** **Milan**
Member of the Board of Directors of ICT&Strategy, I'm in charge of the transformation and implementation of the new organizational model with the aim of improving processes also through digital innovation to allow the Company, within the Group, to face the new challenges that the recent (June, the 13th 2017) listing at AIM in Borsa Italiana will generate.

[04/15 – 01/2017] **General Manager at Insiel S.p.A.** **Trieste**
Jointly with Insiel President and Board of Directors, I'll be committed and responsible for the implementation and delivery of the Industrial Plan already approved by Regione Friuli Venezia Giulia. Insiel will cover, from a strategic standpoint, a central role in accompanying reforms in those sectors where the Company will be mostly engaged: healthcare and local entities. All above, while renewing itself both in the mission and the digital landscape becoming very soon the trend setter within the in-houses community.

[11/13 – 03/2015] **Member of Qui Business Board of Directors (within Qui Group)** **Milan/Genoa**
Through the role in the holding and within the Group, I'm be in charge of strategic projects in partnership with big Enterprises and Companies and of the effectiveness of the internal team devoted to technological innovation and roadmap.

[06/12 – 06/13] **Managing Director & General Manager at Edenred Italia** **Milan**
Reporting solid line into the Chief Operating Officer Southern Europe (Graziella Gavezotti) and dotted into the CEO WW (Jacques Stern), I've been responsible for enhancing the business of the Italian branch which is among the 5 first ranked (within the total number of 39 countries where Edenred is based and operates). Edenred is the inventor of di Ticket Restaurant® and leader on a global basis in the business of employee benefits, welfare &Public social programs, Incentive & Rewards, Expense Management. Our prevalent target are the HR Business Partners, Marketing and Finance People.
My main responsibility and priority has been to drive the company to the enablement and acceleration of the on-going dematerialization process through the digital transformation/conversion of the support to our products and services, developing at the same time value added solutions and new appealing value propositions to improve beneficiaries' user experience.

[09/11 – 06/12] **Consultant at T-Systems Italy acting like VP Sales and Marketing** **Milan/Rome**
The role was required _ through fresh external ability to design and drive change management _ to reinforce and furtherly develop the heritage of outsourcing Customers to prepare the selling of the Italian Sales department, maximizing the goodwill and performing a change in control into the first quarter 2013.
The role was reporting solid into the local German Managing Director Veit Fritzenschaft and globally to the head of Global Sales.

[02/11 – 07/11] **Public Sector Director at Microsoft Italy** **Milan/Rome**
Reporting solid line into the Italian General Manager (Pietro Scott Jovane) and dotted into the Western Europe Public Sector Segment Leader (Stefan Sjostrom), I've been in charge of the business development and achievements for the Public Sector (Central, Local

Regional Government and Education) to enable and accelerate the digitalization and renewal process in the current recession scenario.

The primary objective was to achieve the desired revenue and P&L targets, manage and grow the sales team, continue to recruit and assist channel partners, drive and improve sales productivity and leverage global enterprise sales activity, drived focussed market and accounts penetration.

The most strategic and challenging aim with this role was _ through the development of a National Plan _ to assist and enable the General Manager and the whole subsidiary in setting the tone of the conversation with the Government elites shaping and inspiring the future of the Italian country in a multi-year perspective through Microsoft contribution.

Member of the senior management team (Leadership Team), I'was contributing to the business strategy of the country and the region across all aspects of the enterprise business (B2B and B2C) and playing a key role in the overall growth.
I've being selected and hired to be immediately inserted in the GM succession plan.

[04/09 – 08/10]   **Europe VP for Global Accounts & Industries**
WW VP for Global Financial Services Industry at Sun Microsystems Corporate
Beside the role of Managing Director & General Manager for the Legal Entity Sun Microsystems Italy, I've been requested of taking the responsibility for European revenue and business management for the "Global Accounts & Industries" established as a result of the new business and Go-To-Market model adopted by Sun.
These 43 Global Accounts on a global scale provide 50% of the total revenue at Sun; 23 of these Customers (in scope to this new role) belong to the European time zone and represent more than 50% of the total revenue generated by the 43.

Immediately later I've been also appointed to the role of WW VP Global Financial Services Industry with a WW reach and responsibilities leading, through a global team of different hundreds people, 18 out of the 43 mentioned Customers that are Financial Institutions, Banks, Insurances (3,6 Billion $ revenues).

[04/07 – 04/09]   **Sun Microsystems Italia S.p.A.**   **Milan**
From April '07, *Managing Director & General Manager at* Sun Microsystems Italy, company leader in researching, developing & selling (both directly and indirectly) innovative IT technologies. Java, Solaris™ are among the most famous brands, 100% IP of Sun.
In this role, as a VP reporting directly to the Senior VP Global Sales and Services for Europe, I was responsible for the revenue (3,5 billions $) and P&L of the country, 660 people (within a matrix organizational model) promoting on the Italian market our value proposition to enhance our Customers' business.
The first year has been spent driving and managing a deep turnaround, restarting growth in revenue and margin, regaining market share, increasing SOW on existing Customer base, enhancing service excellence and customer satisfaction through the development and implementation of a new business model, full integration of the country in the global Sun, a change management towards a culture inspired to openness, intensity, self confidence constantly working on behaviors and attitudes of key people and change champions within the organization.

[12/94 – 03/07]   **EDS Italia S.p.A.**   **Milan**
From May '04, beside the role of Enterprise Client Executive for Eni group, I took the responsibility of **CEO for the legal Entity EDS Servizi ICT**, the Company 100% owned by EDS Italy, built up in 1999 and entitled of the contractual relationships and the service delivery as per Master Agreement between Eni and EDS Servizi ICT (Annual revenue handled = 100 billions Euro; 700 people within a matrix organization)

- *Enterprise Client Executive* (Jan '04 – May '04). Reporting to the Executive VP EMEA in London (UK), I'm fully responsible for relationship management and new business development for Eni worldwide and for the Energy & Utilities Market in Italy.
In this period I've successfully launched and driven the following *initiatives*:
  - Multi years change management journey ("EDS Transformation for Eni") with the involvement and endorsement of EMEA and Corporate senior executives (2004 – 2005);
  - Improvement of "Service Excellence" from red to green in 10 months only (2004);
  - Assignment of the "2005 Diamond Award" for creativity and innovation, as well as for the achieved results, through the above mentioned transformation journey (Jan '05);
  - Development of the training program for executive ("EDS Way 2") working with the "Global Learning & Development" Corporate department in Plano (TX-USA) (Apr/Sep '05);
  - As *Strategic Pursuit Leader*, I've set up and driver the negotiation for the extension, both in time and scope, of the existing contract with Eni Group (Jan/Dec '05);
  - Finalist for the assignment of the "Client Executive of the Year" award (Jan '06);

- *Eni Core Senior Client Executive* (Jul '02 – Jan '04). In charge of relationship management and new business development on Eni Div. Exploration & Production, Div. Gas & Power, Div. Refining & Mktg and on ICT Eni as governance IT board Governance for the Operating Companies of the Eni Group.

- **Client Executive** (Feb '99 – Jun '02). Relationship management and business development on assigned Customers: EniData Bupet for the Application Management of EniChem and related companies, EniPower, Dow Poliuretani Italia, Saipem, Snamprogetti Annual business dimension handled: 45 M$.
  Since 1st July '01, acting as **Transition Manager** (in team with the HR Director and the Delivery and Operation Director) in the branch of business transfer carried out by 5 Companies of the Group to EDS c/o the plants/refineries in Italy for a total of 160 employees by December 2001 and 30 by the end of Q2 2002.

- **Account Manager** (Jun '98 – Feb '99). Member of the Pursuit Team built up for the definition, negotiation and finalization of the Master Agreement between Eni – EDS Servizi ICT and of the annexed Service Contracts with all the Operating Companies of the Group.

- **Business Analyst & Sales Support** (Aug '97 – Jun '98). Member of the International Pursuit Teams for the following projects: Comit – Foreign Branches and Remote Banking; Servizi Interbancari – Renascence; San Paolo Torino - Sinapsi; ENI – CSAMMPERS (during the final phase of the definition of the contract)

- **Product Manager Private Banking** (Dec '94 – Aug '97). Owner of the Private Banking offering with the following responsibilities:
  o Localization, according to the specific requirements of the italian market, of the adopted solution developed for swiss financial institutions;
  o Verticalization of the solution in compliance to the targeted market: Banks, Financial Institutions, SIM, Insurance Companies (for which the solution responds to the problems related to the automatisation of the Financial Area);

[03/94 – 10/94]   DS Data Systems S.p.A.   **Parma**
- **Product Manager Area Banche** (Reporting directly to the General Manager).

[03/88 – 03/94]   Artificial Intelligence Software S.p.A.   **Milan**
- **Account Manager** for Financial Institutions, Insurance Companies, Brokers and Leasing Companies spread on all the Italian territori ('91 – '94)
- **Marketing and Commercial Support** ('90 – '91)
- **Project Leader** ('89 – '90) for development of an Expert System for the financial consultancy in the private investment sector for Cassa di Risparmio di Parma
- **Learning, Education and Training Responsible** ('88 – '89).

[02/87 – 03/88]   Etnoteam S.p.A.   **Milan**
- **Consultant** for the development of an application in real time (control of the alarm system in the security system of a primary Financial Institution – O.S.: Unix; C Language)

OTHER ASSIGNMENTS OR SPECIAL MENTIONS	

- Lead Independent Director as well as member of the Audit, Risks and Sustainability Committee and of the Remuneration Committee at Carel
- Independent Director, Chairman of the Control and Risks Committee, Chairman of the Nomination and Remuneration Committee as well as a member of the Related Parties Committee at Eurotech
- Member of ICT&Strategy Board of Directors (within Digital 360° Group)
- Member of Qui Business Board of Directors (within Qui Group)
- Member as Managing Director of Sun Microsystems Italia S.p.A. Board of Directors
- Member of EDS Servizi ICT Board of Directors
- Member of MIP (**School of Management of Politecnico University in Milan**) Board of Directors
- Member of AITech - Assinform
- Collaboration with "Fondazione Umberto Veronesi" for the battle against smoking in the female universe
- Collaboration with Professors A. Rangone e M. Corso in the context of the MBA in Innovation for IT at Politecnico School of Management (MIP) in Milan
- Member of "Women & Technologies" Steering Committee (President: Rita Levi Montalcini)
- Member of the Executive Committee of Prospera ("Progetto Speranza") and Co-Founder of the Association
- Ranked in the dossier "Ready-for-Board Women" (First Edition) edited by Professional Women's Association, Milan and with the "Patrocinio della Presidenza del Consiglio dei Ministri", Ministro per le Pari Opportunità, MEF
- Finalist VIII edition R.O.S.A. Award – Canova Club (May 2010)
- Member of The Technical Committee "Research & Innovation" of Assolombarda for 2010
- Ordinary Associated for 2010 to the Association "Donne e Tecnologie"
- Interviewed within the Project "Strategies of Excellence" by Neosharper (March 2010)

MAJOR EDUCATIONAL QUALIFICATIONS-SPECIALIZATIONS

- University degree at the Faculty of Scienze dell'Informazione (Artificial Intelligence – Naive Physics) at the "Università degli Studi di Milano". Title of the Thesis: "Description and modeling of industrial plants and related control: a proposal of language of representation in first order logic" (110/110 e lode) (1988)
- Master in Basic Marketing – SDA Bocconi, Milan (1991 - 1992)
- Global Sales Institute: Bachelor's Program for Sales People – EDS, Russelsheim (D) (2001)
- Executive Relationship Building – EDS, Milan (2001)
- Negotiations for Leaders – EDS, Milan (2002)
- What the CEO wants you know – EDS, Milan (2002)
- Getting to Yes – EDS, Milan (2003)
- Strategy Value Creation Program – London Business School, Londra (UK) (2004)
- Go-to-Market Strategy Session – EDS, Nointel (F) (2004)
- Financial Responsibilities of Managers – EDS, Milan (2004)
- Certificate in "Leadership in The Global Enterprise" at the Garvin School of International Management – Thunderbird University, Phoenix (AZ) (2005)
- Negotiation: Understanding key deal Issues – EDS, Milan (2006)

FOREIGN LANGUAGES	English, fluent French, good comprehension
INTERESTS and HOBBIES	Modern singing, Reading, Skying, Travelling

PUBLICATIONS & SPEECHES

Title	Il "nuovo" leader: tra condottiero e visionario
Authors	M.G. Filippini
Published on	Professioni 4.0: la trasformazione digitale delle imprese e dei ruoli Soiel International, a cura di MGFilippini, E.Vaciago, V.Sansonetti

Conference	Forum PA 2015
Title	Infrastruttura Digitale: Interoperabilità? #sipuòfarese...
Authors	M.G. Filippini – Insiel S.p.A. – Trieste
Published on	http://www.forumpa.it/riforma-pa/maria-grazia-filippini-a-forum-pa-2015-interoperabilita-number-sipuofarese-dot-dot-dot

Title	I punti caldi dell'innovazione mondiale – Il Commento: La forza dell'innovazione condivisa
Authors	John Kao – Commenti di Maria Grazia Filippini, Piercarlo Gera
Published on	Harvard Business Review Italia – Maggio 2009 n.5 Pagina 49

Title	Capitolo 5 - Il capo che sono, il capo che vorrei (Maria Grazia Filippini)
Authors	Walter Passerini, Marco Rotondi – Prefazione di Pier Luigi Celli
Published on	Che capo vuoi? Attese, Riflessioni ed Esperienze su un Ruolo Chiave (Ed. Guerini e Associati – 06/2008)

Title	L'evoluzione dell'IT *Outsourcing* in Italia: il valore dell'esperienza - Il caso Eni
Authors	U. Bertelè, M. Corso, A. Rangone con il contributo di G. Casalini (ICT Eni) e M.G. Filippini - EDS Italia S.p.A. – Milano
Published on	Outsourcing – I vantaggi di una scelta strategica – a cura di S. Gervasi e A. Ballarin – Franco Angeli Editore (1^ edizione: 2006)

Conference	"Il Private Banking" - Milano, 27 Giugno 1995 - Roma, 4 Ottobre 1995
Title	Dalla Gestione dei Patrimoni Mobiliari al Private Banking
Authors	M.G. Filippini - EDS Italia S.p.A. - Milano
Published on	Atti del seminario

Conference	"Il Marketing dei prodotti assicurativi" - Milano, 30-31 Marzo 1992 promosso da Istituto di Ricerca Internazionale - Divisione Marketing & Comunicazione
Title	La soluzione informatica a supporto dei nuovi canali distributivi di prodotti assicurativi e finanziari
Authors	M.G. Filippini - Artificial Intelligence Software S.p.A. - Milano
Published on	Atti della conferenza

Title	PORTAFOGLIO: il consulente finanziario
Authors	M.G. Filippini, A. Vanzini
Published on	"Informazione Elettronica" Anno XIX - n° 12 – 1991

Title	Il Sistema Esperto PORTAFOGLIO
Authors	A. Chierici, G. Catellani, A. Mossini, M.G. Filippini
Published on	"Sistemi Esperti banca e finanza" a cura di F. Gardin, C. Rossignoli, S. Vaturi - Ed. Il Mulino 1991

Conference	Expert Systems '89, Londra 20-22 Settembre 1989
Title	PORTAFOGLIO: A Portfolio Advisor Application
Authors	A. Chierici, M.G. Filippini, M. Minati
Published on	Atti Expert Systems '89 - Cambridge University Press - Great Britain Co-editrice Atti Computational Intelligence '89 - North Holland
Conference	Convenzione Informatica Latina, Barcellona 12-17 Marzo 1989
Title	Using QPT to model and simulate physical systems in a qualitative way: a logic programming approach
Authors	S. Bandini, M. Bruschi, M.G. Filippini
Published on	Dipartimento di Scienze dell'Informazione - Università degli Studi di Milano *Apparso su:*Atti Conventio Informatica Latina (CIL89)

Conference	International Conference and Exhibition Computational Intelligence 1988 Università degli Studi di Milano, Italy, 26-30 September 1988
Title	An interpretation of QPT computational model according to logic programming
Authors	S. Bandini, M. Bruschi, M.G. Filippini, A. Molesini
Published on	Dipartimento di Scienze dell'Informazione - Università degli Studi di Milano *Apparso su:* Atti Computational Intelligence 1988 - North Holland

Title	Formazione, quando è in azienda diventa form'azione
Authors	Maria Grazia Filippini
Published on	Partners (Informazione e Formazione per il canale a valore) – Genn/Febb n.1 Pagina 97

Conference	Qualitative Physics 2nd Workshop - Paris, July 1988 Patrocinato da IBM France
Title	A logic programming approach to Qualitative Process Theory
Authors	S. Bandini, M. Bruschi, M.G. Filippini, A. Molesini
Published on	Dipartimento di Scienze dell'Informazione - Università degli Studi di Milano *Apparso su:*Atti 2nd Workshop of Naive Physics

Conference	GULP 1988 - Gruppo Ricercatori e Utenti di Logic Programming. Roma, 11-13 Maggio 1988
Title	Un approccio Prolog alla Fisica Naive: l'esempio dei processi qualitativi
Authors	S. Bandini, M. Bruschi, M.G. Filippini, A. Molesini
Published on	Dipartimento di Scienze dell'Informazione - Università degli Studi di Milano *Apparso su:* Atti del terzo Convegno Nazionale sulla Programmazione Logica a cura di Daniele Nardi

I authorize the treatment of my personal information according to the Dlgs 196/2003
Date: January the 21st 2021

Signature: