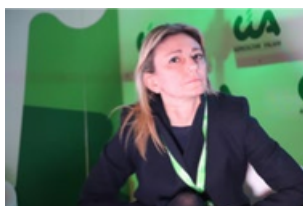


# CLAUDIA MERLINO

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## SUMMARY OF THE PROFESSIONAL PROFILE

Professional experience in the Direction and management of complex associative and economic structures

Professional experience in the administration of companies and organizations in the agricultural and welfare sector

Professional experience institutional and trade union relations

## CURRENT PROFESSIONAL EXPERIENCES

### HEAD OF ECONOMIC DEPARTMENT OF CIA- AGRICOLTORI ITALIANI

July 2022-today

**CIA - AGRICOLTORI ITALIANI is one of the most representative agricultural professional organizations in Italy and Europe, with over 900,000 members .**

Claudia Merlino currently plays the role of Head of the Economic Area of Cia- Agricoltori Italiani.

In this role she develops, manage and preside over the economic policies of the agricultural sector approved by Cia's President and Cia's steering Committee .

In this role she directs and coordinates the activities of the offices and associations that deal with the following issues: Wine, Olive, Fruit and Vegetable, Cereals, Industrial crops, gardening, Community Agricultural Policy (CAP), Environmental policies, Food Quality policies, Territorial policies , Irrigation resources, Biological, Fishing , Agritourism, Direct sales.

She takes care of relations with the competent ministries , institutions and with other representative associations in the agricultural sector.

She play the role of coordination, guidance and connection between the headquarter of Cia and the local structures .

### MEMBER OF THE BOARD OF DIRECTORS OF UNIPOL GRUPPO S.P.A.

Unipol Gruppo S.p.A. is a leading insurance group in Italy in the Non-Life business, among the top ten in Europe. Its ordinary shares have been listed on the Italian Stock Exchange since 1990 and it is also on the FTSE MIB index. Its main shareholders are certain businesses involved in the Italian cooperative movement. It has 11,946 employees and serves approximately 15,5 million customers through the biggest agency network in Italy. At consolidated level, as at 31 December 2021, the Group had direct insurance income of €13.3 billion, of which €7.9 billion in Non-Life Business and €5.4 billion in Life Business.

Member of the Internal Committee "Nomination, corporate governance and sustainability" of Unipol Gruppo s.p.a.

**VICE PRESIDENT OF THE G.E.O.P.A.  
PROFESSIONNELLES AGRICOLES DE L'U.E.  
PROFESSIONAL ORGANIZATIONS OF THE EUROPEAN UNION)**

**GROUPE DES EMPLOYEURS DES ORGANIZATIONS  
(GROUP OF EMPLOYERS OF THE AGRICULTURAL**

Geopa-Copa, Copa's employers' group, was created in 1993. Geopa-Copa members are national agricultural organizations that are members of Copa or authorized by Copa to become members of Geopa-Copa, and which have the right to negotiate collective agreements at national level. The European Commission recognizes Geopa-Copa as the body that represents employers in agriculture in Europe.

## **PREVIOUS PROFESSIONAL EXPERIENCE**

### **GENERAL DIRECTOR OF THE CIA - AGRICOLTORI ITALIANI**

December 2019 - June 2022

Claudia Merlino played the role of General Manager of CIA - Italian Farmers. Professional Agricultural Organization with over 900,000 members.

In this role she was responsible for the national organizational structure and the administrative and financial management. She is also responsible for human resource management and organizational management.

She was responsible for the definition and implementation of all aspects relating to the achievement of the strategic objectives of a complex and branched organization such as the CIA.

She reported directly to the National President and the National Executive Committee.

Furthermore, as General Manager she carried out representation activities and institutional relations with all institutional subjects (Government, Parliament, Ministries, Public administration bodies) and with other economic and professional organizations.

She carried out supervisory functions on all subjects and components of the Cia system (INAC-Cia National Patronage, Caf Cia Nazionale, Caa-Cia srl, Cia Regionali and Cia Provinciali).

**President and CEO Cia Servizi srl - March 2021-July 2022** The company "Cia Servizi Nazionale S.r.l. company wholly owned by "Cia - Italian Farmers", its business is the provision of services to subjects (companies and associations) that are part of the National CIA system and the Territorial CIA system. The main services are insurance and IT.

In the past Claudia Merlino held the following main roles in Cia - Agricoltori Italiani:

**National Head of Labor and Trade Union Relations of CIA 2003-2016**

National Responsible for the definition, implementation, guidance and coordination of Labor Policies, Trade Union Relations and Bargaining In this role, she dealt with issues relating to labor issues, she carried out consultancy activities both directly and through the territorial structures of the CIA , oversaw relations with trade union representatives in the sector, carried out negotiations and signed, as head of the CIA delegation the National Collective Labor Agreements, carried out sector representation activities at all the institutional subjects competent in labor and welfare matters (Ministry del Lavoro, Ministry of Agriculture, Ministry of the Interior, Parliament, INPS, Inail,) and has carried out lobbying activities for the approval of laws of interest to the sector or for the improvement of current legislation.

#### **National Director A.N.C.C.A. (National Association of Agricultural Contractors) - Cia 2007 to 2020**

National Association of Contracted Agricultural Growers, protects the economic and professional interests of farmers who do not own the land they cultivate. The activity carried out by Ancca is aimed at developing a modern agricultural entrepreneurship, with the promotion of renting through individual contracts in derogation, pursuant to art. 45 of Law 203/82, in compliance with the real demand and offer of the land market. **Director of Cia Imprese srl - Tax assistance and consultancy center for companies set up by the Cia - Year 2006**

#### **CURRENT EXTERNAL ASSIGNMENTS Member of the board of Directors OF THE ENPAIA FOUNDATION 2018-TODAY**

Enpaia, today a Foundation with legal personality under private law, associates over 9,000 companies that work in the agricultural sector, for a total of over 42,000 policyholders including executives, middle managers and employees. Enpaia, under the supervision of the Ministry of Labor and the Ministry of Finance, is entrusted with the management of health insurance, accident insurance, treatment for seniority allowance and social security treatment in addition to the pension one paid by INPS. The Entity also manages qualified credit assistance for its policyholders with the granting of mortgage loans at a subsidized rate and small loans through the Enpaia Card. Following an agreement with ANBI and SNEBI since 1971, the Entity has been dealing with management of the provision fund for the retirement pension of the employees of the reclamation consortia. Since 1996, the compulsory pension funds of the Agricultural Experts and of the Agro-technicians, established pursuant to Legislative Decree 103/96, are part of Enpaia as Separate Management .

#### **MEMBER OF THE BOARD OF DIRECTORS OF FISA**

Healthcare Fund for Agricultural Workers constituted by the national organizations of agricultural employers (Confagricoltura, Coldiretti and Cia) and by the national organizations of agricultural workers (Flai-Cgil, Fai-Cisl and Uila-Uil). The purpose of FISA is to ensuring agricultural workers and their families a supplementary health system of the National Health Service as well as forms of accident and assistance protection aimed at guaranteeing adequate protection in the states of need of their clients.

## MEMBERS OF THE MANAGEMENT COMMITTEE OF E.B.A.N. (NATIONAL BILATERAL AGRICULTURAL BODY)

The National Bilateral Agricultural Organization (EBAN) made up of the national organizations of agricultural employers (Confagricoltura, Coldiretti and Cia) and the national organizations of agricultural workers (Flai-Cgil, Fai-Cisl and Uila-Uil) signatories of the National Collective Agreement of work for agricultural workers. It performs important functions in support of businesses and workers in the primary sector and represents a permanent forum for discussion between the agricultural social partners on issues of employment, trade union relations and collective bargaining.

## PREVIOUS EXTERNAL ASSIGNMENTS

Member of the Steering and Supervisory Board of Inail from 2004 to 2007. Inail is the National Institute for Insurance against accidents at work, is a public entity safeguarding workers against physical injuries and occupational diseases.

Member of the Central Commission for the assessment and collection of unified agricultural contributions of INPS from 2004 to 2008. INPS is the National Social Security Institute

## EDUCATION, LANGUAGE SKILLS AND INTERESTS

Claudia Merlino graduated in Philosophy at the Sapienza University of Rome

She speaks and writes fluent English and French in which she acquired the alliance francaise certificate.

She is a sports lover and in particular she plays tennis, skiing and swimming. She and she is a lover of music, literature and cinema.