

INTESA SANPAOLO: AGREEMENT WITH TRADE UNIONS ON NEW WORKING ORGANISATION

- **The measures on short weeks, agile working and flexible working hours are further improved**
- **Strong focus on people, with a better work-life balance, and on digital transition as key factors in order to meet the upcoming challenges**

Turin/Milan, 26 May 2023 – Intesa Sanpaolo has signed an agreement with all Trade Unions that adds to and expands on the highly innovative measures of the new organisational model in force since 1 January 2023.

The main changes affecting flexible working

1. Testing of smart working in more than 280 branches of Banca dei Territori and of the Private Division, making it available to more people.
2. Increase in the meal voucher allowance to €4.50 a day for days of agile working from home.

The main changes affecting the short week

1. The short week may be applied at 40 large branches of the Banca dei Territori Division: 9 hours over 4 days, with a reduction in working hours from 37.5 to 36, on a voluntary basis, with equal pay according to the company's technical and operational needs.
2. Starting 1 November 2023, the staff of more than 250 small branches will be able to voluntarily request and make use of a short week on the day the branch is closed (Tuesday, Wednesday or Thursday).

Flexible starting times are also available, from 7 a.m. to 10 a.m., with a corresponding shift in end times, for both in-presence and smart working, even on a “short-week” schedule.

In just a few months – since 1 January, when the new measures were launched – the new flexible working options have been adopted by 40,000 people, or around 70% of those who were eligible before today's agreement – governance structures and branches – whereas the short week has been chosen by around 17,000 people, or 60% of the full-time staff of governance structures and of 12 large branches (figures as at 30 April 2023).

Press information

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About Intesa Sanpaolo

Intesa Sanpaolo is Italy's leading banking group – serving families, businesses and the real economy – with a significant international presence. Intesa Sanpaolo's distinctive business model makes it a European leader in Wealth Management,



Protection & Advisory, highly focused on digital and fintech. An efficient and resilient Bank, it benefits from its wholly-owned product factories in asset management and insurance. The Group's strong ESG commitment includes providing €115 billion in impact lending by 2025 to communities and for the green transition, and €500 million in contributions to support people most in need, positioning Intesa Sanpaolo as a world leader in terms of social impact. Intesa Sanpaolo is committed to Net Zero by 2030 for its own emissions and by 2050 for its loan and investment portfolios. An engaged patron of Italian culture, Intesa Sanpaolo has created its own network of museums, the *Gallerie d'Italia*, to host the bank's artistic heritage and as a venue for prestigious cultural projects.

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