



**Press Release.**

**Banco BPM reaches important agreements with trade unions:**

**€1,500 welfare bonus, extension of the Solidarity Fund to an additional 250 people, agreements on smart working, smart learning, Commercial Policies and Work Organization**

*Milan, 20 February 2023* - Banco BPM Group and the Trade Unions reached important agreements on February 17, 2023.

As a result of the discussion and with the aim of enhancing the commitment and dedication of the Group's people, an agreement was signed that provides for the recognition of a welfare bonus worth €1,500 to all personnel in the categories of professional areas and middle management.

In addition, the extension of the Solidarity Fund that had been activated at the time was defined for an additional 250 colleagues already present in the previous ranking, also favouring the generational turnover of the Group through 125 new hires and enabling the achievement of the levels of ambition recently communicated to the market for 2024 and 2025; the net income guidance of more than 60 cents per share for 2023 also remains confirmed.

Second-level bargaining was confirmed, the agreement on days off work and, confirming the attention to the individual and the better management of work-life balances, a further agreement was signed on agile work in favour of the head office and smart learning prioritized in favour of the commercial network to encourage the conduct of training activities outside the Bank's premises.

Finally, with the aim of promoting a positive business climate and, at the same time, supporting proper, healthy and sustainable business growth, the agreement on Commercial Policies and Labor Organization was extended.

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