

PRESS RELEASE

**INTESA SANPAOLO: NEW SHARE OWNERSHIP PLAN
FOR THE GROUP'S PEOPLE**

**Long-term incentive
to achieve the objectives of the Business Plan**

ESG at the heart of performance objectives

Turin, Milan, 29 April 2022 - The Shareholders' Meeting of Intesa Sanpaolo has approved the proposals by the Board of Directors relating to the two long-term incentive (LTI) initiatives linked to the new 2022-2025 Business Plan and the overall results achieved at the end of the Plan: the Performance Share Plan (PSP), a share-based plan aimed at all Group management, and the LECOIP 3.0, on which an agreement was reached with the trade unions during the night. Both were approved by a very large majority, 96,1% and 98,2%, respectively.

Through these measures, Intesa Sanpaolo, referring to the principles of inclusion and merit and an orientation towards sustainable results over time achieved through the active involvement and development of all the people who work at the bank, confirms its intention to pursue solid, sustainable creation and distribution of value, high capitalisation and a sharp focus on ESG (environmental, social and governance).

The new LECOIP 3.0 is aimed at all permanent employees (including those on professional apprenticeship contracts) and provides for a minimum appreciation of 4% of the protected capital if the target level of the ESG (environment, social and governance) KPI (management objective), consisting of three indicators identified in the 2022-2025 Business Plan, is reached, regardless of stock performance.

The three indicators are:

- Environment: New credit for green/circular economy and ecological transition with particular focus on supporting the transition of corporations/SMEs - weight 40%
- Social: Number of people who have successfully completed re-skilling and up-skilling processes with new placement in the case of the former in target jobs - weight 40%
- Governance: percentage of women in new appointments to senior positions (-1 and -2 levels of organisation from CEO) - weight 20%

Agreements were also signed with the trade unions regarding variable performance bonuses for credit staff (VPB 2022) and insurance companies with the provision of a specific "welcome bonus for the 2022-2025 Plan" of €1,300 – an increase compared to the LECOIP of the last 2018-2021 Plan – which will be made available by July 2022 and which employees will be able to allocate to the LECOIP.

The agreement on the 2022 VPB calls for an increase in the basic bonus affecting more than 36,200 employees, confirming the increase of €120 for employees with a gross annual salary of up to €35,000 and introducing an increase of €75 for employees with a gross annual salary of between €35,000 and €37,000 – measures also envisaged for part-time employees for whom the equivalent full-time gross annual salary will no longer be considered. The agreements also stipulate that, unlike in other years, for branches in the Banca dei Territori division, the excellence bonus will be paid to all branches that achieve a scorecard result of at least 100.

The same measures were adopted for the Group's insurance companies.

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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