

Press release**INTESA SANPAOLO: ADDITIONAL ONE-OFF PAYMENT OF €500 TO THE GROUP'S PEOPLE**

Turin/Milan, 22 November 2022 – Intesa Sanpaolo, in order to provide concrete support to its people in dealing with the current price rises, will provide a one-off disbursement of **€500** with the December monthly payment, as requested by trade unions. The announcement comes in advance of the conclusion of negotiations, which are still ongoing with the trade unions, concerning the new working arrangements for smart working, flexible working hours and short weeks.

The measure affects 70,000 people working in Italy, excluding management.

The disbursement is being communicated now in order to allow the inclusion of the sums within the fringe benefit limit raised by Decree-Law No. 176 of 18 November 2022, the Aid-quarter Decree, published in the *Official Journal* on 18 November 2022, and to give colleagues the opportunity to self-certify the household utility expenses incurred for consumption in 2022 and within the tax payment deadlines.

The one-off payment of €500, which is also for smart working, comes in addition to the decision, taken in July in conjunction with the half-yearly results, to make a one-off payment of €500, as a donation, to Group employees in Italy and abroad, for a total of €1,000 net. The first of the two measures amounted to €50 million and the current edition amounts to around €37 million, for a total of €87 million.

On the strength of the solidity that makes it one of Europe's leading banks, Intesa Sanpaolo has taken action in the last two years through extraordinary support measures, including the donation of €100 million to Italian healthcare to combat the pandemic. In the course of 2022, the Bank implemented extraordinary initiatives for colleagues at its Pravex subsidiary in Ukraine and the Ukrainian population affected by the conflict.

Carlo Messina, CEO of Intesa Sanpaolo, commented: *"At a complex time, with inflationary rises continuing to erode purchasing power, we are reiterating our attention and closeness to our people through concrete action. The Group's people are the beating heart of Intesa Sanpaolo, the source of its impetus for growth, drive for innovation and sensitivity to solidarity projects. Our leadership is built on their professionalism and competence."*