

PRESS RELEASE

INTESA SANPAOLO: FIRST BANK IN EUROPE BY DIVERSITY AND INCLUSION RESULTS ACCORDING TO THE REFINITIV INDEX

Ranked 50th among 11,000 listed companies analysed on 24 parameters

Turin/Milan, 24 September 2021 - Intesa Sanpaolo is the number-one bank in Europe, six bank in the world and the only Italian bank among the 100 most inclusive and diversity-conscious workplaces according to the Diversity and Inclusion Index by Refinitiv, the international index that assesses 11,000 listed companies globally.

The Group was ranked 50th, 26 places higher than in 2020. The analysis is based exclusively on public data – financial statements, financial reports, press releases, websites – using 24 parameters that fall into four key categories: gender diversity, inclusion, people development and controversies. Refinitiv, a London Stock Exchange Group company, is one of the world's leading providers of financial research and data.

The ranking is the result of the Bank's activities in terms of Diversity & Inclusion. An ad hoc office set up in 2018 reporting directly to Chief Operating Officer Paola Angeletti is tasked with fostering a culture of inclusion, encouraging respect for and promoting the value of diversity by enhancing the multicultural heritage, experiences and characteristics of the Group's people.

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Intesa Sanpaolo

Intesa Sanpaolo is the leading Bank in Italy and one of the soundest and most profitable banks in Europe. It offers commercial, corporate investment banking, asset management and insurance services. The Intesa Sanpaolo Group has approximately 13.5 million customers in Italy who are assisted through both digital and traditional channels and 7.1 million customers abroad with subsidiaries operating in commercial banking in 12 countries in Central Eastern Europe and Middle Eastern and North African areas and an international network of specialists in support of corporate customers across 25 countries. Intesa Sanpaolo is recognized as one of the most sustainable banks in the world. For the Group, creating value means being a driver for growth, for the benefit of both society and the economy. As regards the environment, the Group has set up a 6-billion-euro fund for the circular economy. Intesa Sanpaolo supports major economic inclusion and poverty reduction

projects, including an impact fund of 1.5 billion euro for loans available to social groups who struggle to access credit. Intesa Sanpaolo has a high level of involvement in cultural initiatives, organised by the Bank or in collaboration with other entities in Italy and further afield. These include permanent and temporary exhibitions showcasing the Bank's impressive artistic heritage at the Gallerie d'Italia, the Group's museums located in Milan, Naples, Vicenza and soon Turin.

Web site: group.intesasanpaolo.com | News: <https://group.intesasanpaolo.com/en/newsroom/news> | Twitter: @intesasanpaolo | Facebook: @intesasanpaolo | LinkedIn: <https://www.linkedin.com/company/intesasanpaolo> | Instagram: @intesasanpaolo

Diversity & Inclusion at Intesa Sanpaolo

For some time now Intesa Sanpaolo has had concrete Diversity and Inclusion such as a specific KPI (management objective) to reward managers attentive to gender equity, as well as programmes to accelerate women's careers and specific training courses to encourage inclusion; its integrated welfare system has evolved over the years to include a wide range of solutions – e.g. time bank, company child care, extended maternity/paternity leave, remote working, flexible entry/exit times, part-time work – that concretely address the issue of time management and the balance between employees' business and personal needs. The "Principles of Diversity & Inclusion" policy was approved in 2020, formalising the inclusion policy towards all forms of diversity, basing it on respect for all people, meritocracy and equal opportunities.

The group also has numerous initiatives to support customers, families and female entrepreneurs.

Some Diversity Management initiatives:

- **Training on inclusive leadership and unconscious biases** for top management, for a discussion on the characteristics and advantages of adopting an inclusive leadership style, on the value and richness represented by people's diversity and on the "traps" set by often unconscious stereotypes.
- **Group coaching** for managers to reflect, define and implement inclusive behaviours
- Initiatives in **support of parenting** to facilitate the reconciliation of personal and professional life for parents and the balancing of family care obligations
- Programme aimed at **people who are absent for long periods of time** (maternity/paternity leave, illness, leave for family or personal reasons) to form close relationships during the absence and promote a successful return to work
- **Listening initiatives** to investigate the needs, experiences and expectations of the various generations within the company and identify specific age management initiatives
- **Disability Management:** establishment of an interfunctional group to support and enhance the contribution of all our people within the company through a dedicated process. About 60 professionals – most of them certified by the Lombardy Region as Disability Managers after attending the Advanced Training Course "Disability Managers and the Workplace" organised by the Catholic University of the Sacred Heart of Milan – are actively participating in it. The interfunctional group meets periodically with the trade unions within the Welfare, Safety and Sustainable Development Committee.

In particular, in support of gender equality over the years:

- Definition of **commitments on gender equality**, with the aim of promoting **gender balance in hiring** and ensuring fair opportunities in the processes of **promotion** to roles of responsibility, appointments to management and in the succession plan for top management

- **Female Leadership Acceleration:** a specific initiative that has already involved more than 140 female managers and top managers, with **individual and collective development programmes** to accelerate their growth;
- **Women's Empowerment:** training courses aimed at the high-potential female population to **strengthen awareness of the value of gender difference**
- **shadowing programmes:** involving **female managers and high-potential female colleagues**
- **job rotation** to strengthen and broaden skills

Recognition, formal commitments and partnerships

Intesa Sanpaolo stands out for its numerous initiatives promoting gender equality and, in addition to being included in the 2021 *"Bloomberg Gender-Equality Index"* (GEI), it was recognised by Equileap Research in the top 5 of the FTSE MIB 40 (in second place) in the ranking *"2020 Gender Equality in Spain, Italy and Greece"*. Intesa Sanpaolo was the first bank in Italy and among the first in Europe to receive Arborus association's Gender Equality European & International Standard (GEEIS-Diversity), the international certification issued by Bureau Veritas. The Bank has also adhered to the Women's Empowerment Principles - WEPs promoted by the UN and subscribes to the ABI (Italian Banking Association) Charter "Women in Banking". Intesa Sanpaolo has longstanding collaboration with Fondazione Marisa Bellisario, Valore D and Parks - Liberi e uguali.