

PBZ WEBSITE DISCLOSURE ON DIVERSITY, EQUITY & INCLUSION PRINCIPLES

Enhance the diversity

The enhancement of people, their diversity, equity and inclusion policies are a fundamental element of the people strategy and an essential ingredient in the environmental, social and governance (ESG) strategy. Companies that are able to express a high rate of diversity – for example gender, age, cultural and professional background – can have a wider spectrum of views, opinions and experiences, thus bringing greater value to policy decisions.

For years Intesa Sanpaolo Group has been committed to enhancing the diversity and promoting inclusion as essential components for the Group's growth.

PBZ Group has decided to adopt a set of Principles on Diversity, Equity & Inclusion (hereinafter "DE&I Principles") to confirm and make more effective its commitment to implement and disseminate – inside and outside of the Group – a policy for the inclusion of all forms of diversity (gender, gender identity and/or gender expression, sexual orientation, marital status and family status, age, ethnicity, religious belief, political affiliation and affiliation to unions, nationality, language, cultural background, physical and psychological conditions or any other feature of each individual, also including the expression of one's own thought), in accordance with the principles stated in the Group's Code of Ethics and Internal Code of Conduct.

The goal of the DE&I Principles is to create a working environment based on plurality, respect and harmony, where people with different qualities, beliefs and opinions can come together to generate value, where everyone feels free to express themselves and everyone's talent and qualities are acknowledged and rewarded with the same opportunities for professional growth and remuneration.

Culture of inclusion

The dissemination of the culture of inclusion is a fundamental element of the Intesa Sanpaolo Group's DE&I strategy and translates into training, communication and awareness-raising initiatives towards all people, at all organizational levels. The culture of inclusion starts from the top, with the involvement of all top management in a managerial discussion on Inclusive Leadership, which will be gradually extended to all other managerial levels.

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Enhancement of female talent

Intesa Sanpaolo Group has always been committed to the full enhancement of female talent, facilitating the presence of women in every professional context and at every hierarchical level.

A specific section of PBZ Group DE&I Principles is dedicated to commitments on gender equity, aimed at ensuring fair opportunities in the processes of hiring, promotion to roles of responsibility, appointments to Management Bodies, managerial roles and in the succession plan for top management.

With reference to the presence of the underrepresented gender in the Management Bodies of PBZ, the target is set as **one third of the number of the Members in each Board**¹. PBZ already committed to reach set target and keep it stable over time.

¹ Rounded to the unit and so corresponding to the following number depending on the total number of board members (Management Board and Supervisory Board):

- 5 board members. $5 \cdot 1/3 = 1.66$, taking into account the "rounded" criteria, the number of members of the less represented gender would be 2 members.
- 6 board members. $6 \cdot 1/3 = 2$, the number of members of the less represented gender would be 2 members
- 7 board members. $7 \cdot 1/3 = 2.33$, taking into account the "rounded" criteria, the number of members of the less represented gender would be 2 members.
- 8 board members. $8 \cdot 1/3 = 2.66$, taking into account the "rounded" criteria, the number of members of the less represented gender would be 3 members.
- 9 board members. $9 \cdot 1/3 = 3$, the number of members of the less represented gender would be 3 members.

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