

INTESA SANPAOLO AMONG TOP 100 LISTED COMPANIES WORLDWIDE IN TERMS OF DIVERSITY & INCLUSION

Intesa Sanpaolo is the only Italian bank included in Refinitiv's Diversity & Inclusion Index

The Bank ranks 76th among over 9,000 companies analysed

Milan/Turin, 16 September 2020 – Intesa Sanpaolo was ranked 76th in Refinitiv's *Diversity & Inclusion Index*, an international ranking of the top 100 listed companies with the most inclusive and diverse workplaces. The index draws on data from publicly available sources such as sustainability reports, financial reports, company websites and press releases.

Carlo Messina, CEO of Intesa Sanpaolo, commented: *“The inclusion of Intesa Sanpaolo in the index recognizes the efforts we've made regarding equality, a commitment expressed in concrete terms such as the introduction of a specific KPI to reward those who manage with a view to gender equality, innovative corporate welfare initiatives, and projects to support people with disabilities. A workplace that is inclusive at all levels empowers people to better express their own abilities and makes the Group even stronger and competitive at an international level.”*

The *Diversity & Inclusion Index* published by Refinitiv assesses over 9,000 companies worldwide in a transparent and objective manner with regard to diversity and inclusion, on the basis of 24 metrics across four key pillars: diversity, inclusion, people development and disputes.

Media information

Intesa Sanpaolo

Media and Associations Relations

Media Office for Institutional, Social and Cultural Activities

stampa@intesasampaolo.com

<https://group.intesasampaolo.com/it/sala-stampa/news>

Diversity & Inclusion at Intesa Sanpaolo

In terms of equal opportunities and inclusion, Intesa Sanpaolo has set a precedent: concrete tools have been introduced such as a specific KPI (management target) to reward managers who are attentive to the issue of gender equality, as well as programmes designed to accelerate career growth for women and specific training courses to promote inclusion. The integrated welfare system has developed over the years with a wide range of solutions – including the time bank, company nurseries, additional maternity/paternity leave, smart working, flexible start and finish times, and part-time opportunities – that address in practical terms the issues of time management and employees work/life balance. With the creation in 2018 of a specific structure reporting directly to the Chief Operating Officer, Intesa Sanpaolo's D&I approach was infused with new drive and method.

In addition to the well-established collaboration with the Marisa Bellisario Foundation and Valore D, Intesa Sanpaolo stands out for its numerous initiatives that promote gender equality, earning the Group a place in the *2020 Bloomberg Gender-Equality Index (GEI)* that assesses the commitment and actions taken by major listed companies globally. It was also ranked #2 by Equileap Research among FTSE MIB 40 companies in the *2020 Gender Equality in Spain, Italy and Greece* ranking. Intesa Sanpaolo also received the Diversity & Inclusion

Award 2019, which rewards companies that promote policies to help vulnerable or disadvantaged groups enter the job market.

Some of Intesa Sanpaolo's main Diversity Management initiatives include:

- Adoption of the Women's Empowerment Principles – WEPs promoted by the UN
- KPI dedicated to promoting female talent included in the performance assessment of over 1,100 managers
- Survey on the topic of inclusion, conducted throughout Italy, and subsequent initiatives of targeted listening in many structures
- Definition of the Diversity & Inclusion Strategy
- Training for top management regarding the issue of unconscious bias
- Launch of a programme for long-term absentees, to establish a closer relationship during the absence (pilot project launched regarding long-term maternity leave)
- Recruitment of people with Down Syndrome for internships
- Specific projects to support empowerment and female talent
- Active participation by more than 65 Role Models in the Inspiring Girls initiative (in partnership with Valore D)

About Intesa Sanpaolo

Intesa Sanpaolo is one of the most solid and profitable banks in Europe, providing wealth management, consumer banking, corporate and investment banking, asset management and insurance. As the market leader in Italy, Intesa Sanpaolo serves nearly 12 million customers through digital and traditional channels. The Group's international subsidiary banks provide for an additional 7.2 million customers in Central Eastern Europe, the Middle East and North Africa. Intesa Sanpaolo is recognized as one of the most sustainable banks in the world.

The Group believes that value creation should be interpreted broadly, supporting social purpose and driving the real economy. As part of its commitment to sustainable growth, Intesa Sanpaolo has created a €5 billion financing facility dedicated to the circular economy. The Group's large-scale project for economic inclusion and poverty alleviation includes a Fund for Impact to provide €1.2 billion in loans to those parts of society that find access to credit difficult. Intesa Sanpaolo is deeply committed to cultural initiatives that it promotes on its own and together with partners in Italy and abroad, including permanent and temporary exhibits of the vast artistic patrimony at the Gallerie d'Italia, the Group's three museums located in Milan, Naples and Vicenza.

Additional information may be found at group.intesasanpaolo.com | News: <https://www.intesasanpaolo.com/it/news.html> | Twitter: @intesasanpaolo | Facebook: @intesasanpaolo | LinkedIn: <https://www.linkedin.com/company/intesa-sanpaolo> | Instagram: @intesasanpaolo