

**PRESS RELEASE**

## **INTESA SANPAOLO SIGNS SECOND-LEVEL COLLECTIVE AGREEMENT WITH TRADE UNIONS**

*Turin/Milan, 24 December 2025* – Intesa Sanpaolo announces that it has reached an agreement with trade union organisations on the terms of the Group's second-level collective agreement, concerning the following areas:

- An integrated welfare system, with enhancements to the availability of Time Banking, paid leave for cancer screenings and urgent medical appointments to promote health and prevention, and measures in support of employees with disabilities or minor children of employees who have died in service, through the Group's Mutual Aid Society
- Supplementary pension scheme, with an increase in the employer's contribution to 4.5%, rising to 6% for employees under 35, and confirmation of the €120 annual contribution paid for each child of employees up to the age of 24
- Meal voucher value increased to €10

Particularly significant are the new parenthood-related measures designed to support and encourage young families:

- A €1,200 birth bonus for all newborn children
- On an experimental basis, the introduction of the option for parents – following breastfeeding-related leave and up to the child's third birthday – to take either:
  - up to 12 hours of additional paid leave per week, or alternatively,
  - a "short week" working pattern (four 7.5-hour days per week) with no reduction in salary.
- Paid leave for medical appointments and check-ups related to assisted reproduction treatments
- Leave for disability assessments of one's child
- Leave to assist children with Special Educational Needs (SEN), including Specific Learning Disorders (SLD)
- Additional leave for childcare needs up to age six, in addition to the existing leave provisions for prenatal courses, nursery and kindergarten induction
- Confirmation of paternity leave beyond statutory entitlements.

Attention has also been paid to the digital transformation, with updated allowances for employees in the GTECH area and for Digital Branch Managers working evening and Saturday shifts to support customers in accessing the Group's digital services.

On the eve of the presentation of the 2026–2029 Business Plan, this agreement establishes the regulatory framework of an advanced welfare system, developed through dialogue with the trade unions. The Intesa Sanpaolo provisions are designed to complement those set out in the national collective agreement. The second-level contract – previously renewed in the agreements of 3 August 2018 and 8 December 2021 – will be in force from 1 January 2026 to 31 December 2029.

**Informazioni per la stampa**

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**Intesa Sanpaolo**

Intesa Sanpaolo, con 421 miliardi di euro di impieghi e oltre 1.400 miliardi di euro di attività finanziaria della clientela a fine settembre 2025, è il maggior gruppo bancario in Italia con una significativa presenza internazionale. È leader a livello europeo nel wealth management, con un forte orientamento al digitale e al fintech. In ambito ESG, entro il 2025, sono previsti 115 miliardi di euro di erogazioni Impact per la comunità e la transizione verde. Il programma a favore e a supporto delle persone in difficoltà è di 1,5 miliardi di euro (2023-2027). La rete museale della Banca, le Gallerie d'Italia, è sede espositiva del patrimonio artistico di proprietà e di progetti culturali di riconosciuto valore.

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