

## PRESS RELEASE

### Agreement signed between BPER Group and the Trade Unions in connection with the 2019-2021 Business Plan

Modena - 30 October 2019. With reference to the 2019-2021 Business Plan presented on 28 February 2019, with a strong focus on cost containment also through staff streamlining, BPER would like to announce that the trade union procedure launched with the announcement of 28 June 2019 was concluded yesterday with the signing of an Agreement between BPER Group and the Trade Unions.

The Agreement envisages, in particular:

- voluntary exits, as from 31 March 2020, of Personnel who have accrued or will have accrued state pension requirements by 1 January 2022, with payment of an incentive;
- the possibility of requesting access to the Solidarity Fund of the banking sector, as from 1 April 2020 and up to the date that they start receiving their pension, for those who will accrue these requirements between 1 January 2021 and 31 December 2025, with payment of an incentive;
- the recourse to the above-mentioned pension and pre-pension plans will determine the exit of 1.289 internal resources;
- employment of 645 resources that will enable the acquisition of new skills and provide support to generational turnover;
- staff reduction that will allow the achievement of the target envisaged at the end of the Business Plan (workforce of 12.739 resources) and will contribute to an overall reduction of 1.300 resources with respect to the work force existing at the beginning of the Plan.

Other important aspects are:

- the progressive use of vacation days, suppressed public holidays as well as the reduction/suspension of working activity that will contribute to the structural reduction of Personnel costs;
- the identification of measures to enhance resources, such as: Work life balance tools, the activation of flexible work models (Hubworking and Smartworking), the improvement of welfare policies, specific training investments, time banking.

*Alessandro Vandelli, Chief Executive Officer of BPER Banca, commented: "The Agreement signed, continuing the long-standing tradition of consultation that characterizes the BPER Group's industrial relations, will allow the achievement of important objectives of Business Plan, such as the optimization of the workforce and the structural reduction of Personnel costs, in addition to enhancing an important generational turnover and at the same time developing qualified professional skills".*

BPER BANCA S.p.A.

*This is a translation into English of the original in Italian. The Italian text shall prevail over the English version.*

The press release is also available in the 1INFO storage device.

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