

PRESS RELEASE

2022-2025 “BPER e-volution” Business Plan

Workforce optimisation agreement signed between BPER Banca Group and trade unions

Modena – 6 May 2023. Among the various initiatives of the BPER Banca Group's 2022-2025 Business Plan is the optimisation of the workforce, entailing the exit of 540 employees via the banking industry's Solidarity Fund in addition to those already contractually agreed upon.

In this regard, BPER Banca informs that it has today reached an agreement with the Group's Trade Unions, aimed at fostering generational and professional turnover which, combined with increased workforce efficiency, will contribute to the achievement of the cost/income ratio targets set in the Business Plan.

As part of the Agreement, 270 new hires were determined in response to the exits by considering, amongst other aspects, the demand for resources with specific professional expertise and paying attention to the geographical areas where the Group is present.

The agreement additionally provides for the temporary-to-permanent employment contract stabilisation for 80 resources.

Piero Luigi Montani, Chief Executive Officer of BPER Banca, commented: *“I am satisfied with the agreement reached, which constitutes a further step towards the accomplishment of our Business Plan initiatives. The agreement will also allow for the on-boarding of new employees for the benefit of youth employment and generational turnover”*.

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