

PRESS RELEASE

AGREEMENTS SIGNED BETWEEN BPER BANCA AND TRADE UNIONS ON GENERATIONAL TURNOVER AND CAREER PATHS

Up to 800 voluntary exits planned for 2026, along with 400 new hires,
250 employment contract stabilisations, and new internal regulations for
career paths with a focus on social inclusion

Modena, 19 December 2025 – BPER Banca announces that it has today signed important agreements with the Group's Trade Unions, with the aim of continuing the process of generational turnover, including in accordance with the integration process planned with Banca Popolare di Sondrio, and setting new regulations for career paths to adapt them to the changed organisational and operational context.

Specifically, tools and measures have been agreed upon to encourage the voluntary early exit of up to 800 employees of the BPER Group, to be implemented mainly during 2026, including through recourse to the banking industry's Solidarity Fund. In response to these exits, the agreement provides for 400 new hires and the stabilisation of 250 employees currently on temporary contracts, focusing on the areas where the Group operates.

Under the same agreement, a specific quota of hires is reserved for women victims of gender-based violence included in protection programmes, or children of femicide victims, in line with national regulations, confirming the Group's concrete commitment to inclusion and social responsibility.

Regarding career paths, internal regulations have been defined to ensure clear professional growth expectations are set for a significant number of the Group's employees, taking into account the new distribution model, its evolution and recent organisational changes.

BPER's Chief Executive Officer, Gianni Franco Papa, commented: *"The agreements reached thanks to the ongoing, constructive dialogue with the trade unions, are a further step forward in the Group's evolution trajectory and are fully aligned with its development and transformation strategies. These agreements will facilitate generational turnover, enhance in-house skills, and support the onboarding of new resources, while strengthening attention to people, communities, and social issues."*

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