

## PRESS RELEASE

### **BANCA MONTE DEI PASCHI DI SIENA SIGNS AGREEMENT WITH TRADE UNION ORGANIZATIONS FOR 3,500 VOLUNTARY EXITS THROUGH THE SOLIDARITY FUND, IN LINE WITH THE 2022-2026 INDUSTRIAL PLAN**

*Siena, 4 August 2022* - Banca Monte dei Paschi di Siena and the trade unions today reached an agreement for the management of 3,500 voluntary exits as of 1 December 2022 as required by the 2022-2026 Business Plan presented just over a month ago, thanks to an early-retirement scheme based on the various pension options already accrued and the activation of the sector's Solidarity Fund.

More specifically, the agreement allows employees to qualify for the Fund's benefits up to 7 years in advance of retirement, guaranteeing a stable salary.

The signed agreement contains specific measures to facilitate access to the Fund according to the different salary levels of the employees concerned, safeguarding their needs even after the termination of the employment relationship thanks to the continuation of the Bank's welfare programs.

"The agreement confirms the importance of discussions with trade unions for the implementation of the guidelines of the Business Plan, which provides for the simplification of the Group's structures with a view to development and growth - said Roberto Coita, Chief Human Capital Officer of Banca Monte dei Paschi di Siena - The agreement reached allows us to start on a shared path that will allow us to seize - also through a return to corporate bargaining and in compliance with the business plan objectives- the opportunities for enhancing our Group's people, maintaining the focus on the development of internal welfare, training and employment levels ".

*This press release is available at [www.gruppomps.it](http://www.gruppomps.it)*

#### **For further information**

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