

# Gender Equality Policy

## PREMISE

The promotion of diversity, inclusion and equality is a fundamental aspect of a sustainable development model and one of the founding principles of the MPS Group:

- **Diversity** in terms of the diversity of thoughts and attitudes that enriches our Bank and becomes its intangible asset;
- **Inclusion** in terms of openness to others and to different points of view;
- **Equality** in terms of commitment to providing equal opportunities for all.

The Group is committed to fostering a climate that legitimises listening, respect, the expression of differences and the appreciation of each person for his or her uniqueness, recognising that a more inclusive company improves the internal climate and enhances long-term value creation.

For this reason, the Group has established an internal set of rules that sets out its commitments to promoting diversity and inclusion, fairness and equality. These commitments are pursued in all phases of each person's corporate life, in organisational and operational aspects, as well as in internal and external communication.

**Respect and listening**, as stated in the Code of Ethics, are inspiring values for the Group.

The culture of respect is a prerequisite for building an inclusive environment that values the individual within the Group and, therefore, the Group itself.

The Group promotes the elimination of all forms of discrimination based on gender, age, sexual orientation, gender identity, religion, ethnicity, disability, political and trade union affiliation; it encourages integration, accessibility and transparency.

Valuing diversity and the commitment to achieving gender equality are reflected in policies aimed at supporting female empowerment and reducing the gender pay gap, promoting leadership that strives for equal opportunities.

The promotion of inclusive strategies and policies is achieved through active listening, which, in its most authentic sense, allows us to fully understand the interlocutor's message, including the interpretation of subtle signals. This enables us to be more efficient and effective, to improve our problem-solving capabilities, and to develop culturally and socially relevant initiatives that benefit our stakeholders, such as financial education initiatives across the country.

All of this leads to improvements in the working environment and the wellbeing of individuals and helps the company achieve important **sustainability** goals.

Collaboration among people of diverse identities and cultures means that differences become a valuable resource for the Group. The Group is committed to working proactively to ensure that knowledge, skills, visions, values and aspirations serve as a stimulus rather than a source of conflict.

## OUR COMMITMENTS

In line with the principles set out in the Code of Ethics, the MPS Group recognises the uniqueness of its people, valuing their skills, experience and individual qualities while encouraging collaboration, innovation and creativity. The main objective is to foster the development of potential without discrimination, encouraging freedom of expression and having a positive impact on the Group's motivation and performance.

The Group is therefore committed to:

- creating a work environment that is free from discrimination (including harassment, retaliation, vulgarity) and that encourages transparent and inclusive behaviour;
- promoting gender equality and supporting female empowerment;
- implementing systems and processes to reduce the gender pay gap;
- promoting work-life balance tools;
- creating a work environment free from physical, sensory and technological barriers that supports physical, psychological, financial and social well-being;
- promoting and disseminating principles for a zero-tolerance culture towards workplace violence and harassment;
- instilling an inclusive culture and leadership at all levels of the organisation to promote responsible management of work teams and increase sensitivity and awareness;
- adopting selection, management, training, development and remuneration policies that ensure equal employment and career opportunities for all, regardless of gender, age, sexual orientation, gender identity, religion, ethnicity, disability, political and trade union affiliation, fostering an inclusive work environment that takes account of specific personal needs;
- applying the "comply or explain" principle in the presentation of candidate applications to ensure representation of all genders, both in the selection process for recruitment and in the allocation of roles, responsibilities and promotions;
- activating a sustainable and inclusive cultural model that impacts the territories in which the Group operates; promoting rules to adopt principles of respect, fairness and mutual trust;
- defining KPIs (Key Performance Indicators) to measure the effectiveness of inclusion and enhancement actions.

## **MONITORING**

In order to monitor the implementation of the principles expressed in this Policy over time, the MPS Group undertakes to:

- distribute it to all employees;
- update it in line with regulatory developments and the Group's strategy;
- define KPIs which, in line and consistent with the principles contained in the relevant regulatory documents and with the indicators already present in the Non-Financial Statement, will enable the monitoring and measurement of the progress and results achieved, supporting the cultural change with regard to diversity, equality and inclusion.