

PRESS RELEASE

**Banco Desio Group and Trade Unions sign
Agreement on access to the "Solidarity fund for income support"**

The Banco Desio Group and the Trade Union Delegation, comprised by a number of Trade Unions (FIRST/CISL, UILCA, UNISIN and FABI, FISAC/CGIL) have signed an Agreement on access to the "Solidarity fund for income support" (the "Fund") and on the early retirement of eligible workers.

More specifically, the Agreement envisages voluntary access to the Fund for workers who will meet the "General Compulsory Insurance" ("GCI") requirement for retirement, who are eligible for pension benefits between 1.11.2021 and 31.12.2024; the retirement of these resources will be distributed in two tranches, planned for 1.7.2021 and 1.7.2022; the average period for which the Fund will be applied is estimated as 16 months. Furthermore, measures are envisaged that will encourage the retirement of employees who become eligible for GCI pension benefits by 30.9.2021.

Overall, applications will be accepted from 100 employees.

The one-time cost of the initiative is estimated to total between Euro 11 million and around 13 million, depending on the number of employees that apply, distributed over the Group's various companies, and will be recognised in this year's accounts.

Desio, 27 November 2020

BANCO DI DESIO E DELLA BRIANZA SPA

The Chairman

Contacts:

Investor Relator

Giorgio Federico Rossin

Tel. +39 0362/613.469

Mobile +39 335/7764435

Fax +39 0362/613.219

g.rossin@bancodesio.it

Corporate Affairs

Tel. +39 0362/613.214

Fax +39 0362/613.219

SegreteriaGeneraleSocietaria@bancodesio.it

Marco Rubino di Musebbi

Community Srl

Communications consulting

Tel. +39 02/89404231

Cell. +39 335/6509552

Fax +39 02/8321605

marco.rubino@communitygroup.it