

# Health and Safety Policy of Banca Monte dei Paschi di Siena S.p.A.

This policy, which is based on the provisions of national and European Union legislation on occupational health and safety, is part of the "Occupational Health and Safety Management System" (OHSMS) of Banca Monte dei Paschi di Siena S.p.A., implemented in accordance with the UNI ISO 45001 standard, which serves as the primary reference for the company's overall management objectives. The OHSMS is structured around the following core principles, in compliance with which the Bank undertakes to:

1. communicate the Company's Safety Policy, its inspiring principles and objectives to its stakeholders through the most appropriate means;
2. comply with Italian and European legislation on workplace health and safety, including technical regulations and international standards where applicable;
3. carry out proactive and predictive risk management activities within the framework of workplace health and safety management to prevent workplace accidents and the onset of occupational diseases;
4. continuously identify residual risks in the workplace and implement the most appropriate measures to reduce them to an acceptable level, while innovating methodologies and informational approaches for their assessment and analysis and adopting the most effective organisational tools and structures;
5. enhance the value of human resources by developing specific skills and training activities, which are key elements of the company's mission and influence all decisions made by the MPS Group, with the aim of making employees aware of their responsibilities and the need to operate in compliance with current legislation and internal operating rules;
6. inform all those present in the company's environment (employees, suppliers, customers) about the organisation responsible for managing safety and emergencies, as well as the existing risks and the relevant prevention and protection measure adopted;
7. select its suppliers based on considerations related to workplace health and safety and promote joint initiatives for the management and resolution of any risk situations through mutual cooperation, while adopting a purchasing policy that respects the principles protecting the health and safety of workers, the environment and people in general;
8. encourage employee involvement in the company's workplace health and safety objectives, including through their Safety Representatives;

9. pursue continuous improvement by devoting the necessary resources and actively supporting, monitoring and promoting the achievement of the goals set within the OHSAS;
10. promote the integration of workplace health and safety principles into the management of all company activities, including the design and maintenance of buildings and facilities;
11. guide and direct the companies of the MPS Group to operate in accordance with the aforementioned principles, requiring them to adopt this Safety Policy and comply with the OHSMS.

With a view to becoming a benchmark of technical and organisational excellence in corporate safety management within the banking sector, Banca Monte dei Paschi di Siena S.p.A. has taken the necessary steps to develop its "Occupational Health and Safety Management System". The Bank aims to gradually integrate this system with the other management systems within the Company and extend it to other Group companies. It also promotes initiatives aimed at fostering a culture of workplace health and safety and enhancing interaction and collaboration among the company structures in order to achieve operational efficiency in terms of safety, while ensuring the traceability of the relevant responsibilities.

The Safety Policy will be periodically reviewed to ensure it remains relevant and appropriate to the Bank's organisation and to the nature and scale of its workplace health and safety risks, taking into account any changes in the social, regulatory and technical context.

Responsibility for guiding the implementation of the Safety Policy rests with the Bank's Top Management Body and the entire Management, and its success depends on the continued commitment and compliance of all employees.

The Safety Policy serves as a key reference point for setting and reviewing health and safety objectives with a view to ongoing improvement and is available for consultation by anyone upon request.