

DIVERSITY AND INCLUSION PRINCIPLES

Banca Intesa AD Beograd, being a part of the Intesa Sanpaolo Group, adopted a Diversity & Inclusion Policy to confirm and make more effective its commitment to implement and disseminate – inside and outside of the Bank– a policy for the inclusion of all forms of diversity (race, skin colour, ancestors, citizenship, national affiliation or ethnic origin, language, religious or political beliefs, sex, gender, gender identity, sexual orientation, sexual characteristics, income level, financial position, birth, genetic characteristics, health, disability, marital and family status, previous convictions, age, appearance, membership in political, trade union and other organisations and other real or presumed personal characteristics also including the expression of one's own thoughts), in accordance with the principles stated in the Bank's Code of Ethics and Code of Conduct.

The key principles are:

- Respect for all people in their identity and diversity expression
- Nurturing of everyone's skills and competences
- Meritocracy
- Equal opportunities

In line with these Principles, Banca Intesa's goal is to create an environment based on plurality, respect and harmony, where people with different qualities, beliefs and opinions can come together to generate value, where everyone feels free to express their true selves.

Banca Intesa AD Beograd aims at disseminating the values of inclusion inside and outside the Bank in the socio-economic context and in the areas in which it operates.

As part of their relationship with Banca Intesa AD Beograd, suppliers are expected to:

- Respect every person, in their identity and diversity expression, as per all aforementioned forms of diversity
- Adopt respectful and inclusive language and communication style
- Adopt non-discriminatory behaviours, as well as report any instance of detrimental conducts that may be harmful against the dignity of any person. Examples of said detrimental behaviours include discrimination, harassment, sexual harassment, mobbing and defamation linked to diversity issues. Prohibited behaviour also includes displays of intolerance and hatred towards LGBT individuals.

Please note inappropriate behaviours can be reported as follows, bearing in mind Banca Intesa AD Beograd safeguards the safety and privacy of all victims and witnesses.

Reports of cases of non-compliance can be addressed:

- by email to eticki.kodeks@bancaintesa.rs or



- by regular post to the following address: Banca Intesa ad Beograd, Milentija Popovica 7b, 11070 Belgrade.

Suppliers are kindly requested to disseminate this notice to all their employees, especially those who come in direct contact with personnel of Banca Intesa AD Beograd.