PRESS RELEASE

Milan, 31 October 2012 - Negotiations continued today (having recommenced on Monday, 29 October 2012) between Trade Union representatives and the Human Resources Department of the BPM Group, during which the Bank presented a document containing a new and better proposal, designed to safeguard employees' pay levels even more.

In the afternoon, the Trade Unions issued a press release blocking negotiations, even though several requests had already been accepted by the Bank; the reason for this gesture is probably the fact that the various unions present at the negotiations were unable to agree on a particular approach. We can understand this, but the interests of BPM's employees in general still have to be addressed.

It is also worth reiterating that, even though the terms of the contract formally expired on 20 October 2012, the Bank has never interrupted talks with the unions, in the hope of finding a solution that would satisfy everyone.

BPM therefore takes note that it was unable to reach an agreement with the unions, despite the efforts made by the Group's representatives to achieve a positive result.

BPM's proposal (as explained below) involved employees eligible to retire, who we offered incentives (to the extent requested by the unions), so that they could decide to leave the Bank with additional advantages with respect to the pension they would otherwise have enjoyed.

In the same way, BPM, which could have invested more than € 180 million to "fund" this operation, proposed incentives (again to the extent requested by the unions) to encourage people to join the Solidarity Fund - still on a voluntary basis - waiving the original intention to make use of obligatory redundancies.

This option would also have allowed BPM to free up resources to hire qualified young people, at the same time achieving the cost reductions required by the market.

We did not have a chance to discuss these important opportunities with the unions, though we are convinced that they are extremely valid (also considering what is happening in other situations, the current situation of the Bank, that of the banking industry in general and the crisis of the system), as well as necessary to ensure that the Bank is able to continue its recovery with greater peace of mind.

We learn from the press release that the unions intend to call general meetings in the near future; the Bank hopes that the common sense of the majority will prevail from now on, thanks to the cooperative spirit that characterises the Bank, our colleagues and the trade unions.

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**Meeting of 31 October 2012**

### Solidarity Fund
- Completely voluntary membership
- Open to those who accrue AGO pension rights by 31.12.2018 (AGO stands for Assicurazione Generale Obbligatoria i.e. obligatory social security for most of the population)
- Open to managers who accrue pension rights by 30.06.2020
- Membership at the first possible window
- Check in January 2013 whether it is possible to open the Fund to those who accrue AGO pension rights by 31.12.2019
- Check in January 2014 whether it is possible to open the Fund to those who accrue AGO pension rights by 30.6.2020

### Incentives
- % of RAL (gross annual retribution) for each month in the Fund (0.3% Managers - 0.5% Officials (QD3/QD4) - 0.7% Officials (QD1/QD2) - 0.9% Employees (AP)
- Timeliness (if application by 30.11.2012): another 2 monthly salaries
- 62 years old by 31.12.2017: another 2 monthly salaries (if penalised in pension terms)

### Retirement
- Obligatory for those already entitled to an AGO pension or who accrue AGO pension rights by 31.12.2015 and do not ask to join the Solidarity Fund
- Stop working at the earliest possible date

### Incentives
- 7 monthly salaries for those eligible for a pension by 31.12.2012
- Another 7 monthly salaries for female employees (eligible for a pension by 31.12.2012) with 35 years of contributions and 57 years of age
- 62 years old by 31.12.2012: another 2 monthly salaries (if penalised in pension terms)

### In-house Supplementary Contract
- Personalised consolidation of 80% of the RIA (in-house supplementary remuneration) and the PRE (extrastandard performance bonus) in favour of those who receive them already
- January 2013: consolidation of additional quotas of remuneration (including 20% of the RIA and the PRE) depending on the cost savings deriving from membership of the Fund
- Immediate application of the National Labour Contracts for Employees/Officials and Managers for: employment levels, procedures for negotiations with the Trade Unions
- Confirmation of other in-house supplementary contract topics until 31.01.2013
- Confirmed indefinitely: Welfare (assistance, social security, etc.)

Employment
- Permanent employment of temporary staff who have worked for the Group for three years
- Short-term employment, other temporary staff, outstanding applications: they will act as a pool of potential new hires during the Plan, if positively assessed

Other interventions
- Cancellation of untaken holidays, bank hours, various permits
- Non-payment of former public holidays and additional services
- Solidarity during the Plan: 3 days for AP - 4 days for QD - 6 days for Managers