

## A NEW WELFARE PLAN FOR EQUITA

EQUITA UNVEILED TO ITS EMPLOYEES THE NEW CORPORATE WELFARE PLAN FOR 2019. MANY NEW FEATURES INTRODUCED FOR BOTH EMPLOYEES AND THEIR CLOSE FAMILY MEMBERS

*Milan, 4 March 2019*

Equita, the Italian independent Investment Bank, has unveiled its 2019 corporate welfare plan to employees. Many new features have been introduced not only for employees but also for their families.

**With this new welfare plan Equita is keen to foster both skills and well-being of its staff, thereby strengthening the concept of partnership that has always made the company stand out.** The aim is to encourage and build loyalty among all staff, from the most senior to the most junior, by offering a combination of both cash and non-cash benefits, together with a pleasant - and hence more productive - working environment.

The initiatives introduced in recent years, accompanied by ever-increasing benefits for all its employees, have helped create a **leading-edge company welfare plan in Italy.**

In 2019, Equita has decided to promote the following initiatives for its employees:

- For a specific employee level, a cash contribution for each minor or student child;
- full diagnostic check-ups for each employee, aimed at encouraging health prevention;
- 1-to-1 meetings and plenary sessions with pensions advisers to help staff, both junior and senior, to define their objectives and find the best pensions solutions in light of their long-term objectives;
- Offer of a personal voucher to each employee to be redeemed against an annual subscription to museums in the Lombardy region, and the option to access reduced-price subscription for family members, with the aim of promoting culture and offering employees an additional opportunity in terms of leisure.

All these new features add to the existing welfare arrangements that have been in place for many years, implemented by Equita to foster the well-being of its employees.

Each employee has an annual budget (equal to a percentage of gross annual salary) to be allocated to non-cash services and benefits, according to their individual needs, including refunds of medical expenses and treatment, training and refund of school expenses, recreational and leisure activities and free time. For many of these services, the benefit is not limited to the employee alone but also covers family members.

In 2018, the budget was mainly allocated to training activities (41%), free time (32%) and refunds of medical expenses incurred by employees for additional services not covered by Equita health policies (9%).

Equita also supports its employees, if they have joined a supplementary pension scheme, by paying an additional employer's contribution.

The insurance cover is extensive and includes policies for medical treatment and refunds of medical expenses incurred by employees and their close family, occupational and non-occupational accident policies, benefits for employees in the event of invalidity and for family members in the event of death.

The Equita's corporate welfare plan also includes several employee training initiatives. A rotation scheme for young professionals in the various departments is designed to enable them to understand how the whole company works. Various courses are also organised (led by senior managers of Equita or by external consultants and professionals) and employees are encouraged to attend specialist courses. For example, more than 15 internal courses for all staff have been planned for 2019, covering a variety of subjects, encompassing legal and tax matters, accounting, fintechs, financial markets and sector studies, and sustainability issues.

All these aspects that make up Equita's corporate welfare plan, including the variable pay component based on performance achieved during the year, supplement and enhance employees' total remuneration package, both in

monetary terms and from a human capital standpoint, and are clear evidence of Equita's desire to invest in the well-being of its employees.

**Stefania Milanese**, Chief Financial Officer and Chief Operating Officer at Equita said: *"We are proud of the welfare plan we have created. Each year we introduce new features aimed at further improving the conditions of our professionals and their families. We firmly believe that each professional, from the most junior to the most senior, is crucial for creating value. It is therefore fair that they are valued and encouraged, enabling them to maintain a balance between work and private life. In a sector such as finance, which requires hard work and commitment, the search for a satisfactory work-life balance and a focus on human capital development are aspects that make Equita stand out from the competition, and on which the company places great emphasis"*.

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Equita is the **independent investment bank**, reference partner for Italian companies and institutional investors, with 45 years of experience. The business model is clear and focused: **Sales & Trading** on equities, bonds and derivatives for domestic and international institutional customers is combined with a high profile **Investment Banking** platform dedicated to advisory to companies and financial institutions. **Proprietary Trading**, with market making activities and advice on valuation of financial instruments, and **Alternative Asset Management**, providing traditional portfolio management on concentrated positions along with innovative private debt and private equity portfolio management, such as the special acquisition vehicle (SPAC), complete the range of specialized and synergic services offered. Moreover, all business lines are continuously supported by a **Research** team recognized for its excellence. **Independent advice** and **deep knowledge of capital markets** grant Equita credibility among domestic and international institutional investors, ensuring a unique positioning in the Italian market, with a focus on mid & small caps.